

RESEARCH



PARSE

NYS Coalition to Prevent Addiction and
Support Recovery in Employment

Jeanette Zoeckler, PhD, MPH
December 5, 2023

Mission

We are committed to creating a culture of recovery-supportive workplaces within New York State that actively develops resources for preventing substance use and addiction.

Established February 2022

- Stakeholders:**
- Employers
 - Labor
 - Addiction and Mental Health Prevention Workforce
 - Safety and Health Professionals and Advocates
 - Worker Safety and Health Training Programs
 - Human Resources
 - Public Health

PREVENTION

- Identification and control of job hazards and stressors
- Mental health support and training
- Substance use prevention training
- Support for injured workers to avoid misuse, seek alternative pain treatment, and how to talk to providers
- Support a healthy workplace culture

TREATMENT, RECOVERY, AND HARM REDUCTION

- Understanding that work is an essential component of one's life and can provide a sense of purpose
- Job accommodations to attend treatment/recovery programs and non-safety sensitive work, as needed
- Training to address stigma in the workplace
- Establish a recovery supportive workplace program for existing workers and new hires (in recovery)
- Non-punitive drug and alcohol policies

- Stakeholders**
- Employers
 - Labor
 - Recovery Community Organizations
 - Recovery Community and Outreach Centers
 - Public Health

The NYS Coalition to Prevent Addiction and Support Recovery in Employment

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- Stakeholders:**
- ASAP-New York Certification Board (ASAP-NYCB)
 - NYS ASAP
 - Friends of Recovery – New York
 - Public Health

SUPPORT FOR RECOVERY PEER WORKFORCE

- Continuing education and training
- Peer-professional networking and learning collaborative opportunities
- Peer supervision training and best-practices guidance
- Organizational wellness and self care training

INCREASED RESOURCES AND GRANTS

- Job skills training and apprenticeships
- Establishment of a state recognized recovery supportive workplace program
- Funding for outreach and training for employers, workers, and communities

- Stakeholders:**
- NYS OASAS
 - DOH
 - OMH
 - DOL
 - DOS
 - SAMHSA
 - US DOL
 - OSHA
 - NIOSH
 - ARC
 - Public Health



Prevent

Prevent initiation of new cases of misuse and addiction related to workplace injury and stress through by reducing exposures to job hazards and stressors



Support

Support employees who are struggling and retain employees by providing access to treatment and pathway to return to work



Provide

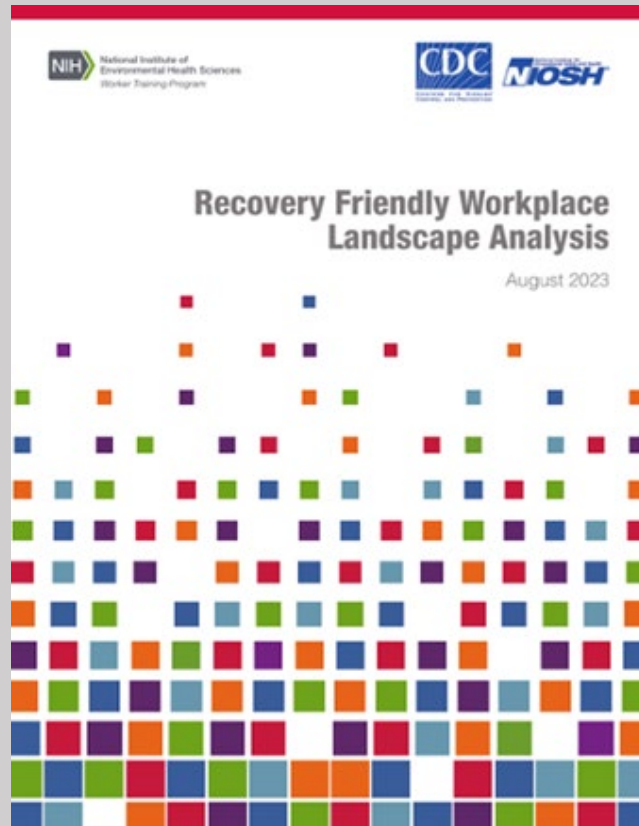
Provide healthy, gainful employment for people in recovery



Reduce

Reduce absenteeism, presenteeism, and lost productivity among employees with substance use disorder

The goal of RRW/RFW programs is to provide outreach, training, and certification to employers in cooperation with government officials, workers, labor unions, and communities to:



Recovery Friendly Workplace Landscape Analysis August 2023

Recovery Friendly Workplace (RFW) initiatives have emerged around the U.S. as important interventions in addressing substance use disorder (SUD) and the opioid overdose crisis



A RFW program strives to prevent SUD by creating a healthy and safe workplace, providing support for workers who are struggling, and facilitating opportunities for people in recovery to reenter or enter the workplace

Recovery Friendly Workplace (RFW) = Recovery Ready Workplaces (RRW)

PARSE RESEARCH ACTIVITY QUANTITATIVE

Following on Research by Devan Hawkins, ScD

- In Massachusetts and in NIOSH's study of 21 states, construction, mining, and fishing workers stood out for having opioid overdose death rates many times higher than the average for all workers.
- Occupation groups with high rates of occupational injuries and illnesses, high job insecurity, and low availability of paid sick leave had higher rates of opioid overdose deaths.
- There is a dearth of information about New York State's unique occupational mix and how it relates to deaths via opioids.
- Having such information will make it possible to develop targeted interventions for high risk workers.

METHODS

- For this study, we propose to code raw industry and occupation information found on death certificates for all opioid-related overdose deaths to standard industry and occupation codes using an automated coding system made available by the National Institute for Occupation Safety and Health.
- We will then link this with state level employment data from the American Community Survey to calculate mortality rates.
- In addition, using other data sources, we propose to examine the association between the occupations and industry of decedents with work-related factors including injury and illness rates, job insecurity and paid sick leave.
- Data need not be limited to opioid related overdose deaths but could include deaths related to other substance use. We expect SUDORS would connect with Dr. Hawkins over specific variables required for his analysis.

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QUANTITATIVE

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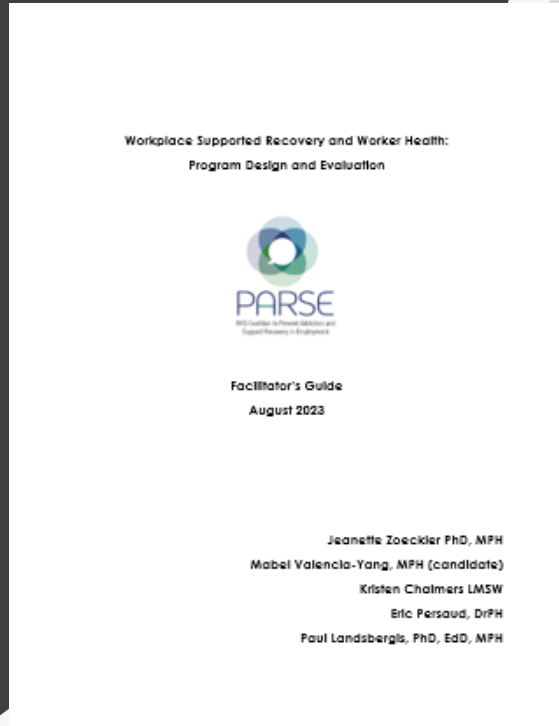
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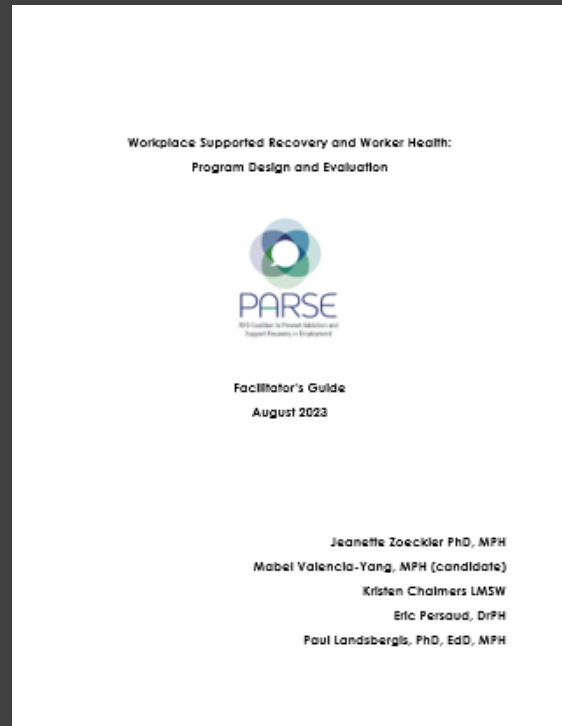
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Recovery Ready Workplaces and Worker Health: Program Design

Addiction recovery support programs involving peer advocacy have rarely been formally characterized

- For this study, researchers will conduct a series of interviews and focus group meetings with professionals in the NYS who are involved in workplace substance use recovery programs.
- The aim of the investigation is to document how workplace supported recovery programs are created and sustained, and to evaluate the policies and practices of the work conditions in light of workers' health in their unique settings.
- Leaders' perspectives are expected to inform primary prevention efforts and stimulate legislative efforts to create recovery-ready workplaces statewide.

Workplace Supported Recovery and Worker Health:
Program Design and Evaluation

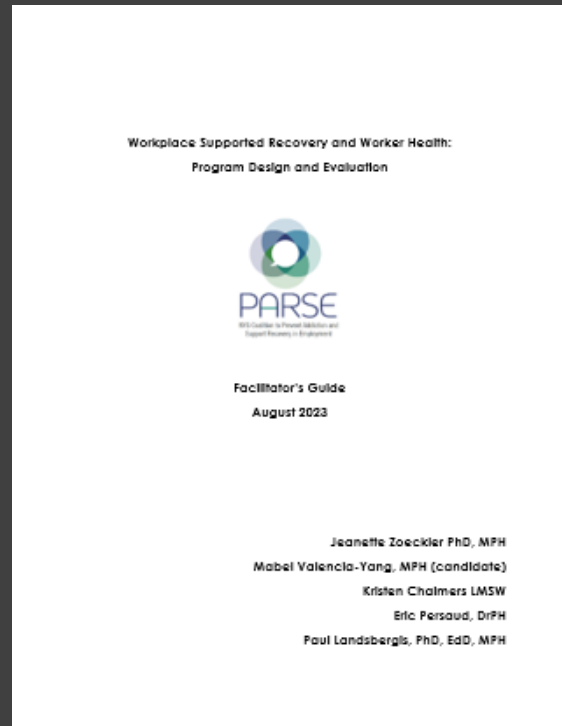


Facilitator's Guide
August 2023

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Workplace Supported Recovery and Worker Health:
Program Design and Evaluation



Facilitator's Guide
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Please consider participating in our study:

Recovery Ready Workplaces and Worker Health: Program Design

Programs **involving peer advocacy** are rarely formally documented.

Our goals are to discover incentives and obstacles to establishing workplace recovery programs and how they may best support workers' mental and physical health. We want to discover:

- best practices for starting and maintaining programs.
- what circumstances cause the programs to flourish well.
- specific challenges and barriers.
- unique achievements.
- how NYS policy might be better informed.

Study conclusions will assist efforts to improve workers' health policy in New York State.

Either online or in-person.

Please add your voice to our understanding!

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