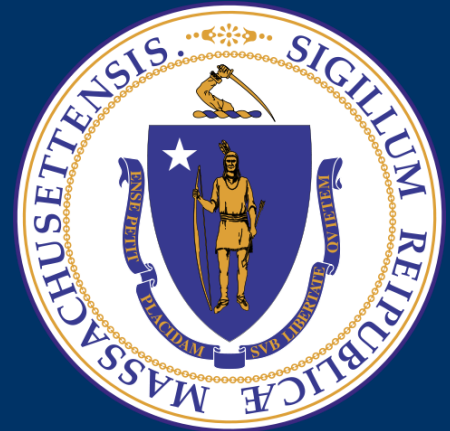


Substance Use and Addictions Work in Massachusetts



An Overview of the Substance Use & Addictions Workforce and State Workforce Development Efforts

Jen Parks, MSW

BSAS Workforce Development & Training Coordinator

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Worcester State University



Workforce

noun work·force \ 'wərk-,fɔrs *



- 1:** the workers engaged in a specific activity or enterprise - the factory's *workforce*
- 2:** the number of workers potentially assignable for any purpose - the nation's *workforce*

When I talk about the workforce, I'm referring specifically to the workers, or potential workers, whose focus is primarily on preventing, intervening in, treating, and supporting recovery from substance use and addictions.

*Merriam-Webster.com



Workforce Development



An interconnected set of solutions to meet employment needs: prepares workers with needed skills, emphasizes the value of workplace learning, and addresses hiring demands¹.

Two types of strategies

1. **Place-based:** addressing needs of people living in a particular area
2. **Sector-based:** matching workers' skills to needs in an industry already present in the region²

When I talk about WD, I'm specifically referring to the second strategy here – I'm talking about preparing the SUD workforce, in it's many varied forms, to do their jobs through education, training, mentoring, coaching, and having access to information about jobs, career ladders, networking, etc. through the COS website

¹ Workforce Connections

² Wikipedia

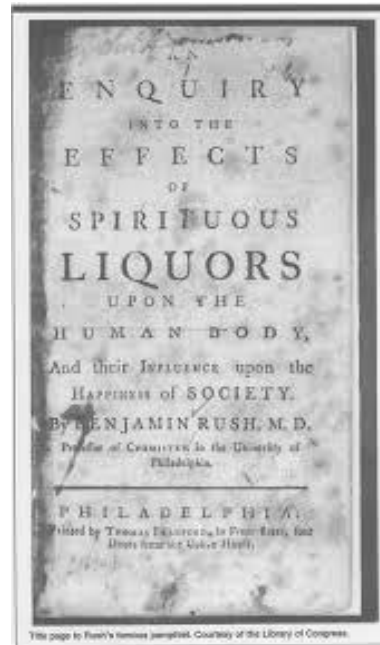


Background: *From peer volunteers to licensed professionals and back again...*

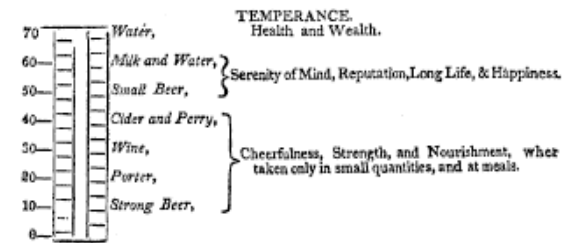


1700s & 1800s

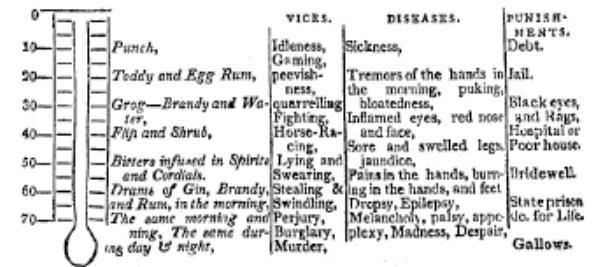
- Mutual aid societies
- Sobriety circles¹
- Benjamin Rush (1791): alcoholism = disease
- Sober Homes & Inebriate Asylums
- Alcohol to slaves during harvest and holidays²
- Opium & Morphine used liberally for many ailments



A MORAL AND PHYSICAL THERMOMETER.
A scale of the progress of Temperance and Intemperance.—Liquors with effects in their usual order.



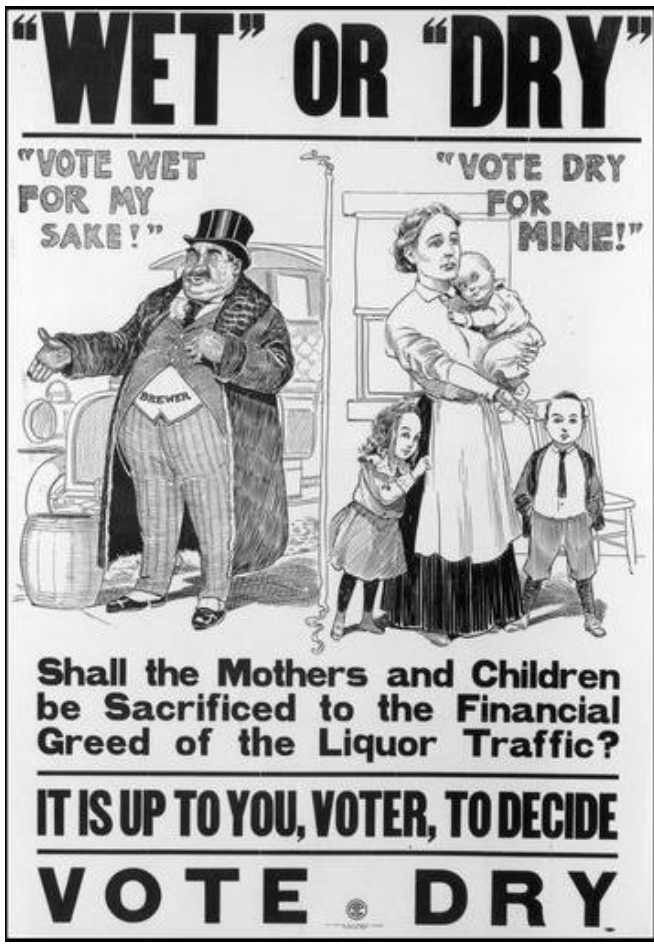
INTEMPERANCE.



Reproduced from pages 2 and 3 of Benjamin Rush's *An Inquiry Into the Effects of Ardent Spirits Upon the Human Body and Mind*, the eighth edition.



Background



Early 1900s

- Treatment clinics and hospitals for the wealthy
- “Cures”: elixir, spiritual, religious
- Temperance movements; KKK³; Prohibition (1920)
- Asylums close



Background



1933-1950

- 21st Amendment (1933)
- Alcoholics Anonymous (1935)
- Antabuse to treat alcoholism



Background



1950s & 1960s

- Halfway Houses
- MA DPH – Division of Alcoholism (1950)
- Narcotics Anonymous (1953)
- MN creates “Counselor on Alcoholism”(1954)
- New York City Medical Society on Alcoholism (ASAM)
- Therapeutic Communities
- Federal funding for addiction counseling
- Debates about counselor qualifications become heated



Background



1970s

- NIAAA (1970)⁴
- MA DMH Division of Drug Rehabilitation (1970)
- Association of Labor-Management Administrators and Consultants on Alcoholism (1971)
- Naloxone (Narcan) approved by FDA
- Methadone approved by FDA (1972)
- Acupuncture used to treat withdrawal
- NIDA (1974)⁴
- Professional Certification studies begin⁵



Background



1980s & 1990s

- International Certification & Reciprocity Consortium (1981)
- MA DPH Bureau of Substance Abuse Services (1986)
- Office of SU Prevention, Tobacco lawsuits
- Increased criminalization of drug use; “War on Drugs” (1987)
- ASAM Patient Placement Criteria (1991)
- SAMHSA (1992) Federal Block Grant program - Single State Authorities
- Licensing of Alcohol and Drug Counselors



Background



2000 to present

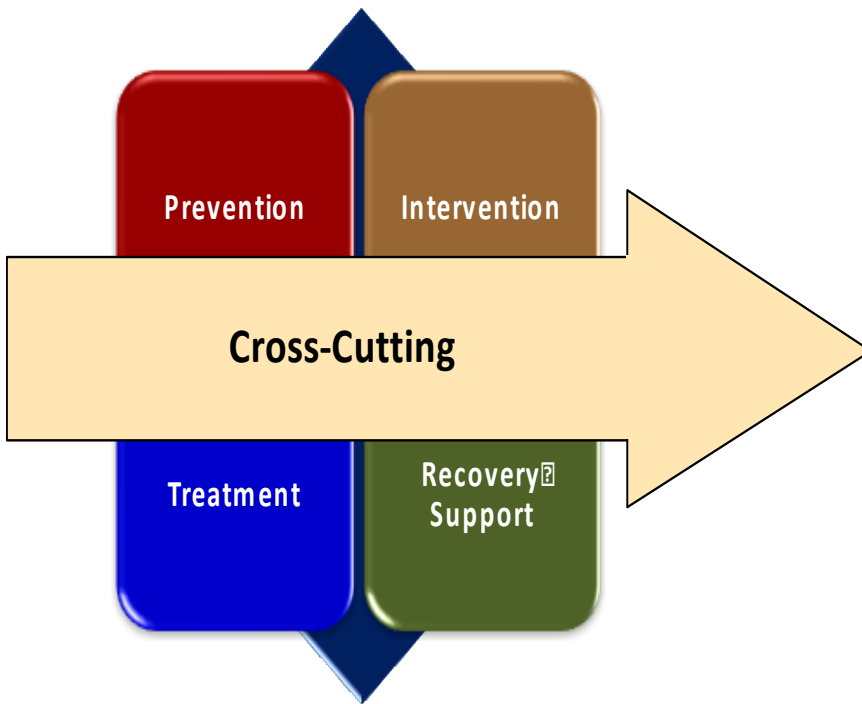
- Naltrexone and Buprenorphine approved by FDA
- Recovery Support Centers (2007)
- Certified Prevention Specialist (2010)
- Recovery Coaches – volunteer/paid
- IC&RC – Recovery Coach certification requirements
- Opioid epidemic ➡ renewed funding – treatment vs. incarceration
- SUD Core Competencies/Principles – medical, dental, nursing, PA, social work students (2015-16)



Bureau of Substance Addiction Services



BSAS is Massachusetts' Single State Authority



FY 2017 Service Data:

- 111,362 admissions to services
- 52,869 unique individuals served

Among FY 2017 admissions:

- 31.7% female
- 52.6% between ages 26 and 40
- 36.2% homeless





Prevention

What: Preventing underage drinking/drug use

Who: Prevention specialists (Some certified)

Where: Community Coalitions

- Substance Abuse Prevention – [SAPCs](#)
- MA Opioid Abuse Prevention - [MOAPCs](#)





Intervention

What: Screening, Brief Intervention, & Referral to Treatment (SBIRT), Family Intervention

Who: Medical providers, school nurses; treatment providers; outreach workers, first responders

Where: Primary Care, Hospitals, EDs, Schools, Behavioral Health Settings, Treatment programs, Opioid Overdose Education and Naloxone Distribution sites (OENDs)



BSAS Continuum of Services



Treatment

What: Range of options to support people in reducing addictive behaviors

Who: Counselors/Clinicians/Recovery Specialists, Clinical Supervisors, Program Directors, Nurses, Psychiatrists, Intake staff, etc.

Where: Various program types





Recovery Supports

What: Services to support people from early to long-term recovery

Who: Recovery Coaches, Peers

Where: Recovery Support Centers (10),
Self-help groups (12-Step, Smart, Wellbriety)



Where are services provided?



Methadone clinics



Medical facilities



Residential programs



Schools



Recovery support centers



Faith communities



Needle exchanges



Who makes up the SUD Workforce?



**Counselors, clinicians,
case managers**



**Outreach
workers**



Physicians



Faith-based providers



**Recovery coaches,
peer specialists**



Nurses, NPs, PAs



Prevention specialists



Community health workers



Where do they get trained?



- On the job
- Continuing education trainings
- *Human service-related* certificate, associate's, and bachelor's degree programs
- Master's degree programs in *social work, psychology, counseling psych, public health, education, etc.*
- Medical programs (MD, RN, NP, PA, etc.)



Recovery Coach Trainings Offered



RCA

- 5 days
- Application
- Offered Regionally

Ethical Considerations

- 2.5 days
- Offered Regionally

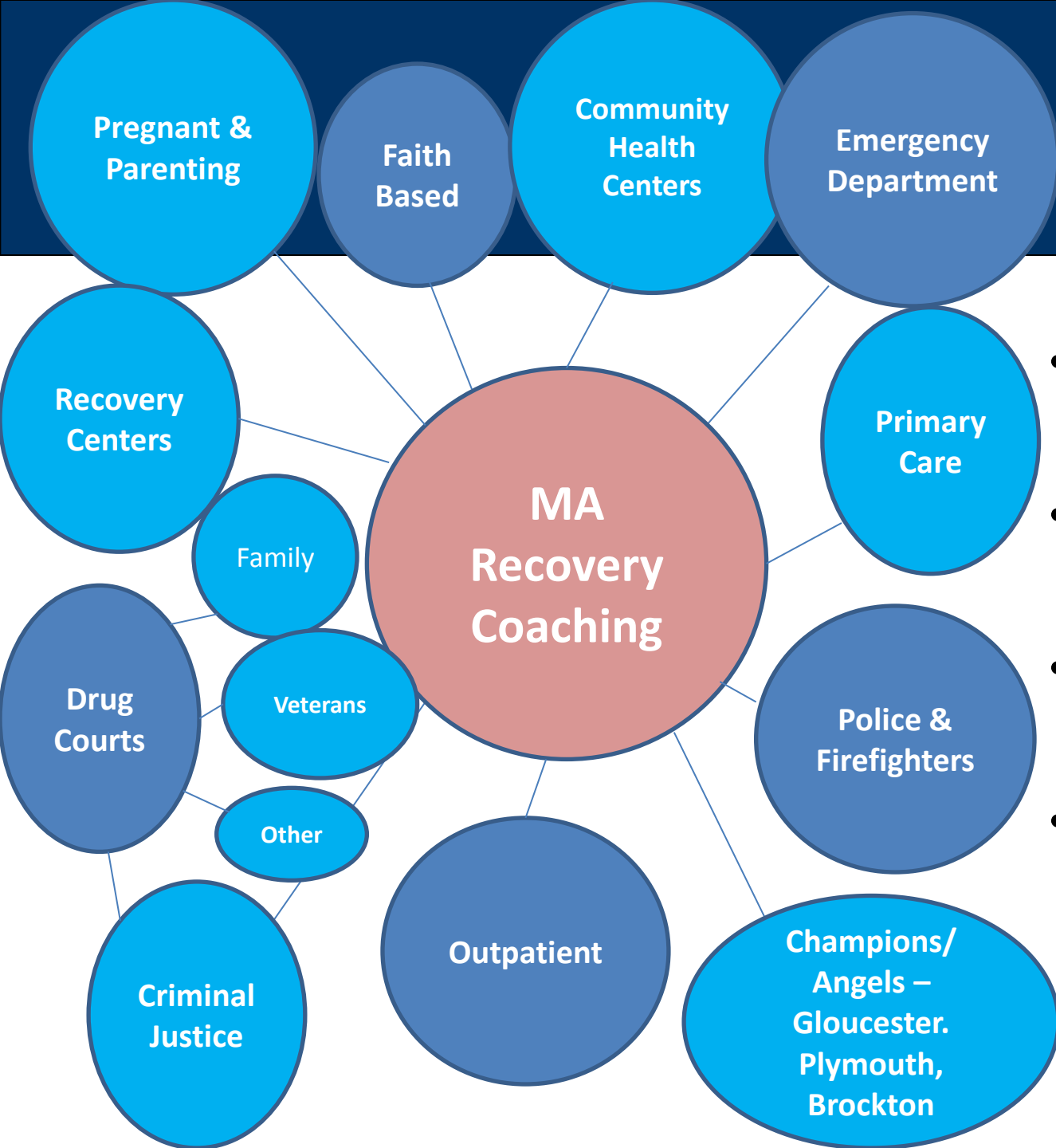
RC Supervisors

- 3 days
- Coaching
- Webinars
- Offered Regionally

Other RC Trainings

- Motivational Interviewing
- Mental Health
- Advocacy
- Cultural Comp.
- Addictions 101
- MAT
- Self-Care





- Recovery Support Trainers - **14**
- Recovery Coach Supervisors - **186**
- Certified Recovery Coaches (not by BSAS) - **30**
- Completed Recovery Coach Academy - **1032**



Recovery Coach Workforce Issues & Concerns



Recovery Coaches help:

- Remove obstacles
- Link to recovering community
- Serve as a personal guide
- Provide resources

Recovery Coaches are not:

- Sponsors
- Clinicians
- Medical Practitioners
- Clergy Persons
- Babysitters
- Banks
- Personal Drivers



Recovery Coach Workforce Issues & Concerns



- Misunderstanding & misuse of peer roles
- Inadequate, inappropriate or unqualified supervision
- Peers working in isolation, unsupportive environments
- Potential of being exploited as cheap labor
- Undervalued, undermined and/or co-opted
- Asked to perform tasks inappropriate for their role



Main workforce challenges faced in the Substance Use/Addictions field



- High turnover (60%)
- Inadequate numbers entering workforce
due to:
 - Low salaries/inadequate benefits packages
 - Inadequate supervision
 - Difficulty getting staff to trainings
 - Limited access to loan repayment
 - Stigma



How is BSAS addressing the challenges?



Current Efforts

- [Careers of Substance website](#)
- One-day and multi-day trainings
- Learning communities
- [Latinx](#) and [Black](#) Addiction Counselor Education programs
- Prevention training for school nurses and in Native American communities
- Collaborations with higher ed programs
- Workforce data analysis



How is BSAS addressing the challenges?



Looking ahead - aspirations

- Focus groups with HR directors
- Regional meetings for providers and educators/career centers
- Staff recruitment & retention learning community
- Exploring loan repayment programs



Thank you!



Questions, comments?

Jen Parks, MSW

Workforce Development & Training Coordinator

DPH Bureau of Substance Addiction Services

jennifer.f.parks@state.ma.us

617.624.5134



MA Department of Public Health
BSAS
Prevent • Treat • Recover • For Life

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