

# PROFESSIONAL DEVELOPMENT FOR LEADING AND MANAGING TREATMENT COMMUNITIES

Marie Tueller, MEd, LAC



# Sober Living Homes

- "The addiction treatment industry has significant gaps in training when it comes to treating vulnerable adults facing substance abuse related issues. People in positive leadership roles within the Arizona treatment industry have a responsibility to their clients and the larger community to ensure that all employees who interact with clients have been properly trained. There has been a growing trend within the sober living home industry to employ under qualified employees with little training and minimal experience resulting in poorly managed clients. This places a highly vulnerable population at an increased risk for relapse, criminal activity, and other dangerous behaviors causing strain to the community at large and further adding to the stigma often associated with addiction. This presentation will explore solutions to this growing problem including the initiation of a comprehensive training program for service delivery workers in non-clinical settings."

# Prescott-Recovery Snapshot

With over 100 sober living homes in the Prescott community (some attached to treatment programs, some as stand-alone entities), Prescott has gained a reputation within the treatment industry as a community that supports recovery. With this, though, comes challenges. Sober living homes often have difficulties finding qualified employees who can provide the safe, structured support needed to facilitate change in in this vulnerable adult population.

# Solutions...

- Create standardized qualifications and oversight for non-clinical staff in the recovery industry
- That Arizona embrace the reputation it has created over the years as a “recovery mecca”
- That we use the leadership in the recovery industry to develop a comprehensive training program for all people employed in treatment programs
- That we do so in a way that utilizes the most innovative thinking, best practice standards and creative learning environment
- That everyone has fun learning

# Purpose

- Provide safety for clients/patients receiving treatment for substance use disorders
- Improve workers competence and confidence in doing their job duties
- Facilitate a change in treatment/recovery culture in Arizona (from quantity to quality, from mediocrity to excellence)
- Decrease citizen complaints
- To allow clients to feel physically and emotionally safe while they are addressing significant substance use issues
- To ensure that all sober living home employees who interact with clients have been properly trained to do their job in a **safe, professional, and ethical manner** while providing a consistent knowledge foundation based on the most up to date evidence based information, quality customer service, and self-care.

# Measurements-Micro

- Employee-subjective report that they feel more confident in their job duties and ready to perform them in a variety of settings
- Clients (Family)- higher level of safety during a vulnerable time in their lives
- Program- less disruption of treatment process for clients (less ACA/AMA discharges)
- Program-higher completion rates

# Measurements- Mezzo (community)

- Decrease in public safety/first responder interventions
- Decrease in emergency department visits from treatment population
- Increase in positive community based contributions from the recovery community
- Decrease in community complaints related to sober living homes and their residents

# Measurements-Macro

## (state-wide and larger entities)

- Adoption of new industry standards focusing on safety for all non-clinical environments
- Arizona recovery industry seen as a model for training requirements for treatment programs nationwide