



Partners for Recovery (PFR) FACT SHEET

Serving People by Improving Systems

Initiative Description

PFR seeks to improve services and systems of care and supports, and provides technical resources to those who deliver services to prevent and treat substance use and mental health conditions. The Initiative is sponsored by the Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Substance Abuse Treatment (CSAT).

Distinctive Features of the Initiative

- **Systems Improvement Efforts**—PFR facilitates the development of Recovery Oriented Systems of Care (ROSC) to improve the behavioral health system, aligning it with health care reform.
- **Systems of Care Approach**—PFR adopts a systems approach, coordinating with various programs throughout CSAT, SAMHSA, other Federal agencies, and multiple community partners to address the comprehensive needs of those with, or at risk of, substance use and co-occurring mental health conditions. PFR uses a broad-based approach across programs and populations, and focuses on the needs of the whole system.
- **Public Health Approach**—PFR develops technical resources, educates, and disseminates information to those who deliver prevention, intervention, treatment, and recovery support services for individuals with substance use and mental health conditions. PFR promotes the use of data and evidence-based practices, focuses on individual and community health, applies interdisciplinary methods, and builds partnerships.

PFR's Approach to Improve Services and Systems of Care

Responds to the Changing Needs of the Field

- Educated State legislators on the outcomes of addiction treatment and performance measurement
- Developed workforce recruitment and marketing materials targeted to minorities
- Prepared informative resources for service providers on specific populations such as veterans and military personnel

Uses Collaborative Process to Achieve Effective Results

- Implemented a series of PFR/ATTC Network Leadership Institutes
- Wrote the workforce strategy for the alcohol and drug health field, *Strengthening Professional Identity: Challenges of the Addictions Treatment Workforce*

Applies a Systems Improvement View That Recognizes the Complexity of Interrelationships and Processes

- Developed a report, and provided technical support, on successful provider network models that strengthen the infrastructure of local prevention and treatment systems
- Hosted ROSC planning and implementation activities with State and community teams across the nation

Stakeholder Involvement is a Hallmark of the PFR Initiative

Collaborators: Single State Authorities for Alcohol and Drug Services, Recovering Individuals and Their Families, Friends, and Allies, Legislators, Preventionists, 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, Centers for Substance Abuse Prevention, Treatment and Mental Health Services, Departments of Veterans Affairs, Labor, Transportation, and Defense, Centers for Medicare and Medicaid Services, National Institute on Alcohol Abuse and Alcoholism, and National Institute on Drug Abuse.

Highlights of PFR ACCOMPLISHMENTS (2003-2010)

| PROJECTS | OUTCOMES |
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| Projects include: technical resources, trainings, and communications to benefit the behavioral health field | |
| ROSC Resource Guide | Providers and policymakers seek resources to assist them in implementing Recovery Oriented Systems of Care (ROSC). PFR produced a ROSC Resource Guide that provides an overview of ROSC and illustrates how these systems are an integral part of the new health care environment. The guide aligns the tenets of health care reform to the benefits, framework and history of ROSC, and the steps for planning and implementing a ROSC. |
| Recruiting and Hiring Manual for Addictions Professionals | To support workforce development efforts in the treatment and recovery field, PFR prepared a resource entitled "Recruiting and Hiring Manual for Addictions Professionals." The manual addresses the specific needs of addictions treatment and recovery professionals, current workforce challenges, and future directions of the addictions field. The manual also examines the benefits of more efficient hiring and recruiting practices. |
| Recruitment Advertisement for Addiction Professionals | Through a series of advertisement and field testing, PFR developed a creative and compelling graphic design for the addiction treatment field that can be downloaded and customized by inserting the name of any organization on the graphic. The advertisement is an ideal tool for organizations working to recruit professionals into the addictions field. |
| Minority Recruitment for the 21st Century: An Environmental Scan | In response to the substantial treatment and recovery workforce shortage, PFR prepared a comprehensive environmental scan through reviews of academic literature, trade publications, unpublished papers, and Web sites. The report describes current challenges to recruiting minorities into the treatment and recovery workforce and identifies promising strategies to diversify the field. |
| Understanding the Military: The Institution, the Culture, and the People | In light of U.S. military activity in Iraq and Afghanistan, PFR produced a concise, informative report on the culture, structure, and individuals that comprise the U.S. Armed Forces. The paper provides an overview of the Armed Forces geared toward both the general public and behavioral health specialists in particular, many of whom may work with military personnel or veterans and require an understanding of military service. |
| Environmental Scan of State Activities Serving Veterans with Substance Use Disorder (SUD) Needs | The current community-based alcohol and drug health system requires technical support to provide appropriate and quality services to veterans, service members, and families that are not covered by the VA and DOD. PFR and NASADAD prepared an environmental scan to probe how to more effectively serve returning veterans and family members impacted by substance use disorders (SUDs) entitled "Addressing the Substance Use Disorder Needs of Returning Veterans and Their Families: The Training Needs of State Alcohol and Other Drug Agencies and Providers." |
| Environmental Scan of Measures of Recovery | An environmental scan of measures of recovery was completed, which identified and described measures of recovery in the behavioral health field and related measures in general health care. The concept of recovery, examination of the development of psychometric properties, and uses of nearly 30 measures of recovery were described. |
| Know Your Rights Brochure for Individuals in Medication-Assisted Treatment | Individuals in Medication-Assisted Treatment (MAT) for opioid addiction often face discrimination despite laws that clearly prohibit it. PFR developed a Know Your Rights Brochure for Individuals in MAT aimed at reducing discrimination by giving people in MAT (and their allies) basic information necessary to exercise their rights or know where to turn for help. The brochure also seeks to reduce discrimination by educating people about MAT. |
| Mutual Support Resource Guide | PFR collaborated with Faces and Voices of Recovery to enhance their current web-based Mutual Support Resource Guide. The guide provides resources for provider agencies, counselors, Single State Authorities, individuals in substance use and mental health recovery, and the recovery community. |

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| PFR/ATTC Network Advanced Leadership Institutes | Graduates of the PFR/ATTC Network Leadership Institute (LI) program now have the opportunity to build on their skills through the newly established Advanced Leadership Institutes (ALI), which will be piloted in January of 2011. Over the course of nine months, “associates” (participants) will work in teams guided by coaches to complete systems change projects of State and National significance. Access to webinars and informative resources will also help participants refine their leadership abilities. |
| Know Your Rights Webinars | The Know Your Rights (KYR) web-based series was conducted in partnership with the Legal Action Center (LAC). KYR educates individuals with alcohol and drug problems, and those in recovery and their allies about their legal rights and responsibilities. The series of 10 webinars addressed the areas of employment, housing, criminal justice, and medication-assisted treatment to reduce stigma, in addition to the new parity legislation for alcohol and drug and mental health services. The training series received high marks and was well attended, with over 1,400 individuals logged into the webinars. |
| Provider Network Models | In partnership with State Associations of Addiction Services (SAAS), PFR prepared a report on nine highly diverse provider network models that strengthen the prevention and treatment system. These successful models range in size and structure. The spectrum of services in the networks include alcohol and drug prevention, intervention and treatment services, mental health services, primary care and housing. PFR delivered technical presentations based on this report to assist providers interested in forming a network. |
| Financing Recovery Support Services | PFR and the Legal Action Center developed a report on the financing of recovery support services (RSS). The report provides information about the funding sources that support RSS, such as Medicaid, State and local funding, and the Substance Abuse Prevention and Treatment (SAPT) Block Grant. Each funding stream is described in detail along with case examples of how various funding sources have been used to support RSS. As RSS are critical services within a ROSC, policymakers and providers will find the report’s financing strategies and case examples valuable to their systems change work. |
| Four White Papers on ROSC | To promote and foster ROSC development, PFR prepared four white papers that include case studies, lessons learned, recovery-related research, and extensive bibliographies. Three papers cover approaches to ROSC at State and local levels, from the provider perspective, and through Access to Recovery (ATR) activities. The fourth paper covers guiding principles for research in support of recovery, research supporting ROSC system elements, ROSC framework and implementation. |
| Supporting Our Greatest Resource: Addressing Substance Use, Misuse, and Relapse in the Addiction Workforce | In collaboration with Treatment Alternatives for Safe Communities - Illinois (TASC) and a multi-disciplinary Steering Committee, PFR developed a toolkit that provides general guidelines and organizational policies for treatment providers addressing substance use and misuse within their workforce. The toolkit provides proactive strategies and tools to support health and wellness within the workforce. Tools include a prevention-oriented management script; sample management procedures for addressing use, misuse, and relapse situations; a sample employee reintegration agreement; and sample personnel policies that reflect a commitment to wellness. |
| PFR Website | The PFR Website is a creative and informative space for the behavioral health field, individuals in recovery and their allies, and the general public to access technical tools, publications and information about critical topics. Current and past publications, training materials, updates, and resources are available at http://www.pfr.samhsa.gov/ . |
| Dr. Lonnie E. Mitchell (LEM) Behavioral Health Policy Academy | PFR supported 15 Historically Black College and University (HBCU) Teams in 2009 and 17 HBCUs in 2010 to develop collaborative frameworks that address emerging trends in behavioral health; implement visions for eliminating health disparities; explore key policy areas to grow and sustain the HBCU network; and promote workforce opportunities in the substance use treatment and mental health fields. The Teams were funded through the HBCU Center for Excellence in Substance Abuse and Mental Health. |

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| PFR Behavioral Health Summit for HBCU Stakeholders | PFR supported a three-day summit to enhance knowledge and skills among HBCU faculty, to promote healthy lifestyle strategies and increase the capacity of academic leaders to tailor and transfer evidence-based and health practices to HBCU campuses. |
| Promoting Clinical Field-Based Competencies and Best Practices Through Internships | In collaboration with the HBCU Center for Excellence in Substance Abuse and Mental Health, PFR supported a two-day technical assistance workshop. The workshop identified and strengthened partnerships with State agencies and licensing boards, such as The Association for Addiction Professionals (NAADAC), to enhance internship opportunities and field-based experiences to increase the number of HBCU students in the addictions treatment field. |

| UNDER-DEVELOPMENT | EXPECTED OUTCOMES |
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| Webinars on Parity and Healthcare Reform | PFR and the Legal Action Center are developing a series of webinars to educate stakeholders about the new Federal parity and healthcare reform laws. Four webinars will provide information about the new laws and discuss key aspects of implementation. |
| Recovery Study | PFR is implementing a multi-phased study in response to the lack of data on recovery. The study will collect data on the number of individuals in recovery, their characteristics, and pathways and barriers to recovery, as well as data to inform the development of recovery measures. PFR conducted focus groups and telephone interviews with individuals who have experienced multiple and diverse paths to recovery. |
| Study of States' Progress Toward ROSC and Health Care Reform Implementation | In collaboration with the National Association of State Alcohol and Drug Abuse Directors (NASADAD) and the National Association of State Mental Health Program Directors Research Institute (NRI), PFR is conducting two separate studies to determine the progress of State Substance Abuse and Mental Health Agencies toward implementation of ROSC and health care reform. The studies will gather information on States' implementation efforts, identify successes and barriers to implementation, and provide better understanding of the present status of ROSC and health care reform in the nation. |
| Dr. Lonnie E. Mitchell HBCU Behavioral Health 2010 Policy Academy | Planning for the 2011 LEM Policy Academy is underway. The Academy will examine how key SAMHSA priorities impact policies within the HBCU community. This year's academy will also offer skill building training on program sustainability, social media, and leadership development. PFR is in the process of providing technical assistance to HBCU Teams from the 2010 Academy to enhance program success and outcomes. |
| HBCU Initiatives | PFR is planning support of several important HBCU initiatives including the development of: a white paper aimed at informing curricula and promoting SUD certification and licensure on HBCU campuses; a sustainability, social marketing and media, and career development toolkit; a promising practices guide of prevention and intervention programs; and an action plan to promote the use of a culturally appropriate assessment tool for SUDs on HBCU campuses through the 105 Voices of History Health Initiative. |
| Substance Abuse Treatment and Prevention Certification Academy | PFR will host the second Substance Use Disorder Certification Academy for HBCUs to increase the number of addiction-certified scholars and educators. The three-day Academy will provide a foundation for educators to build competencies to deliver didactic addiction instruction and prepare students entering the substance abuse treatment workforce. |