# Virginia State Opioid Response (SOR) Grant
Recovery Hiring Survey 2021 - 2023

Hiring data was collected from agencies receiving SOR recovery funding in April each year from 2021 to 2023. There was slight variations in participating organizations across the three years: 38 agencies responded in 2021, 39 responded in 2022, and 41 responded in 2023. This report was prepared by OMNI Institute, Virginia's SOR evaluation partner.

Open Recovery Positions

Two out of every three organizations had at least one open recovery position in April each year the past three years.

■ One or more open recovery positions
■ No open recovery positions

2023: 68% | 32%
2022: 77% | 23%
2021: 66% | 34%
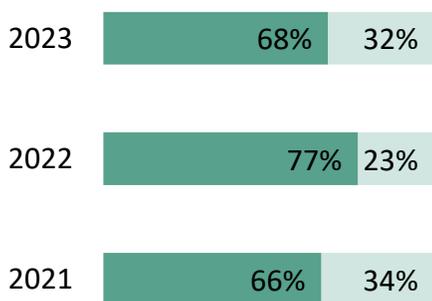
% of organizations

In **2022** and **2023**, a higher proportion of recovery position were filled in two months or fewer than in **2021**.

■ 2021 ■ 2022 ■ 2023

% of organizations

	2021	2022	2023
< 1 month	0%	3%	7%
1 - 2 months	26%	38%	32%
3 - 4 months	34%	13%	17%
5 - 6 months	21%	23%	22%
> 6 months	18%	23%	22%
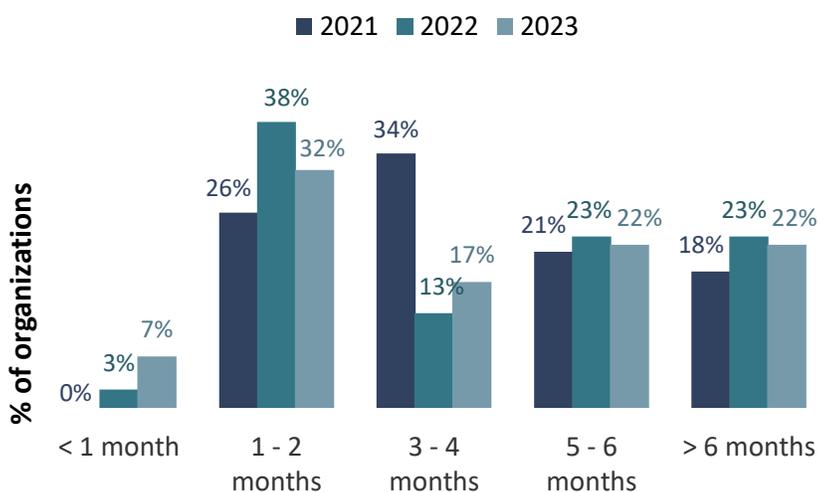
Average length of time to fill an open position

Difficulty Filling and Retaining Positions

The average difficulty rating for **filling** and **retaining** recovery support positions has remained steady over time, with organizations reporting **more difficulty in filling positions** compared to retaining positions.

Extremely difficult: 10

Difficulty filling: 5.9 (2021), 6.6 (2022), 6.3 (2023)

Difficulty retaining: 3.7 (2021), 4.4 (2022), 4.5 (2023)
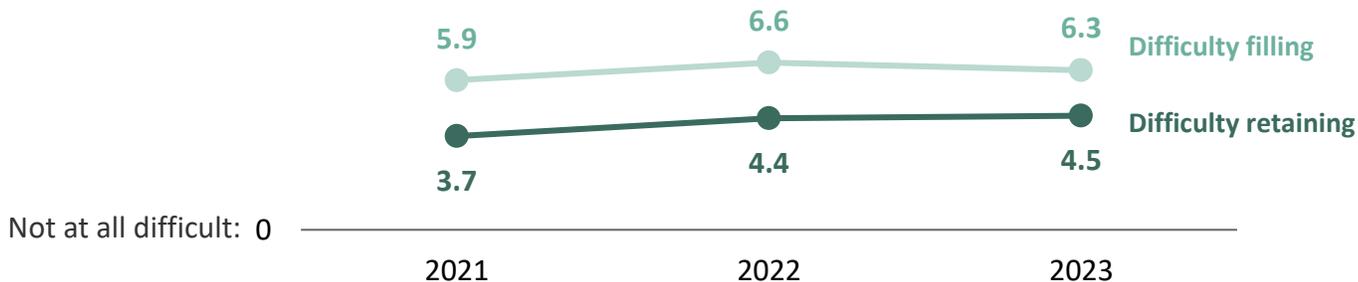
Not at all difficult: 0

2021 — 2022 — 2023

Challenges with Filling Recovery Positions

Barrier crimes and **availability of qualified candidates** have been the two most frequent challenges to filling recovery positions across all three reporting years.

Number of organizations that selected each challenge

■ 2021   ■ 2022   ■ 2023

Barrier crimes — 2021: 22, 2022: 26, 2023: 25

Availability of qualified candidates — 2021: 22, 2022: 26, 2023: 25

Salary limits — 2021: 11, 2022: 21, 2023: 16

Location — 2021: 4, 2022: 7, 2023: 6

Other — 2021: 11, 2022: 5, 2023: 6

Grant funded/term-limited nature of position — 2021: 8, 2022: 5, 2023: 4

Benefits package — 2021: 4, 2022: 4, 2023: 5

Staff burnout resulting in frequent openings — 2021: 1, 2022: 2, 2023: 3

> **Salary limits** were a relatively unique challenge in **2022**.

2023 'Other' Challenges Described

Positions are PRN [as needed] Boundaries with regard to lived experience with SUD and working with SUD consumers; adherence to policies such as confidentiality/HIPAA; difficulty transitioning to structured employment following extended periods of unemployment

Not listing peer positions; not having a clear position description to attract the best possible candidates

Probation Requirement- being off 5+ years before applying

Job Classification has been problematic

Hourly wages for entry-level peer positions were slightly higher in 2023 compared to 2022 (this question was not asked in 2021).

■ 2022   ■ 2023

$10 - $14.99 — 2022: 41%, 2023: 24%

$15 - $19.99 — 2022: 44%, 2023: 51%

$20 - $24.99 — 2022: 10%, 2023: 15%

> $25 — 2022: 5%, 2023: 10%
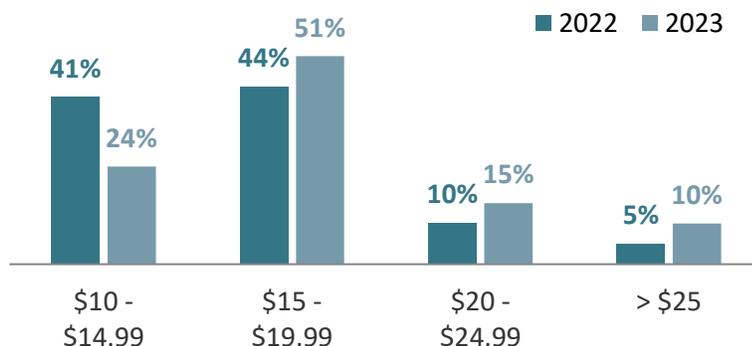
[Click here](#) to access **past Recovery Hiring Services reports**, summarizing the same questions asked in prior years.