

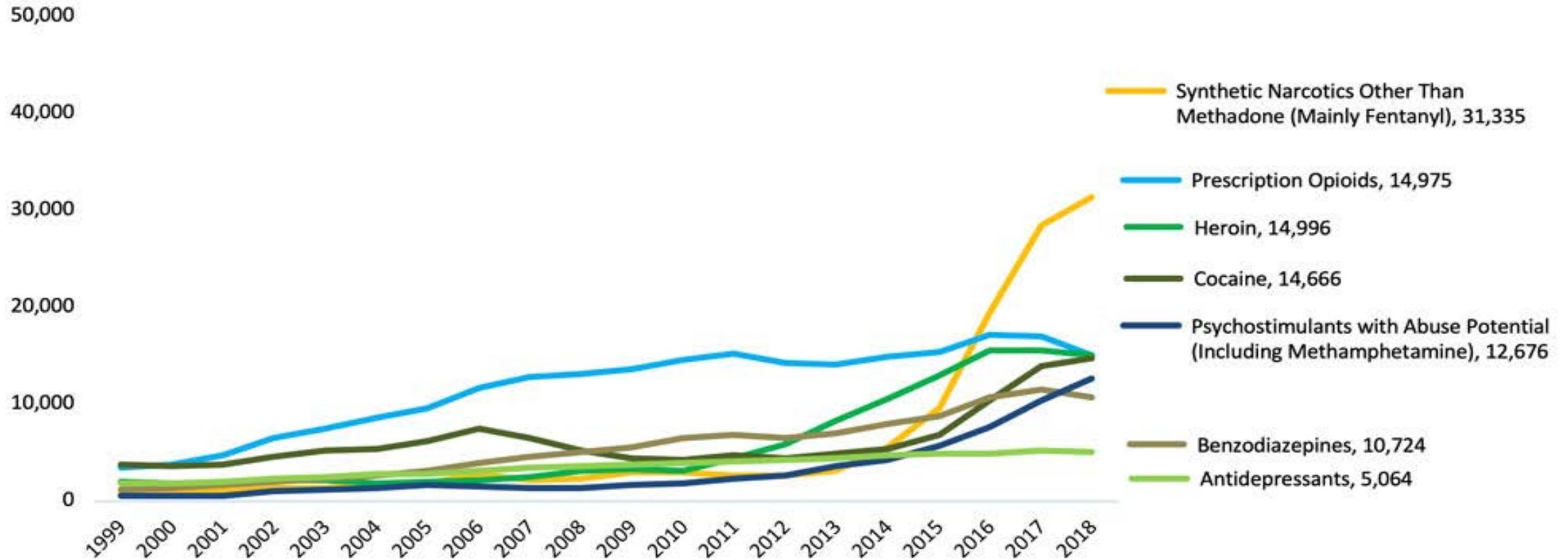
Bridging the Gap Between Substance Use Recovery Staff and Workforce Staff



Learning Goals – Participants will be able to:

- ❖ Define Substance Use Disorder (SUD) and the Recovery Process
- ❖ Describe the purpose of a recovery coach and the strategies used to support a client
- ❖ Describe the challenges for a client with an SUD in obtaining a job.
- ❖ Describe the similarities and differences between a Recovery Coach and Workforce Career Counselor
- ❖ Describe what working together looks like for Recovery and Workforce Staff

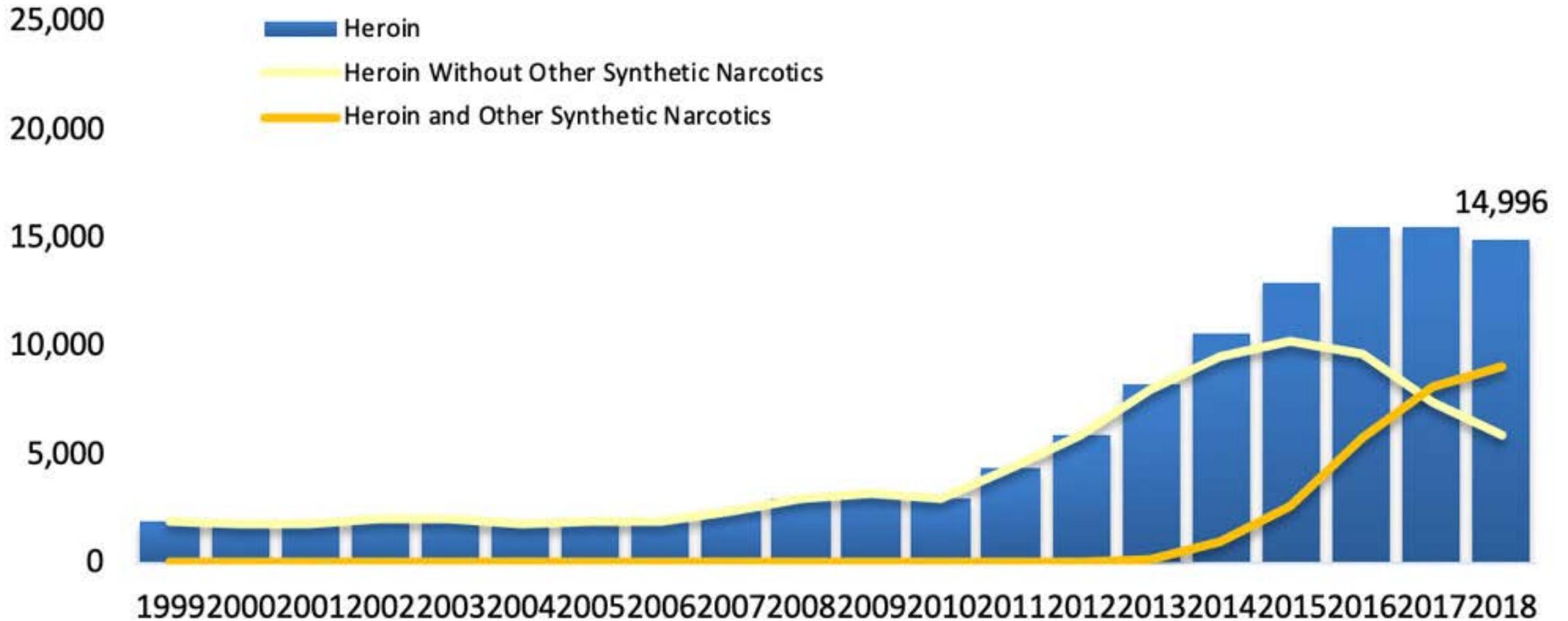
National Drug Overdose Deaths Involving Select Prescription and Illicit Drugs



Source: Centers for Disease Control and Prevention, National Center for Health Statistics. Multiple Cause of Death 1999-2018 on CDC WONDER Online Database, released January, 2020

National Drug Overdose Deaths Involving Heroin

Number Among All Ages, 1999-2018



Source: Centers for Disease Control and Prevention, National Center for Health Statistics. Multiple Cause of Death 1999-2018 on CDC WONDER Online Database, released January, 2020

Substance Use Disorder (SUD)

Substance use disorders occur when the recurrent use of alcohol and/or drugs causes clinically significant impairment, including health problems, disability, and failure to meet major responsibilities at work, school, or home. <https://www.samhsa.gov/find-help/disorders> 04/30/2020

Presence of craving; loss of control of amount or frequency of use; compulsion to use

Tolerance.....Physical Dependence.....Addiction

Overdose Deaths and Illicit Drugs

Urgent Need for Overdose Prevention Interventions

- More than 80% of drug overdose deaths involved opioids.
- Nearly 85% of overdose deaths involved illicitly manufactured fentanyls,* heroin, cocaine, or methamphetamine (alone or in combination)

Potential opportunities to link people to care or to implement life-saving actions were present for more than 3 in 5 people who died from drug overdose.

* Illicitly manufactured fentanyls, or IMFs, include both fentanyl and fentanyl analogs.

CDC Vital Signs September 2020

Dr. Nora Volkow

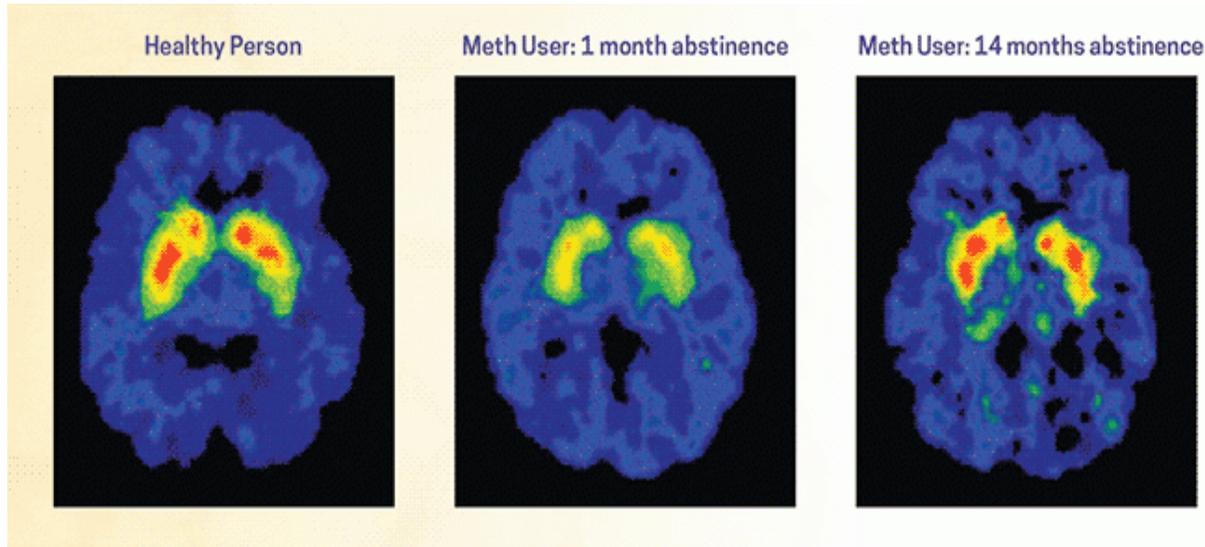
*Director of the National Institute on Drug Abuse (NIDA)
National Institutes of Health*

Instrumental in demonstrating that drug addiction is a disease of the human brain.

Pioneered the use of brain imaging to investigate the toxic and addictive properties of abusable drugs.

Documented changes in the dopamine system affecting, among others, the functions of frontal brain regions involved with motivation and self-regulation in addiction.

Brain Disease



The Journal of Neuroscience, 21(23):9414-9418. 2001
These images showing the density of dopamine transporters in the brain illustrate the brain's remarkable ability to recover, at least in part, after a long abstinence from drugs—in this case, methamphetamine.

“chronic, relapsing brain disease that is characterized by compulsive drug seeking and use, despite harmful consequences.”

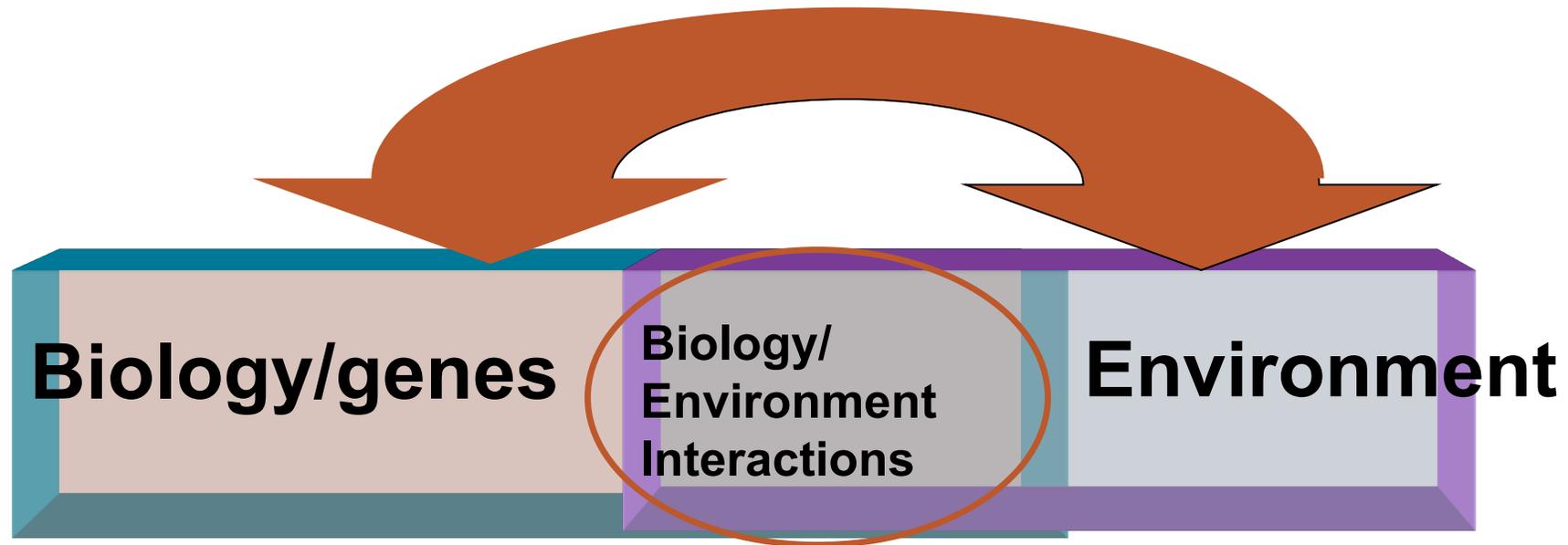
“Considered a brain disease because drugs change the brain—its structure and how it works.”

NIDA. 2020, July 20. <https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/>

Substance Use Disorder

Risk Factors

- Family history/genetics
- Mental health disorder
- Environmental factors including Adverse Childhood Experiences (trauma)



Treatment vs Recovery

Treatment:

- Withdrawal management (inpatient detox)
- Residential
- Intensive outpatient
- Outpatient

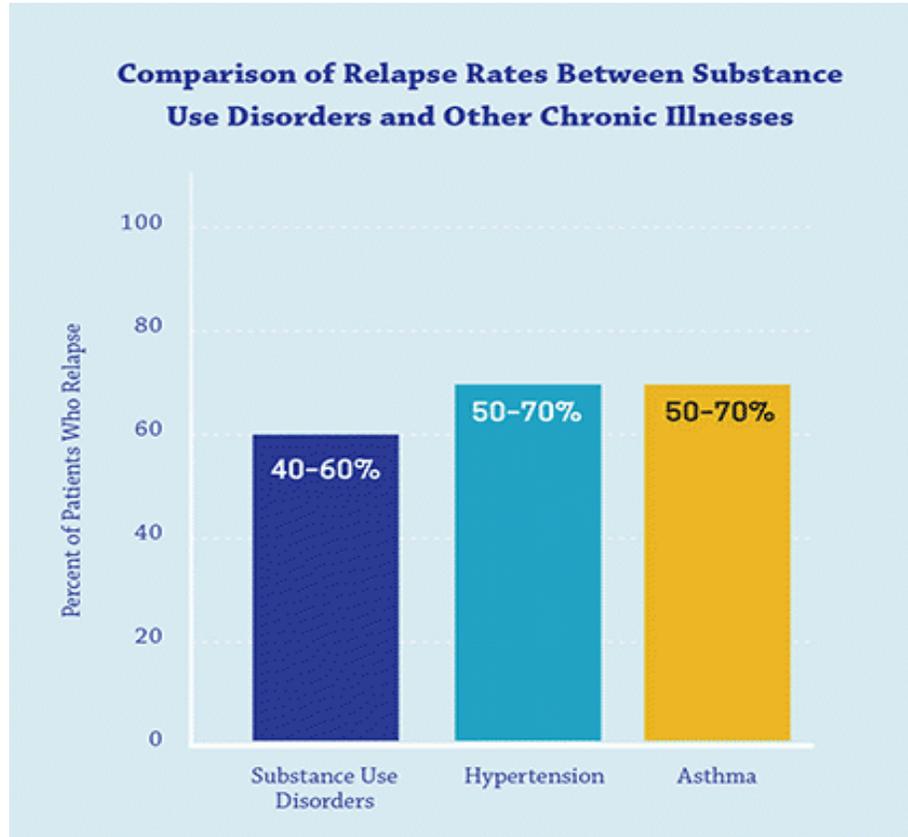
Medication-assisted treatment (MAT): methadone, buprenorphine, and injectable naltrexone with counseling.

Behavioral Therapy

Support

Relapse prevention

Relapse



Relapse rates for people treated for substance use disorders are compared with those for people treated for high blood pressure and asthma. Relapse is common and similar across these illnesses. Therefore, substance use disorders should be treated like any other chronic illness. Relapse serves as a sign for resumed, modified, or new treatment.

Recovery lasts a lifetime

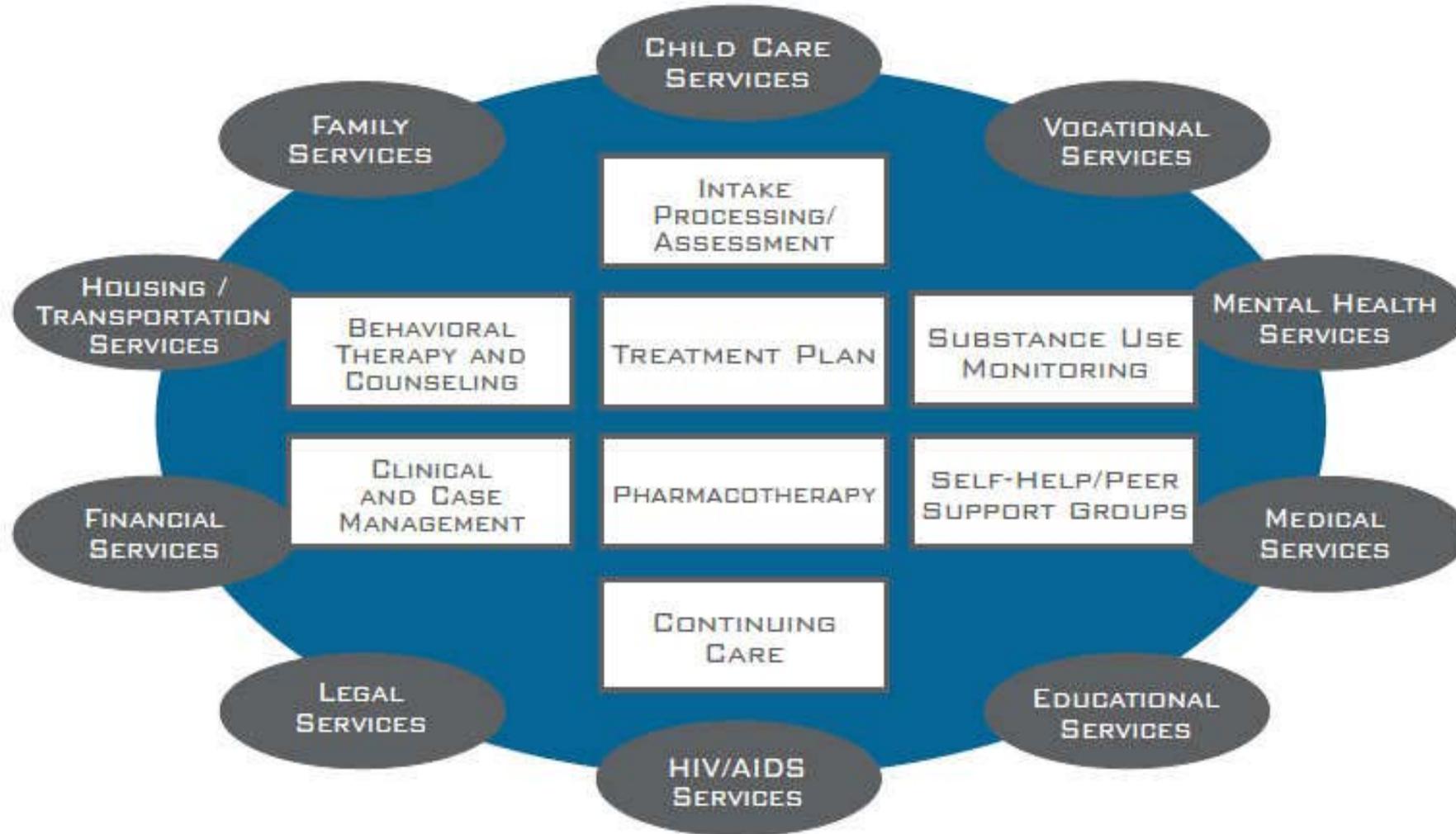


Because addiction can affect so many aspects of a person's life, treatment should address the needs of the whole person to be successful.

Counselors may select from a menu of services that meet the specific medical, mental, social, occupational, family, and legal needs of their patients to help in their recovery.

Stopping drug use is just one part of a long and complex recovery process. When people enter treatment, addiction has often caused serious consequences in their lives, possibly disrupting their health and how they function in their family lives, at work, and in the community.

Components of Comprehensive Drug Abuse Treatment



The best treatment programs provide a combination of therapies and other services to meet the needs of the individual patient.

Recovery Coach

Promotes **recovery**

Removes barriers and obstacles to **recovery**

Serves as a personal guide and mentor for people seeking or already in **recovery** from an addiction to alcohol and or other drugs.

Assists with navigation of the addiction treatment world, helping them understand how to determine what they might need



The Wellness Wheel is a tool for self-exploration that can help you survey choices or situations that impact your overall wellness. Each of the 8 dimensions are interconnected and equally important.

Challenges for a client with an SUD

- Chronic Illness
- Healing the brain takes time
- Self-efficacy and the belief that one has the ability to employ the behaviors needed to produce a desired effect
- Setting goals - start small
- Support systems
- Transportation
- Basic knowledge of stressors that can impact patients in early recovery
- Building resilience
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Challenges for a client with an SUD

Addiction affects multiple brain circuits

- reward and motivation, learning and memory, and inhibitory control over behavior.
- Long-term drug use - changes in brain function and that can persist long after the individual stops using drugs

Dysfunctional behaviors that result from drug abuse can interfere with a person's normal functioning in the family, the workplace, and the broader community.

Addiction is a chronic disease

- Most people cannot simply stop using drugs for a few days and be “cured”
- Typically require long-term or repeated episodes of care to achieve the ultimate goal of sustained recovery.
- Research indicates that most need at least 3 months in treatment to significantly reduce or stop their drug use and the best outcomes occur with longer durations of treatment

Challenges for a client with an SUD

Example: if a person is enrolled in a methadone program they need to visit the methadone clinic daily. The daily visit must be worked around a job schedule, outpatient treatment, physician visits and support meetings.

Another hurdle is developing a healthy social life. This can be overwhelming for a person in early recovery especially young adults in their twenties when bars are the typical gathering spots for friends.

Recovery and Workforce Staff working together

Coaches do not assess, treat, or diagnose addiction or mental health issues.

- Resource liaisons and respect the many pathways of recovery.
- More than a 12-step sponsor because they are trained to use non-confrontational motivational strategies to promote engagement and retention in treatment, adherence to rules, and positive change.
- Share lived experiences and understands the potential pitfalls along the way in long term recovery. Ability to establish rapport quickly, an awareness of how to maintain appropriate boundaries, the willingness to be nonjudgmental toward clients.

Career Counselors help identify the factors influencing **career** development.

- Help assess interests, abilities, and values.
 - Help locate resources and sources of **career** information.
 - Help to determine next steps and develop a plan to achieve your goals.
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Change is Constant

- COVID 19 Pandemic
 - Increase in anxiety
 - Change in operating procedures
 - Increase in relapse rates
- Behavioral Health Practice Patterns
- Pre-employment screening

Contact Information

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THANK YOU