

The Missouri Recovery Friendly Workplace Project

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Introductions

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Would you consider your place of
employment recovery friendly for
employees?



Learning Objectives

- To increase your understanding of the Recovery Friendly Workplace Initiative in Missouri
- Describe workforce trends and shortages and challenges employers face in today's market
- Learn current and future plans for the initiative in Missouri and how we can support businesses and Institutes of Higher Education (IHE) who are ready to create positive change, eliminate stigma, and support employees in recovery



In 2010, workers between the ages of 25 and 54 made up 40.2% of the population.

In 2020, Millennials made up 37.5% of the workforce.

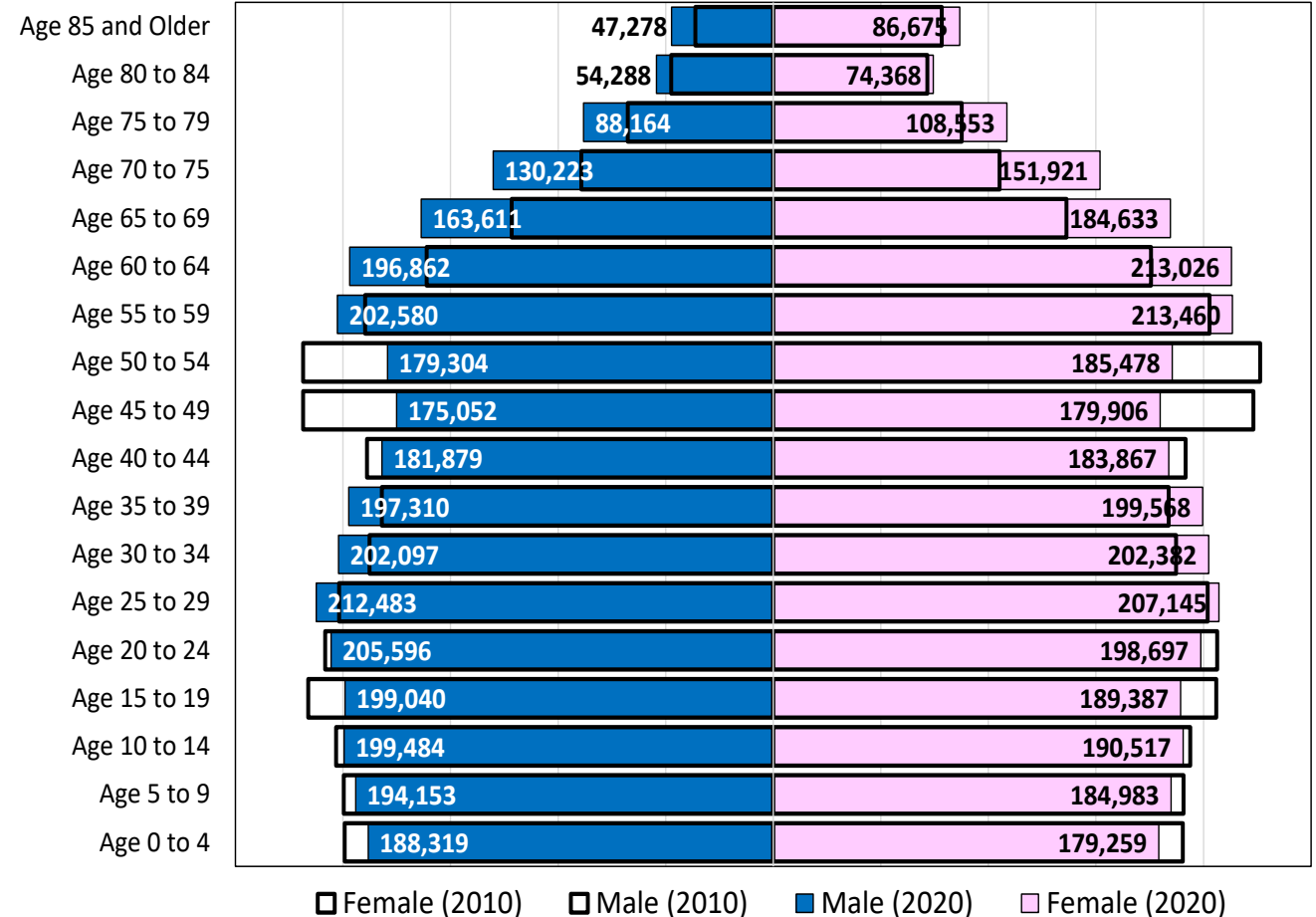
Of all those aged 15 to 64, one-third are between the ages of 25 to 39.

In the next decade, there will be 50,000 more Missourians who turn 65 years old than graduate high school.



Source: Mark White, University of Missouri

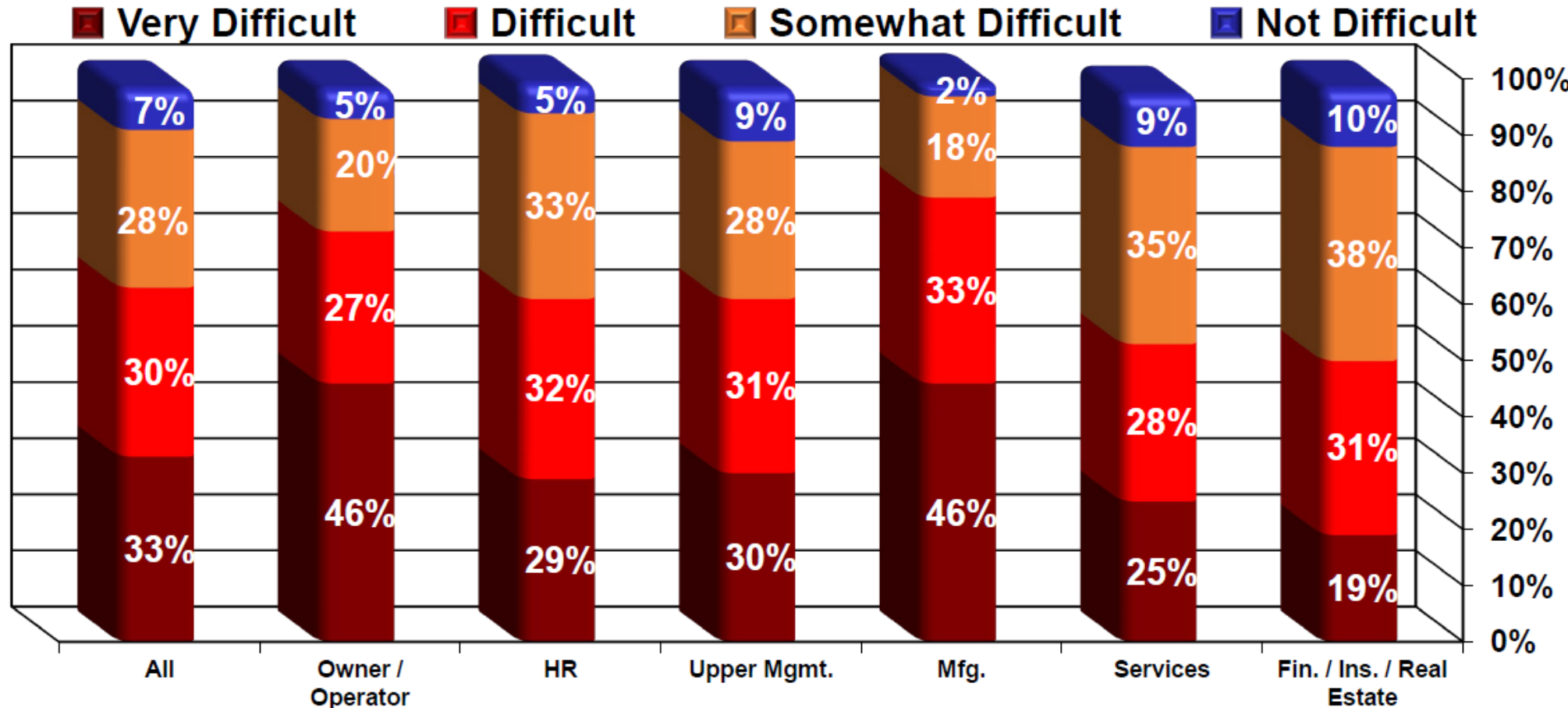
Missouri Age Distribution (2020)



Source: US Census Bureau, Population Estimates V2020

Recruiting Difficult? Industry

33% Very Difficult; 30% Difficult; 28% Somewhat Difficult; 7% Not Difficult;
2% Don't Know



By Dec 31, 2029, 79 million Baby Boomers will be eligible to leave or will have left the workforce

That = 26% of the population
or
1 out of every 4 people
(based on Jan 1, 2010, population)



Source: Cohn, D'Vera and Paul Taylor. *Baby Boomers Approach 65 - Glumly*. Pew Research Center. December 29, 2010. <https://www.pewresearch.org/social-trends/2010/12/20/baby-boomers-approach-65-glumly/>

Where Have All the Workers Gone?

- 11.4% of men between the ages of 25 and 54 are not in the workforce, because they are either not employed or not seeking work. Of the 11.4%, approximately 7,000,000 of them are not working.
- The survey found that 47% of those individuals had taken pain medication within the last 24 hours.

Source: Krueger, Alan. October 4, 2016. Where Have All the Workers Gone?

<https://www.bostonfed.org/-/media/documents/economic/conf/great-recovery-2016/alan-b-krueger.pdf>



Between 2000 and 2016, the U.S. lost an estimated \$37.8 billion in state and federal taxes due to eligible workers not in the workforce



Source: Penn State University Study in Journal of Medical Care, 2019

In 2016, Missouri's total economic cost of the opioid epidemic was \$12.6 billion

Opioid Use Disorder (OUD) and overdose deaths cost the state \$34.5 million a day; \$1.4 million an hour

That's 4.2% of the nearly \$300 billion of the MO GDP

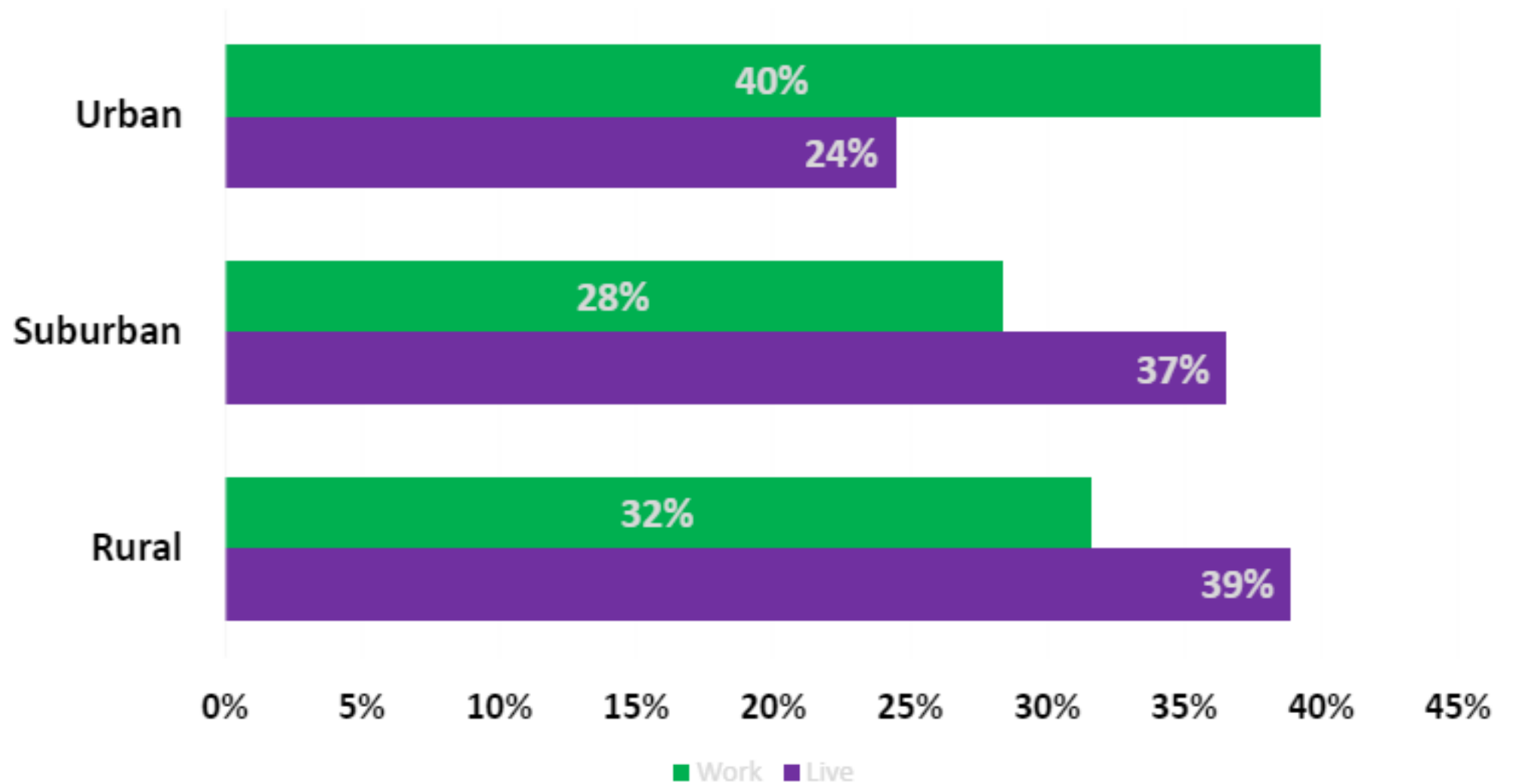


Source: HIDI HealthStat, January 2018

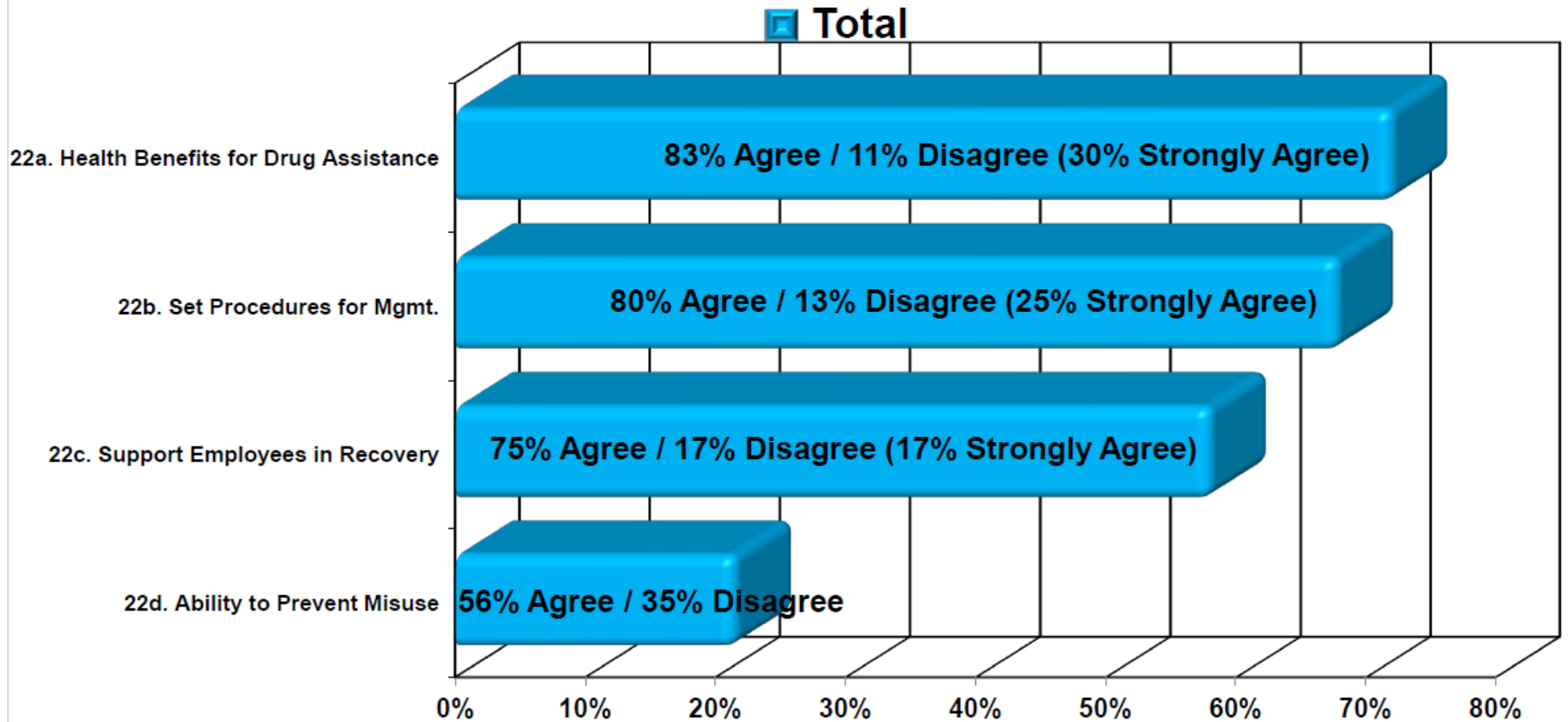
How long have you worked for your current employer?



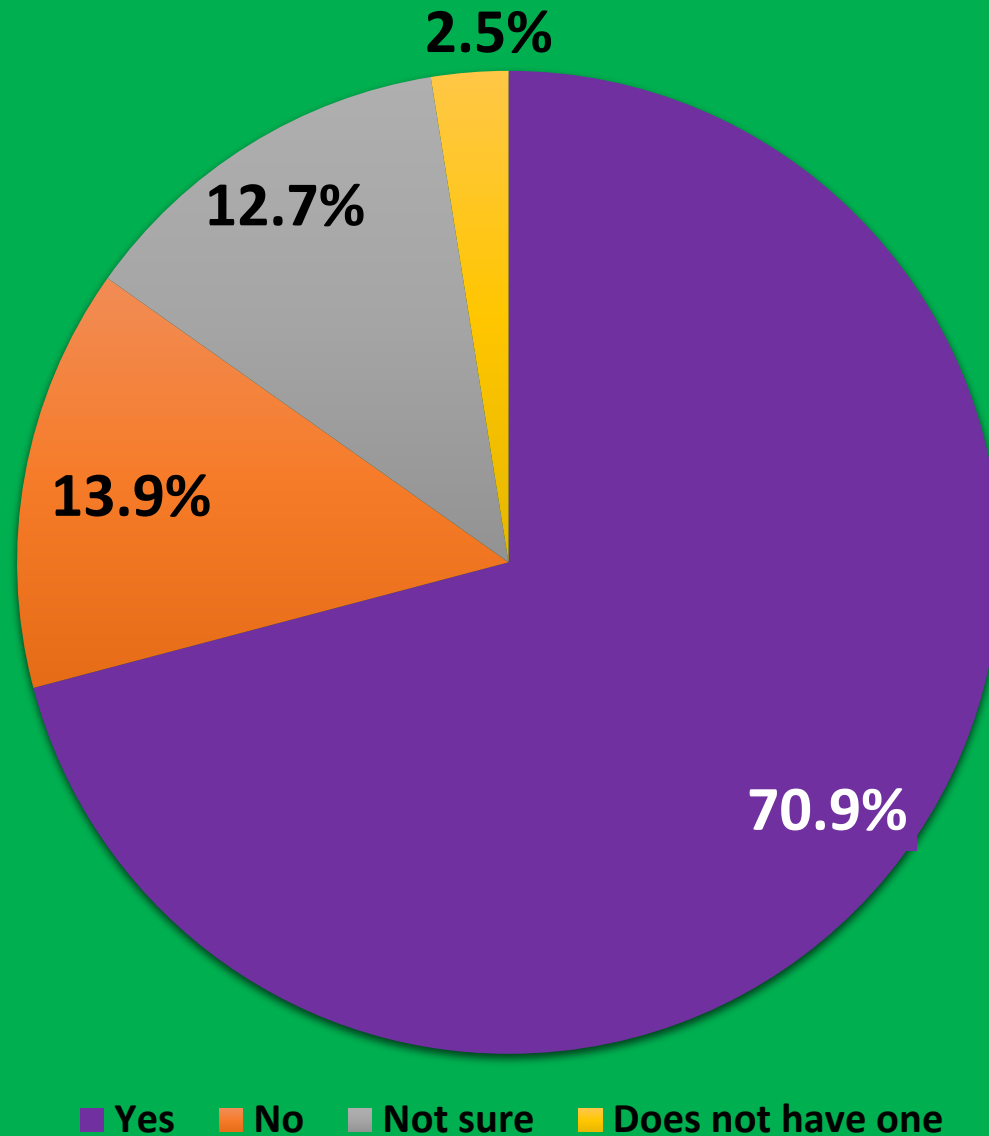
Where people live vs. work



My Organization Has...?



**Are You
Aware of
Your
Employer's
Policy on
Substance
Use and /
or
Addiction?**

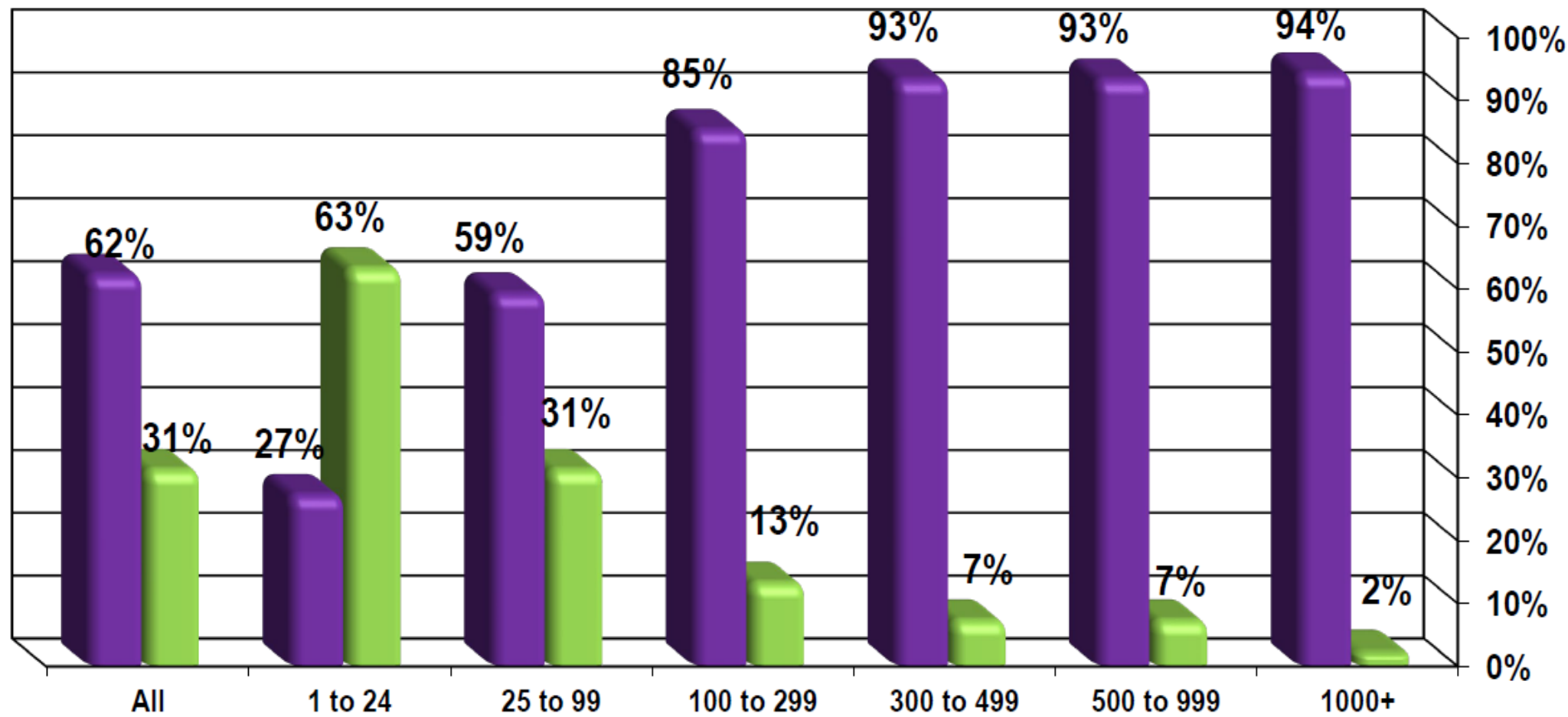


Provide Employee Assistance Program (EAP)?

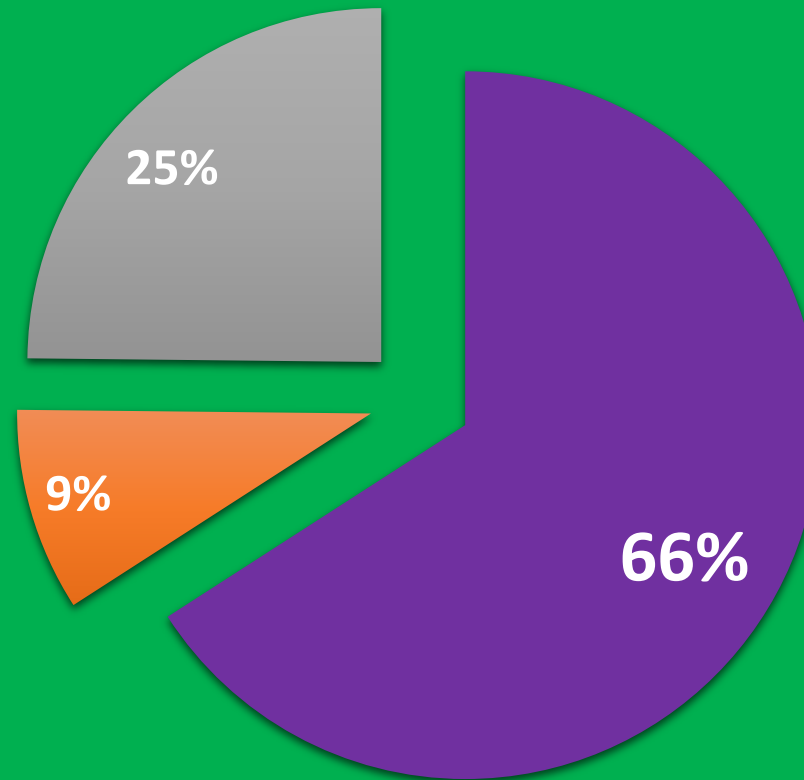
62% Yes; 31% No; 7% Don't Know

Yes

No



Does Your Employer Provide or Offer Any Educational Materials / Programs for Substance Use and/or Addiction Recovery?



■ Yes ■ No ■ Not sure



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What word should be included in a
recovery friendly workplace?



What is a Recovery Friendly Workplace?

What does Recovery Friendly mean?

A RFW is a business or academic institution that chooses to go above and beyond for its employees by creating a workplace culture that supports people in recovery from SUD, as well as those impacted by substance misuse.

When a recovery friendly environment is created, people in recovery and those impacted by SUD can thrive. A Recovery Friendly Workplace shines a light on employee health, wellness and safety, and demonstrates commitment to reducing stigma often associated with SUD.



Benefits of RFW

EMPLOYERS

- Improved health and wellness on campus
- Faculty and staff retention
- Reduced absenteeism
- Improved productivity by giving faculty/staff the tools they need
- Safe, positive workplace culture
- Employee loyalty
- Organizational commitment

EMPLOYEES

- Improved health and wellness
 - Reduced stigma
 - Improved communication
 - Supportive, safe environment
 - Motivation to succeed
 - Job satisfaction
 - Healthier workplace culture overall
-



Recovery is Resilience

BUILDING A STRONGER WORKFORCE IN MISSOURI



Building Partnerships
for Recovery Friendly
Workplaces (RFW)
recoveryfriendlymo.com



Extension
University of Missouri



MISSOURI CHAMBER OF COMMERCE
Missouri's Economic Development Authority

Accomplishments

RFW Education, Training and Resources

- Series of livestream sessions
- Economic Analysis
- Community Conversations
- Developed the RFW Designation Process
- Trainings include Shatterproof, Recovery Ally and Naloxone/Narcan
- Statewide Employer Survey/Employee Survey
- Businesses Across the State Apply for Designation
- Working with the state of Nebraska and University of Wisconsin as they develop their initiative
- Recording Shared Stories/Penn State's Story Powered Initiative
- Sharing our Blog with Penn State
- Employer Toolkit



Recovery Friendly Designation Packet



 RECOVERY FRIENDLY MISSOURI	 RECOVERY FRIENDLY MISSOURI	 RECOVERY FRIENDLY WORKPLACE MISSOURI		
<p>A Recovery Friendly Workplace is one that promotes the health, and well-being. It addresses the challenges surrounding substance use disorder.</p> <h2>OVERVIEW</h2> <h3>Background</h3> <ul style="list-style-type: none">It is estimated that addiction costs the state of Missouri over \$12.6 billion every day, and \$12.6 billion accounted for 96 percent of the state's budget.Prevention, treatment, and recovery services are available to those who need them.Launched in 2020, Missouri Recovery Friendly Workplace Initiative empowers workplaces to address substance use disorder. <h3>Benefits of Participation</h3> <ul style="list-style-type: none">GET CONNECTED to resources, trainings, and services to improve the health and levels of readiness of your workplace.RECEIVE SUPPORT and guidance from experienced professionals, training, or education.RETAIN a healthier, more productive workforce through the delivery of evidence-based practices.RECEIVE DESIGNATION once your workplace is ready. This will send a strong message to your community about the culture of your workplace. <h3>Learn More</h3> <ul style="list-style-type: none">VISIT RECOVERYFRIENDLYMISSOURI.COM for the latest resources and information.	<p>A Recovery Friendly Workplace is one that promotes the health, and well-being. It addresses the challenges surrounding substance use disorder.</p> <h2>RFW DESIGNATION</h2> <h3>Steps to Become a Recovery Friendly Workplace</h3> <ul style="list-style-type: none"><input type="checkbox"/> Letter of Intent: Submit a letter of intent to the Missouri Recovery Friendly Workplace Initiative.<input type="checkbox"/> Orientation: Ensure all employees are trained on the RFW principles and practices.<input type="checkbox"/> Declaration: Make a public declaration of your commitment to the RFW principles and practices. <p>SAMPLE: "(Organizational Name) is proud to be a Recovery Friendly Workplace. A Recovery Friendly Workplace is one that promotes the health, and well-being. It addresses the challenges surrounding substance use disorder. We are committed to providing a safe, healthy, and supportive environment for our employees, and we encourage all employees to seek help and support when needed."</p> <ul style="list-style-type: none"><input type="checkbox"/> Training: Ensure all employees are trained on the RFW principles and practices.<input type="checkbox"/> Receive RFW Designation: Once your workplace is ready, you will receive the RFW Designation. <h3>Sustaining RFW (to be completed within 90 days of designation)</h3> <ul style="list-style-type: none"><input type="checkbox"/> Provide information: Provide information to your employees about the RFW principles and practices.<input type="checkbox"/> Establish connections: Establish connections with local recovery resources and support groups.<input type="checkbox"/> Ensure management support: Ensure management support for the RFW principles and practices.<input type="checkbox"/> Complete and submit: Complete and submit the RFW Designation packet. <h3>Taking Your RFW Designation to the Next Level</h3> <ul style="list-style-type: none"><input type="checkbox"/> Develop an RFW Wellness Committee: Develop an RFW Wellness Committee to monitor and improve the workplace culture.<input type="checkbox"/> Participate in an RFW Workshop: Participate in an RFW Workshop to learn from other workplaces.<input type="checkbox"/> Work to determine: Work to determine the best ways to sustain the RFW Designation.	<h2>RESOURCES</h2> <h3>Contacts and Resources for Workplaces</h3> <p>Missouri Recovery Friendly Workplace (RFW) Initiative: www.recoveryfriendlymo.com Ann McCauley, Project Director mccauleya@missouri.edu</p> <p>General Information and Referral: United Way 211 https://helpingpeople.org/united-way-2-1-1/</p> <p>MO Department of Mental Health – Substance Use and Mental Health https://dmh.mo.gov/behavioral-health</p> <p>Crisis Assistance (MO Dept. of Mental Health) https://dmh.mo.gov/crisis-assistance</p> <p>Missouri Coalition of Recovery Support Providers – Resources to get help https://mcrsp.org/get-help/resources-to-get-help.html</p> <p>No More Deaths (STR/SOR) https://www.nomodeaths.org/</p> <p>Missouri Behavioral Health Council – Get Help Now https://www.mobhc.org/get-help-now</p> <p>This work is supported by the Substance Abuse and Mental Health Services Administration, Rural Opioids Technical Assistance Grants program [grant opportunity #: 1H79TI083259-01]</p> <p><i>Adapted with gratitude and used with permission from the NH RFW initiative.</i></p>	<p>where employers are providing training and support to employees by creating a safe and supportive environment for those impacted by substance use disorder.</p> <p>distance are available. Services will include:</p> <ul style="list-style-type: none">Assessment and diagnosisReferral to treatmentSupport groupsCase managementSubstance use counselingRelapse preventionAftercare <p>on the checklist.</p> <p>become a Recovery Friendly Workplace initially and within 90 days of designation.</p> <p>can thrive. A Recovery Friendly Workplace rates commitment to the RFW principles and practices.</p> <p>althier workplace culture through a proactive, evidence-based approach to substance use and mental health policies and practices.</p> <p>shape this workplace culture.</p> <p>es will be provided, including trainings, and most current RFW-MO website for more information.</p>	<h2>Case 4</h2> <h3>Implementation</h3> <p>Workplace in learning</p> <p>Recovery</p> <p>a</p>
		www.recoveryfriendlymo.com		

RFW Designation Online Trainings

- 3 engaging modules
- Found on Canvas



Recovery Ally Training

This training provides knowledge and skills to employers and employees to become empathetic allies for individuals seeking and sustaining recovery.

[Take this Training](#)

Shatterproof Just Five

This training provides knowledge and skills to employers and employees about the addiction continuum, understanding the signs of addiction, what treatment may look like, and supporting individuals in recovery.

[Take this Training](#)

How to Save a Life with Naloxone

This training provides basic knowledge about Naloxone, how to recognize the signs of an opioid overdose, and how to administer the opioid overdose reversal prescription.

[Take this Training](#)



Recovery Ally Training

- 30 minutes
- Content includes
 - Substance use disorders and recovery
 - Myths and stigma about substance use disorders
 - Using person first, recovery friendly language
 - How to support someone seeking, or already in, recovery
 - How to support employees with substance use disorder

Recovery in the Workplace



"The Opposite of Addiction is Connection"²⁶


Shatterproof Training

- Content includes
 - The Science of Addiction
 - Are You at Risk?
 - The Dangers of Opioids
 - Signs, Symptoms & Treatment of Addiction
 - How You Can Help
 - The Gift of Recovery



Lesson 6 of 6

The Gift of Recovery

 Shatterproof.



Recovery from addiction is a journey that transforms one's life from deep despair to great possibilities. In this lesson, learn how recovery means regaining control over one's life and see how it can be enormously gratifying.

How to Save a Life with Naloxone Training

- 15 minutes
- Content includes
 - What is Naloxone and What Does it Do?
 - Opioid Overdose & Steps for Care
 - Naloxone Administration
 - More About Naloxone
 - Summary



Lesson 1 of 5

What is Naloxone and What Does it Do?

Overview

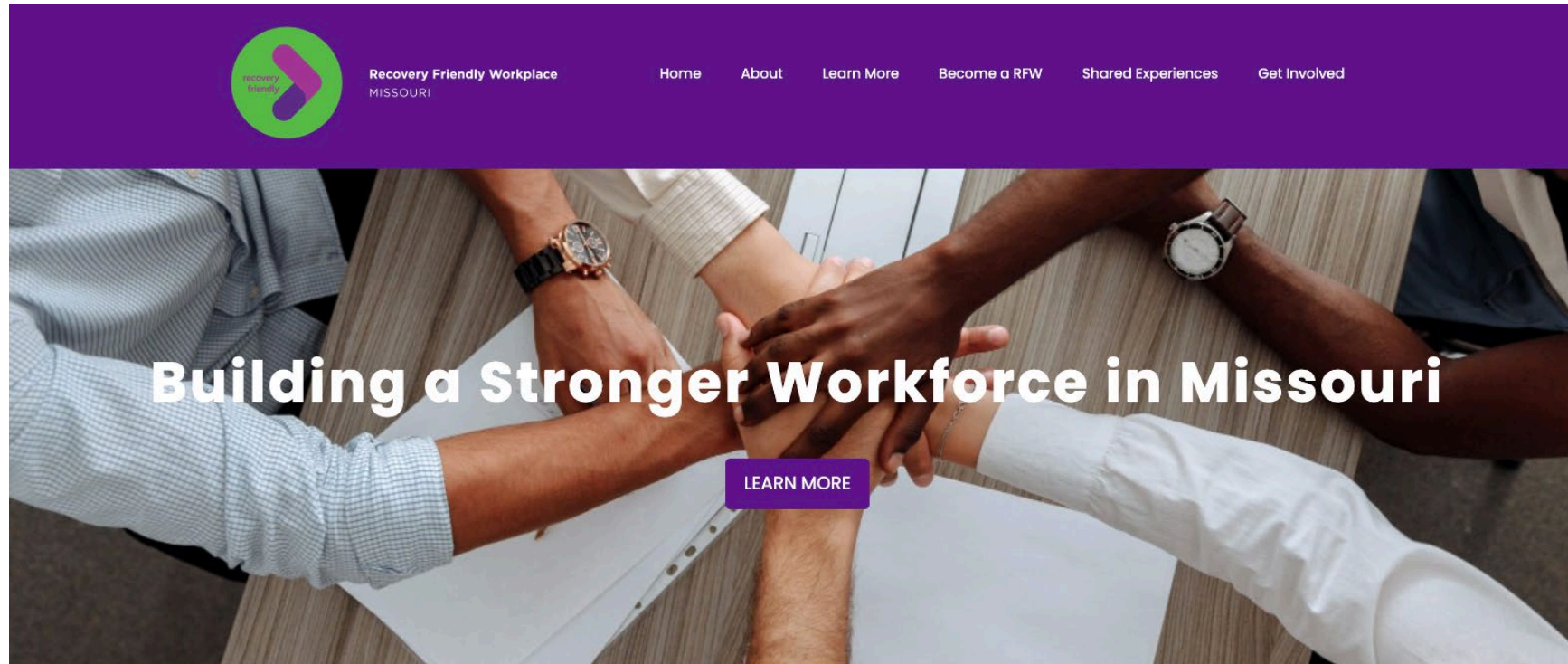
At the end of this session, participants will:

- Understand how naloxone works
- Recognize signs and symptoms of an opioid overdose
- Know how to administer naloxone in the event of an opioid overdose
- Describe what continued support should be offered to the individual experiencing a non-fatal opioid overdose

The "Good Samaritan Law"



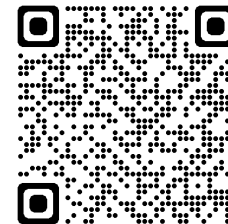
RFW Website



The Cost of Addiction

Addiction costs Missouri **\$1.4 million** per hour, **\$34.5 million** every day, and **\$12.6 billion** per year.

<https://recoveryfriendlymo.com/>



Businesses Designated as Recovery Friendly Workplaces in Missouri

Citizens Memorial Hospital; Bolivar
Tower Rock Stone Company;
St. Genevieve
CORE; Branson
Buddeez Manufacturing; Union

A.M. Solutions, Jefferson City
ACE Pipe Company;
Kansas City
First Call; Kansas City
PreventEd, St. Louis



What's on the Horizon

- Presentations at local, state and national conferences
- Contacting State Representatives and Senators to share initiative
- Awarding Recovery Friendly Workplace Designations
- Presentation on Recovery Ally Training for the University of Wisconsin
- Offering Technical Assistance services
- Complete Employee Surveys and tabulate data, draw comparisons to Employer Survey results
- State-wide Advisory Committee convenes monthly
- Statewide convening of stakeholders on University of Missouri campus in August
- SUD/ODU education and training for Extension professionals and faculty to help build capacity for working in local communities
- Expanding regional with ROTA-R



What Can You Do?

- Contact us if you have a story to share
- Let us know if your organization or business is hiring people in recovery
- Sign up to attend our statewide convening
- Become a partner
- Be a Champion



Thank You

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