

State Recovery Friendly Workplace Programs

West Virginia: WV hosts two recovery friendly workplace programs: 1) CORE which is a toolkit for employers developed by Marshall Health in partnership with the WV Chamber of Commerce and 2) the WV Substance Use Response Plan operated by the WV Office of Drug Control Policy. Marshall Health provides the resources and support necessary to help individuals in recovery re-enter the workforce through the Creating Opportunities for Recovery Employment (CORE) initiative. CORE's goal is to create a ready workforce within its 12-county region of southwestern West Virginia. CORE helps individuals focus on a career path, rather than a job. Employment specialists provide: a career readiness assessment job search/interview/resume/letter writing advice job training and job placement assistance

Websites:

1. <https://dhhr.wv.gov/office-of-drug-control-policy/Pages/default.aspx>
2. <https://www.marshallhealth.org/services/addiction-medicine/core/>

Kentucky: KY operates one recovery friendly workplace program called the Kentucky Transformational Employment Program (KTEP). KTEP provides a pathway for businesses and employers to help more Kentuckians reach long-term recovery while supporting fair chance employment. A component of this program is the "The Fair Chance Academy". The Academy bridges the gap between businesses' need for employees and those in active recovery or returning citizens to find meaningful employment. After attending The Fair Chance Academy, Kentucky businesses are equipped with the knowledge, tools, and resources to help them successfully hire, train, and retain exceptional talent and be on the road to becoming transformational employers.

Website: <https://www.kychamber.com/workforcerecovery>

New York: The Gino Macchio Foundation is a nonprofit that works with employers to create recovery friendly workplaces. They partner with other recovery orgs, inform businesses about SUD, help supplement wages for people struggling with SUD and provide tools to SUD individuals who want to get into the workforce

Website: <https://ginomacchiofoundation.com/>

North Carolina: Recovery Friendly NC offers "Recovery Friendly" workplace designations. They offer workplace toolkits to reference information on recovery friendly practices along with training, support, crisis intervention, and assistance with navigating the recovery space through certified professionals

Website: <https://wilkesrecoveryrevolution.com/recovery-friendly-nc>

Ohio: Ohio houses two recovery friendly workplace programs: 1) the Ohio Department of Job and Family Services (ODJFS), Recovery Ohio, the Ohio Chamber of Commerce, and the training and consulting firm Working Partners have partnered together to create Recovery Friendly Employer Training Modules. They expand upon a suite of training modules in an "Opioid Toolkit" first launched by the Ohio Chamber of Commerce in 2017. 2) Hamilton County Public Health created "Recovery Friendly Hamilton County (RFHC)" to reduce stigma and offer workplace designations and training.

Websites:

1. <https://recoveryohio.gov/resources/all-resources/recovery-friendly-employer-modules>

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2. <https://www.hamiltoncountyhealth.org/services/for-businesses/recovery-friendly-hamilton-county/>

Pennsylvania: Pennsylvania's Recovery Friendly PA offers specialist assistance to workplaces to help them become designated recovery friendly workplaces. Recovery Friendly Workplace PA, in partnership with DFWPA & Unity Recovery, helps employers and organizations achieve recovery friendly status through training, technical assistance, and employee recovery support services. For individuals in or seeking recovery, who are seeking gainful employment, we also offer employment readiness services and peer-based recovery support services to help in the process

Website: <https://recoveryfriendlypa.org/>

Tennessee: First Tennessee Development District through a DOL WORC grant is building an ecosystem of supportive employers through their Caring Workplace rural Opportunities Initiative. They also offer training and workplace designations as "caring workplaces". Coordinated by the First Tennessee Development District (FTDD) a regional group of community partners is building an ecosystem to support employers and individuals in recovery or who are justice-involved. By becoming certified Caring Workplaces, businesses can demonstrate to others, their organizations' commitment to helping their current employees and their families with challenges associated with substance use disorder as well as give opportunities to those in recovery or justice-involved, who deserve a fair chance at employment.

Website: <https://www.caringworkplaces.org/>