



Maine Recovery Friendly Workplace (RFW) Program

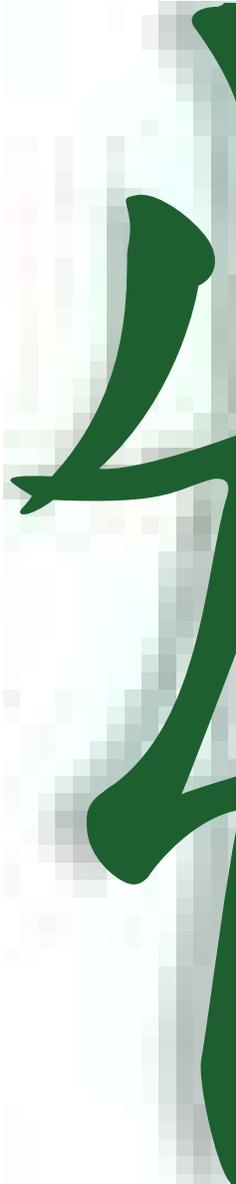


**Governor Mills Opioid Response Seminar
December 1, 2023**

*Helping Maine Businesses & Workers Thrive. **Together.***

Agenda

- Introduction of Maine RFW Team
- Introduction to RFW
- Why RFW?
- Benefits to Businesses
- The Maine RFW Model
- Criteria for Becoming a Maine RFW
- Maine RFW Program Roll-out
- Status & Timeline



The Maine Recovery Friendly Workplace Program

Recognizing Maine employers who committed to implementing foundational change in the way individuals living in or seeking recovery from substance use disorder are hired, treated and supported.



**Helping Maine Businesses
& Workers Thrive
Together.**

**Check out the new RFW Maine
website!**
www.rfwmaine.org



The Statewide RFW Team

Pinetree Institute

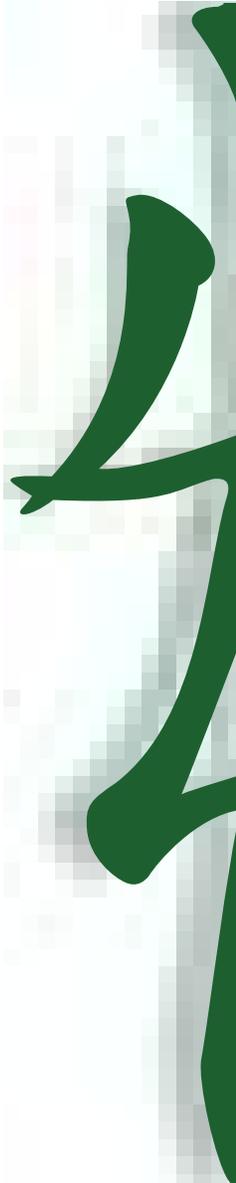
- Dr. Larry McCullough, Executive Director
- Mark Lefebvre, Maine Statewide RFW Director
- Catherine Rawson, Maine Statewide RFW Business Advisor

Portland Recovery Community Center

- Leslie Clark, Executive Director
- Nicole Proctor, Recovery Hub Program Director
- Justin Reid, Maine Statewide RFW Recovery Advisor

Maine RFW Advisory Board

- Membership includes 22 leaders from business, workforce development, education and industry sectors.



What is Recovery Friendly Workplace?

- RFW is a national program which originated in NH in 2018.
- 35 states and one Canadian province part of CoP in varying degrees of implementation.
- Maine is one of the most recent states added to the Community of Practice.
- NH hosts a nationwide CoP Implementers Community Platform of which Maine is an active participant.

The screenshot displays the RFW Community of Practice platform. At the top, a purple banner reads "Welcome to the community! This is your space to mingle, chat, share ideas, ask questions, and more!". Below this is a user profile for Mark Lefebvre, Director of Community Engagement at Pinetree Institute, with a profile completeness of 86%, 199 contributions, and 488 points. The main content area shows a post by Leah Kortman titled "RFW Employer Toolkits" from 3 days ago, discussing a nonprofit named PRISM. Below it is a reply from Greg Young about 3 hours ago, providing a link to a Federal Recovery Ready Workplace Toolkit. On the right side, there is a "Quick Links" section with items like "My Communities", "Implementers Community", "Are you new? Start here", "Recovery Friendly Workplace Resources", "Recovery Friendly Workplace Website", and "My Profile". At the bottom right, there is a section for "Upcoming Events".

Why RFW?

- Over **60 percent (26.9 million)** of Americans aged 18 and older with SUD are employed.
- Of these, **77.6 percent** (20.9 million) worked full-time.
- Untreated SUD in workers is associated with missed workdays, reduced productivity, increased disability, and higher health care and turnover costs.

Maine CDC Workplace Prevention Advisory Council

Assessment Findings

Maine CDC surveyed 495 employers and employees of high risk industries about substance use and wellness policies. According to the National Survey on Drug Use and Health, Maine rates for workplace wellness are behind national averages.

70%

Use Alcohol Weekly



66%

Some workplaces had as many as 66% in recovery



81%

Offer Employee Assistance Program



48%

Use Marijuana Weekly



47%

Report having recovery support programs at work



92%

Receive Employee Medical Benefits



50%

Use Illicit Substances Weekly



26%

Only a quarter of employers hire those involved in the Criminal Justice System



Maine CDC Workplace Prevention Advisory Council *Recommendation*

Using the example from the New Hampshire's Governor's Office, advocate for a **Recovery Friendly Workplace Initiative** that sets standards for policies, practices, and procedures required to be considered Recovery Friendly, such as:

- EAP Structure recommendations;
 - Trainings and Education for staff and employers;
 - Peer Recovery Support;
- and incentivizes employers to adopt the model.

Benefits of Being a Recovery Friendly Workplace

Workers in Recovery Save Companies \$\$

Workers in recovery help employers **AVOID**
\$4,088
in turnover & replacement costs

Workers in recovery miss
13.7 days
LESS
per year
than workers with an SUD

Each employee who recovers from a substance use disorder **SAVES** a company over
\$8,500
on average

(Source: National Safety Council)



recoveryfriendlyworkplace.com
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How We Support our RFW's

- Offer structured, but **flexible engagement model** that is customized for your business
- Provide **connection** to statewide and local resources
- Identify and coordinate **community and state partners** to expand your access to direct recovery supports
- Provide **tools and materials** curated for your workplace
- Provide **support** for employees and loved ones
- Offer **trainings** at no cost to you
- Establish and nurture **peer connections**
- Commit to an **ongoing dialogue** to respond and to adapt to your needs and the needs of the community

All at no cost to the business



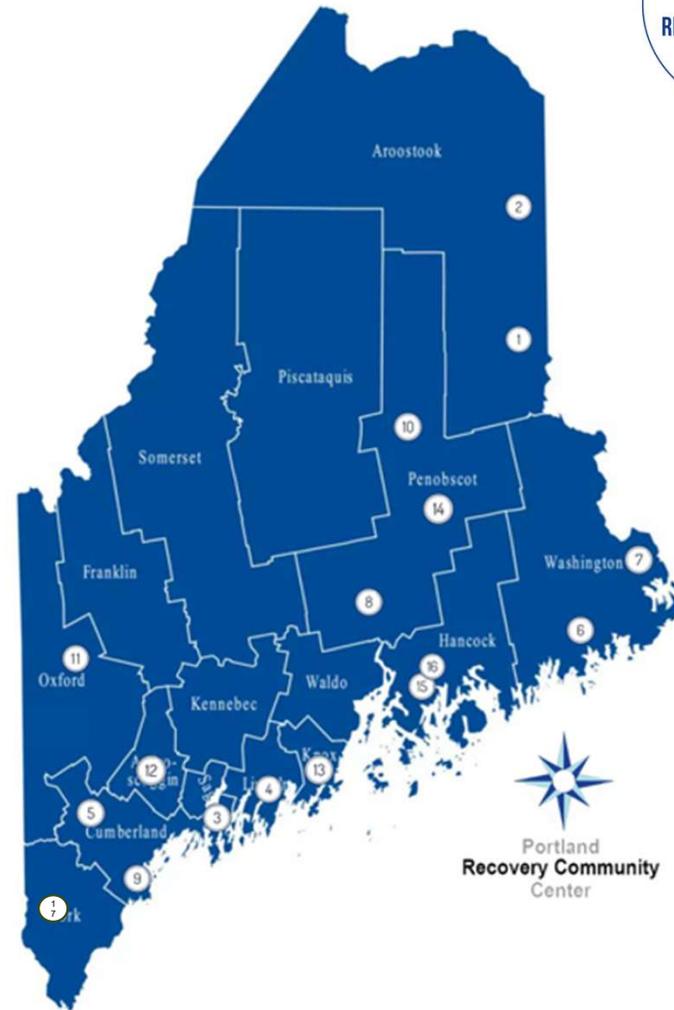
Maine RFW Model



Coalition of Local Hubs Approach

- **Statewide** executive and program leadership, program management, common framework, (CoP)/best practices, training and technical assistance for community coalitions, materials development.
- **Local** program management, outreach, onboarding, employee services, training RFW's, peer recovery support.

The State of Maine has funded the establishment of RFW and has contracted Pinetree Institute and Portland Recovery Community Center to administer the program.



Maine RFW Phase 1 Hub Rollout



Local RFW Roles:

1. **Business Advisor** – outreach and on-boarding of RFW's.
2. **Recovery Advisor** – coordination of peer recovery services, training

Lewiston – Auburn Androscoggin County

- Business Advisor
- Recovery Advisor

York County

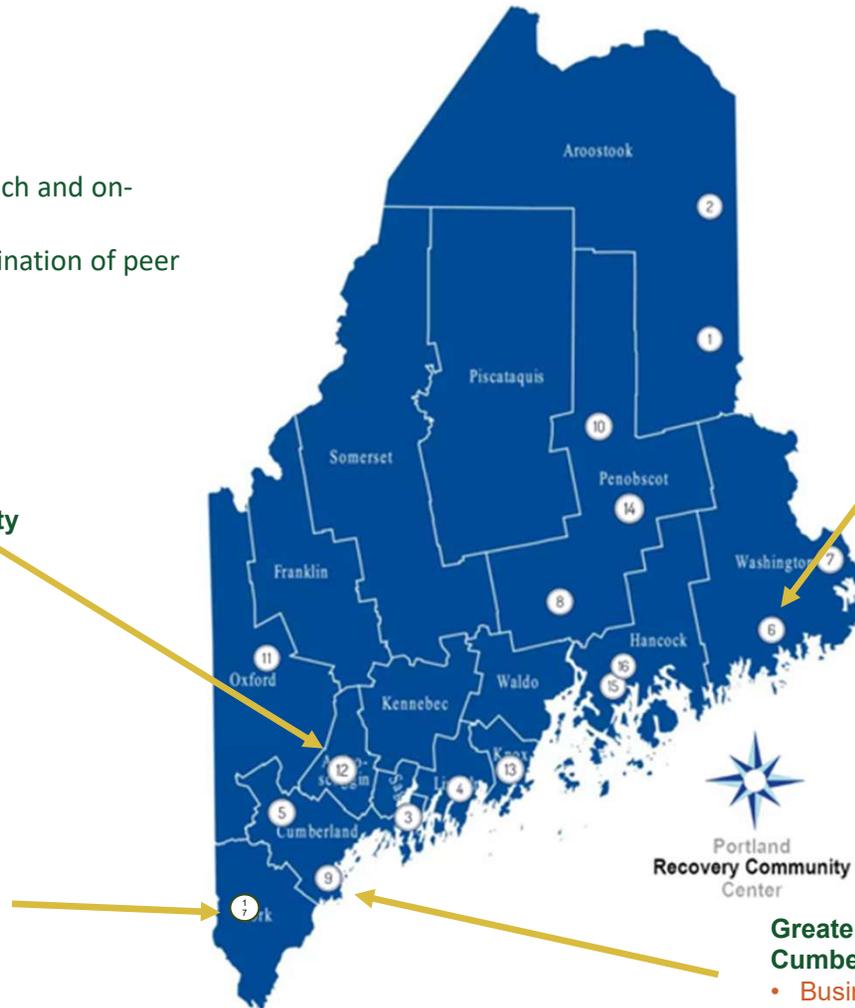
- Business Advisor
- Recovery Advisor

Washington County Community Caring Collaborative

- Business Advisor
- Recovery Advisor

Greater Portland Cumberland County

- Business Advisor
- Recovery Advisor



Criteria for Becoming a Maine RFW

Initial Requirements

- Letter of Interest
- Orientation
- Declaration
- Designation

Additional Requirements

- Information & Resources
- Connection to Recovery Community Center
- Education & Training

Optional

- Statewide Community of Practice
- Community-Based Activities
- Customized Training



First 120 Days

Build Statewide Capacity

- Complete Statewide RFW Model (DONE)
- Staff to Plan (DONE)
- Develop RFW Logo (DONE)
- Outreach Presentation and Materials (DONE)
- Develop RFW Designation Checklist (DONE)
- Develop web site and landing page (DONE)
- Develop RFW Training Materials (IN PROGRESS)
- Develop RFW Toolkit (IN PROGRESS)



First 120 Days

Status of Maine RFW's

- Ready for designation:
 - **LePage Bakeries (Lewiston)**
 - Tri-County Mental Health (Lewiston)
 - Kennebunk Savings Bank (Kennebunk)
 - Better Life Partners (Statewide)
 - Groups Recover Together (Portland)
 - Nonantum Resorts (Kennebunkport)
 - MaineWorks (Portland)
 - Portland Recovery Community Center (Portland)
 - Pinetree Institute (Eliot)
- Under review:
 - Several businesses in Washington County
 - 7+ businesses in Lewiston-Auburn



Next 6 Months

Marketing & Outreach

- Build statewide awareness
- Create and distribute marketing materials
- Participate in speaking engagements and events

Build a Maine Community of Practice

- Develop and deliver RFW trainings
- Develop and deliver RFW Toolkit

Build Local Hub Capacity

- Develop resources within local hubs
- Hire and train “hub” RFW Business and Recovery Advisors.
- On-board new RFW’s



Questions?

Contact: info@rfwmaine.org



RECOVERY FRIENDLY WORKPLACE MAINE

MAINE RECOVERY FRIENDLY WORKPLACE

Helping Maine Businesses & Workers Thrive Together.

WHY YOUR BUSINESS SHOULD CONSIDER RFW

- ⚡ According to the US Dept. of Labor:**
 - 3 of 10 US workers have been impacted by SUD;
 - 7 of 10 US people impacted by SUD have full-time jobs.
- 👤 According to the Maine CDC:**
 - 70% of Maine workers use alcohol weekly
 - 48% of Maine workers use cannabis weekly
 - 50% of Maine workers use illicit drugs weekly
- 💰 Recovery Friendly Workplace is good for business (National Safety Council):**
 - Workers in recovery help businesses AVOID \$4,088 in turnover & replacement costs;
 - Workers in recovery miss 13.7 days LESS per year than workers with an SUD;
 - Each employee who recovers from an SUD SAVES a company over \$8,500

THE VISION

Maine Recovery Friendly Workplaces (RFWs) support their communities by recognizing recovery from a substance use disorder as a strength and by working intentionally with people in recovery. RFWs encourage a healthy and safe environment where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.

THE BENEFITS

- Access to highly skilled talent
- Increased retention
- Lower absenteeism
- Increased brand equity
- Healthier workforce

GET STARTED TODAY

Schedule an appointment with a Maine RFW Business Advisor.

RFW is administered in partnership with the state of Maine by:

CONTACT US

📍 206 Old Road
Eliot, ME 03903
rfw@pinetreeinstitute.org

PINETREE INSTITUTE & **RECOVERY COMMUNITY CENTER**

