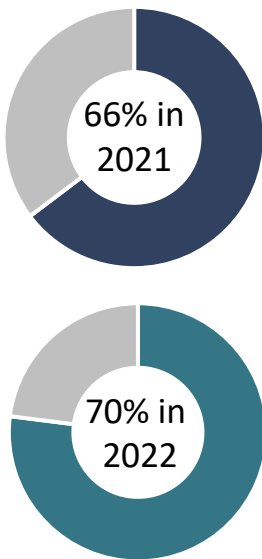


Virginia State Opioid Response (SOR) Grant Recovery Hiring Survey 2021 & 2022

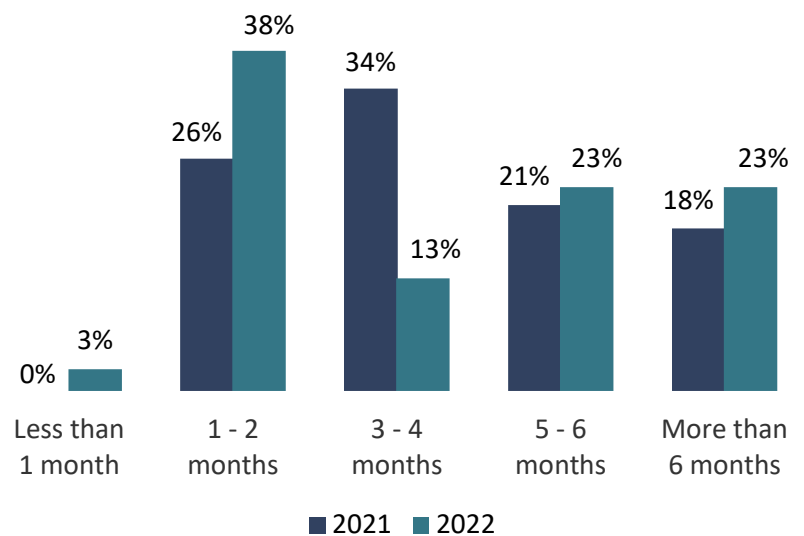
The data in this report was collected in April 2021 and April 2022 from agencies who receive SOR recovery funding. 38 agencies responded in 2021 and 39 responded in 2022, with slight variations in participating agencies between the two years. The report was prepared by OMNI Institute, Virginia’s SOR evaluation partner.

Open Recovery Positions

The percent of agencies that reported they currently have at least **one open recovery position** increased in 2022:



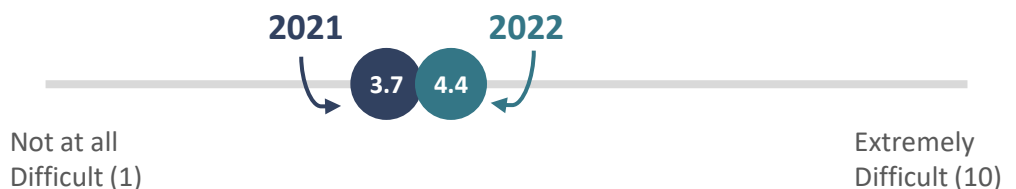
The average length of time it takes to fill recovery positions is slightly shorter in **2022** than **2021**.



Difficulty Filling and Retaining Positions

CSBs’ reported that the difficulty of **filling** and **retaining** recovery support positions increased from **2021** to **2022**.

Retaining Recovery Support positions



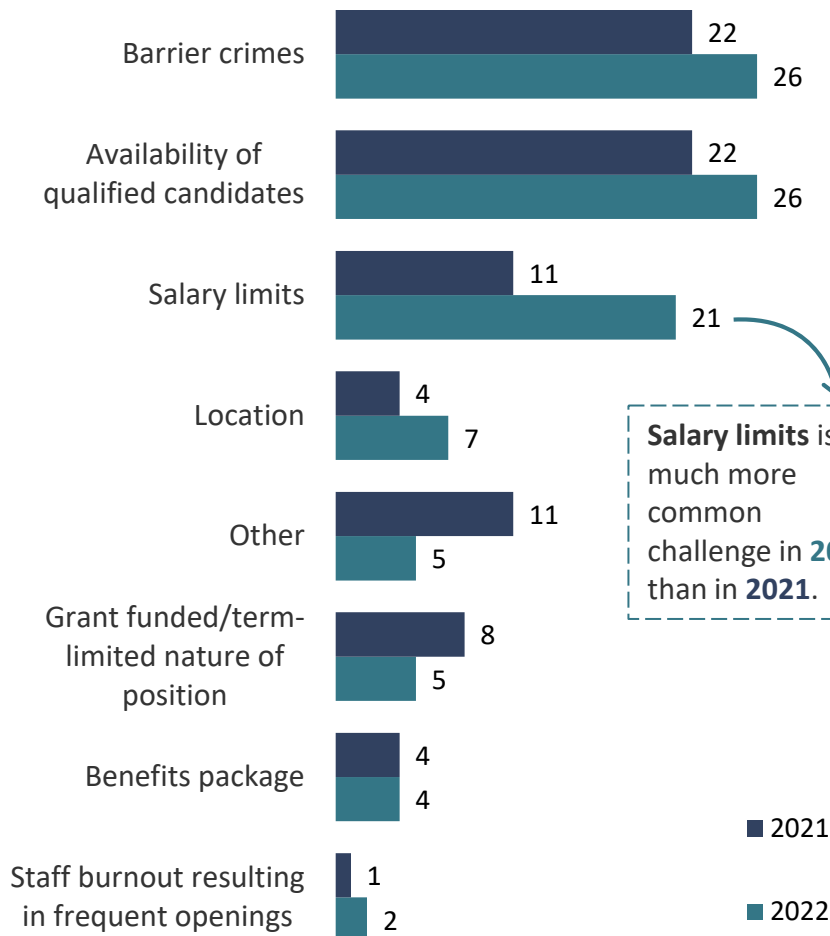
Filling Recovery Support positions



Challenges with Filling Recovery Positions

Barrier crimes and availability of qualified candidates were the two biggest challenges to filling recovery positions in both **2021** and **2022**.

Number of agencies (out of 38 in 2021 and 39 in 2022) who selected each item as a challenge:



Salary limits is a much more common challenge in **2022** than in **2021**.

2022 Other Responses

Our staff, both peers and treatment, are being heavily recruited by private agencies or other state agencies offering compensation beyond the ability for grants to cover and/or Medicaid reimbursement to sustain.

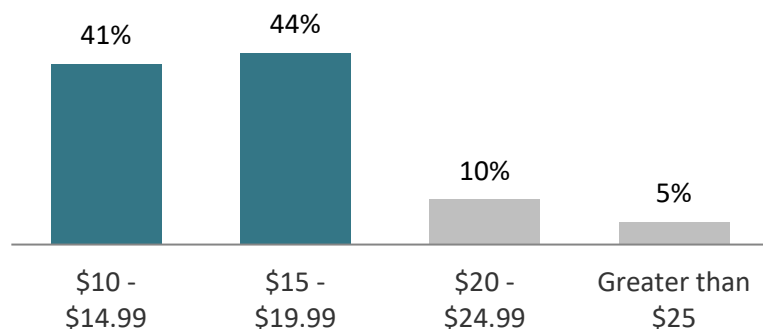
Driver's license requirements we have.

Hiring policies by locality.

Comparative compensation for region.

Some of our challenges would be the quality of the peer support worker. This job is EHR heavy and all peers that come into this position are not comfortable with the level of documentation required using the EHR for this job. Peers coming from other jurisdictions have less office/professional experience which makes it a more challenging adjustments because the peers all come from different backgrounds with limited professional experiences it can be challenges when interacting with other peers and their co-workers.

85% of agencies' hourly wage for entry-level peer positions is between **\$10 to \$19.99 per hour**. This question was not asked in 2021.



[Click here](#) to access the **2021 Recovery Hiring Services Report**, summarizing the same questions asked in 2021.