



**Recovery Ready Workplace**  
**San Patrignano experience**  
**October 26, 2021**

# Work *and* human beings, work is being human





# Benefits and dignity of work

“Research shows that physical and mental health are adversely affected by lack of work. You are more likely to suffer from obesity and depression, for example, if you are unemployed. This may be linked to another good that work helps to provide: self-esteem.”

Health, the exercise and development of skills and capacities, self-esteem based on the recognition of one’s achievements, a sense of social connectedness and exposure to the demands of cooperation are some of the intrinsic goods associated with working life that are imperilled by lack of work.

<https://theconversation.com/a-philosophers-view-the-benefits-and-dignity-of-work-829>

## ...continued

Work is a tool that builds identity. The professional choice and the relative training pathway is certainly a central aspect of an individual's "construction of self". It is a choice in which the rational level is strongly intertwined with the more unconscious level of feelings of identity, imaginary representations of future work and the related intimate personal expectations.

Journal of Advanced Health Care

<https://jahc.eu/jahc2003-003/>

# The CHIME framework for personal recovery

## Connectedness

- Peer support and support groups
- Relationships
- Support from others
- Community

## Hope and optimism

- Belief in recovery
- Motivation to change
- Hope-inspiring relationships
- Positive thinking and valuing success
- Having dreams and aspirations

## Identity

- Rebuilding positive sense of identity
- Overcoming stigma

## Meaning

- Meaning in mental 'illness experience'
- Spirituality
- Meaningful life and social roles
- Meaningful life and social goals

## Empowerment

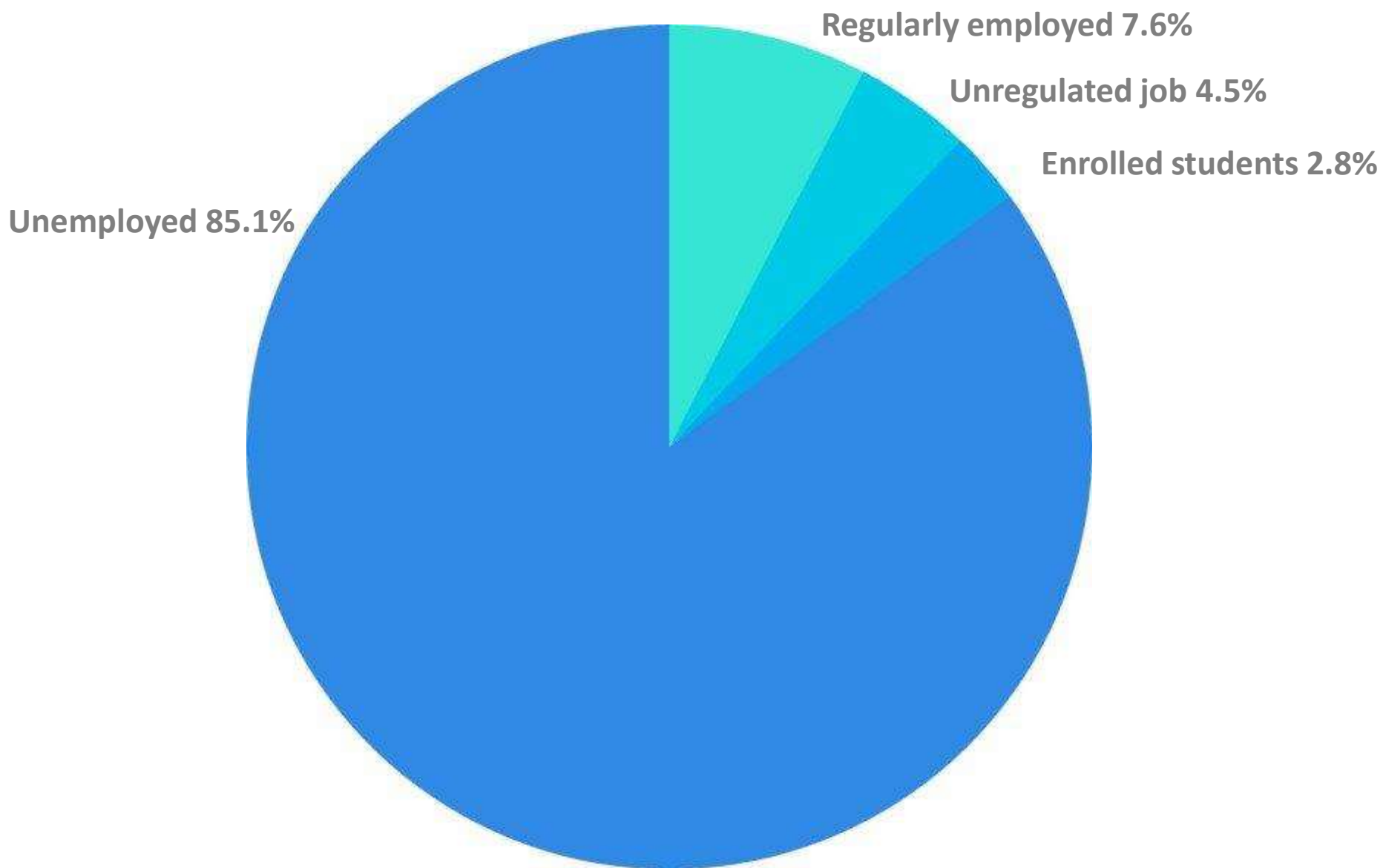
- Personal responsibility
- Control over life
- Focusing upon strengths

[www.researchintorecovery.com](http://www.researchintorecovery.com)

# Work leave for SUD

- In Italy, according to the current law, art. 124, D.P.R. n. 109/90, workers with SUD who intend to enter therapeutic and rehabilitation programmes are entitled to keep their job for the time necessary for rehabilitation treatment.
- The duration of unpaid leave varies according to the duration of the personalized therapeutic program, but must not exceed three years.
- The right to unpaid leave, with job retention, is also granted to workers who are members of the family of a drug addict, in order to contribute to the therapeutic and socio-rehabilitation program of the addict, if it is proved to be necessary.





## Work situation at the time of the admission at San Patrignano

\*Sample of 1320 residents, from 14 to 56 years old, 18% women, 82% men (2017)



## Work at San Patrignano

“The SP Community is a micro-society[...] where we can train to face the future impact with the macro-society . For us, working is a way to get passionate about life, a way to rediscover interests and enthusiasms, to get used to having relationships with other people. The daily work, providing us with professional skills that give us self-awareness and consciousness of our possibilities, it is a starting point for an economically independent and dignified life”. V. Muccioli

## Some key figures of San Patrignano

26,000 people helped since its foundation in 1978

300 hectares, with vineyards, housing facilities, craft and food laboratories and farm houses

40 activities and vocational training opportunities

350/400 new admissions every year

250/300 residents leave the community at the end of the program every year

72 % the success rate evaluated by independent studies

0 euros paid by residents and their families

## Addressing special needs with tailor made programs

Women, girls and mothers: 4000 women, 1300 mothers with their kids

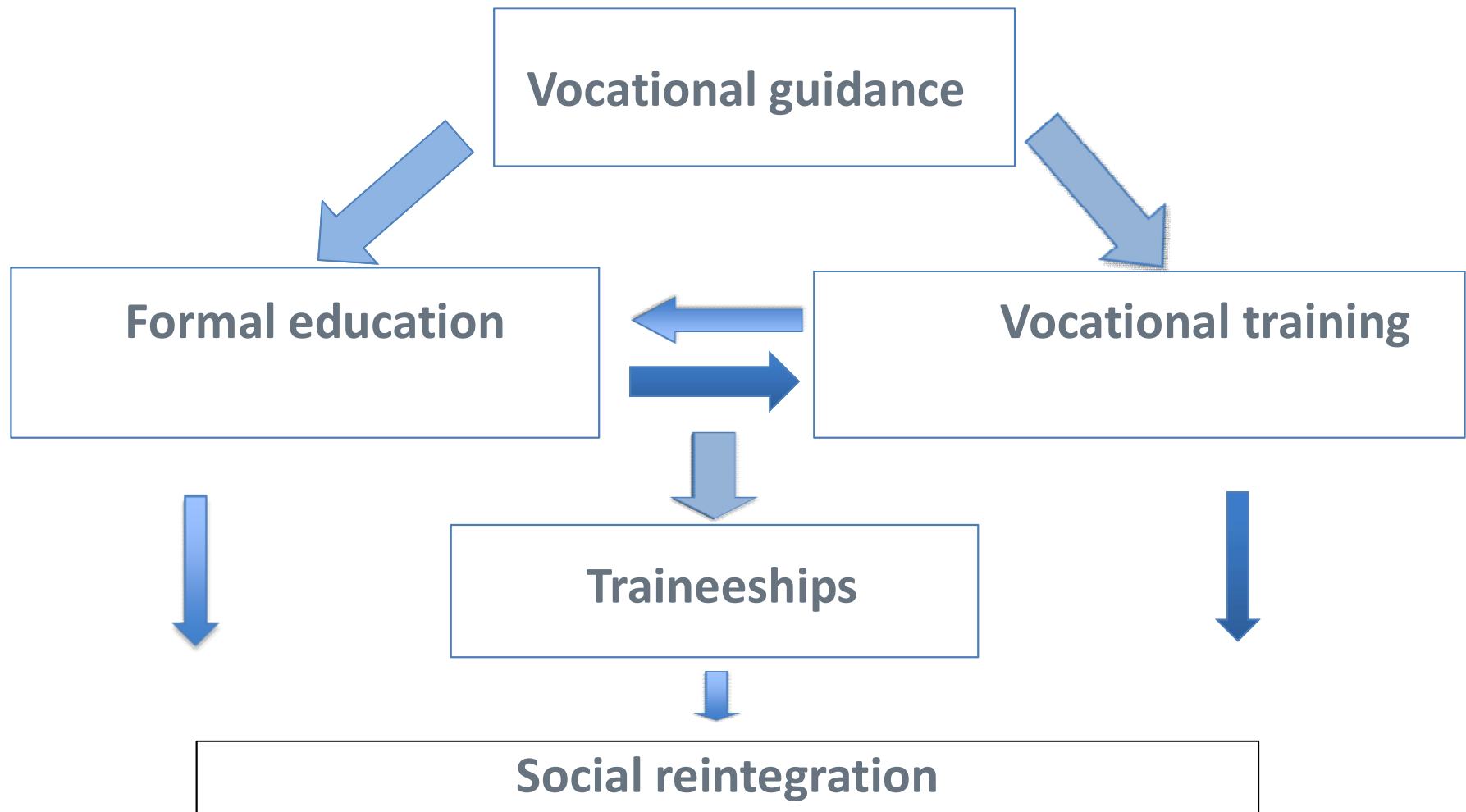
Adolescents: 550 minors since 1979, currently around 30 minors (male and female) with ad hoc programs

People in conflict with law: 4050 people in conflict with law, more than 4000 years of jail converted into rehabilitation programs

People with health issues: 3.000 people with HIV/AIDS and more than 15.000 people with Hepatitis C welcomed without any discrimination (recently, we totally eradicated HCV within the community as indicated by the SDG30)

Affected families: 40 volunteer associations: counseling and referral for drug addicts and assisting more than 3,500 families, contacting prisoners that want to enter in the program. Facilitating social reintegration of former residents upon completion of the program

## What we do to favor social reintegration during the recovery process





The study centre: middle and high school and also University.  
More than 2,000 students since 1989



## Vocational trainings in 2019 and in 2020

They are funded by Emilia Romagna Region, EU Social Fund, National Funds for Youth, Private Foundations and companies

**2019 Number of people involved in different courses: 170**

**2020 Number of people involved in different courses: 114**

2019 Total amount of class hours: 4.170

**2020 Total amount of class hours: 3,400**

2019 Total amount of practical training hours: 1.644

**2020 Total amount of practical training hours: 1,504**

2019 Number of different courses: 10

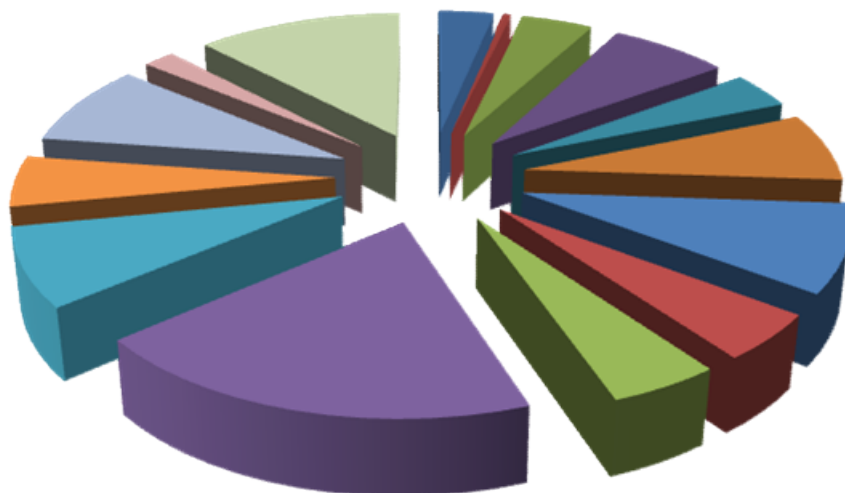
**2020 Number of different courses: 7**

2019 Paid traineeships: 63 people

**2020 Paid traineeships: 45 people**

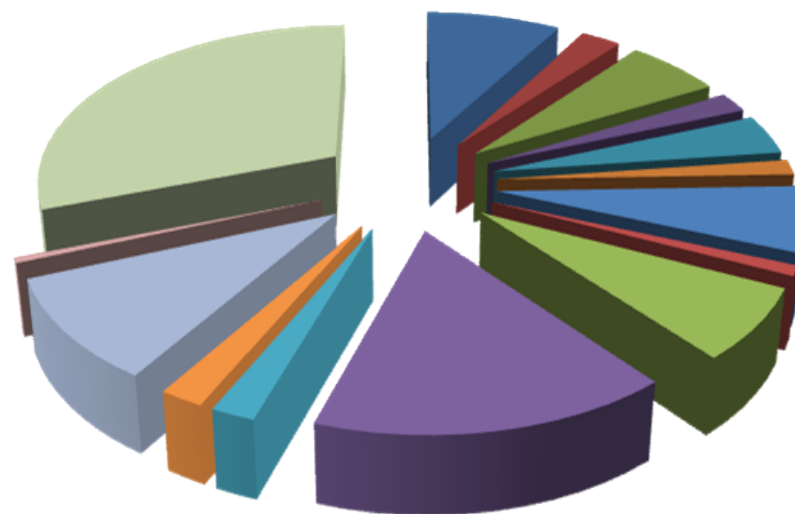
# Social reintegration and Covid - 19

2019



- |                   |                  |
|-------------------|------------------|
| ■ agriculture     | ■ administration |
| ■ crafts          | ■ trade          |
| ■ construction    | ■ industry       |
| ■ logistics       | ■ maintenance    |
| ■ food production | ■ catering       |
| ■ healthcare      | ■ services       |
| ■ students        | ■ various        |
| ■ unemployed      |                  |

2020



- |                   |                  |
|-------------------|------------------|
| ■ agriculture     | ■ administration |
| ■ crafts          | ■ trade          |
| ■ construction    | ■ industry       |
| ■ logistics       | ■ maintenance    |
| ■ food production | ■ catering       |
| ■ healthcare      | ■ services       |
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## Courses and trainings

- ✓ Guidance and information activities in support of training and individual work
- ✓ Labor integration and the activation of apprenticeships in the transition to work
- ✓ Warehouse and Inventory Specialist
- ✓ Baker
- ✓ Sales and Marketing Professional
- ✓ Sales and Merchandizing Professional
- ✓ Horticulturist
- ✓ Meat Processing and Butchery Technician
- ✓ Printing professional
- ✓ Graphic Designer

- ✓ Dairy Processing Professional
- ✓ Blacksmith and Machinist Certification
- ✓ Pizza Chef
- ✓ Hand Printed wallpaper professional
- ✓ Clothing and Apparel Professional
- ✓ Make-up Artist
- ✓ Health Care Professional
- ✓ Landscape Professional
- ✓ Electrical systems installation and solar panel Technician
- ✓ Cooks Certificate in Professional Cooking
- ✓ First and Second level Shiatsu Professional
- ✓ Leather Goods Technician
- ✓ Italian Course for International Residents
- ✓ Course in Movie and Video Production
- ✓ Hair stylist

# Challenges for the future

- Sustainability: 33 to 36% donations and 67 to 63% from our activities
- The need to keep on providing employable up-to-date vocational training and/or academic education in addition to a therapeutic pathway .
- Keeping the founding principles and ideals intact, and maintaining a balance between the therapeutic mission and the social enterprise



# Thank you for your attention!

For further questions  
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