

IMPACT OF COACHING ON EMPLOYMENT STATUS

Overview

The Risk Assessment (RA), developed by Face It TOGETHER (FIT), assesses the risk for recurrence of addiction symptoms or issues that affect a member's wellbeing. RA metrics focus on overall health (stress, hopefulness), external factors (employment, criminal justice activity, healthcare utilization), connectedness (activities, relationships) and addiction status. The RA is administered at enrollment and every 30 days of coaching.

Methodology

This analysis focused on the change over time regarding the following metric: "Have you lost a job or has your employment been negatively impacted in the last 30 days because of addiction-related issues?" Of the members who met with a FIT peer coach between 1/1/16 and 12/31/18, 76 members with the disease of addiction experienced, prior to coming to FIT, a negative impact on their employment because of addiction-related issues. Baseline and follow-up responses were on a nominal scale of yes or no. At baseline, 52.6% of the cohort reported being employed full- or part-time.

Results

After 30 days of engagement with a FIT peer coach, 72.4% of the cohort disagreed that their employment was negatively impacted by addiction-related issues within the past 30 days. After 60 days of engagement, 88.9% of the cohort disagreed, and 93.1% disagreed at 90 days of engagement. FIT addiction management coaching positively impacted the employment of our members with the disease of addiction.

Unstable employment or low productivity at work are often outcomes of addiction. By addressing barriers, offering emotional support and providing practical skills to manage the disease, FIT peer coaches help members in all aspects of their lives, including employment.

Figure 1: Reduction in negative impact to employment over length of engagement with a FIT peer coach among the cohort of 76 members.

