

# RECOVERY FRIENDLY WORKPLACE RHODE ISLAND TRAINING MENU





STATE OF RHODE ISLAND

## Recovery Friendly Workplace

Helping employers respond to substance use and mental health conditions in the Rhode Island workforce

RFWRI provides a variety of training course options tailored to the needs of your employees, management teams, and Human Resource staff. The primary function of these trainings is to ensure that each segment of the organization understands their roles and how to implement best practices in a way that addresses the negative impact of substance use and mental health in the workplace, supporting employee health and well-being, and enhancing employee creativity and morale – without losing sight of your organization’s bottom line.

## CORE TRAINING CURRICULUMS

- **Naloxone and Narcan Training Course Description:** This comprehensive training course is designed to equip individuals with the knowledge and skills necessary to recognize the symptoms of an overdose and effectively administer Naloxone or Narcan, life-saving medications used to reverse opioid overdoses. Participants will gain a thorough understanding of opioid overdose recognition, appropriate response protocols, and proper administration of Naloxone/Narcan and rescue breathing in emergency situations.
- **Challenging Perspectives: Unveiling the Truths Behind Stigma in Mental Health and Substance Use:** This training course delves into the complex and pervasive issue of stigma surrounding substance use disorders (SUD) and mental health. Participants will explore the origins of stigma, its impact on individuals facing these challenges, and strategies for creating a more supportive and empathetic workplace. The course combines evidence-based practices, real-world case studies, personal contributions by instructors with lived experience, and interactive discussions to foster a deeper understanding of the societal factors contributing to stigma empowering participants to be advocates for change.

*Last Updated June 29th, 2024*



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- **Benefits Education (Provided by Employer):** Employer will conduct a comprehensive review of benefits – tailored specifically to substance use and mental health needs. Employees will learn about ADA regulations, PFML, Paid Leave, and other benefits related to treating substance use disorders and mental health challenges. In addition, employees will be given access to a variety of resources including contact information for local Recovery Community Centers, Community Mental Health Centers, treatment centers, peer support groups, etc.
- **Becoming a Recovery Ally Course Description:** This dynamic course is designed to empower individuals and employers with the knowledge and tools needed to create a supportive and inclusive workplace environment for employees in recovery from substance use disorders (SUD) and mental illness. Participants will explore evidence-based strategies, practical solutions, and best practices to foster a culture of understanding, compassion, and resilience.
- **Managing Difficult Conversations: Substance Misuse and Mental Health in the Workplace:** This training empowers supervisors and managers with crucial skills to navigate sensitive workplace issues surrounding substance misuse and mental health. Participants will delve into fostering a supportive organizational culture, mastering open communication strategies, and effectively supporting their employees. Through interactive sessions, they will learn to identify signs, provide constructive feedback, and connect employees with necessary resources. By the end of the training, participants will emerge equipped with the confidence and tools to foster a healthier, more inclusive workplace environment.
- **Men's Mental Health Training: Men Beyond Labels:** This training is dedicated to enhancing awareness and support for men's mental health within the workplace. Supervisors and managers will explore the unique challenges faced by men in seeking and accessing mental health services and resources. Through insightful discussions and interactive sessions, participants will gain a deeper understanding of societal expectations, stigma, and the impact on mental well-being. Practical strategies for creating safe spaces, promoting open dialogue, and providing effective support will be emphasized. By fostering a culture of empathy and understanding, participants will emerge equipped to champion men's mental health and foster resilience within their teams and organizations.

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- **Mental Health 101: Understanding, Compassion, and Support in the Workplace:** Embark on a transformative journey of mental health awareness and support through this training. Designed for supervisors and managers, this course provides a comprehensive overview of mental health, covering common disorders, symptoms, and prevalence in the workplace. Participants will explore the importance of destigmatizing mental health, fostering empathy, and promoting self care strategies. Practical skills such as active listening, providing support, and connecting employees with resources will be honed through interactive exercises and case studies. By the course's conclusion, participants will be empowered to cultivate a culture of understanding and compassion, contributing to a mentally healthy and thriving workplace environment.
- **Are You Okay? A Discussion on Helping Employees Who Need Help:** This seminar is specifically designed for managers and supervisors, equipping them with the essential skills and knowledge to effectively respond and intervene when they notice employees struggling with substance use or mental health issues. When performance plans are not effective, yet there remains a desire to retain a valued employee, it may be necessary to explore issues related to substance use, mental health, trauma, or other personal matters. This interactive seminar aims to foster a supportive workplace environment where employees feel safe and valued, and where managers are empowered to act with confidence and compassion.
- **Heartfelt Hospitality: Creating a Recovery Friendly Workplace That Impacts Employees and Customers:** In the dynamic world of hospitality, fostering a compassionate and supportive work environment is essential for both employee well-being and business success. This webinar provides practical strategies and insights tailored to the unique challenges of the hospitality industry, helping you create a recovery-friendly workplace. Topics include recognizing early signs of distress, implementing effective communication strategies, cultivating a supportive workplace culture, establishing clear boundaries, and promoting healthier choices. Participants will also learn about internal and local resources available to assist employees seeking help.

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## OTHER PROFESSIONAL GROWTH OPPORTUNITIES

- Quarterly Workgroup Meetings of Recovery Friendly Workplace Members
- Monthly “Lunch & Learn” Educational Webinars with Guest Speakers



**If you have questions or require further information, please contact Jeffrey Wolfsberg, Program Director of Recovery Friendly Workplace Rhode Island.**

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– **SUBMIT A TRAINING INQUIRY:** <https://recoveryfriendly.ri.gov/contact-us>

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