Recovery Friendly Workplace Initiative and the Impact on Rural Communities

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Objectives

- Explore the impact Substance Use Disorder has within the workforce.
- Learn about how to create a supportive and stigma-free environment through becoming a Recovery Friendly Workplace.
- Explore the benefits of collaborating with Recovery Community Organizations on employers and employees in rural areas.
What is Substance Use Disorder?

“Substance Use Disorder (SUD) is a treatable, chronic medical disease involving complex interactions among brain circuits, genetics, the environment, and an individual’s life experiences. People with addiction use substances or engage in behaviors that become compulsive and often continue despite harmful consequences.”

“Prevention efforts and treatment approaches for SUD/OUD are generally as successful as those for other chronic diseases.”

The American Society of Addiction Medicine adopted the following definition of addiction in 2019.
Substance Use Disorder (SUD) in the Workplace

- In 2021, 26.9 million Americans aged 18 or older with a SUD were employed. Of these, 77.6 percent (20.9 million) worked full-time.
  
  Center for Behavioral Health Statistics and Quality. 2021 National Survey on Drug Use and Health: Detailed tables. Substance Abuse and Mental Health Services Administration.

- In 2021, 38.1 million Americans aged 18 or older reported illicit drug use or misuse in the past month prior to responding to the survey, with 23 million of those individuals being employed either full- or part-time;

- 40 million adults who were employed full- or part-time, reported binge alcohol use, and 10.8 million employed people reported heavy alcohol use in the prior month before the NSDUH survey.

- 48.7 million people aged 12 years or older in the U.S. are struggling with substance use disorder (2022, SAMHSA)

* The estimated total cost of substance use disorder (SUD) in Michigan in 2019 was $113 billion. The estimated cost of SUD in Michigan per Michigan resident in 2019 was $11,300. These estimates are based on a national analysis published as a gray paper by the Recovery Centers of America and survey data published by the Substance Abuse and Mental Health Services Agency (SAMHSA). These estimates represent approximations based on many different assumptions; the exact cost of SUD in Michigan cannot be known.
Substance use disorder (SUD) cost the State of Michigan and estimated $113 billion in 2019. These costs are related to the loss of productivity of individuals and businesses, as well as criminal justice, health care, and other related costs.*

A study conducted in 2022 using data from 2015-2019 concluded that alcohol use disorder was associated with more than 233 million missed workdays annually.

* (The estimated total cost of substance use disorder (SUD) in Michigan in 2019 was $113 billion. The estimated cost of SUD in Michigan per Michigan resident in 2019 was $11,300. These estimates are based on a national analysis published as a gray paper by the Recovery Centers of America and survey data published by the Substance Abuse and Mental Health Services Agency (SAMHSA). These estimates represent approximations based on many different assumptions; the exact cost of SUD in Michigan cannot be known.)
## Substance Use Disorder in the Workplace

<table>
<thead>
<tr>
<th></th>
<th>Any SUD</th>
<th>Alcohol Use Disorder</th>
<th>Illicit Drug Use Disorder</th>
<th>Pain Med and Opioid Use Disorder</th>
<th>Marijuana Use Disorder</th>
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</thead>
<tbody>
<tr>
<td>Entertainment, recreation, food</td>
<td>15.3</td>
<td>12.1</td>
<td>5.7</td>
<td>1.6</td>
<td>3.5</td>
</tr>
<tr>
<td>Construction</td>
<td>15.0</td>
<td>12.4</td>
<td>4.4</td>
<td>1.3</td>
<td>2.3</td>
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<tr>
<td>Wholesale, nondurable</td>
<td>10.6</td>
<td>9.4</td>
<td>2.4</td>
<td>0.7</td>
<td>1.2</td>
</tr>
<tr>
<td>Professional, mgmt., admin</td>
<td>10.3</td>
<td>8.6</td>
<td>2.7</td>
<td>0.9</td>
<td>1.6</td>
</tr>
<tr>
<td>Mining</td>
<td>10.3</td>
<td>9.6</td>
<td>1.0</td>
<td>1.0</td>
<td>0.1</td>
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<tr>
<td>Retail</td>
<td>9.8</td>
<td>7.9</td>
<td>3.3</td>
<td>0.9</td>
<td>2.1</td>
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<tr>
<td>Information, communications</td>
<td>9.7</td>
<td>8.2</td>
<td>2.3</td>
<td>0.6</td>
<td>1.4</td>
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<tr>
<td>Finance, insurance real estate</td>
<td>9.1</td>
<td>8.1</td>
<td>1.5</td>
<td>0.3</td>
<td>1.0</td>
</tr>
<tr>
<td>Wholesale, durable</td>
<td>8.7</td>
<td>8.1</td>
<td>1.3</td>
<td>0.4</td>
<td>0.9</td>
</tr>
<tr>
<td>Other services except publ. admin</td>
<td>8.7</td>
<td>7.1</td>
<td>2.5</td>
<td>1.0</td>
<td>1.6</td>
</tr>
<tr>
<td>Agriculture</td>
<td>8.6</td>
<td>7.5</td>
<td>1.7</td>
<td>0.4</td>
<td>1.2</td>
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<tr>
<td>Manufacturing, durable</td>
<td>8.4</td>
<td>7.5</td>
<td>1.5</td>
<td>0.8</td>
<td>0.6</td>
</tr>
<tr>
<td>Manufacturing, nondurable</td>
<td>8.0</td>
<td>6.7</td>
<td>2.1</td>
<td>0.6</td>
<td>1.1</td>
</tr>
<tr>
<td>Transportation, utilities</td>
<td>7.5</td>
<td>6.6</td>
<td>1.7</td>
<td>0.6</td>
<td>0.9</td>
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<tr>
<td>Education, health, social services</td>
<td>6.4</td>
<td>5.4</td>
<td>1.5</td>
<td>0.5</td>
<td>1.0</td>
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<tr>
<td>Public administration</td>
<td>5.7</td>
<td>5.0</td>
<td>0.9</td>
<td>0.5</td>
<td>0.5</td>
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<tr>
<td>Overall average all industries</td>
<td>9.4</td>
<td>7.9</td>
<td>2.5</td>
<td>0.8</td>
<td>1.5</td>
</tr>
</tbody>
</table>
Overdose Deaths in the Workplace

Unintentional overdose deaths in the workplace from nonmedical use of drugs or alcohol rose to 525 in 2022, an increase of 619% since 2011.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total</th>
<th>2011</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>Transportation and material moving occupations</td>
<td>1523</td>
<td>12</td>
<td>108</td>
</tr>
<tr>
<td>Construction and extraction occupations</td>
<td>951</td>
<td>9</td>
<td>93</td>
</tr>
<tr>
<td>Installation, maintenance, and repair occupations</td>
<td>475</td>
<td>10</td>
<td>55</td>
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<tr>
<td>Building and grounds cleaning and maintenance occupations</td>
<td>356</td>
<td>4</td>
<td>38</td>
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<tr>
<td>Management occupations</td>
<td>323</td>
<td>–</td>
<td>19</td>
</tr>
<tr>
<td>Protective service occupations</td>
<td>302</td>
<td>–</td>
<td>20</td>
</tr>
<tr>
<td>Production occupations</td>
<td>242</td>
<td>4</td>
<td>39</td>
</tr>
<tr>
<td>Farming, fishing, and forestry occupations</td>
<td>218</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Food preparation and serving related occupations</td>
<td>101</td>
<td>4</td>
<td>38</td>
</tr>
</tbody>
</table>
Recovery is Real

- 22.3 million Americans (more than 9% of adults) are in recovery from some form of substance use disorder (SUD) per a study from the Recovery Research Institute in 2021.

- 3 out of 4 people who experience addiction eventually recover according to a study published in 2020 by the Centers for Disease Control and Prevention (CDC) and the National Institute on Drug Abuse (NIDA).
Call to Action

According to the U.S. Department of Labor, “research suggests that the adoption of recovery-ready workplace policies can result in increased productivity, decreased healthcare costs, reduced turnover and related costs, and reduced exposure to substance-related accidents”
“Recognizing that the majority of Americans with SUD are employed, it is essential that more employers adopt recovery-ready workplace policies to prevent substance use in the workforce, encourage help seeking by employees with SUD, provide needed accommodations and workplace supports for those in treatment and recovery, and build recovery-supportive workplace cultures—all of which enhance public health and public safety.”
Why Should Employers Get Involved?

- You are most likely employing someone with SUD
- Work is where we reach people. Most people spend more time at work than with their family, friends, social connections, etc.
- Direct/indirect impact of SUD on the workforce
- Talent retention

Additional Benefits of Addressing SUDs

- Productivity
- Employee Health
- Morale
- Communication
- Employee Satisfaction
- Community Connections
- Customer Loyalty
- Absenteeism
- Turnover
- Impact on Families
Benefits for Employing People In Recovery

**Employment is a key part of recovery**

A 2012 study showed that employment was consistently the second most frequently mentioned priority across recovery stages from early to stable after “staying clean and working on my recovery.”

**Insurance: Anticipate & Prepare**

Treatment for employees has resulted in increased productivity and decreased absenteeism, often resulting in over a 23% return on investment for employers who provide insurance to employees that covers treatment services.

**Ask, Learn & Respond**

People in recovery may have engagements or restrictions related to their care and social life. Employers can respond in a compassionate and non-stigmatizing way to support their employees' choices.
Recovery Friendly Workplace Initiative

- **History of RFW**
  - New Hampshire’s Model
  - National movement

- **Adopted in 2022 by Michigan**
  - SAMHSA SOR 3 Grant through Michigan Department of Health and Human Services

- **Goal of Michigan RFW**
  - To help businesses develop “recovery-friendly” workplace cultures and promote health, safety and wellness for Michigan employers and employees.
About the Recovery Friendly Workplace Initiative

Recovery Friendly Workplace Engagement by State

Created by: NH’s Recovery Friendly Workplace initiative, 2022; base map from mapchart.net
About the Recovery Friendly Workplace Initiative

- **Promotes** health, safety, and wellness for Michigan workplaces and employees
- **Empowers** workplaces to provide support for employees in recovery and those impacted by substance use disorders
- **Challenges** stigma
- **Encourages** employee retention and productivity
How is the RFW Program Helping?

A Recovery Friendly Workplace

**Acknowledges**
the needs of employees who may be impacted by substance misuse, the process of recovery, and the opportunity to provide a supportive work environment.

**Educates**
by providing learning opportunities and tools to increase the understanding of substance misuse, the disease of addiction, resources, and recovery supports.

**Offers Support**
to employers and employees, providing opportunities to increase safety and wellness through best practices, policies, and connections to resources.
Why Is It Important?

**Employer Benefits**
- Improved health and wellness
- Employee retention
- Reduced absenteeism
- Productivity and profitability
- Positive workplace culture
- Training for staff
- Connection to resources

**Employee Benefits**
- Improved health and wellness
- Reduced stigma
- Improved communication
- Supportive environment
- Motivation to succeed
- Job satisfaction
- Access to resources
Recovery Friendly Workplace
Program Details
Become a Recovery Friendly Workplace

- Submit a Letter of Interest
- Review the RFW Checklist
- Participate in Trainings

recoveryfriendlymi.com
Training

Understanding Substance Use Disorder/ Opioid Use Disorder, Stigma and Recovery

Accessing Resources and Linking to Your Community (including Saving a Life with Narcan training)

Navigating Substance Use Disorder/ Opioid Use Disorder Concerns and Building a Supportive Workplace

Just Five Training offered by Shatterproof
As a Participant, You Will:

- **Receive support** and guidance at no cost.
- **Get connected** to substance use disorder-related information and trainings.
- **Get access to resources** to better support your employees.
- **Receive recognition** as a RFW by the Michigan Department of Health and Human Services.
- **Be advertised** as a Recovery Friendly Workplace.
- **Have continued access** to a Recovery Friendly Advisor.
Next Steps:

- Visit the RFW Website
- Sign up to receive RFW monthly newsletters
- Recognize triggering events and/or workplace stressors
- Develop an internal RFW Taskforce Committee
- Connect with local peer recovery coaches
- Connect with local Recovery Community Organizations
Recovery Community Organizations in Michigan
Importance of RFWs in Northern Michigan

- Recoverees = large pool of potential candidates for employers
- 2 Major Treatment Centers + Recovery Housing in the Area
- Benefits and Employee Assistance Programs
- Educate employers and employees about existing resources
Partnerships in Rural Communities

- Recovery Community Organizations
  - Staff or Peer Recovery Coaches
  - Helping recoverees find jobs
  - Meeting recoverees where they are
  - Transportation issues
- Sending coaches to workplaces or having available for calls
- Services offered at no charge to businesses
## Rewards and Challenges

### Rewards
- Coming to Coaches more often than HR
- Keeping employees
- People getting support
- Building trust and communication
- Building Community with RCO connection

### Challenges
- Safety and Security
- Boundaries
- Stigma
- Getting treatment
- Funding
Contact Information

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www.crami.org
Bibliography

- 2021 National Survey on Drug Use and Health: Detailed Tables. U.S. DEPT OF HEALTH & HUM. SERVS., SUBSTANCE ABUSE & MENTAL HEALTH SERVS. ADMIN., Table 5.1A (2022), 2021 NSDUH Detailed Tables | CBHSQ Data (samhsa.gov).
- Center for Behavioral Health Statistics and Quality. 2021 National Survey on Drug Use and Health: Detailed tables. Substance Abuse and Mental Health Services Administration.
Questions
Balancing Act: A Summit Navigating Substance Use Disorders, Opioids, and Workplace Wellness

TWO LEARNING TRACKS AVAILABLE:
Emerging Trends in Substance Use Disorder Impacting Diverse Populations
Recovery Friendly Workplace—Creating a Culture of Health and Recovery in the Workplace

REGISTRATION NOW OPEN!

AUGUST 22, 2024
Laurel Manor | 39000 Schoolcraft Rd, Livonia, MI 48150
Virtual attendance option available

TICKETS AVAILABLE AT
www.detroitopioidsummit.com

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