

The background of the slide is a light gray gradient with several white butterfly silhouettes scattered across it. The butterflies are of various sizes and orientations, some appearing to fly towards the center. The overall aesthetic is clean and professional.

Substance Use Disorder

Part Two: Finding Employment

Paula Heller Garland, MS, LCDC

University of North Texas

Department of Disability & Addiction Rehabilitation

Paula.heller-garland@unt.edu

Workshop Overview

- This workshop will demonstrate the effectiveness of an employee in recovery from Substance Use Disorder. We will focus on considerations for working with a jobseeker in recovery, treating each person as an individual by identifying and seeking supports that will accommodate them. Placing a recovering jobseeker is not as simple as finding a place of employment.

Workshop Objectives

- Upon completion of this webinar, participants will be able to
 1. Identify issues that may hinder a recovering jobseeker at a particular job;
 2. Identifying supports available for a recovering jobseeker;
 3. Developing an understanding of being an ally to a recovering jobseeker.

Follow up to Part One

- Questions:
- I believe that clients I work with you have an addition history should remain medication and therapy compliant in order to consider going to work and receiving my services. In other words, I've had too many situations where the person doesn't stay compliant, and they lose the job or becomes difficult to work with. The question is: **is withdrawing my services unethical to the consumer?**

Follow Up to Part One

- A woman we work with will lose her job about every 4-5 months, go on a drinking/smoking binge for about a month, then come back into the clinic and start the process again. She has great office clerical skills, so getting the job isn't the issue – it's keeping the job. **I would like to hear more of the “prevention” strategies that work.**

Seeking Resources for Employees

- It would be unthinkable to fire an employee who was diagnosed with cancer, diabetes or some other chronic physical disease. But the social stigma attached to addictions is great. Addiction is seen as a bad choice, when in reality, it is a disease like any other

What Employers Can Do

- When deciding what steps to take to lead an addicted employee toward treatment and rehabilitation instead of termination, you need to ask yourself some difficult questions
- Should you confront an employee about a suspected addiction, which could very likely be an awkward situation?
- Should you simply publicize available community resources to help addicts seek help on their own?
- Does your EAP include confidential addiction-treatment options?

What Employers Can Do

- Recognize the extent of addictions in your workplace. You may think that you know everybody and that your employees are addiction-free, but that is a naive delusion given the prevalence of addictions in the general population.
- A confidential survey of employees may reveal more addiction problems than you suspected (or wanted to know).

What Employers Can Do

- Be sure to repeatedly inform employees how the company deals with addictions.
- Often this takes the form of an "either-or" dual track of discipline and treatment options. An employee may be offered the option to enter treatment or incur some form of discipline, starting with a formal reprimand and escalating to termination.
- You can spell this out in your company's employee handbook so workers are aware of the repercussions

What Employers Can Do

- It is important to build a corporate culture in which co-workers are encouraged to intervene rather than ignore signs of addiction.
- Counseling for employees who do intervene may be necessary to help them deal with the guilt engendered by “snitching” on a co-worker, instead, these workers should be commended for helping the person with substance use disorder

What Employers Can Do

- Request health insurance that covers treatment for addictions adequately.
- Many insurers limit addiction treatment severely, preventing employees from completing programs.

Benefits of Rehabilitation versus termination

- Changing paradigm from rehabilitation to recovery
 - A recovery movement that affirms the very real potential for permanent, personal resolution of behavioral health problems, and
 - A public health movement that is offering solutions to behavioral health problems at the community and cultural levels
- These movements are calling on the traditional rehabilitation/treatment community to bridge services from treatment to community

Benefits of Rehabilitation versus termination

- Most recovering people report the escalating negative consequences of substance use as most often the reason for change
- Do not be afraid to offer help
- Be firm, but not punitive

Benefits of Rehabilitation versus termination

- Ten Percent of American Adults Report Being in Recovery from Substance Use Disorder
- “Every American is acutely aware of the negative impact of drug and alcohol addiction; it’s impossible to ignore. Yet we have somehow missed a very positive story about addiction that is right in front of our nose: Tens of millions of our fellow citizens come out the other side to live substance-free, healthy and productive lives. This study is a wake-up call to the reality of recovery in America, as well as a source of hope for the millions of American families who are currently struggling with drug and alcohol problems.” — Keith Humphreys, Professor of Psychiatry at Stanford University School of Medicine

Types of Interventions

- Not all interventions look like those on television
- May need to visit their clergy
- May need family intervention
- May need counseling once a week
- May need to take a leave of absence and go to inpatient treatment
- May need medically supervised detoxification

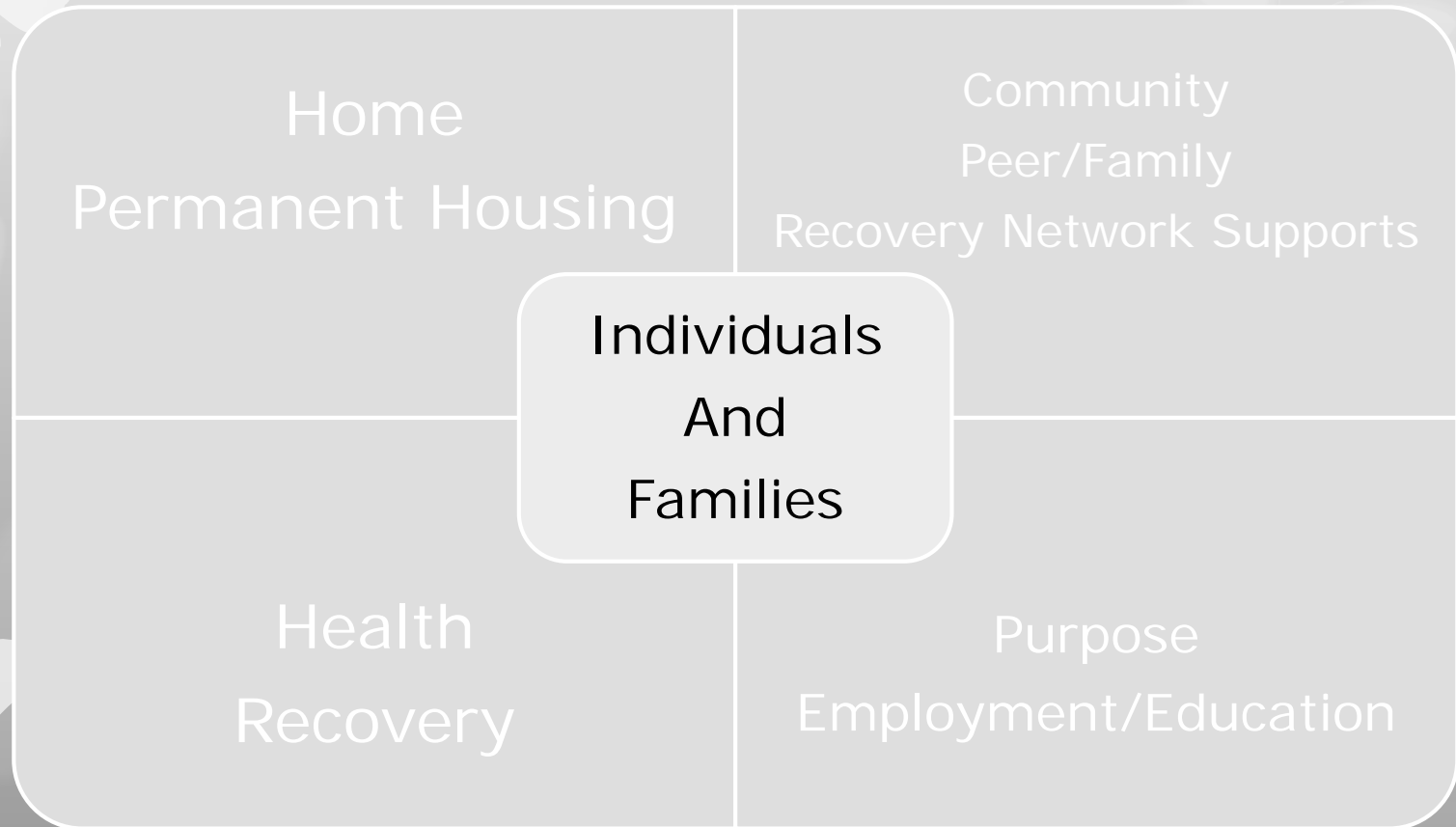
Types of Interventions

- An assessment by a professional is most often necessary

Recovery

- What is recovery?
 - Recovery is a process of change whereby individuals improve their health and wellness, to live a self-directed life, and strive to reach their full potential” (SAMHSA, 2011).
 - Recovery is unique to each person

Benefits of Rehabilitation versus termination



What does recovery look like?

- Goals
 - Improving the overall quality of life
- There is no one path to recovery
- Not everyone who is making progress at recovery attends 12-Step meetings

What does recovery look like?

- The Paths
 - 12-Step Meetings
 - Counseling
 - Church
 - Church groups
 - Fellowship
 - Workshops
 - Employment
 - Hobbies

Hiring people in recovery

- Are there risks to hiring someone in recovery?
- Of course. Any time a new employee joins a company, there are risks. Perhaps they have misrepresented their experience or skill, or have a physical or mental condition or life circumstance that will prevent them from fulfilling their responsibilities at work. In addition to these risks, for the recovering addict relapse can be a concern even years into recovery.
- Although these risks must be considered, in many cases, they also can be managed by:
 - Requiring new hires to have a certain amount of time in recovery
 - Adopting policies that encourage early intervention by outlining ways for employees to get help for drug use or other personal problems
 - Offering employee assistance programs and/or a listing of resources available in the community
 - Putting return-to-work and/or contingency agreements in place that lay out job performance expectations and consequences for unsatisfactory performance and/or relapse

Hiring people in recovery

- Why Recovering Addicts Make Good Employees
- Why would a company consider hiring someone in recovery? Research suggests that people in addiction recovery are often:
 - Highly motivated to work because employment grants the opportunity to get their lives back
 - Loyal and committed to the employer willing to give them a chance and help them achieve financial, social and personal stability
 - Less likely to take sick days

Hiring people in recovery

- Conducting long-term monitoring, including regular performance reviews and/or random drug testing, when appropriate
 - Educating employees about drug and alcohol problems and how to support coworkers in recovery
 - Training coworkers and executives to recognize the signs of addiction and relapse and to offer appropriate assistance and support
- Hiring people in recovery can be a win-win for employers. They can help someone get their life back and in the process gain a devoted employee. As long as there are recovering addicts in need of advocacy and support, and employers in need of loyal, hard-working employees, people in recovery may be an ideal match for that next job opening.

Job Resources

- America in Recovery (americainrecovery.org)

America in Recovery is a non-profit effort to promote the hiring of people in recovery from alcohol and drug abuse as well as people with felony convictions. This no-charge hiring web site links job seekers and employers directly with each other.

- Community Voice Mail (CVM) (cvm.org)

Provides free, personalized 24-hour voice mail access nationwide in order to empower people in crisis and transition by providing a direct link to jobs, housing and stability. CVM centers are listed by state on their web site.

- National H.I.R.E. Network (hirenetwork.org/workforce-professionals)

The National H.I.R.E. Network (Helping Individuals with criminal records Re-Enter through Employment) serves as an information clearinghouse and provides leadership on public policy to promote the employment of people with criminal records. Under Resources and Assistance, there are listings by state of government agencies and community-based organizations that assist people with criminal records. These agencies and organizations can be of assistance in providing job-related and legal services, answering questions arising from having a criminal record, or offering referrals to other useful organizations.

Resources/References

David, S. (2012, May 2). Hiring Employees In Recovery: A Business Advantage? Retrieved September 1, 2015.

Dixon, G., Waters, P., & Baston, P. (2015). Foreword. In Study Guide IC&RC Alcohol and Drug (2nd ed.). Tallahassee, Florida: Comprehensive Education Services.

Paula Heller Garland, MS, LCDC

Paula.Heller-Garland@unt.edu



Professor Heller Garland, MS, LCDC has a quarter century experience working in Addiction counseling as a Licensed Chemical Dependency Counselor (LCDC). Her treatment experience has included: Inpatient, outpatient, transitional living, and incarcerated. She has worked in specialized areas, including: Relapse, HIV +, Criminal Justice, and Women. Her theoretical experiences have included multiple milieus, including: Behavior Modification, Modified Therapeutic Community, and Cognitive Behavioral.

Paula has worked in various positions during her career, to include: Counselor, Senior Counselor, Program Manager, Director, Executive Director and Training Director. She currently serves as Immediate Past President of the Texas Association of Addiction Professionals (TAAP) for the state of Texas.

In addition to being lecturer for the Disability and Addiction Rehabilitation Department at UNT she speaks at conferences around the country related to compassion fatigue, addiction, interpersonal skills and Compliance. Her workbook, Living in Consciousness, is used by clinicians, clients and students.