VBSR Annual Fall Conference
Employment in Recovery
Workshop Agenda

Introduction to Workshop

Overview of the Opiate Addiction Problem and hiring individuals in recovery
Mickey Wiles – Working Fields, CEO and Founder

Panel Presentations
1. Tom Mathews - Tech Group
2. Joe Soulia - Casella, General Manager
3. Kelley Robinson – Casella, VP of Human Resources
4. Joe Soulia - Casella, General Manager

Open for discussion, questions and answers
The number of people using heroin at treatment admission is increasing faster than for other opioids.

Number of people treated in Vermont by substance and Fiscal Year

- Alcohol
- Marijuana/Hashish
- Heroin/Other Opioids
- All Others

Source: Alcohol and Drug Abuse Treatment Programs
What is recovery?

- Treatment has an end and start date, recovery is ongoing and progressive
- Recovery is a process of change where individuals improve the health and wellness, live self-directed lives and strive to reach their full potential
The Impact of Addiction

- Behaviors in active addiction lead to poor decisions and desperate acts
- Many enter treatment with some sort of criminal charge
- A criminal record is an obstacle to recovery and employment
The Impact of Convictions

- 70 Million Americans have a record
- One in three adults
- 640,000 or more release every year
- 75% unemployed after one year of release
Employment in Recovery

- Lack of stable employment increases likelihood of returning to Prison
- Research has found joblessness is the single most important predictor of recidivism
Employment in Recovery

“They tend to take fewer sick days and if they have worked the 12-steps or a similar program they have “embraced principles like honesty, humility, and integrity, which serve them well both personally and professionally. Those who have completed a treatment program also have learned the importance of self-care, which often translates into increased productivity and focus at work” (Sack, 2012).
Employment in Recovery

They “can prove to be extremely loyal and dependable employees, because they are very grateful to have been given the chance to turn their lives around. People in recovery can demonstrate the characteristics employers look for: commitment, loyalty, ambition and talent” (Anders, 2012).
What is Stigma?

“An attribute, or condition, that is socially discrediting” (Kelly, 2010).
Our Words Matter

“Words have immense power to wound or heal. The right words catalyze personal transformation and offer invitations to citizenship and community service. The wrong words stigmatize and disempower” (White, 2014).
What is Stigma?

**Perpetuates Stigma**
- Their Choice
- Drug Abuser
- Drug Abuse
- Addict
- Dry Drunk, on the wagon
- Relapse = Failure

**Invites Compassion**
- Health Condition
- Person with SUD
- Drug Use
- Person with Addiction
- Person in Recovery
- Slip = Opportunity to reevaluate treatment & support
Tom Mathews

- Valley Vista
- VFOR sober living
- Working Fields
  - Twincraft
  - Tech Group
Tom Mathews

- Recovery Support Groups
- Howard Center counseling
Tom Mathews

- Recovery from addiction is challenging
- Recovery is a process
- Multiple essential components
Casella Waste Management

- Joe Soulia – General Manager, Material Recovery Facility for Rutland
- Kelly Robinson – VP Human Resources