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 five broad focus areas:

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<th>Recovery Workforce Development</th>
<th>Cross-Systems Collaboration Leadership Development</th>
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PFR core activities include:
- Supporting and facilitating the development of recovery-oriented systems of care in States and communities;
- Fostering collaboration among the various systems that impact those with substance use and mental health disorders (e.g., primary care, child welfare, criminal justice);
- 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

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<td>Addictions and Mental Health Prevention, Treatment and Recovery Support Providers</td>
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<td>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</td>
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Cutting Edge Initiatives

Recovery-Oriented Systems of Care (ROSC)

Fostering and developing recovery-oriented systems of care is a priority of SAMHSA/CSAT. In support of this priority, PFR is holding five regional meetings across the country to assist States and communities in developing, strengthening, and implementing ROSC. The purpose of the regional meetings is to build on the work initiated at CSAT’s National Summit on Recovery. The National Summit provided a forum to establish a framework for recovery and recovery-oriented systems of care. Each State is invited through the Single State Authority (SSA) for substance abuse services to send a four-member team to the regional meeting. State teams consist of the SSA 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 (can be substituted). The State may pay for a fifth participant to attend. Participants should have the authority to affect change within their State. The goals of the meetings include: to inform individuals about the National Summit on Recovery; to provide resources related to the operationalization of recovery-oriented system of care; to allow States and organizations to share lessons learned; and to provide a venue for individual State team planning.

Several resources have been developed and are being disseminated through the regional process to advance recovery-oriented approaches and provide information on recovery-oriented systems of care. The following resources will be forthcoming through the PFR website:
- National Summit on Recovery Conference Report
- Approaches to Recovery-Oriented Systems of Care at the State and Local Level: Three Case Studies
- Provider Approaches to Recovery-Oriented Systems of Care: Four Case Studies
- Access to Recovery Approaches to Recovery-Oriented Systems of Care: Three Case Studies
- Guiding Principles and Elements of Recovery-Oriented Systems of Care: What do we know from the research?

Outcomes

- Four draft white papers have been disseminated at the regional ROSC meetings and will be posted on the PFR website.
- Five regional meetings are being conducted: Western Region, Portland, Oregon, April 2007; Southwest Region, Dallas, Texas, July 2007; Central Region, Chicago, Illinois, September 2007; Northeast Region, Newport, Rhode Island, October 2007; and Southeast Region, TBA.
- To date, 90 participants have attended the meetings.
- Evaluations from the first two meetings were overwhelmingly positive and participants felt that the meetings were extremely beneficial in advancing their States’ ROSC.
- After each regional meeting, PFR provides participants a summary of the meeting. Subsequent to all the regional meetings have been held, PFR will provide a summary of information from all five regions.

Partners for Recovery is implemented through technical expertise and support from its prime contractor Abt Associates Inc.
Collaboration

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 the NCSL Spring Forum, Annual Conference, and Critical Health Areas Project Meeting, State-specific sessions were held at the request of legislators. These sessions were tailored to individual States’ needs, including information on topics such as cost offsets of treatment and performance-based contracting. The briefings are currently being evaluated to determine if they improved legislators’ and key staff members’ understanding and to determine whether they impacted 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.
- Eight State-specific briefings have been held.
- It is estimated that, to date, close to 400 legislators, legislative staff members, State officials, and provider representatives have attended one of the national or State-level briefings. Three additional State-level briefings are planned.
- A video-recorded session will be distributed to legislators by NCSL and will be available to the public at www.pfr.samhsa.gov.

Stigma Reduction

Partners for Recovery has made stigma reduction and empowerment of recovering individuals and their allies a priority. In partnership with the CSAT Office of Consumer Affairs, PFR developed a Know Your Rights 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. The brochure, authored by Legal Action Center (LAC), is available in English and Spanish at www.pfr.samhsa.gov. A regional training series based on the brochure and facilitated by LAC reached SSAs, attorneys, providers and recovery organization representatives, and recovering individuals from all 50 States, giving them the tools to train others. A training manual is available at www.pfr.samhsa.gov. In addition, a brochure on the rights of persons in medication-assisted treatment is currently being developed.

Outcomes:
- Demand for the brochure was such that an initial stock of 75,000 copies was exhausted in less than 10 months.
- Approximately 600 stakeholders from all 50 States have attended Know Your Rights training sessions.
- At least six States are actively planning their own Know Your Rights sessions using the manual and technical assistance from Legal Action Center.
- A video-recorded Know Your Rights training session will be available at www.pfr.samhsa.gov.

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, a report from the field, was developed through the PFR initiative to catalogue major addictions treatment and recovery workforce challenges and makes recommendations to address them. It is intended to provide a framework to support the development of comprehensive strategies for addressing critical workforce issues.

The field 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 these two reports serve as the basis for CSAT’s workforce development programming. PFR is currently funding activities related to improving workforce recruitment and retention. The outcomes from these activities will be forthcoming.

Leadership Development

PFR in collaboration with the national network of Addiction Technology Transfer Centers (ATTCs), is sponsoring the third series of Leadership Institutes 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 354 emerging leaders have graduated from the Institutes.
- The Second Annual National Conference for Leaders of Addictions Services, convening recent graduates nationally, will be held in Washington, D.C. in August, 2007.
- 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.

Current Activities

- Identifying and disseminating workforce retention “best practices” within the addictions treatment field.
- Developing a human resources toolkit that will include policies, procedures, and best practices related to employee wellness and retention.
- Crafting marketing tools and strategies for recruiting individuals to the addictions treatment field, particularly minorities.
- Identifying network models that stabilize and enrich the workforce and improve the quality of care.
- Fostering the development of a new generation of leaders.

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