

# Employment Services



- Employment services began at Horizon Health in January of 2021.
- Currently, Horizon Health is able to employ three certified Peer Support Specialist to staff our career services department. Two at the Laurel County campus, and one at the Williamsburg campus.
- Our staff guide clients to more than just open job postings. We offer assistance with resumes, cover letters, applications, letters of recommendation, FAFSA applications, employer connections, adult education, expungement clinics, and linkages to community resources.
- Staff also work with our clients to ensure that they have all the proper documentation to begin working. (State ID, birth certificate, social security card, etc.)
- Utilize REENTRY ESSENTIALS education, training and certification materials.
  - [Reentryessentials.org](https://reentryessentials.org)

# Appalachian Region Commission

## INSPIRE

The INSPIRE Initiative seeks to align and leverage complementary federal, state, and other resources that aid through competitively awarded grants to partnerships anchored in Appalachian communities. By aligning and leveraging multiple resources (federal, state, local, non-profit, and private sector), ARC solicits and prioritizes the selection of projects that integrate multiple economic development systems and resources in support of implementing existing economic development strategic plans.

\*Investments Supporting Partnerships in Recovery

# Partnership with Kentucky RHIO

- Kentucky Rural Healthcare Information Organization (KRHIO)
  - The Workforce Opportunity for Rural Communities (WORC) grant is a federally funded initiative of the United States Department of Labor to provide funding for projects in education, training, and career support services.
  - KRHIO has partnered with Horizon Health to provide computer-based training and classroom instruction to individuals with a history of opioid and/or substance abuse disorders.
  - Horizon Health Employment Specialist work with KRHIO to provide current training opportunities including certifications as a Peer Support Specialist, CHW, Health Information Support Tech, and Employability/Career courses.

# Kentucky Office of Vocational Rehabilitation

- Sound Fiscal Management: Implement sound fiscal management that aligns with federal and state regulations for accurate and consistent reporting and operations.
- Quality Assurance: Compliance with federal and state regulations in all areas to ensure continuous improvement and quality outcomes for consumers.
- Staff Resources: Maximize technology and business processes to effectively support accessibility and the evolving needs of all stakeholders.
- Center Operations: Improve facilities and expand programs to increase competitive, integrated employment outcomes.
- Consumer Services: Implement innovative practices to improve quality outcomes.
- Public Awareness: Implement an ongoing, flexible marketing plan and process to improve public awareness of VR programs, services, and agency employment.

## Success story:

John is a participant in our WORC Program. John had substance abuse disorder and came to Horizon Health to get back on his feet and begin his recovery. While in treatment, John was referred to our employment services department and we are so proud to report that John has not had a positive screen since August 24, 2022.

John completed the Horizon WORC program and has received his Adult Peer Support Certification. With the assistance of our employment services program, John now works at another local addiction treatment facility.

\*Names have been changed to protect confidentiality.

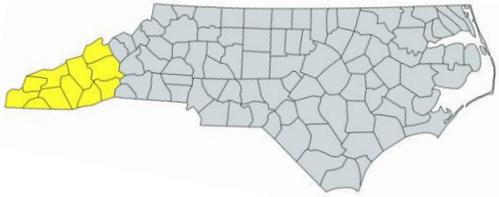




## The Team

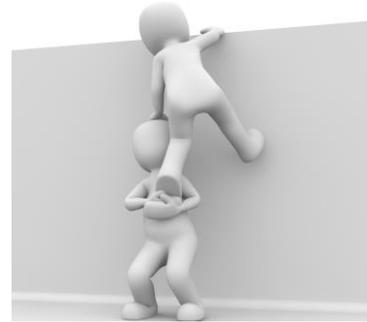
- Standing Left to Right - Felix Soto (Intern), Dillon Moss (CPSS), Rick Montgomery (CPSS), Amanda Layton (Project Liaison), Angela Frady (CPSS), Jenna Woodman (CPSS), Philip Cooper (Project Developer now GO PLACES Director)
- Sitting – Brandon Manson (Project Coordinator)





## Integrating Recovery into the Workforce

**Workforce  
Development**



**Peer  
Support**

**Buncombe, Madison, Henderson, Transylvania, Haywood, Jackson, Swain,  
Macon, Graham, Clay, and Cherokee Counties**



**Transportation**

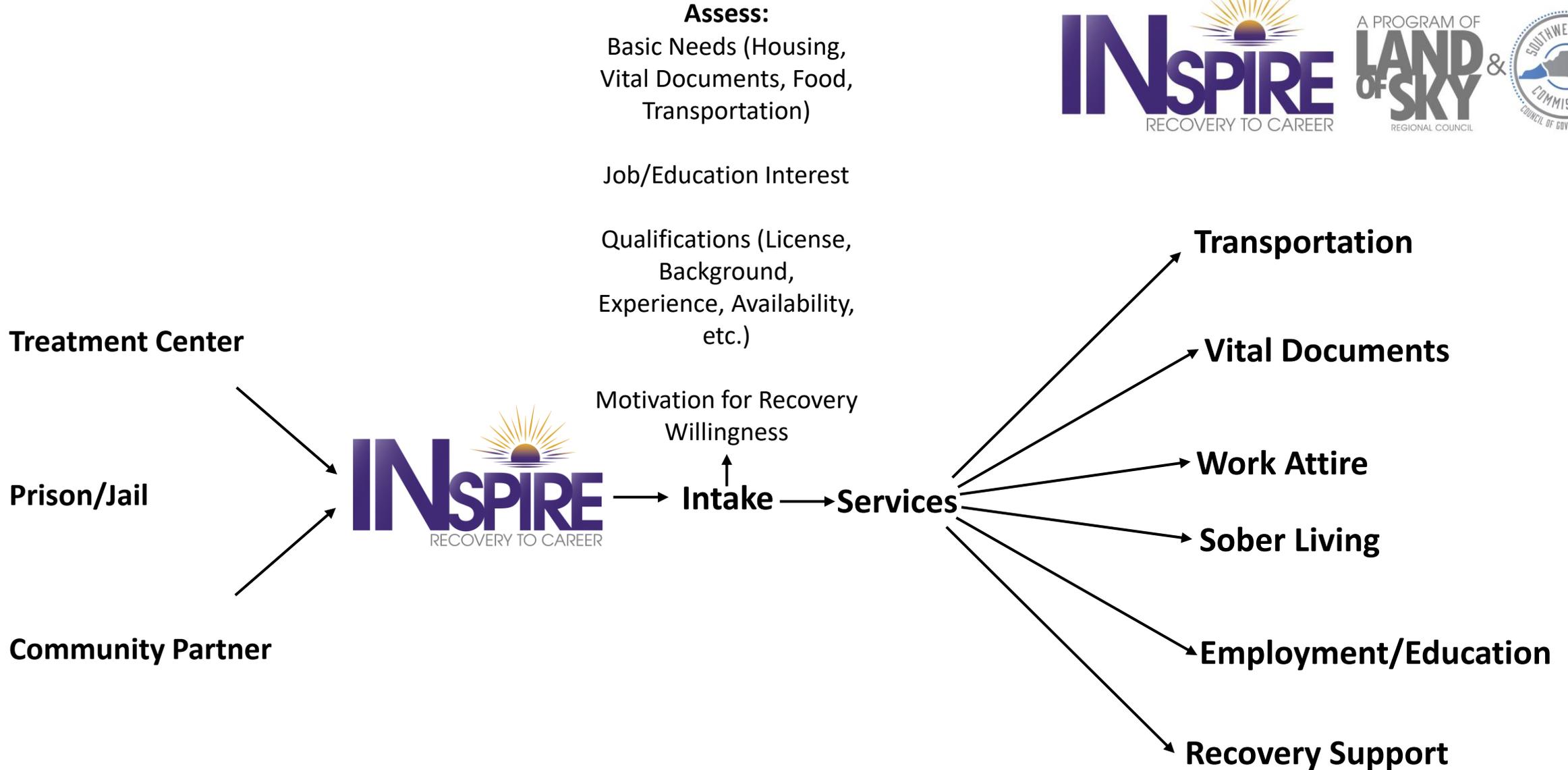


**Work Attire**



**Sober Living**

**Recovery  
Support**





## Workforce Development

- Resume Building/Application Assistance
- Interview Prep
- Employment Referrals
- Education/Training Assistance

## Peer Support Services

- Regular meetings to review progress towards employment, resources, and recovery goals.
  - 1st Month - Weekly
  - 2nd and 3rd Month – Bi-weekly
  - Ongoing - monthly meeting up to (1) year
- Crisis Response Resources
- Accompany to appointments
- Provide encouragement/motivation
- Resource Navigation

## Transportation

- NC Works Career Centers
- Recovery Meetings
- Medical/Mental Health/SUD Appointments
- Job Interviews

## Financial Assistance

- Sober Living Entry Costs
- Work Supplies/Attire
- Cell Phones
- Bus Passes

## Lessons



- Collaboration with case managers pre-discharge/release is vital to successful reintegration into society.
- Pre-screening to ensure job opportunities are a good fit (availability, scheduling, transportation, qualification, etc.) and work well with recovery/aftercare responsibilities lead to better outcomes in retention and workplace satisfaction.
- Employment partnerships must benefit the employer and participant alike. Support can be provided to both.
- Participants must be recovery ready and have basic social determinates of health satisfied before employment can be considered. (housing, food, transportation, SUD and mental health stability).
- Longer stents in treatment and/or incarceration have consistently led to better outcomes. Individuals seem more focused and at a higher stage of change.
- Internal department partnerships and Cross-region partnerships with workforce boards and community organizations have led to better services across larger areas and more people served.



Sara Nichols (LOS Regional Planner) and Amanda Jo Murphy (Reconnecting Reentry) partnered with INspire to provide laptops to reentering citizens.

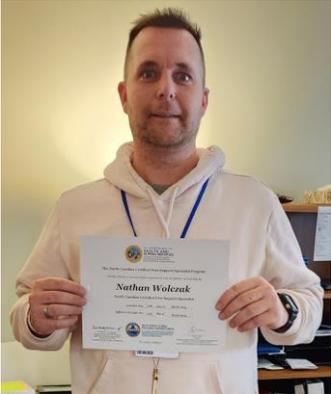
## Outcomes

- Safely housed over 200 people in sober/transitional housing ≈ \$80,000.
- 83% of participants were still in recovery and had not reentered the criminal justice system (6-month follow-up).
- 83% of participants successfully secured employment with an average pay of ≈ \$17/hr
- Completed 2 CPSS internships in collaboration with Vocational Rehabilitation. Both are employed full-time in CPSS roles.
- Participants have completed various trainings including CNA Certification, Community Health Worker, and Peer Support Specialist and are employed in their respective fields.
- Hospitality Heals – Now program developed through our partnership with Biltmore Farms Hotels and The Biltmore Estate to increase second-chance hiring. Employer provides sober living cost assistance.
- Partnerships developed with employers in multiple feeds (Manufacturing, Food Services, Healthcare and Behavioral/Mental Health, Hospitality, and various trades.
- Increased utilization of NC Works Career Centers, Vocational Rehabilitation and WIOA/OJT services.



Catherine DeLauro - Hospitality Heals Participant

## Success Stories

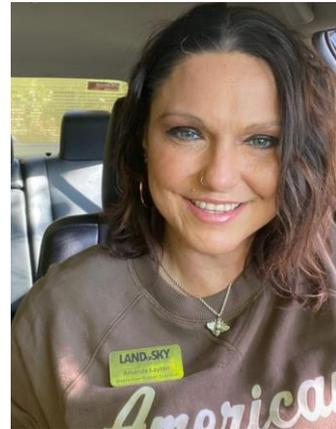


### - Nathan Wolczak – From Service Recipient to Service Provider

Nathan has completed his CPSS Training and is now employed as a CPSS at the RHA Peer Living Room. He is also a house manager at one of our sober living partners. He started with us fresh out of treatment and is now providing some of the same services he received himself. He went from a referral to a referral partner.

### - Amanda Layton – Western Connections

Amanda is from Cherokee County, NC. Previously in restaurant management, she was interested in a new career path. Amanda completed her Peer Support Specialist training by way of INspire Funds and now works full-time for the team as our Project Liaison to collaborate with the more western counties and increase access to services.



### - Anton Sluder – Program Participant now Referral Partner

Anton was referred to INspire by Oxford House. Originally from Russia, Anton spent the last 14 years in and out of incarceration and treatment with no vital documents or citizenship papers. INspire helped him navigate this process to get his paperwork and identification, assisted him with employment, housing, peer support specialist and Recovery Coach training. He now he has his driver's license for the first time ever! And he works full-time at RHA Peer Living Room.

