



# THE POWER OF RECOVERY AND EMPLOYMENT: STORIES, SUPPORT, AND STRATEGY

# AGENDA

# WHAT I'LL SHARE

- Change The Story
- Align a “Warm” Strategy
- Layer the Support
- Activity
- Proof from the Field
- Make This Real in 30 Days Call to Action
- Info and Free Stuff!



# CHANGE THE STORY

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# WE NEED TO CHANGE WHICH STORIES GET AIRTIME

## Four Storytellers:

- 1) *Data*
- 2) *Staff*
- 3) *Alumni*
- 4) *The Participant*

# WE NEED TO CHANGE WHICH STORIES GET AIRTIME

*Tactic: help them tell a different story*

- a) Redefine skills*
- b) Help them tell their story to an employer*
- c) Reframe the employment path*



# ALIGN A “WARM” STRATEGY

# CENTER PARTICIPANTS & DEFINE HANDOFF PROCESS

Create a Map with Participant at the Center

*What does their journey look like?*

*Who does what?*

*Where do people “drop out?”*

*How “Warm” are Your Handoffs?*

*Is it just a name and a phone number?*

*When was the last time you updated your contact list?*



# CENTER PARTICIPANTS & DEFINE HANDOFF PROCESS

Tactic: One map, one owner, one next step

*One map: show the journey from intake*

*One owner: define the lead/conductor*

*One next step: every appearance ends with a small next step  
the participant controls*



# LAYER THE SUPPORT

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# FORMS OF SUPPORT DON'T ALWAYS COST MONEY

Which Community Partners Have You Not Used?

*Connecting with the community college for peer volunteers*

*How closely are you aligned with your probation department?*

*Accountable Communities of Health*

*WorkSource*

*Local CPTS*

# FORMS OF SUPPORT DON'T ALWAYS COST MONEY

Tactic: Stock small wins

*Zero-cost: judge praise, alumni shoutouts, clear ladder plans, warm handoffs, celebrating often*

*Low-cost: bus passes, ID fees, interview clothes, phone cards*

*Higher-cost: peer coaching hours, credential and training dollars, housing assistance*



# ACTIVITY

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# “STACK THE SMALL WINS” TABLE CHALLENGE

3 minutes - List as many no- or low-cost supports you can think of that will make a participant's life easier in the next 30 days

4 minutes – five tables will quickly share their favorite no- and low-cost ideas

# PROOF FROM THE FIELD

# THESE TACTICS ALREADY WORK

## Other FTCs and TCs

*Buffalo Opioid Court – deaths fell over 41% from 2017 - 2018*

- *Immediate linkage to MAT*
- *Daily judicial check ins*
- *Peer support*

*Sacramento County FTC – since 2007, over 98% of kids at home at enrollment stayed home*

- *Peer coaches*
- *CPS coordination*
- *Family centered services*

# THESE TACTICS ALREADY WORK

## ESD

- *Embedding employment services in prisons and jails*
- *Training staff how to assist with storytelling, career mapping, and resource referrals*

## Recovery and Reentry Community Circles

- *In 6 weeks, over 40% of participants found work*
- *100% reported less isolation and more confidence in telling their story to an employer*
- *Most valuable part was delivered at no cost by Toastmasters*





## Give feedback to Ty

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WSADCP





MAKE THIS REAL IN 30  
DAYS

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# PICK ONE STORY, ONE STRATEGY, ONE SUPPORT

*Story: add a two-minute alumni win video at the start of calendar*

*Strategy: publish a one-page partner map with a single point of contact*

*Support: set up a micro-fund for transport/IDs or designate a warm handoff lead*

*My Offer if You Wish to Partner: 90-day pilot with coaching hours, free online employment course, and virtual workshops*

# MY ONLINE COURSE – FREE FOR

YOU!



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TO FIND MORE INFO OR FOR ADDITIONAL  
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