



PARSE MISSION STATEMENT

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

The Northeast Group gives people a chance at a fresh start. We are committed to making a difference in people's lives.

The NYS PARSE Coalition can help you get started in establishing a RRW program.

Northeast Group, case study in establishing a recovery ready workplace (RRW) program

Background

Michael Carpenter is the CEO of the Northeast Group, a medium-sized printing, warehouse, and product distribution company located in Plattsburgh, New York. Mike has been in recovery for 36 years and he knew that he had a responsibility to help others. The Northeast Group has successfully employed people in recovery from drug, alcohol addiction, and mental illness for more than thirty years. Forty percent of the workforce is in active recovery.



Michael Carpenter, CEO

Ignoring substance use in the workplace is very costly to workers, families, and employers. The overdose crisis has harmed the NYS economy and is a major factor in the labor shortage. The Northeast Group has created a supportive workplace culture where workers can talk openly about their struggles, knowing that they can expect support from management when they comply with recovery program expectations.

Michael Carpenter founded and currently oversees MHAB, a transitional housing and life skills campus that played a key role in helping people get back on their feet and gain employment at the Northeast Group and other regional businesses. As Mike says, "We're good at identifying the strengths in people, and customizing their support". Visit <https://www.mhab.org/our-story> for more information. Note that most recovery ready workplaces partner with community resources for treatment, recovery support, and sober housing.



Employment is Key to Health

Jobs give people a purpose, a routine, and provide funding for housing, food, child support, and access to medical care.

Recovery Ready Workplaces support their communities by recognizing recovery as a strength and actively hiring people in recovery. They foster a safe, healthy environment where employers and employees work together to remove barriers for those affected by addiction. Workers in recovery bring stability, productivity, and longevity, while also improving productivity, workplace safety and reducing absenteeism, disciplinary issues, and costs.

Key Outcomes Since 2017

The Northeast Group is proud of the following results regarding their employees or former employees in recovery. Some of these employees utilize medically assisted treatment. All are currently in abstinence-based recovery. In addition to the Northeast Group, many have moved into other regional businesses or started their own businesses.

- 5 are currently in a leadership role in the company.
- 2 are Vice-Presidents in their family businesses.
- 3 currently work in the field of addiction treatment.
- 5 have moved on to management positions in other local companies.
- 2 started and operate their own successful businesses.
- 1 moved to Florida to become an airline mechanic with his father whom he was previously estranged.
- 2 retired successfully from our company.
- 2 are currently full-time college students.
- 2 are now employed in government jobs.

These are the highlights, as many more have moved on. In full disclosure, we have had employees who have not fared so well. Some have died, gone back to jail, returned to using, and needed multiple rounds of treatment. It is not a perfect science, but the successes are worth the investment.



Want
more
info?

For more information or assistance, please contact Chris Assini, Director of Policy for Friends of Recovery – New York at cassini@for-ny.org or Jonathan Rosen, Safety & Health Consultant, National Clearinghouse for Worker Safety & Health Training at jrosen396@gmail.com.