

EMPLOYMENT IMPACTS

Overview

Face It TOGETHER (FIT) considers members' social, personal and cultural capital using the Recovery Capital Index (RCI) and risk factors that may impede progress through the Risk Assessment (RA). Impact to employment is one of many components we evaluate. Most (68%) FIT members with addiction are employed either full-time (54%) or part-time (14%). Almost a quarter (21%) are unemployed and looking for work at the start of coaching. When asked about employment satisfaction and level of support, 77% demonstrate a level of concern and score just slightly over the assessment halfway mark (59 out of 100 possible points).

Methodology

FIT looked at 587 members who: were struggling with addiction; were coached between 1/1/16 and 3/26/21; and completed outcome assessments at baseline and at least one follow-up. Of that group, 453 indicated some type of concern related to employment at baseline and were included in this analysis. The average number of coaching sessions completed by this group was 18 and the median was 13. More than half (61%) were unsatisfied with their employment and indicated their workplace environment was not supportive to their wellbeing. Additionally, 27% reported their addiction had a negative impact to their employment. This analysis focused on the baseline and final outcome assessments – RCI and RA – for these 453 individuals. Baseline and follow-up responses were on an ordinal scale from strongly agree to strongly disagree and metrics were scored from zero to four.

Results

Nearly half (48%) of the members demonstrated a positive change in their employment satisfaction and support by the time they ended FIT coaching. Additionally, 98% of those who reported a negative impact on their employment at baseline were no longer having those issues by the time they ended their engagement. Here are additional results at 30-day intervals:

- After 30 days of coaching, 26% of those who were struggling at baseline were more satisfied with their employment; 33% felt greater workplace support; 83% experienced less negative impact on their jobs.
- After 60 days, 32% were more satisfied with their employment; 39% felt greater workplace support; 79% experienced less negative impact on their jobs.
- After 90 days, 38% were more satisfied with their employment; 40% felt greater workplace support; 83% experienced less negative impact on their jobs.
- After 120 days, 42% were more satisfied with their employment; 39% felt greater workplace support; 97% experienced less negative impact on their jobs.

Discussion

Approximately 70% of those suffering from addiction in the United States are employed. Most are afraid to seek help. They hide their disease due to stigma, shame and fear, driving tremendous costs in the workplace and to communities. Unstable employment or low productivity at work are often outcomes of addiction, which is evident by the baseline data presented in this brief. In addition, many individuals are employed at the same time they may be struggling with their addiction or pursuing wellness. By addressing barriers, offering emotional support and providing practical skills to manage addiction, FIT peer coaches help members in all aspects of their lives, including employment.

Figure 1: Employment metrics, percent members improved at 30, 60, 90 and 120 days

