

Partners for Recovery (PFR)

Building Services, Systems, and Capacity



Partners for Recovery (PFR) is a collaboration of communities and organizations mobilized to help individuals and families achieve and maintain recovery, and lead fulfilling lives.

The Substance Abuse and Mental Health Services Administration (SAMHSA) PFR initiative supports and provides technical resources to those who deliver services for the prevention and treatment of substance use and mental health disorders and seeks to build capacity and improve services and systems of care. A hallmark of PFR is the range of stakeholders it engages and the extent to which their voices inform the Initiative.

PFR activities fall into four broad focus areas:

Recovery

Stigma Reduction

Workforce Development

Leadership Development

PFR core activities include:

- Supporting and facilitating the development of recovery-oriented systems in States and communities;
- Equipping recovering individuals, providers, State and local governments, and other stakeholders with the tools to respond to stigma;
- Developing and implementing a comprehensive strategy to address workforce issues for the addictions treatment and recovery field; and
- Preparing the next generation of leaders in the substance use and mental health fields.

Collaborators

Single State Authorities for Substance Abuse Services — Recovering Individuals and their Family, Friends and Allies — Legislatures
Addictions and Mental Health Prevention, Treatment and Recovery Support Providers — Addictions and Mental Health Clinicians
Faith-Based Organizations — Physicians, Nurses, Psychiatrists, Psychologists and Social Workers
Addiction Technology Transfer Centers (ATTCs) — Colleges and Universities — Researchers — Criminal Justice System
Professional/Trade Associations — Certification Boards

Departments of Veterans Affairs, Labor, Transportation, and Defense, Centers for Medicare and Medicaid Services,
National Institute on Alcohol Abuse and Alcoholism, National Institute on Drug Abuse, and
Centers for Substance Abuse Prevention, Treatment and Mental Health Services

Cutting Edge Initiatives

Recovery

Fostering and developing recovery-oriented systems is a priority of SAMHSA/CSAT. In support of this priority, PFR held five regional meetings across the country to assist States and communities in developing, strengthening, and implementing recovery-oriented systems. The regional meetings were designed to build on the work initiated at CSAT's National Summit on Recovery, which established a preliminary framework for recovery and recovery-oriented systems. State teams consisting of the Single State Authority (SSA) for substance abuse services or designee; treatment provider association representative or a treatment provider; representative of a recovery organization or of the recovering community or faith-based provider; and a researcher participated in the meetings. Meeting goals were: to inform individuals about the National Summit on Recovery; to provide resources related to the operationalization of recovery-oriented systems; to allow States and organizations to share lessons learned; and to provide a venue for individual State team planning. Several resources on recovery-oriented systems were developed and disseminated that include:

- National Summit on Recovery Conference Report
- Approaches to Recovery-Oriented Systems at the State and Local Level: Three Case Studies
- Provider Approaches to Recovery-Oriented Systems: Four Case Studies
- Access to Recovery (ATR) Approaches to Recovery-Oriented Systems: Three Case Studies
- Guiding Principles and Elements of Recovery-Oriented Systems: What do we know from the research?

PFR supported a collaborative effort on educating State legislators on recovery-oriented systems. The National Conference of State Legislatures (NCSL), National Association of Alcohol and Drug Abuse Directors (NASADAD), State Association of Addiction Services, and Faces and Voices of Recovery (FAVOR) collaborated on the development of a presentation at an NCSL Health Chairs Meeting, and developed and convened a series of three web-based audio assisted conferences for an audience of State legislators and legislative staff. A website, a fact sheet, and an issue brief on recovery-oriented systems were also developed to facilitate the educational process.

Outcomes:

- Four draft white papers have been disseminated at the regional meetings and will be posted on the PFR website.
- Three resource handouts on the lessons learned, research, and the principles and systems elements of recovery-oriented systems.
- Five regional meetings were conducted across the country.
- Two hundred and ten participants attended the meetings.
- Regional summaries and a national summary were prepared and disseminated to participants.
- Two hundred thirty-six State legislators and their staff were briefed on recovery-oriented systems at an NCSL meeting and through a series of 3 web-based audio assisted conferences.
- An issue brief, a fact sheet, and a website on recovery-oriented systems were developed for State legislators and their staff.

Stigma Reduction

Partners for Recovery has made stigma reduction a priority. In partnership with the CSAT Office of Consumer Affairs, PFR developed a *Know Your Rights (KYR)* brochure, which provides individuals in treatment and recovery and their friends and allies information regarding Federal anti-discrimination law related to employment, housing, public benefits, and other domains. Legal Action Center (LAC) prepared the brochure in both English and Spanish. A regional training series based on the brochure and facilitated by LAC reached SSAs, attorneys, provider and recovery organization representatives, and recovering individuals from all 50 States, giving them the tools to train others. In addition, a brochure on the rights of persons in medication-assisted treatment is currently being developed.

Outcomes:

- Over 135,000 copies of this brochure have been distributed to the public.
- Approximately 600 stakeholders from all 50 States attended the KYR training sessions.
- At least seven States have conducted their own *KYR* sessions using the manual and technical assistance from Legal Action Center. Two additional States are planning KYR training.
- A power point and training manual are available.
- A video of the KYR training is under development.

Workforce Development

PFR activities in the area of workforce development focus on recruitment, retention, and professional development. *Strengthening Professional Identity: Challenges of the Addictions Treatment Workforce—A Framework for Discussion*, was developed through the PFR initiative to catalogue major addictions treatment and recovery workforce challenges and make recommendations to address them. The report also served as the basis of a report on workforce issues that SAMHSA/CSAT submitted to the House Committee on Appropriations in 2006: *Addictions Treatment Workforce Development: A Report to Congress*.

The reports include several important recommendations for addressing the mounting workforce crisis, such as developing career paths that incorporate national core competency standards, developing and adopting national accreditation standards for addictions studies programs, providing technical assistance to improve administrative and information technology capacity, and encouraging leadership and academic initiatives, including addictions treatment training for primary care providers and other health services professionals.

Outcomes:

- The information and actions outlined in the first two reports serve as the basis for CSAT's workforce development programming.
- Two more reports related to improving workforce recruitment and retention have been developed: *Addictions Treatment and Recovery Workforce Retention and Recommended Practices Pilot Study*, and *Informing Marketing Strategies for Recruitment into the Addictions Treatment Workforce*.

Leadership Development

PFR, in collaboration with the national network of *Addiction Technology Transfer Centers* (ATTCs), is sponsoring the fourth series of *Leadership*

Institutes (LI) in 13 ATTC regions across the United States. Part of the overall strategy of PFR is to identify emerging leaders and build capacity to meet both the organizational and system demands in substance use disorder treatment and recovery. The Institute is an intensive, six-month program involving self-assessment, formalized appraisal by supervisors, colleagues, and direct-reports, and face-to-face, distance, and experiential learning that is supported by a mentoring from a current leader in the field.

Outcomes:

- Approximately 400 emerging leaders graduated from the Institutes.
- The Second Annual National Conference for Leaders of Addictions Services convened LI graduates in Washington, D.C.
- Institutes have engaged nationally recognized experts as mentors, including Dr. Carlo DiClemente, William White, and State Directors.
- Approximately, 78 percent of the 2006 graduates indicated the program was relevant to their career.
- Approximately, 98 percent of the 2006 graduates would recommend the Institute to other individuals.

Special Initiatives

The Outcomes of Addictions Treatment and Approaches to Monitoring Performance is a series of briefings developed and implemented by State Associations of Addiction Services (SAAS), the National Conference of State Legislatures (NCSL), and Treatment Research Institute (TRI). The series provides legislators and legislative staff with information on the effectiveness of addictions treatment, challenges currently faced by the field, and performance measurement and accountability in publicly funded addictions treatment. In addition to briefings held at NCSL Meetings, State-specific sessions were held at the request of legislators. Topics included cost offsets of treatment and performance-based contracting. The briefings are currently being evaluated to determine to determine their effectiveness and impact on State priorities, policy, legislation, and regulatory activities.

Outcomes:

- Twenty-nine States and the District of Columbia were represented among 31 legislators, 18 legislative staff members, and 14 other State officials attending a briefing at the NCSL Annual Conference.
- Nine State-specific briefings have been held.
- To date, approximately 450 legislators, legislative staff members, State officials, and provider representatives have attended one of the national or State-level briefings.
- A video of the training will be distributed to legislators and made available to the public.

PFR Website

The PFR website is a resource for individuals interested in learning about the Partners for Recovery (PFR) Initiative and specifically about recovery, workforce development, leadership development, cross-system collaboration and stigma reduction. Reports identified above are available on the PFR website at www.pfr.samhsa.gov.

Outcomes:

- The site receives questions and requests for information each month that are responded to within one week.
- Since the site was launched in March 2006, over one million hits have been charted.

Current Activities

- Developing a management and human resources tool kit that will address substance misuse, abuse, and relapse in the treatment workforce to support employee wellness and retention.
- Crafting marketing tools and strategies for recruiting individuals to the addictions treatment field, particularly minorities.
- Identifying provider network models that stabilize and enrich the workforce and improve the quality of care.
- Developing a resource guide with materials designed to assist States and communities in advancing recovery-oriented systems change.
- Collecting data and evaluating the series on the Outcomes of Addictions Treatment and Approaches to Monitoring Performance.