Implementing a Recovery Friendly Workplace Initiative

COP-RCORP

Communities of Practice for Rural Communities Opioid Response Program
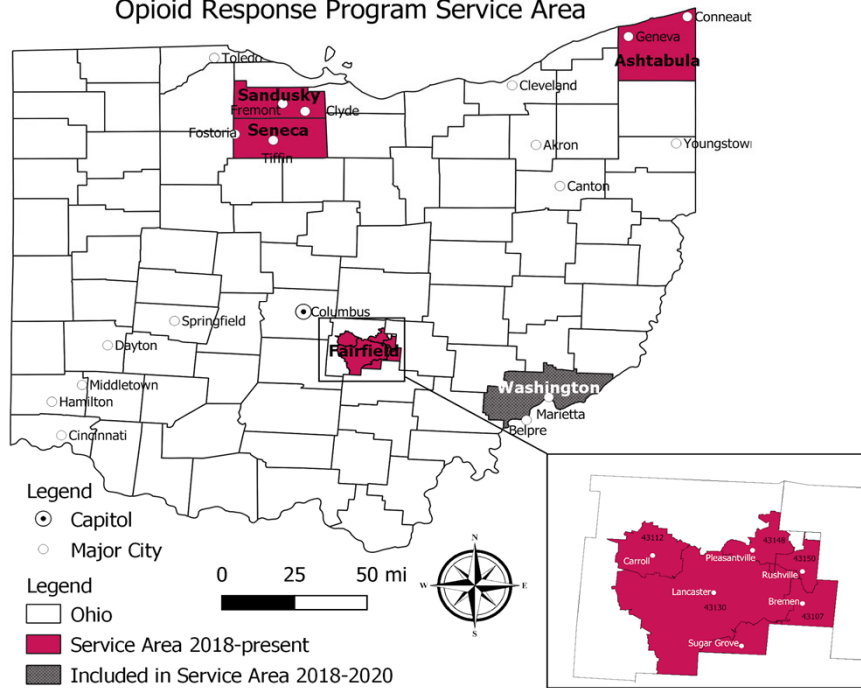
Scan Me!

All presentation information can be found on our website.

Please scan here to access the presentation content.

We invite you to stay awhile and visit other pages on the website as well.

https://communitiesofpractice-rcorp.com/at-conferences/

About COP-RCORP

Community of Practice Rural Community
Opioid Response Program Service Area

Legend
- ⊙ Capitol
- ○ Major City

Legend
- Ohio
- Service Area 2018-present
- Included in Service Area 2018-2020

Schweinhart, A. (November 2020). Sourced from: census.gov and simplemaps.com
Made possible by grants GA1RH335320102 and GA1RH335290102 from the Health
Resources and Services Administration (HRSA), an operating division of the U.S.
Department of Health and Human Services. Contents are solely the responsibility of
the authors and do not necessarily represent the official views of HRSA or the U.S.
Department of Health and Human Services.
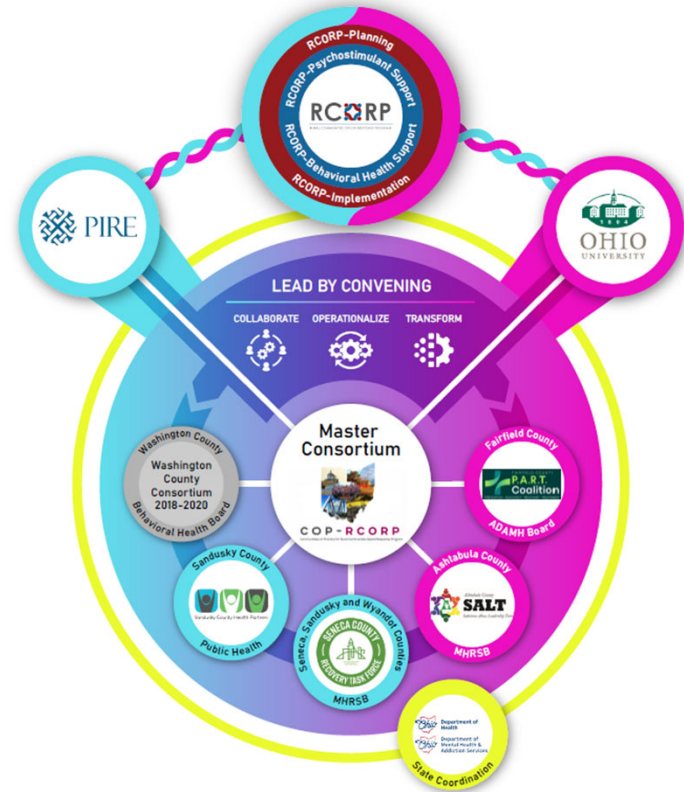
Schweinhart, A., Raffle, H., Courser, M., & Dacanay, J. (2024). COP-RCORP Organizational Chart.
Pacific Institute for Research and Evaluation: Calverton, MD and Ohio University's Voinovich School of Leadership and Public Service: Athens, OH.
This project was made possible by grants #G25RH32461, #GA1RH33532, #G25RH32459, #GA1RH33529, #H7NRH42563, #H7NRH45748, and #G28RRH46290 from the
Health Resources and Services Administration (HRSA), an operating division of the U.S. Department of Health and Human Services. This figure is solely the
responsibility of the authors and does not necessarily represent the official views of HRSA or the U.S. Department of Health and Human Services.

Our COP-RCORP Grant Portfolio

RCORP Planning
- G25RH32459 (Ohio University)
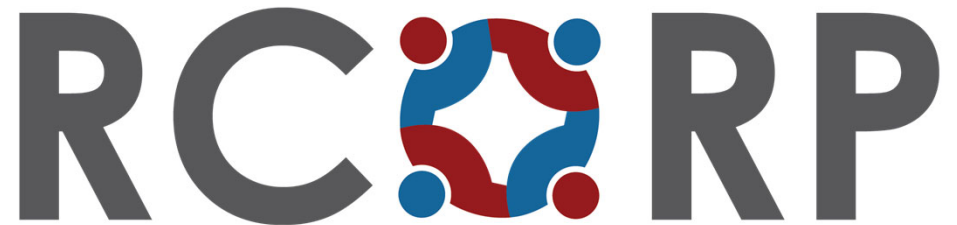- G25RH32461 (PIRE)

RCORP Implementation
- GA1RH33529 (Ohio University)
- GA1RH33532 (PIRE)

RCORP Psychostimulant Support
- H7NRH42563 (PIRE)
- H7NRH45748 (Ohio University)

RCORP Behavioral Health Support
- G28RH46290 (Ohio University)

Acknowledgement

Presentation Roadmap

Phase 1: Engage in Initial Exploration

Phase 2: Conduct Community Readiness Assessment

Phase 3: RecoveryOhio Announces Recovery Friendly Workplace Initiative

Phase 4: Lead By Example

Phase 1: Initial Exploration (Summer 2023)

Engaged in Research and Fact Finding (National Level)

New Hampshire

Launched in 2018, New Hampshire's Recovery Friendly Workplace (RFW) was an initiative led by Governor Chris Sununu and currently administered by Granite United Way.

https://www.recoveryfriendlyworkplace.com/

Phase 1: Initial Exploration (Summer 2023)

Engaged in Research and Fact Finding (State Level)

Hamilton County (Cincinnati)

Hamilton County Public Health formally adopted Recovery Friendly Hamilton County (RFHC) on April 11, 2022.

Urban- As of the 2020 census, the population was 830,639, making it the third-most populous county in the state.

https://hamiltoncountyhealth.org/services/harm-reduction-program/recovery-friendly-hamilton-county/

Phase 1: Initial Exploration (December 2023)

Quarterly COP-RCORP Master Consortium Meeting

Goal 1: Learn more about RFW Initiatives from those already engaged in the work at the national and state levels

Goal 2: Discover if Ohio had any plans of moving forward like New Hampshire

Hosted a Hybrid Meet & Greet
- Members from all four local COP-RCORP Consortia (in-person)
- Representative from RecoveryOhio (In-person)
- Representative from Recovery Friendly Workplace New Hampshire (Virtual)
- Representative from Recovery Friendly Hamilton County (Virtual)

Phase 2: Conduct Community Readiness Assessment (March 2024)

We learned that RFW Initiatives had challenges getting started and most were using "sales techniques" to garner interest and support.

Our team was versed in prevention and knew that **community readiness** is key for any prevention intervention.

Our Starting Point: A Common Experience

Community A
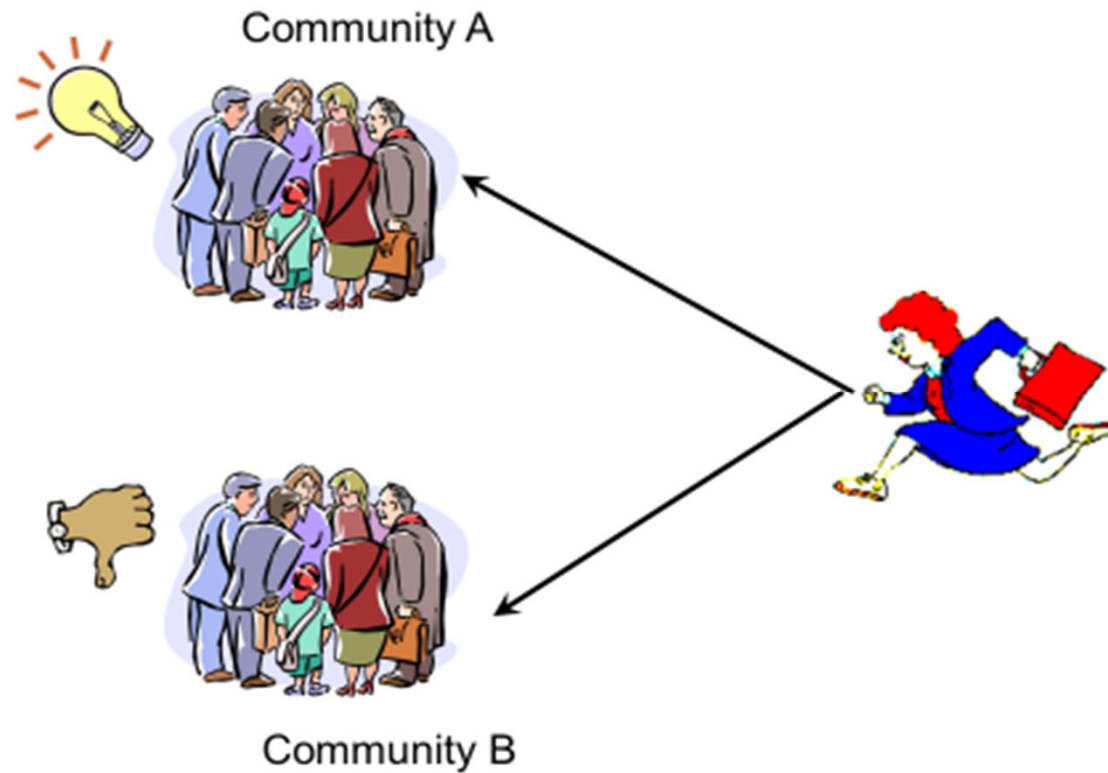
Community B

**Community Readiness
for Community Change**

TRI-ETHNIC CENTER
FOR PREVENTION RESEARCH

Colorado
State
University

A systematic method for assessing the level of readiness of a community

- A series of structured interviews

- Measures readiness on 5 dimensions

- Includes 9 stages of readiness

- Identifies strengths and weaknesses

- Works within the community culture and capacity

# Phase 2: Conduct Community Readiness Assessment (March 2024)

Our team has built a robust self-paced online trainings for conducting Community Readiness Assessments within the context of suicide prevention for the state of Ohio.

The COP-RCORP website has tailored the tools to support content specific to RFW.
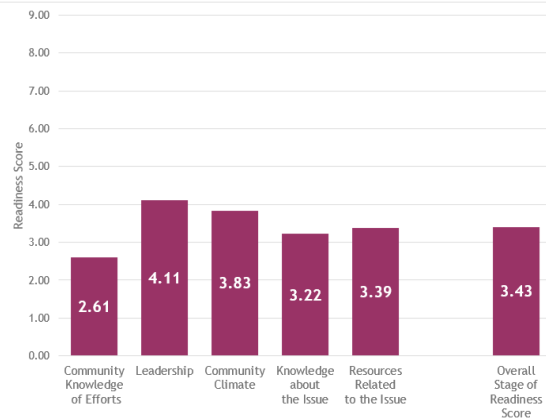
Phase 2: Conduct Community Readiness Assessment (March 2024)
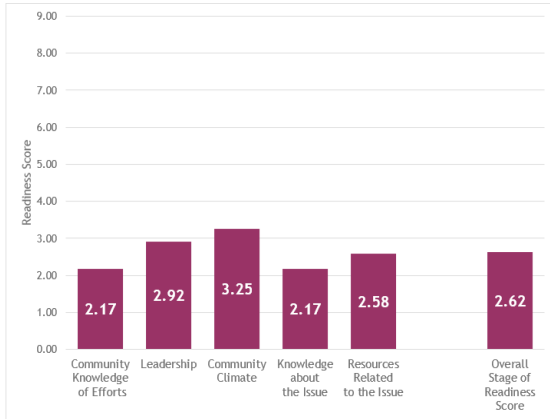
Fairfield County (August 2024)

Overall Score: 2.62

Overall Stage: Denial/Resistance

Sandusky & Seneca Counties (September 2024)

Overall Score: 3.43

Overall Stage: Vague Awareness
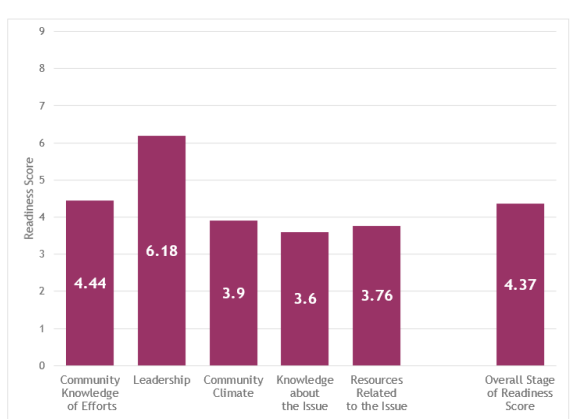
Ashtabula County (December 2024)

Overall Score: 4.37

Overall Stage: Preplanning

Full reports are available at: https://communitiesofpractice-rcorp.com/cop-rcorp-rfw-community-readiness-assessment/

Phase 3: RecoveryOhio Announces Recovery Friendly Workplace Initiative (8/2024)

Phase 3: RecoveryOhio Announces Recovery Friendly Workplace Initiative (8/2024)
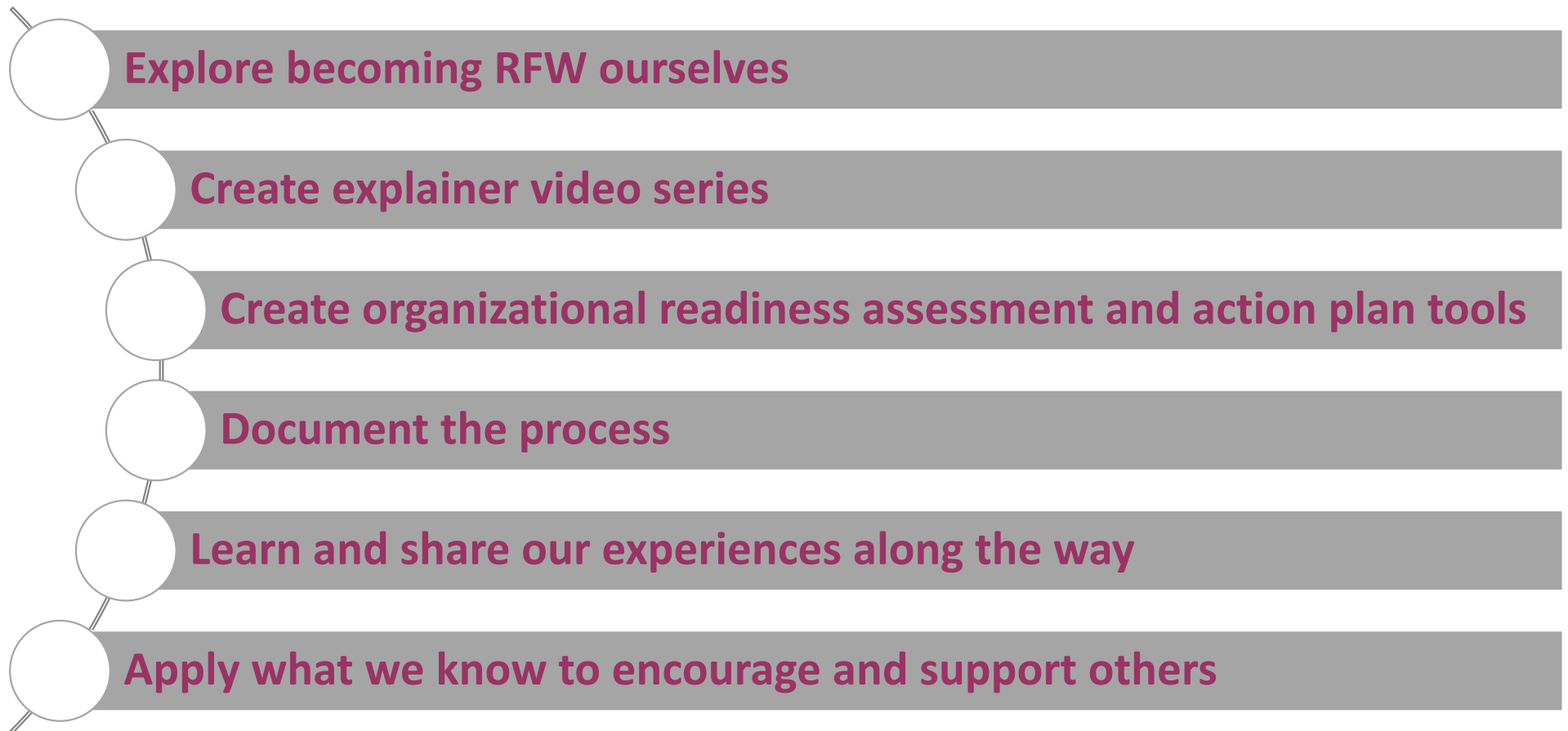

Strategy Shift

From: How can we stand up a RFW initiative in our consortium area?

To: How can we support the **authentic** implementation of Ohio's RFW Initiative by employers in our consortium area?

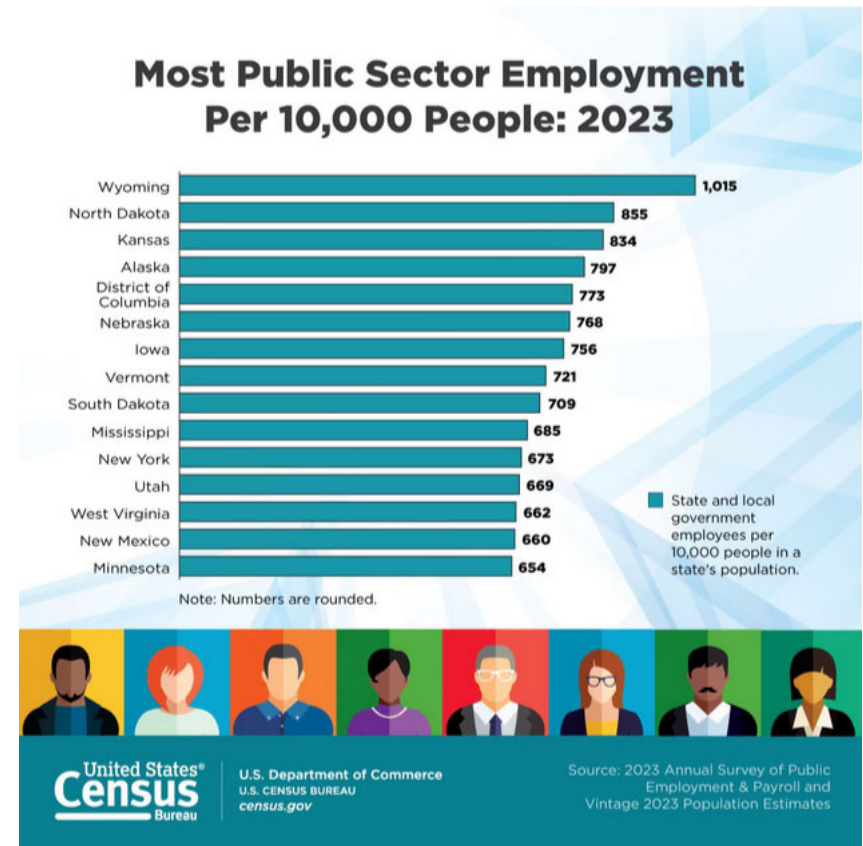https://mha.ohio.gov/know-our-programs-and-services/ohio-recovery-friendly-workplace/

Phase 4: Lead by Example

- Explore becoming RFW ourselves
- Create explainer video series
- Create organizational readiness assessment and action plan tools
- Document the process
- Learn and share our experiences along the way
- Apply what we know to encourage and support others

Lessons Learned (So Far!)

1. Trust the process!

2. Stay flexible.

3. Community Readiness is important.

4. Organizational readiness is *as* important as Community Readiness.

5. Workplace = Private sector (S, M, L businesses), Public sector, Nonprofit employers

Don't forget the public sector! In rural America, the public sector is often one of the largest employers.

Most Public Sector Employment Per 10,000 People: 2023

State	Employees per 10,000
Wyoming	1,015
North Dakota	855
Kansas	834
Alaska	797
District of Columbia	773
Nebraska	768
Iowa	756
Vermont	721
South Dakota	709
Mississippi	685
New York	673
Utah	669
West Virginia	662
New Mexico	660
Minnesota	654

Note: Numbers are rounded.

State and local government employees per 10,000 people in a state's population.

United States® Census Bureau
U.S. Department of Commerce
U.S. CENSUS BUREAU
census.gov

Source: 2023 Annual Survey of Public Employment & Payroll and Vintage 2023 Population Estimates

Ashtabula County, Ohio

About Me

Known For

Backbone Organization

Local Coalition

ASHTABULA COUNTY
Mental Health
Recovery Services

Ashtabula County
SALT
Substance Awareness Leadership Team

Fairfield County, Ohio

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Known For

Backbone Organization

Local Coalition

Sandusky County, Ohio

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Backbone Organization

Known For

Local Coalition

Seneca County, Ohio

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Local Coalition

With Gratitude

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Questions and Discussion