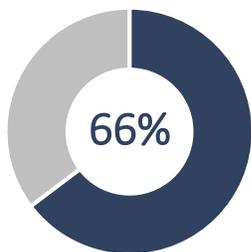


# Virginia State Opioid Response (SOR) Grant Recovery Hiring Survey

The data in this report was collected in April 2021 from the 38 Community Services Boards (CSBs) who receive SOR recovery funding. The report was prepared by OMNI Institute, Virginia's SOR evaluation partner.

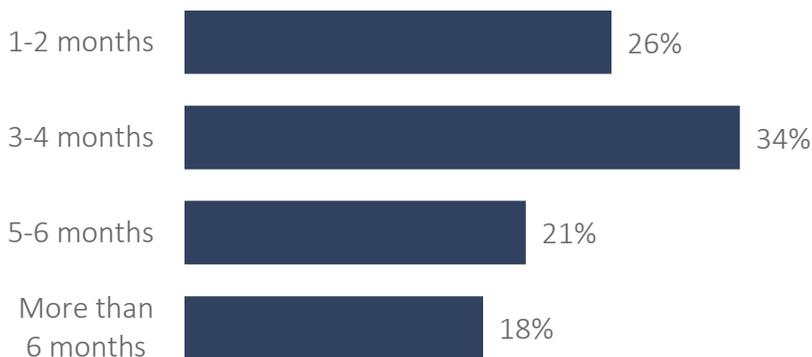
## Open Recovery Positions



66% of CSBs (25 out of 38) reported they currently have at least one open recovery position.

### Average length of time it takes to fill recovery positions

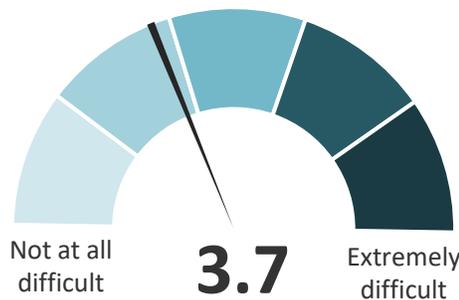
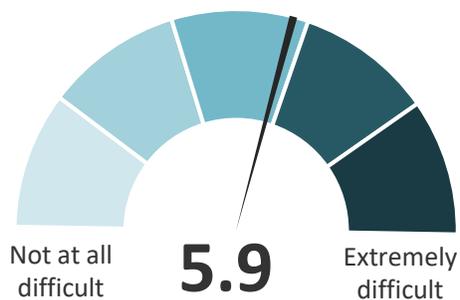
Percentage of CSBs who selected each length of time:



## Difficulty Filling and Retaining Positions

On average, CSBs rated the difficulty of **filling** an open recovery support position **5.9 out of 10**.

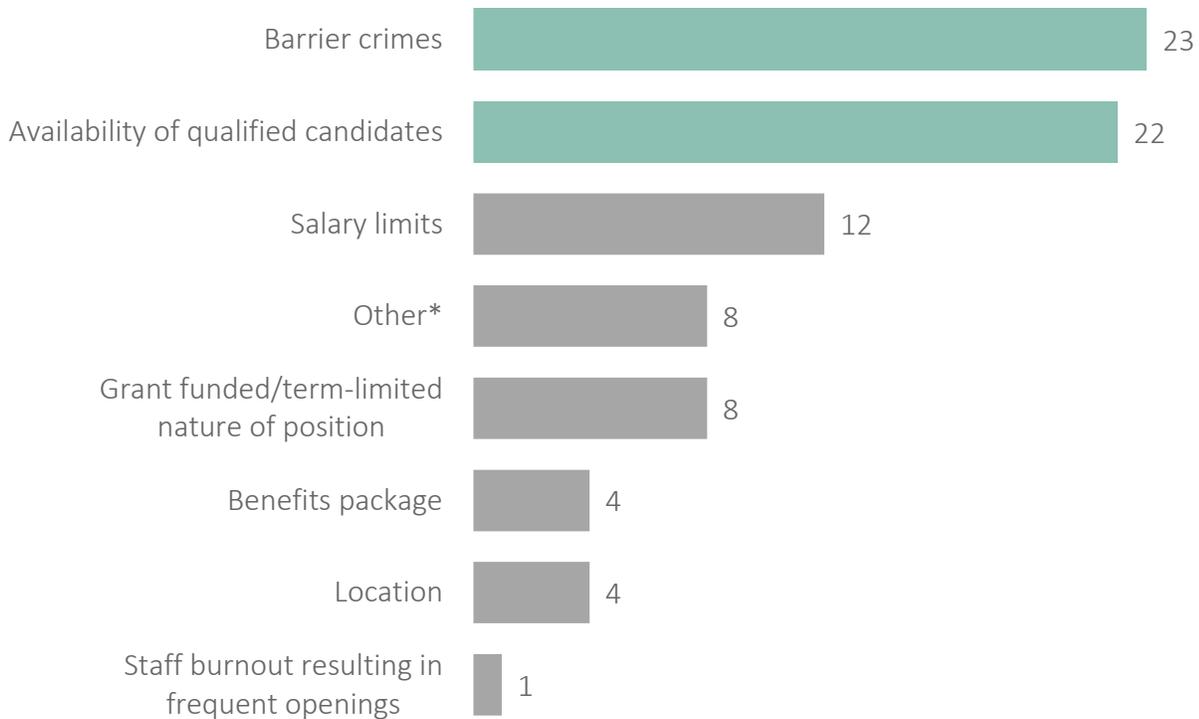
CSBs gave, on average, a **3.7 out of 10** difficulty rating for **retaining** recovery support staff.



## Challenges with Filling Recovery Positions

Barrier crimes and availability of qualified candidates were the two biggest challenges to filling recovery positions.

Number of CSBs (out of 38) who selected each item as a challenge:



\*Other responses:

- Applicants do not have much experience delivering peer support services. They are typically certified, but have not worked in a peer specialist capacity for long, if at all.
- Boundary issues; relapse
- Difficulty in interview process
- Getting the positions posted and getting HR to understand the role of a peer.
- Reimbursement rates for services provided by Peers are extremely low for the valuable, critical service being provided.
- Screening process per DMAS
- Staff moved to private companies or facilities.
- Would love if insurance companies would increase reimbursement rates for peer support services!

### Additional Feedback on Hiring Challenges:

- Conducting multiple interviews if needed.
- I'm not sure how much this may impact hiring contract peers in the near future.
- Lack of applicants.
- Needs to be a statewide effort to coordinate potential peers and certify peers.
- No benefits as our peer staff are all temps and therefore the ones with children and established families have difficulty gaining reasonable healthcare.
- No current barriers to filling peer positions.
- Our county has a very labor intensive and slow process when dealing with Grant funded money, as well as hiring for any positions.
- Supervisors have worked on keeping up to date on legislation to adapt the work force to be more accommodating of a peers possible past legal charges.
- [Our area] has significantly embraced peer support as a critical model for addressing SUDS. Having On Our Own as a peer-run organization in our community has strengthened our peer workforce significantly in the past few years. Barrier crimes can remain a challenge.
- [Our CSB] has not had any challenges with filling vacant Peer Recovery Specialist Positions, with only one turn over in 2 years.
- Wage increase.
- We had hiring freeze from pandemic, so tried temps. Temp agencies did not have candidates. We now have an internal staff member who is going through the training and once certified will provide the services.
- We have found that it is often best to advertise the positions as part-time and bring staff on in a part-time manner as many of these individuals have not had a history of stable employment and the transition from being unemployed directly to full-time employment can be difficult.
- We have great turnover in our Peer positions. The challenges have included the points checked above, as well as individual issues that have contributed to them not being to stay on in their positions.
- We have increased the salary of a peer.
- We have lost several candidates due to the barrier crimes and being “free of probation for 5 years.”
- Workforce development in SW VA is a struggle in general. The inability to bill while someone is in the process of getting their hours to become certified and the low reimbursement rate for the service creates limits with salaries that also impact hiring.
- Working with PRS candidates to seek legal supports for barrier crimes.