



COMMUNITY OF PRACTICE: **CORE** Creating Opportunities for Recovery and Employment

Creating Opportunities for Recovery and Employment (CORE)

The Community of Practice (CoP) series was developed through a partnership with IMPACT WV and the WV Home Visiting Program to help participants exchange technical information and share experiences about serving clients currently experiencing or who have past experiences with substance use and neonatal abstinence syndrome (NAS).

The information in this IMPACT WV product was taken from a CoP presentation by Ashley M. Shaw, M.S., M.B.A., CORE Director.

Aim

The purpose of this COP was to:

- Understand the goals of CORE
- Learn the requirements for referral and enrollment for CORE
- Understand the impact of CORE across the state of WV

General information

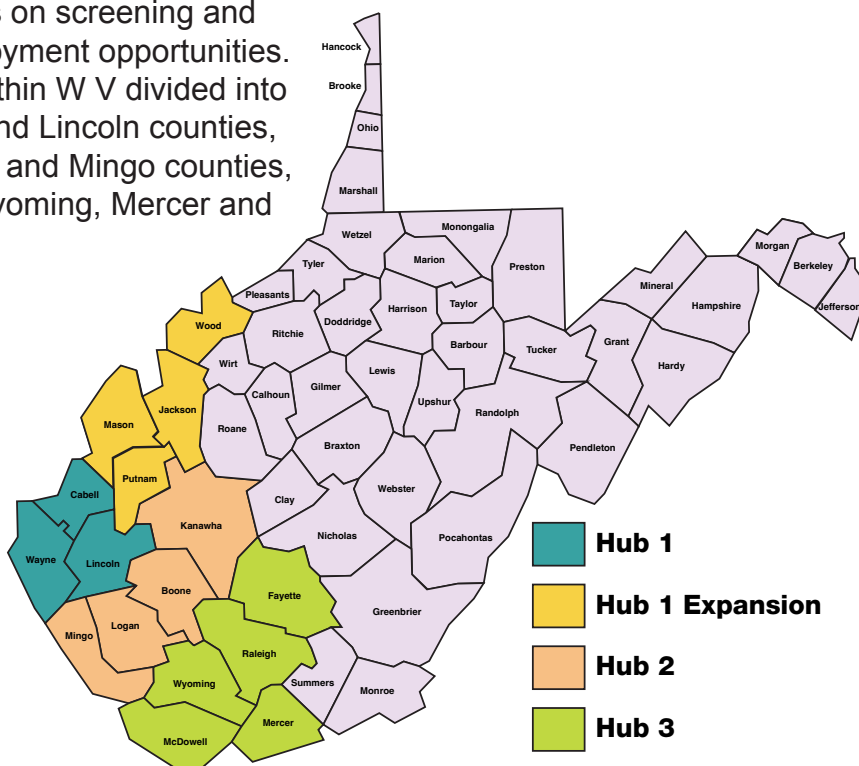
WHAT IS CORE?

Creating Opportunities for Recovery Employment (CORE) aims to create a ready workforce among individuals in recovery by improving education, knowledge and skills for workforce reentry. CORE takes a whole person wellness approach to support overall health through coordination of wrap-around supports. This program focuses on screening and quality matching of individuals to employment opportunities. CORE has expanded to 12 counties within WV divided into 3 hubs. **Hub 1** serves Cabell, Wayne and Lincoln counties, **Hub 2** serves Kanawha, Boone, Logan and Mingo counties, and **Hub 3** serves Fayette, Raleigh, Wyoming, Mercer and McDowell Counties

PILLARS OF CORE

The four main pillars of core are:

1. Participant engagement
2. Employer engagement
3. Community resources engagement
4. Social enterprise development





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Participant Engagement

What is Participant Engagement? Participant Engagement is a person-centered approach to find an individualized and collaborative pathway into education or the workforce. CORE partners with employers to provide a ready workforce, and address barriers to employment within the community.

In order to enroll the following criteria must be met:

1. Participants must be 18 years or older
2. In recovery for 30 days (minimum)
3. Possess a motivation to work
4. May not possess a pattern of violent behavior or violent criminal activity

Comprehensive Assessment, Development and Service

In order to coordinate services between employers, the information in the list below will be obtained during assessment. Based on this intake assessment, those within CORE will help develop an action plan based on the participant's strengths, areas of opportunity, established goals and service coordination next steps including the responsible party. Staff members coordinate services on individual bases for workforce development meetings. Here staff and participants build skills and resources in resume writing, professional emails, interview and employment attire, interview preparation, interview follow up communication, job application assistance and employment advocacy.

Intake:

1. Demographics
2. Work experience
3. Education and trainings
4. Skills and interests
5. Medical conditions including medications
6. Barriers to employment (childcare, transportation, legal issues)
7. Oral health
8. Physical wellness
9. Hygiene

Employer Engagement

Employer engagement involves matching the skills and screenings of a participant with local employers. This aspect of CORE is centered on recovery focused education, training and supports for best practices when hiring. This involves completing quarterly regional collaboration for continued program improvement. Employer engagement also includes ongoing support for participants including job coaching, check-ins, and employer reviews of progress. However, it also includes supporting the employer through education and training and recommending tools or skills in assisting program participants.

Community Resource Engagement

CORE also provides resources to participants beyond the employer and works to connect participants with community resources. Resources participants may be connected to include:

1. Treatment/recovery housing
2. Education and training
3. Childcare
4. Transportation
5. Food assistance
6. Clothing
7. Medical/dental care
8. Credit counseling & money management
9. Legal aid



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Social Enterprise Development

Social enterprise development assists in the development of business start-ups and provides additional means of workforce development and access to meaningful employment or entrepreneurship. This pillar allows participants and employers to explore social enterprise development to address critical health, social and economic challenges and unmet needs within the communities. The following are two CORE social enterprises that have made a CORE impact:

1. Williamson Health and Wellness Food Service

- a. Focused on healthy food options
- b. Located in Hub 2
- c. Rural community
- d. Greatly impacted by the downturn of coal
- e. Hired four individuals in recovery.

2. Routes to Recovery

- a. Focused on reducing transportation barriers to treatment and recovery
- b. Located in Hub 1
- c. City of Huntington
- d. Greatly impacted by the opioid epidemic as “Ground Zero”
- e. Hiring two drivers in recovery





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Resources

CORE Website:

<https://www.marshallhealth.org/services/addiction-medicine/core/>

Building a Drug Responsible Workplace:

<https://wvchamber.com/Drug-Responsible-Workplace/default.aspx>

TIPS:

- Participants are drivers, employment specialists are the guard rails and job development is the journey.
- Ensure participants are receiving a whole, positive experience.
- If stigma is present, ask employers do you know about your most previous hires substance use history?

