
Hiring People in Recovery from Substance Use Disorder

Recovery is a process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.¹ People in recovery are no longer actively misusing drugs and/or alcohol.

Employees in recovery are:

- **Uniquely Skilled:** People in recovery bring unique strengths to the workplace. Their lived experience and recovery journey are personal and professional assets.
- **Loyal:** People in recovery can be very loyal employees and are less likely to leave the employer who gave them the opportunity to return to the workforce.
- **Reliable:** Accountability is an important part of recovery. People in recovery typically show up on time, do not miss work, and give good effort on a daily basis.
- **Hard Working:** Individuals in recovery and working a program work harder as they strive to do better in all aspects of their life.

Recovery Supportive Workplaces are:

- **Community Assets:** Recovery Supportive Workplaces help communities grow, especially in rural areas with small and/or locally owned businesses.
- **Well-Staffed:** Recovery Supportive Workplaces can tap into a pipeline of dedicated employees that can help maintain staffing levels and reduce turnover.

Central Wisconsin Partnership for Recovery (CWPR) can support implementation of recovery supportive policies and practices with:

- **Technical Assistance:** CWPR can train professionals to work directly with employees to support their employment as part of their recovery journey and provide ongoing follow-up.
- **Policy Review:** CWPR can work with employers to review existing policies for strengths and opportunities for improvement.
- **Messaging:** CWPR can equip employers with talking points in support of conversations with decision-makers.²
- **Education and Training:** CWPR can provide education and training for supervisors and other personnel in recognizing the signs of substance misuse in the workplace, family recovery, recognizing and address stigma, and recovery friendly workplace social activities.²
- **Recruitment:** CWPR can facilitate connections between employers and prospective employees in recovery.

¹Substance Abuse and Mental Health Services Administration (SAMHSA). Recovery and Recovery Support. <https://www.samhsa.gov/find-help/recovery>.

²Substance Misuse and the Wisconsin Workforce: Analysis and Recommendations for Addressing and Reducing Substance Misuse in the Wisconsin Workforce, Wisconsin State Council on Alcohol and Other Drug Abuse Prevention Committee, Employee-Workforce Substance Misuse Prevention Ad-hoc Committee, 2019