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Introduction

The Surry County Office of Substance Abuse Recovery (SCOSAR) appreciates your interest in learning more about the disease of addiction and how businesses can support community efforts to recover from the effects of the substance use epidemic and be healthier. Founded in 2018, SCOSAR is dedicated to building a continuum of care that eliminates impediments for residents who seek treatment and recovery from substance use disorder (SUD).

Funded by Surry County Government and multiple grants, the SCOSAR has a sole mission to reduce the impact of substance use on residents, agencies, organizations, and businesses. Services include delivery of research and planning, community focused primary prevention efforts, a substance use intervention team, transportation and re-entry programming.

The Recovery Workforce Plan focuses on Recovery Friendly Workplace Program and Re-Entry & Recovery to Work Program.



Recovery Friendly Workplace Program

- A Recovery Friendly Workplace (RFW) supports the health, wellness and safety of its employees by providing education about substance use disorder, prevention, addiction and creating opportunities that support the journey of recovery.



Recovery to Work Program

- Recovery to Work is a program that prepares individuals by helping them to develop valuable skills or trades needed to gain employment, begin working, and increase job retention.



Did You Know?



United States Population: 333,066,817
North Carolina Population: 10,439,388
Surry County Population: 71,359



7000+

Over 70,000 drug overdose deaths occur in the US annually



Only **10%** of people with substance use disorder (SUD) are getting treatment for the condition- despite the fact that recovery is possible



Addiction is an issue in every workplace in the United States, with **1 in 12** workers dealing with an untreated substance use disorder (SUD)



SUDs affect over **20 million** Americans aged **12** and over



Substance use disorder (SUD) creates **\$400 billion** a year in healthcare



75%

75% of individuals who need substance use treatment are currently in the workplace



2021 United States cost of Opioid Use Disorder (OUD) is **\$221,229** per person



A Substance Use Calculator for Employers:
www.nsc.org/forms/substance-use-employer-calculator

The Role **Employers can Play**

Employers play an important role in helping employees in recovery by embracing people with SUDs. Doing so prevents feelings of stigma and isolation, and greatly improves employees chances of recovery. A supportive workplace environment can also help prevent relapse.

Employers who help employees complete treatment are likely to see a high return on investment when working with employees throughout treatment to achieve recovery. Supporting employees in recovery creates clear reasons and culture for job satisfaction and loyalty in the workplace.

People in recovery often have increased self-awareness, resilience, compassion, dedication and understanding. These skills and behaviors should be valued by employers due to the positive impacts the employee can have on team, company and culture.

We need employers help to achieve our goal.
Is your company willing to:

**Consider providing
employment to
individuals in recovery
and working on a path
to wellness that may
reduce the number of
position vacancies?**



Where are we now?

**Better support existing
employees that may need
services to increase
successful recovery and refer
those in need to community
organizations to better
support their recovery path.**



Where are we going?

What's in it for the Employers?

An employee in recovery
saves their employer an
average of \$8,500 per year.

Increased Productivity

Improved Retention & Turnover

Reduced Absenteeism

**Connection to
Community Resources**

Employee Job Satisfaction

Guidance & Support

Access to a RFW Advisor

Technical Assistance

Process of **Engagement**



Orientation

Meet with RFW Advisor to assess business needs and receive program orientation



Letter of Intent

Request letter of intent indicating a willingness to become a Recovery Friendly Workplace



Implementation

The RFW Advisor will provide support to the employer, as well as connections and access to other potential employees in recovery



Sustain

The RFW Advisor will be available throughout the process providing support and referral networks to ensure success

What is a **Recovery to Work Business Advisor**?

The Recovery Friendly Workplace Advisor is a community advocate who works as an intermediary between the recovery community and the business community, and works directly with individuals in recovery. The RFW Advisor will be available to answer questions, provide support and facilitate employment connections.

If you are interested in expanding recruitment efforts within the recovery population, we will assist with connections and provide additional resources for both you and the prospective employee.

NC Department of Commerce

Re-entry Incentives

The Federal Bonding Program provides insurance to employers who hire “at-risk” workers, including those with criminal backgrounds. The hiring process is eligible for protection of \$5,000 for six months after hiring a “high-risk” worker. The Recovery Friendly Business Advisor will get the individual bonded before the first day of employment. For additional information, please visit the Federal Bonding website at www.bonds4jobs.com.

100-Day No Fault: If you have to terminate a new employee within a 100-day period, your unemployment insurance will not be charged. This applies only to employees terminated within a 100-day period from the date of hire. Employers must request non-charging by contacting the Division of Employment Security at www.des.nc.gov/DES/Static?page=100DayGuarantee

Work Opportunity Tax Credit provides tax incentives for employers who hire justice-involved individuals and other target groups. The tax credit for each target group varies, but the total for a justice-involved individuals is \$2,400. To qualify, the justice-involved individual must be hired within one year of either a felony conviction or release from prison. Contact the NC Works Career center for more information www.nccommerce/workforce/businesses/work-opportunity-taxcredit.



Life-Saving Narcan Free and Accessible to Local Businesses

Surry County businesses can request a free life-saving NaloxBox (Narcan) kit to be placed at an office or business location, a brief training will be provided. The Narcan contains the overdose-reversing drug naloxone and is similar to a mounted Automated External Defibrillator (AED), making this life-saving drug accessible to anyone in the event of an opioid drug overdose. The Narcan improves the capacity of bystanders to save the lives of victims of opioid overdose by increasing access to naloxone with easy-to-use instructions to administer the drug. In the event of an overdose, bystanders should call 911 immediately and then use the Narcan as directed.

Deterra Drug Deactivation kits are available upon request. The patented Deterra kits deactivates prescription drugs, pills, patches, liquids, creams and films. Deterra renders them inert, unavailable for misuse and safe for the environment. In a simple 3-step process, a user deactivates the drugs by putting them in a Deterra Pouch, adding water, sealing, shaking and throwing it away.

Frequently Asked Questions (FAQs)

What is the cost of participation?

The RFW Plan and the services of the Recovery Friendly Workplace Advisor are of no cost to a business. This also includes specialized services for successful implementation, connection with local organizations and businesses, referrals for employment and employee support.

What are the benefits of employing individuals in recovery?

The benefits of employing Surry County residents in recovery are numerous. The benefits to your business of retaining employees in recovery are improved productivity, decreased absenteeism and increased job retention. Providing opportunities for continued employment and access to support to your employees during their recovery journey dramatically increases the odds of their success.

What training is available and how much time will it take to complete?

Training options are tailored to meet your needs. Staff from the Surry County Office of Substance Abuse Recovery facilitates training in person or virtually, based on the needs and preferences of each worksite.

What resources are available to your business?

Companies and organizations of all sizes and readiness levels can benefit from participation in the RFW program. Resources will include customized training, RFW materials and support. RFW program staff will also ensure that workplaces are well connected to community prevention and recovery services to best support their employees.

Will I have to change policies or commit to hiring or retaining employees in recovery?

Developing a Recovery Friendly Workplace will not require your business to alter specific policies. We hope your company uses the information presented and the subject matter expertise of the RFW Advisor to supplement your current recruitment and wellness efforts. The Surry County Office of Substance Abuse Recovery RFW effort is designed to honor recovery, combat stigma, and provide resources to employers.

Resources for Help

All-Stars Prevention Group was developed by the Surry County Substance Abuse Prevention Office to engage community members to join our efforts to combat substance use and work in our community. The goal of this group is to promote emotional health and wellness, prevent or delay the onset of and complications from substance use and mental illness, and identify and respond to emerging behavioral health issues.

Ride the Road to Recovery Transportation provides transportation to individuals who have no means of transportation and plan on attending recovery programs and other appointments affiliated with their recovery.

Intervention Team is designed to connect individuals struggling with substance use to treatment and resources needed to assist the person taking steps to recovery. The interventions can be provided at home, in the community or local hospitals.

Re-entry programs are designed to help returning citizens successfully "reenter" society following their incarceration, thereby reducing recidivism, improving public safety, and saving money. A primary focus of reentry efforts is to remove or reduce barriers to successful reentry, so that motivated individuals - who have served their time and paid their debt to society - are able to compete for a job, attain stable housing, support their children and their families, and contribute to their communities.

Contact the RFW Advisor at **336-401-8242** to learn more.

References

1. National Institute on Drug Abuse
2. Substance Abuse and Mental Health Services, Administration
3. National Opinion Research Center



PIEDMONT TRIAD
REGIONAL COUNCIL

