



Kendelle Nelson

Recovery Coach

715-923-9716

kendellen@mmbridges2recovery.com



Beka Bussineau

Certified Peer Recovery Coach

Recovery Coach

715-923-9714

bekab@mmbridges2recovery.com



Paul Haasl

Certified Peer Support Specialist

Recovery Coach

715-923-7950

Paulh@mmbridges2recovery.com

Learning objectives:



- What is a Recovery Friendly Workplace?
- Recovery Friendly Workplaces around the Nation.
- How does becoming a Recovery Friendly Workplace benefit a business?
- How do Recovery Friendly Workplaces help recovering people?
- Marinette County Recovery Friendly Workplace Inception, Model, and Steps.

Marinette County Group Home Association- Biehl Bridges to Recovery

Our Mission

To promote recovery and mental wellness
through housing and support services



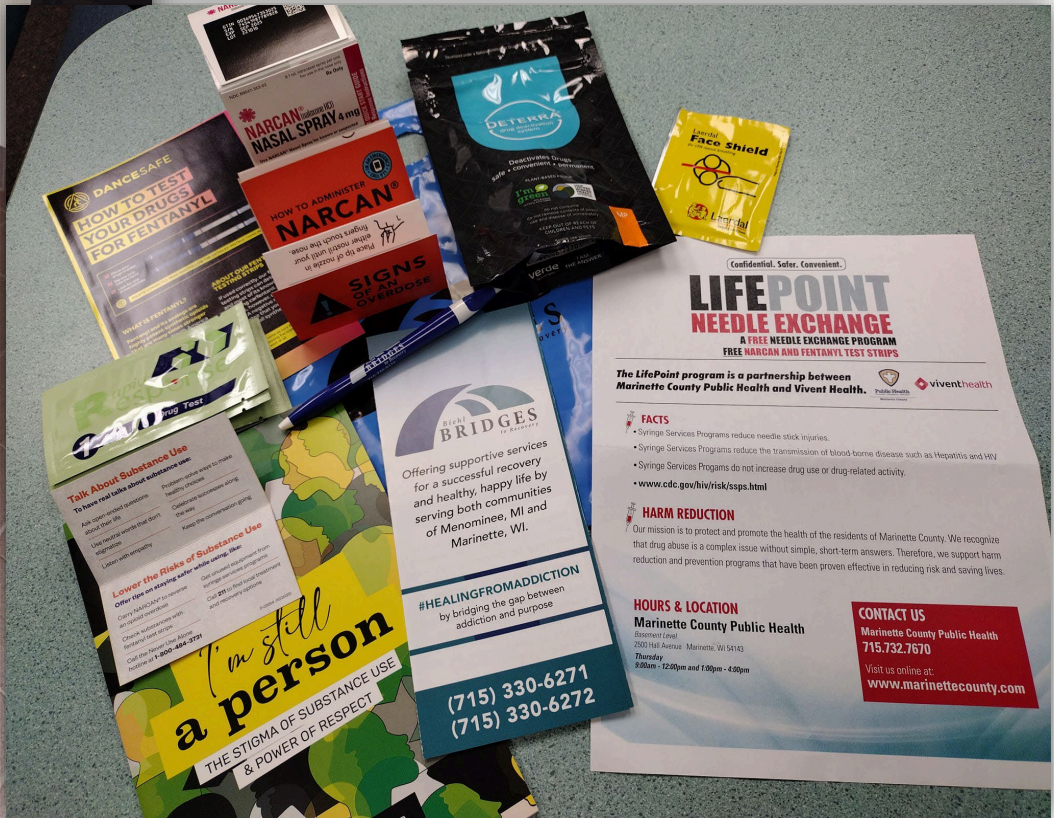
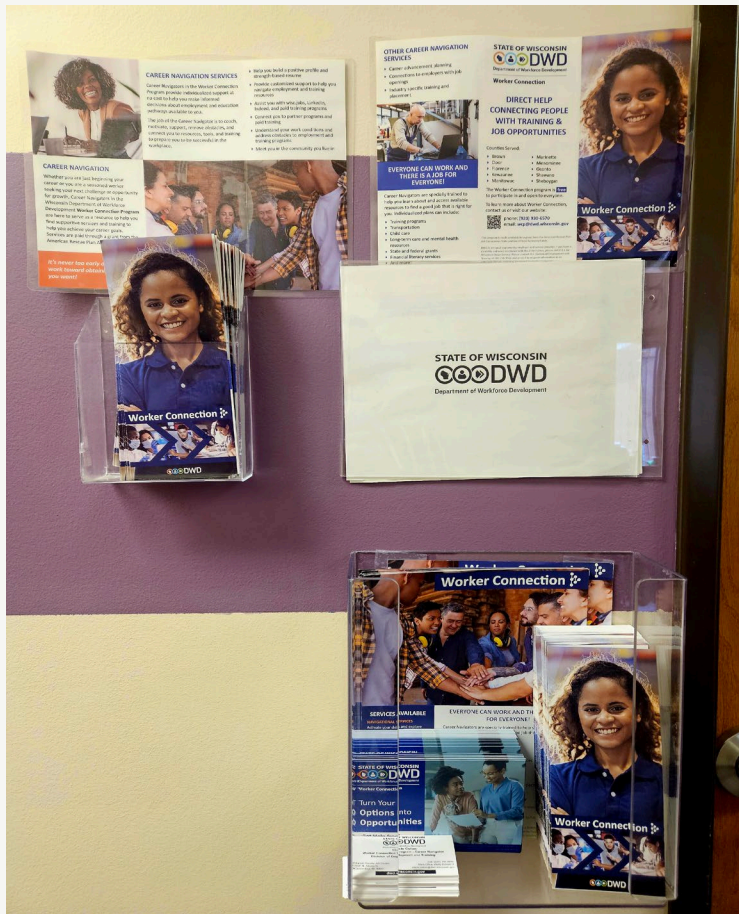
Offering **FREE** supportive services for a
successful recovery and a healthy life by serving
both Marinette, WI and Menominee, MI.

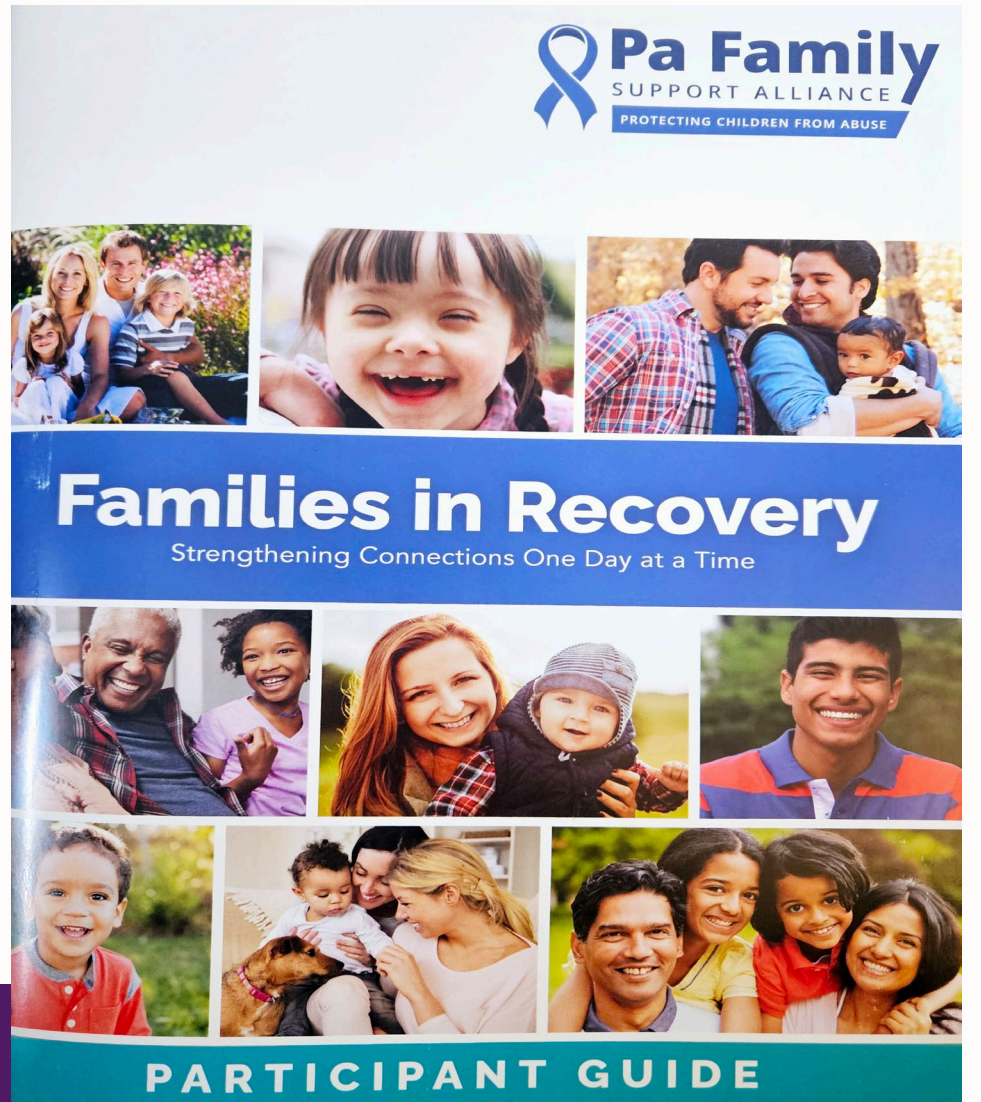
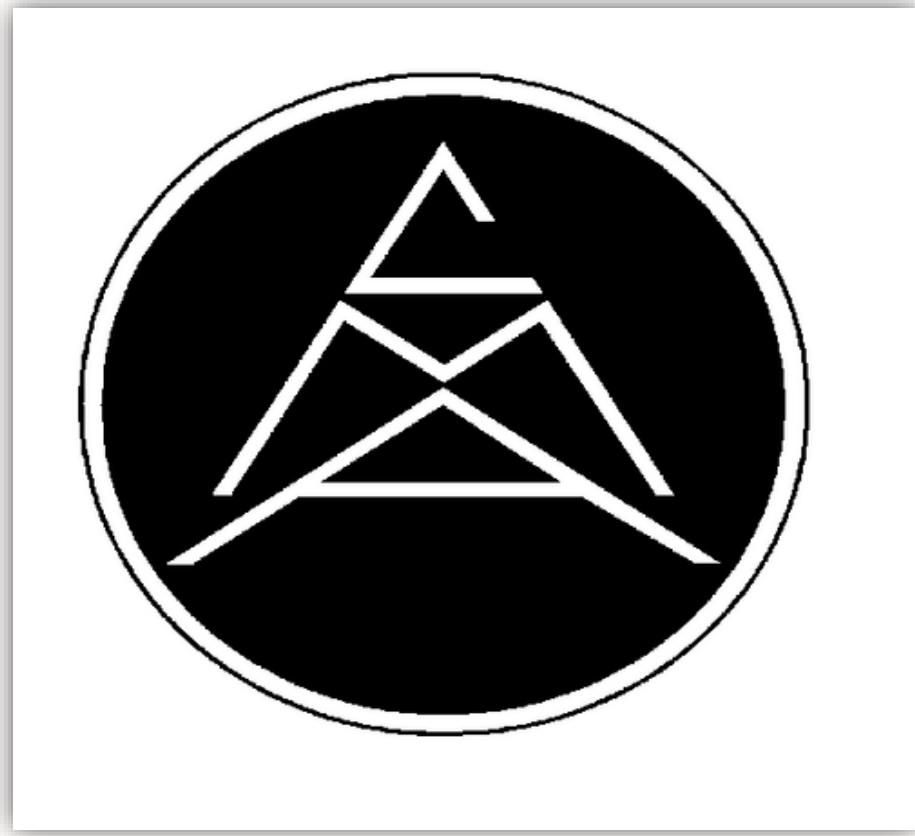


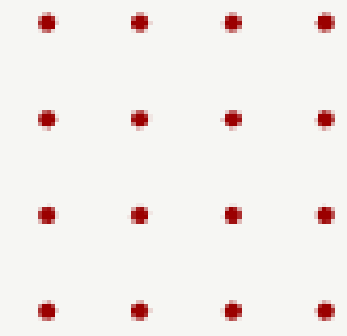
#Recoveryispossible

- **Peer Recovery Coaching**
- **Jail Programming**
- **Case Management**
- **Recovery Friendly Workplace**
- **Recovery Community Center/Meeting Place**
- **Overdose Awareness Day**
- **Parenting Classes**
- **Harm Reduction Vending Machine**
- **Recovery Support meetings**
- **Recovery Friendly events**









OVERDOSE AWARENESS DAY

SAVE THE DATE!

FRI AUG 23 12PM-7PM

SAT AUG 24 9AM-4PM



JOIN US AT:
BIEHL BRIDGES TO RECOVERY
3123 SHORE DRIVE
MARINETTE, WI 54143



For info about volunteering or donating reach out:

kaylas@mmbridges2recovery.com / (715) 330-6272



**FREE 24-HOUR
PEER SUPPORT SERVICES**

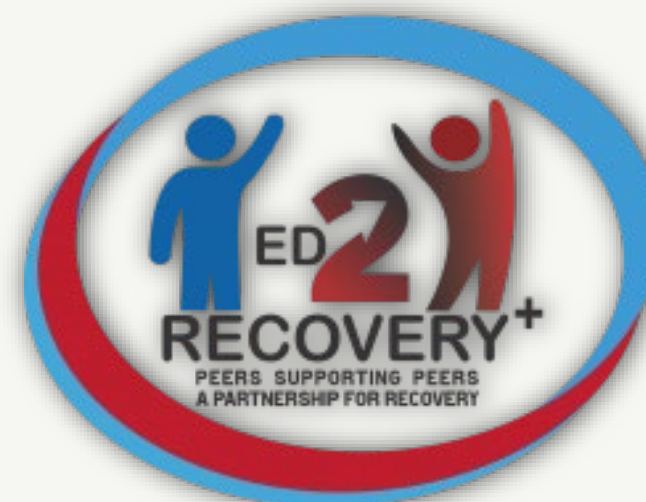
Confidential and Anonymous

Call 715-504-0188





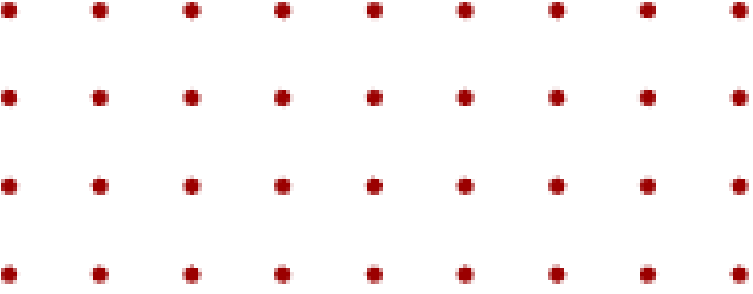
Our Supporters:





What is a Recovery Friendly Workplace?





Recovery Friendly Workplace (RFW)

Are workplaces committed to making a foundational change in the way they hire, treat, and support staff living in or seeking recovery from a substance use disorder.

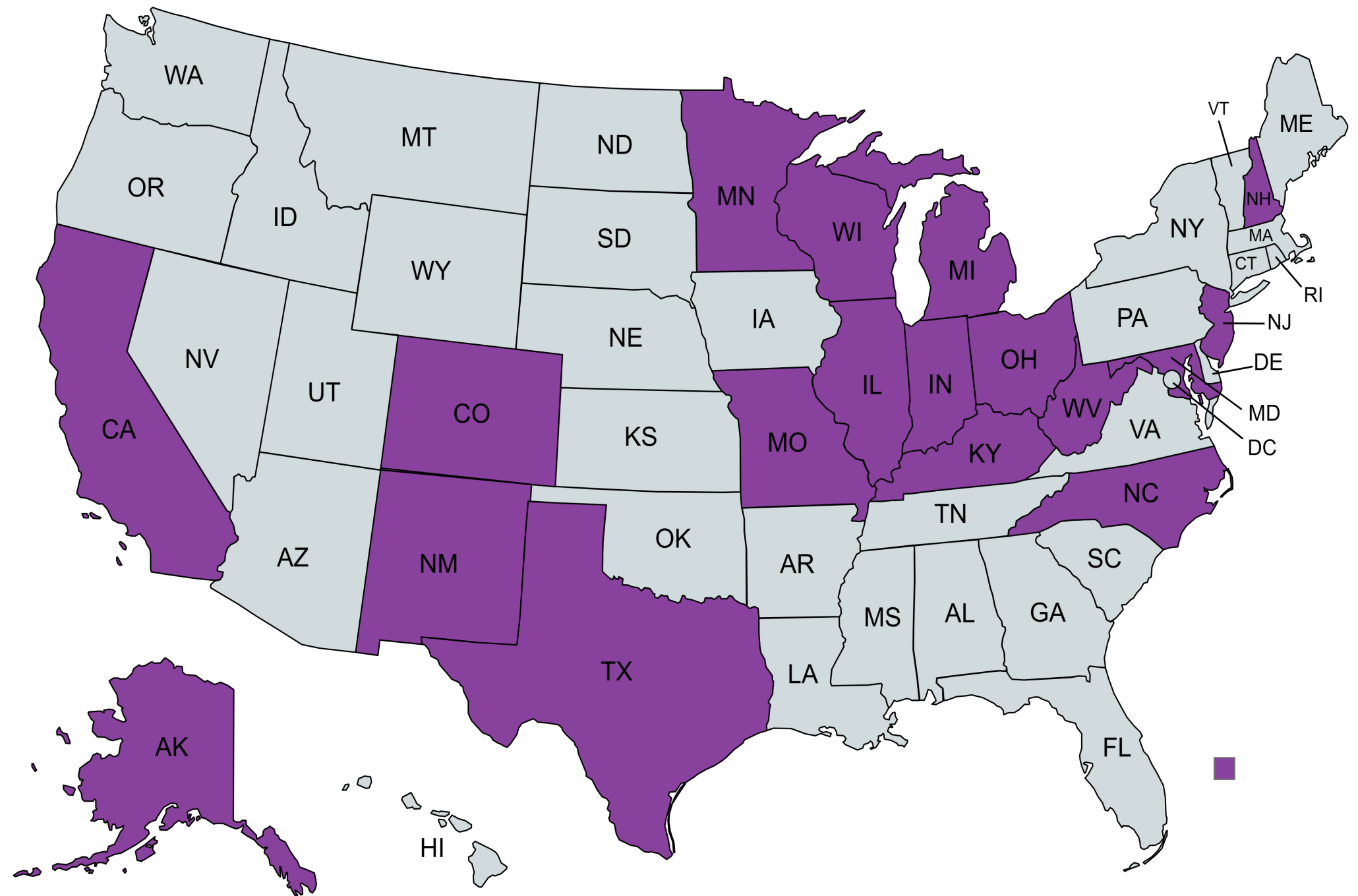




Recovery Friendly Workplaces around the Nation



CURRENT RECOVERY FRIENDLY WORKPLACE PROGRAMS:





In 2018, Governor Chris Sununu launched the New Hampshire Recovery Friendly Workplace Initiative.

GOAL: To promote individual wellness by:

- Empowering workplaces to provide support for people recovering from substance use disorder.
- Assist businesses in improving safety, productivity, and profitability by directly tackling substance use disorder in the workplace.
- Change substance use culture by involving employers in discussions, offering tools, resources, and treatment access.



In 2019, Ohio created the "Recovery Ohio Initiative":

- Based on findings of the Ohio Chamber of Commerce task force that was composed of an internal team with representation from several state departments, boards, and commissions.
- "Recovery Ohio Advisory Council" consists of governor-appointed experts from both the private and public sectors with experience in the fields of treatment, prevention, recovery support, and criminal justice.



How does becoming a Recovery Friendly Workplace benefit a business?



General SUD Employer Statistics

75%

of adults with untreated substance use disorder are in the workforce

[Link](#)



in workplace productivity is lost annually due to heavy drinking

[Link](#)

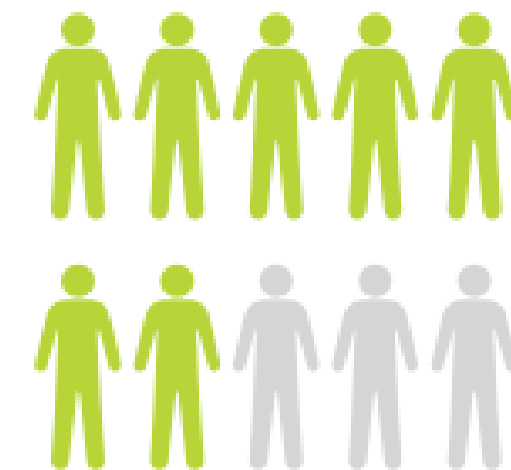


Employees with untreated substance use disorder miss nearly **50% more days** than their peers [Link](#)



Employees who misuse alcohol are **270% more likely** to have a workplace accident [Link](#)

7 out of 10 employers have felt the effects of opioid drug misuse



[Link](#)

The impact of Recovery Friendly Workplaces:

Workplaces that implement evidence-based health and safety programming retain a healthier, more productive, and more motivated workforce.

- Cost savings for businesses
- Safer working environment
- Employee satisfaction
- Employers can save an average of \$8,500 per employee by supporting recovery



Occupational
FINANCIAL
HEALTHY
Well-Being
PROGRAM
Spiritual
Emotional
Health
OVERALL
WELLNESS
Social
EMOTIONAL
HAPPY
Program
COMPLETE
MENTAL
HOLISTIC
PHYSICAL
INTELLECTUAL
ASSESSMENTS
WELL-BEING
Lifestyle
PREVENTITIVE
Happiness
FIT
Programs
Occupational
Intellectual
Environmental
Happiness



How do Recovery Friendly Workplaces help recovering people?



SAMHSA defines *Recovery* as...

"A process of change where people improve their health and wellness, live self-directed lives, and strive to reach their full potential."



SAMHSA's four dimensions that support life in recovery.





Health-

One's physical and emotional wellbeing.

Purpose-

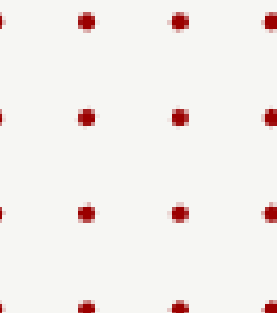
To have meaningful daily activities and the independence, income, and resources to participate in society.


Home-

A stable and safe place to live.

Community-

Relationships and social networks that provide support, friendship, love, and hope.





Empowerment is the degree of autonomy and self-determination in people and in communities. This enables them to represent their interests in a responsible and self-determined way, acting on their own authority. It is the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights. (wikipedia)



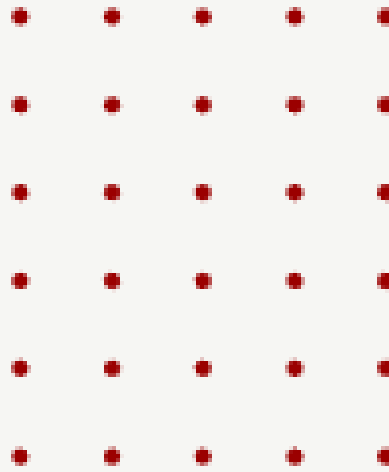
Marinette County Recovery Friendly Workplace Inception, Model, and Steps





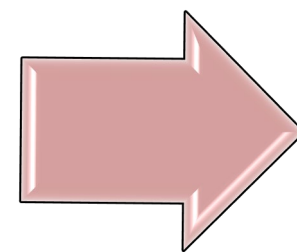
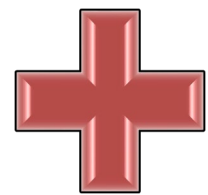
Wisconsin Partnership Program

UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH



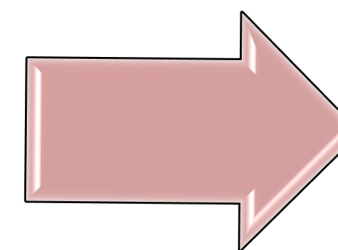
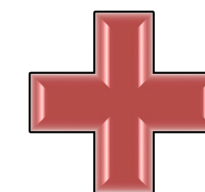
Community Impact Grants support evidence-informed community partnership initiatives that address the social determinants of health to improve health in Wisconsin's urban and rural communities. ***Advancing Health Equity through economic stabilization within the recovery community***

Community
Partner



Initiative
to
Advance
Health
Equity

Academic
Partner



Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY

University of Wisconsin- Madison Marinette County Partnership

- Project evaluation
- Outcome evaluation
- Data analysis
- Technical assistance



Extension
UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY

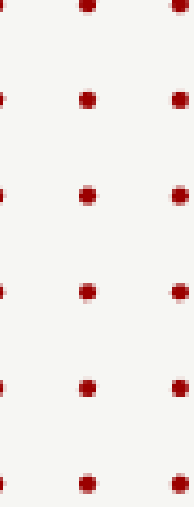


MARINETTE
COUNTY
RECOVERY
FRIENDLY
WORKPLACE
TOOLKIT



"The overarching goal of this project is to improve the health and well-being of people in Marinette County with substance use disorder, or in recovery, by connecting them with access to sustainable employment and economic stability."

-Meghan Rutherford, Project Director, Biehl Bridges to Recovery



Grant Application
Financial management
Cultivation of community partnerships
Project management/Supervision
Implementation of RFW in community



Social Determinants of Health

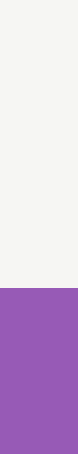
Economic stability through employment results in:

Access to health services/care, reduction in food insecurities, access to housing, access to educational opportunities and a healthier community.



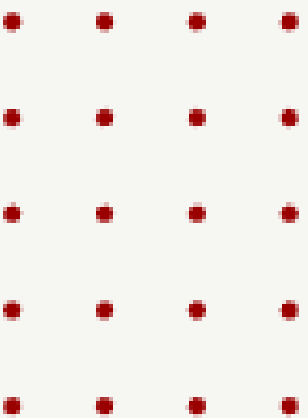
SYSTEMS CHANGE

- Stigma Reduction Training
- Alternative work schedules to allow for treatment
- Second chance agreements with recovery supports in place
- Education on current Federal Incentives: Work Opportunity Tax Credit and Federal Bonding Program
- Address barriers of employment for individuals' justice involved




What we have done so far:

- Researched and networked with nationwide RFWs.
- Engaged with the local business community.
- Facilitated focus groups.
- Actively participated in the creation of the toolkit, training, website, and promotional materials.
- Case management, pre-employment support, and recovery coaching services.



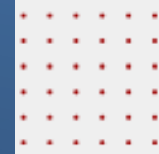


Next Steps

- Connect with businesses on RFW.
 - Provide businesses with local resources, support, and toolkit.
 - Educate businesses on RFW.
 - Connect a network of RFWs to offer support, suggestions, and celebrate wins.
 - Conduct quarterly Advisor Board meetings on the RFW Initiative.
 - Survey participants and businesses.
- 

How to become one of our Recovery Friendly Workplaces:

- Demonstrate a commitment to creating a recovery friendly environment.
- Keep employees on the job while they recover from substance use disorder.
- Have policies that support the recovery process.
- Promote a culture that reduces the stereotypes associated with substance use disorder.
- Enhance workplace safety while improving productivity and profitability by addressing behavioral health issues head-on.






RECOVERY FRIENDLY WORKPLACE SELF-ASSESSMENT

One of the very first steps workplaces can take to become recovery friendly is to examine where they are in terms of policies, environment, and practices that support recovery.

| Recovery Friendly Workplace practice or policy | Yes | No | Page in the toolkit |
|---|-----|----|---------------------|
| Our organization knows how substance use disorders can contribute to workplace safety and financial losses for the workplace. | | | 3 |
| Supervisors and managers in our organization know how to address potential substance use disorders in the workplace in the same way as they would any other illness. | | | 6, 23-31 |
| Our organization offers insurance that has coverage for substance use disorder treatment and/or an employee assistance program that offers free and confidential substance use disorder help. | | | 28 |
| Our organization has policies around substance use with opportunities for entering recovery while maintaining employment, including flexible scheduling for treatment and appointments | | | 23, 25, 26 |
| Our organization would/does hire people in recovery, including those who may have criminal histories. | | | 23 |
| Our organization provides instructions on recognizing overdose and responding to it. | | | 14, 15, 17 |
| Our organization provides an environment where it's easy to be healthy. | | | 29, 35-38 |
| Our organization actively trains all levels of our organization about substance use disorder to ensure substance use literacy and to reduce stigma | | | 23, 24 |
| Our organization knows what words to use when talking about substance use disorders | | | 2, 39-40 |
| If available in our area, our organization participates in a RFW initiative | | | 32-34 |

Marinette County's RFW designation levels

There are three levels a workplace can achieve:
Bronze, Silver and GOLD

| Milestones | Bronze |
|--|---|
| Make a declaration stating your workplace's commitment to RFW principles and its participation in this initiative*. |  |
| Provide employees with information and resources to promote health, well-being, and recovery for themselves and their family members, including your workplace's available support such as Employee Assistance Program (EAP) and recovery support from community agencies. |  |
| Ensure management/supervisors and human resources personnel receive training on: information on recovery prejudice and discrimination and non-stigmatizing language; facts about substance use disorder and recovery; and knowledge about naloxone administration. |  |

*ABC Company is committed to creating a healthy, safe, and stigma-free work environment through our participation in the Marinette County, WI Recovery Friendly Workplace (RFW) Initiative. RFW's encourage environments where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by substance use disorders. In order to achieve a high level of employee health, safety, and productivity, we invite and encourage all employees to reach out for help and support."



Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY



Provide Supervisor Training





Reduce Stigma and Improve the Culture



Marinette County's RFW designation levels

There are three levels a workplace can achieve:
Bronze, Silver and GOLD

| Milestones | Silver |
|--|---|
| Make a declaration as Recovery Friendly Workplace |   |
| Provide employees with information and resources to promote health |   |
| Ensure management/supervisors and human resources personnel receive training |   |
| Make training available for everyone in your organization on: information on recovery prejudice and discrimination and non-stigmatizing language; facts about substance use disorders and recovery; and knowledge about naloxone administration. |   |
| Focus on Recovery Friendly Practices when having gatherings outside of work |   |



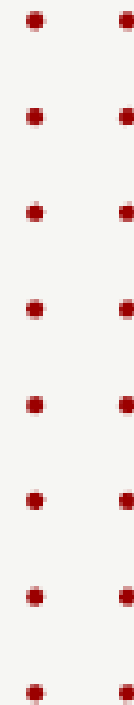
Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY





Engage and Educate Employees



Marinette County's RFW designation levels

There are three levels a workplace can achieve:
Bronze, Silver and GOLD

| Milestones | Gold |
|---|---|
| Make a declaration as RFW Workplace |    |
| Provide employees with information and resources to promote health |    |
| Ensure management/supervisors and human resources personnel receive training |    |
| Make training available for everyone in your organization |    |
| Focus on Recovery Friendly Practices when having gatherings outside of work |    |
| Participate in one community-based prevention or recovery-focused activity annually. |    |
| Participate in the Marinette County RFW community of Practice.** |    |
| Assign a designated Recovery Coach to your workplace. (free of charge from Biehl Bridges to Recovery)** |    |

** Only available in Marinette County, Wisconsin



Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY





Update Policies





Marinette County Recovery Friendly Workplaces

Thank you very much!

This project was developed by
the University of Wisconsin-Madison,
Division of Extension and the Biehl
Bridges to Recovery Team and is
Funded by the Wisconsin Partnership
Program at the University of Wisconsin
School of Medicine and Public Health.



Extension

UNIVERSITY OF WISCONSIN-MADISON
MARINETTE COUNTY



Wisconsin Partnership Program

UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH



Contact Information:

Phone

715-330-6271

Email

RFW@mmbridges2recovery.com



Website

<http://behavioralhealth.extension.wisc.edu/rfw/>

