



THE FLETCHER GROUP

Recovery, Set, Go!

Meaningful Employment and Fair Chance Opportunities

This presentation is supported by the Health Resources & Services Administration (HRSA) of the US Department of Health & Human Services (HHS) as part of an award totaling \$13.7M with 0% financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by HRSA, HHS, or the US Government.



DIRECTOR OF EMPLOYMENT SERVICES **LORI BAIER**

- Keenly aware of healthcare's diverse population base thanks to 25 years as a Registered Nurse
- Five years devoted to creating second-chance career opportunities by developing and teaching AOKY/GED+ (Accelerating Opportunity Kentucky/General Educational Development) programs
- Dedicated to reducing barriers and bridging gaps in education
- Promotes recovery through meaningful employment

THE FLETCHER GROUP

Founded in 2017 by former Kentucky Governor Ernie Fletcher.

Uniquely adept at tapping existing government funds and resources to build sustainable Recovery Housing.

In 2018, awarded an ARC POWER Grant to enhance education and employment opportunities for individuals in recovery from SUD, as well as expand recovery programs with our RHOAR model.



Who We Are

The background of the entire image is a close-up, slightly blurred view of several US dollar bills. The bills are in various denominations, including \$1, \$5, and \$100. The colors are muted, appearing in shades of blue, green, and yellow. The text is overlaid on a semi-transparent blue rectangular area in the center.

\$81 BILLION

SPENT EACH YEAR ON DRUG ABUSE IN THE WORKPLACE



18 DAYS

OF WORK LOST EACH YEAR BY THOSE WITH AN OUD



ONLY 58%

OF THOSE WITH AN OUD KEEP THEIR JOB OVER A YEAR

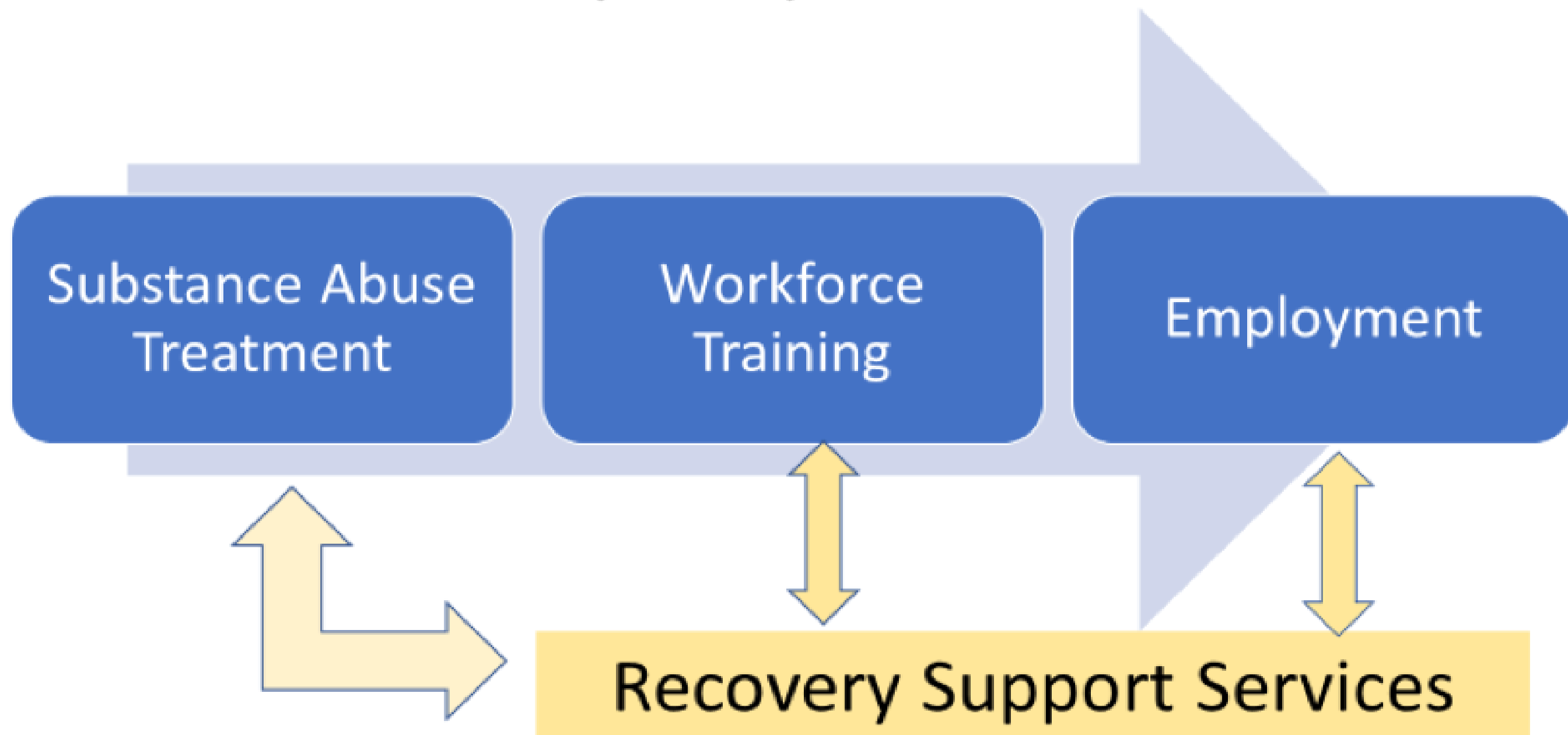


Kentucky's unfilled job opening rate is the second highest in the nation while Kentucky ranks third in the nation for highest number of overdose deaths.



How do we create a launch
pad to meaningful employment
and fill employment gaps?

The Road To Meaningful Employment



Our Unique Approach

A RECOVERY MODEL...

A complete Continuum of Care from intake to employment, including MAT, Peer-To-Peer Support, Workforce Development, and Social Enterprise.

...WITHIN A HOUSING MODEL

Sustainably funded through partnerships with Departments of Corrections, Housing Authorities, and many others, including the private sector.

Your Facility

- Invite the community into your community
- Establish a community workgroup
- Know your regional employment gaps
- What is unique to your region or state?
- Know your clients
- Create individualized, obtainable, and meaningful pathways
- Think about barriers
- Successful employment isn't about job skills alone
- Provide the first step to the dream

Your Facility

What programs are available?

- GED/State Adult Education
- Local Community and Technical College
- Local Career Center
- Future Plans: Assessment, coaching, and soft skills courses
- Fair Chance Works- virtual interview prep, coaching, employee/employer education hub
- Local Economic Development Groups
- And many more!

Your Employers

- Visit their site
- Have a dedicated point of contact
- What are the unique employment needs?
- What training do they require?
- Create a training plan that starts on the launch pad
- Apprenticeship, OJT, job shadowing opportunities
- Employer incentives (Work Opportunity Tax Credits, Federal Bonding)
- Stay in touch

MEANINGFUL EMPLOYMENT

The Key To Lasting Abstinence and Recovery

RHOAR Grant Success

- Over 300 individuals employed since August 2019
- Multiple employer partnerships throughout Eastern Kentucky including AppHarvest, Smithfield Foods, Triple G Construction, Taylor Made Farms, Kentucky Laborers' Union, various health care systems, and many more!
- 400+ certifications earned in the past year including GED, Future Plans, Peer Support Certification, SMARTS/Be Boss entrepreneurial and digital marketing certification, construction, CDL, Life Skills, Fair Chance Works, and many more

https://m.facebook.com/story.php?story_fbid=146779347746365&id=110103274747306

Taylor Made School Of Horsemanship Video



REEL KY: Recovery Entrepreneurship Elevating Lives

Southeast Kentucky Economic Development's SMARTS (Simple Methods and Reality Based Training for Success) Business Planning Course and Be Boss Online:

- **SMARTS gives the participants the tools and resources they need to plan and start a business if they choose.**
- **Be Boss Online teaches them how to utilize digital marketing to reach their customers and grow their business.**
- **Once complete, the teams participate in a pitch competition to showcase their new skills!**

REEL KY Pitch Competition

Recovery Entrepreneurship Elevating Lives



How Do We Know It Works?

- Set measurable goals
- Develop a tracking system
- Survey participants, your center, employers, and work group members at regular intervals
- Surveys alone are not enough. Have one on one conversations with the same groups ongoing.
- Monitor your local data (recidivism, unemployment rates, unfilled job rates)
- Continuous adjustment and improvement is key

LORI BAIER

lbaier@fletchergroup.org

606-831-0480

WEBSITE

fletchergroup.org

Contact Information



References:

<https://www.ehstoday.com/health/article/21916172/drug-abuse-costs-employers-81-billion-per-year>

<https://www.msn.com/en-us/money/markets/kentucky-s-job-opening-rate-is-2nd-highest-in-nation/ar-AAPW0sZ>

<https://www.wlky.com/article/kentucky-overdose-deaths-record-covid-19-pandemic/38284932>

