



Results of a National Landscape Analysis on Recovery Friendly Workplace (RFW)

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Note: These slides are presented on behalf of the NIEHS Worker Training Program.

What is the NIEHS Worker Training Program (WTP)? Mission and Network

Mission: Prevent work-related harm by providing training programs for hazardous materials handlers, chemical emergency responders, and waste cleanup workers.



Funds **17** grantees/consortia through cooperative agreements representing **over 100** nonprofit safety and health training organizations.

Provides training in **all 50 states**, Washington D.C., and U.S. territories.

NIEHS Worker Training Program:

<https://www.niehs.nih.gov/careers/hazmat/index.cfm>

What is the National Clearinghouse for Worker Safety and Health Training?

- The National Clearinghouse was established in 1988.
- MDB has managed and operated the National Clearinghouse since 2000.
- **Clearinghouse (MDB) staff** provide technical assistance, program support, and communication services for WTP and its funded organizations.
- The **Clearinghouse website** is a national resource that houses worker curricula, technical reports, and weekly news.

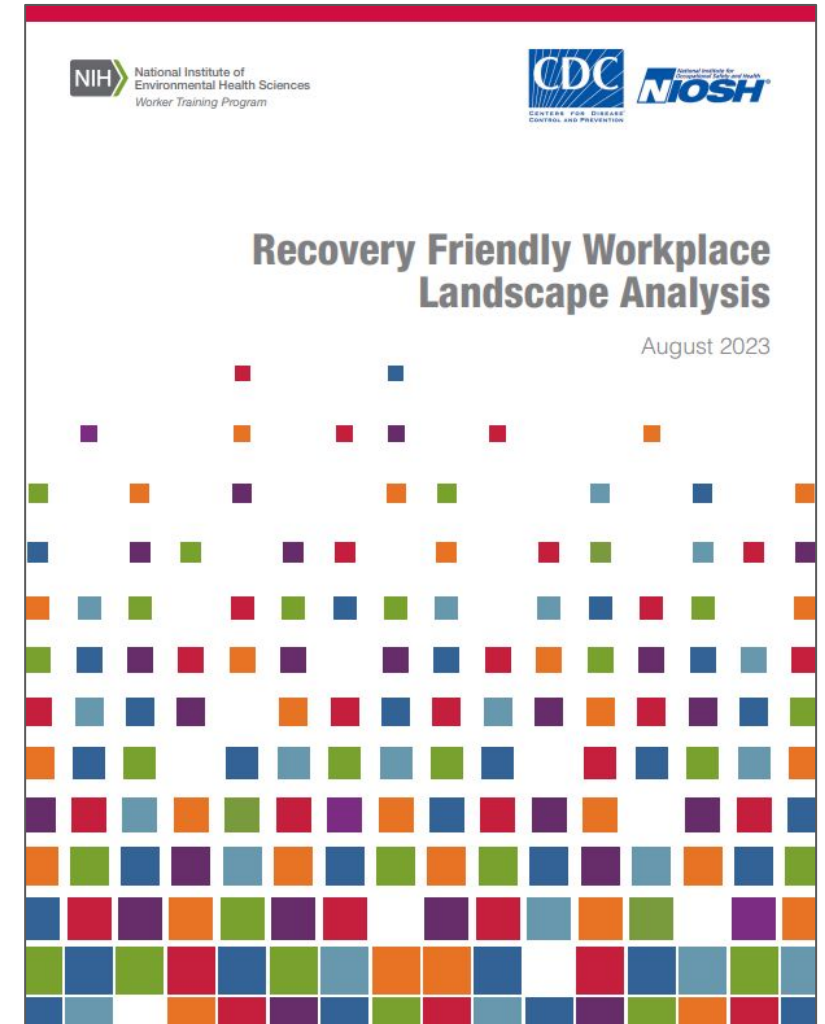


The Clearinghouse website includes numerous fact sheets, training tools, videos and other worker health and safety resources.
Clearinghouse website: <https://tools.niehs.nih.gov/wetp/>

Recovery Friendly Workplace (RFW) Landscape Analysis Report

- The Recovery Friendly Workplace Landscape Analysis documents the results of a nationwide analysis of organizations in 31 states that are working to prevent substance use disorder and support recovery in employment.
- The report documents the emerging movement to implement RFW programs in workplaces throughout the country.

To access the report and other resources about RFW Programs, visit: <https://tools.niehs.nih.gov/wetp/index.cfm?id=2621>

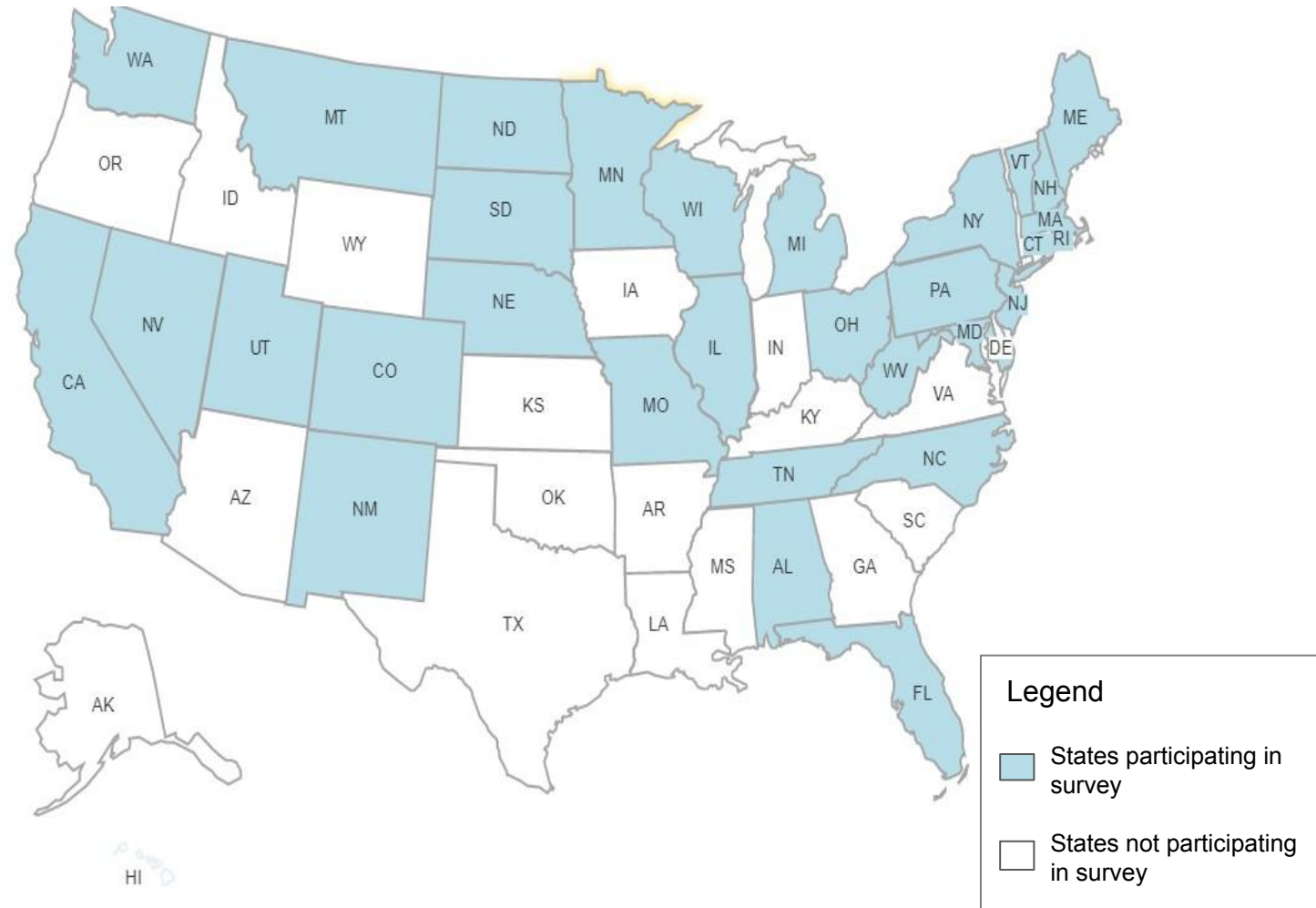


Background on RFW Landscape Analysis

- What is a RFW program?
- Why do the analysis?
- Occupational Risk Factors
 - Massachusetts Department of Public Health study findings
- Gather information, identify gaps, make policy recommendations
- Utilized RFW Community of Practice Listserv (242 individuals)

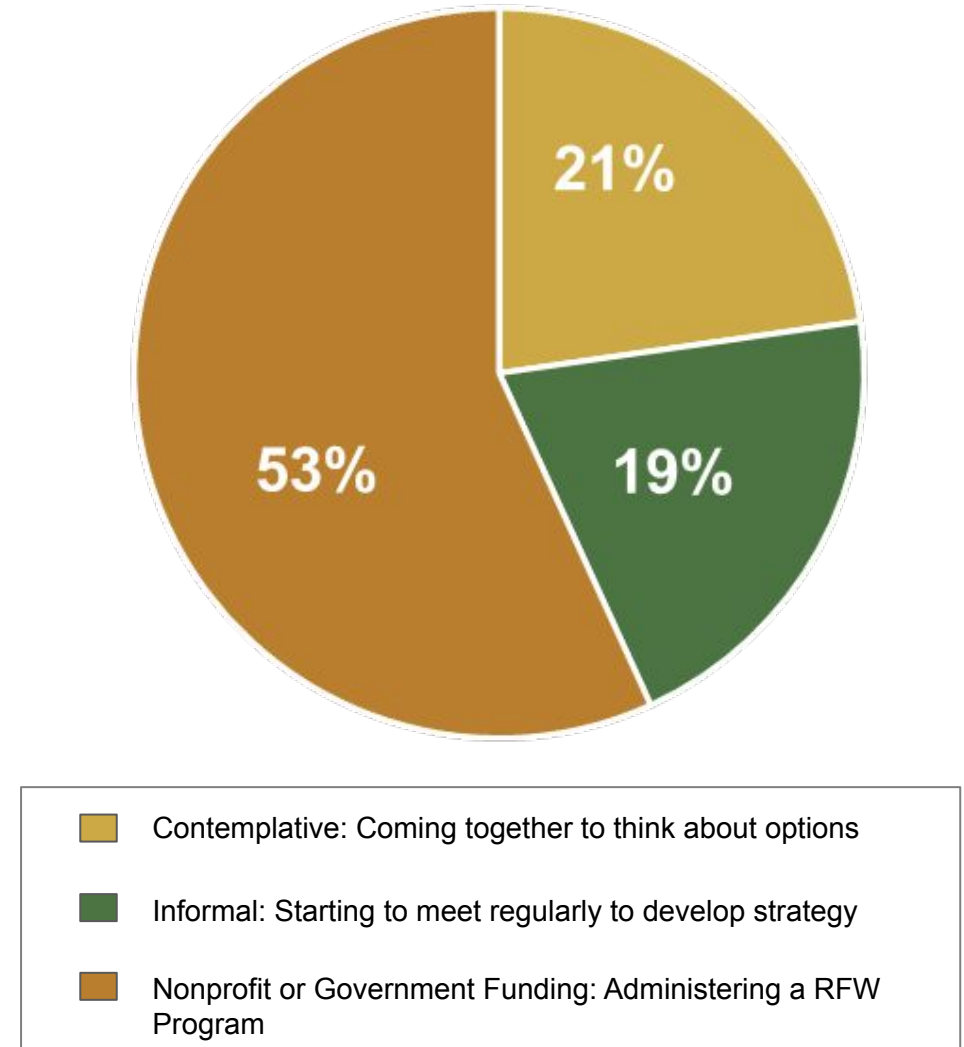
Results

- There were **47 survey responses** from **31 states**
- The survey results and research by the report authors indicate that about **two thirds of states do not have established RFW programs.**



Results

- Of 47 survey respondents, 25 were part of an “established RFW program” and 22 were in the informal or developmental stage or did not answer the question.
- At the time the survey was conducted, we were only aware of 27 established programs around the country. This demonstrated a very high response rate.



Results



Paid Staff 28% (n=13) had full-time paid staff 4% (n=2) had part-time paid staff. 13% (n=6) had no staff at all. 41% had in-kind staff or staff that worked part time on the project under current organizational funding.



Advisory Boards:

- 34% (n=16) have an advisory board of key stakeholders.



RFW Toolkit

- 30% (n=14) have developed a RFW program toolkit.



Peer Support

- 30% (n=14) provided internal or external peer support.

Diversity, Equity and Inclusion

- 93% (28 of 30) survey respondents reported diversity, equity, and inclusion are key or somewhat of a priority in their RFW programs.
- 95% (23 of 24) survey respondents indicated that people with lived recovery experience are central to all decision making.

Prevention Activities

- 17% provided workplace injury prevention.
- 17% provided pain management alternatives.

Employer and Labor Outreach

Annual Employer Outreach	Percentage	Responses
>200	13%	6
100 - 199	9%	4
50 - 99	6%	3
10 - 49	23%	11
1 - 9	9%	4
0	40%	19*

Annual Labor Outreach	Percentage	Responses
10 - 49	4%	2
1 - 9	28%	13
0	68%	32*

**Not applicable, zero, or did not answer the question.*

Annual Job Placements

Job Placements	Percentage	Responses
>50	2%	1
10 - 49	4%	2
1 - 9	6%	3
0	13%	6
N/A or Unsure	49%	23
No response	26%	12

Top three challenges in establishing and maintaining a RFW program:

Employer
Buy In

Funding

Stigma

Recommendations

- Federal agencies should consider **funding RFW program initiatives** to invest in prevention and employment. This includes U.S. Department of Labor, the Substance Abuse and Mental Health Services Administration, the National Institutes of Health, and many others.
- Establish resources to **fund full time RFW staff** to expand outreach, training, certification, prevention work, program administration, job placement, and **peer support**.
- Expand grants to build coalitions, support injury prevention efforts, build diverse advisory boards.
- Support research, public campaigns, universal RFW criteria.
- Develop employer incentives.
- Support development of resources like toolkits and training materials.

Thank you for listening! Any questions?



Have further questions?
Contact: Allison Weingarten, LMSW
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For more about the WTP and the National Clearinghouse, visit:
<https://tools.niehs.nih.gov/wetp/>