



MEDIA KIT

RECOVERY
CAREER SERVICES

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Ty Reed & Recovery Career Services

OVERVIEW

Addiction treated Ty Reed no better than it treats most. In 2014, after years of alcohol and drug abuse – obscured behind the facade of a double life – Ty found himself homeless, addicted, and unemployable. Even then, it took another two years of experiencing jail, a mental commitment, and suicide attempts for him to find the desperation needed to get into recovery.

While the recovery process has many personal challenges, Ty also discovered that his two-year gap in employment and criminal convictions presented additional obstacles, despite his excellent work history and MBA. Finding entry-level jobs was easy, but it took longer to find the path to a career.

That professional struggle inspired Ty to focus his energies on providing employment support for individuals in addiction recovery. He learned about the overwhelming amount of research that demonstrates employment is a vital component of a successful recovery program, especially for those who also have a criminal history, and set out to create a way to help in this crucial area.

After a layoff in June 2020 due to COVID from a social enterprise dedicated to helping people with barriers to employment, he established Recovery Career Services, a nonprofit organization dedicated to helping people in recovery find and keep jobs.

BIOS

50-word bio

Since entering recovery in 2016, Ty Reed has used the lessons learned in his journey to inspire and educate others about addiction, recovery, and the importance of second chance employment. His message is simple: no matter what happened in the past, there is always hope for healing and redemption.

100-word bio

Since entering recovery in 2016, Ty Reed has rebuilt his life and now uses the lessons learned while recovering from homelessness, addiction, and life as a petty criminal to help others.

Through his nonprofit, Recovery Career Services, which is dedicated to helping people in recovery find and keep employment, he provides career coaching and development to assist individuals in rebuilding their professional lives.

Ty also uses public speaking, storytelling, workshops, and webinars to communicate his message to those in recovery, their families, and the business community about the importance of desperation, hope, and second chances.

TOPICS

Ty loves talking about these topics:

- How small steps lead to big change
- Addiction and recovery
- The positive effects of employment on recovery
- The connection between employment and recidivism

Potential Interview Questions

PERSONAL

Questions about Ty and His Journey

- When did you start using drugs?
 - When did you know that you were addicted and not just a recreational user?
 - How did your family find out?
 - Your website says you were living a double life. What do you mean by that?
 - Did you have other issues to address besides drugs and alcohol?
 - How did you become homeless?
 - When was the first time you went to jail?
 - When was the last time?
 - How did you finally get into recovery?
 - What was the moment you decided to make a change?
 - What were some of your triumphs?
 - What were some of your failures?
 - What role did your family play in your recovery?
 - What is your relationship with your family like today?
 - What was the one thing that surprised you about getting sober?
 - What role has God played in your recovery and your life?
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RECOVERY

Questions About Addiction and Recovery

- What does the term “sober horse thief” mean to you?
 - What is the difference between “sober” and “sobriety”?
 - What do family members of addicts need to know?
 - How can family members best help their addicted loved ones?
 - What does “hitting bottom” mean to you?
 - Why do addicts and alcoholics have to hit bottom before they make a change?
 - What is a “normie”?
 - What is the one thing that people who are not in recovery would be surprised to know?
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EMPLOYMENT

Questions About Recovery and Employment

- Why do you love talking about recovery and employment?
- What is the importance of employment to people in recovery?
- What are some of the employment challenges that people in recovery face?
- What job interview experiences did you have early in your recovery?
- What should employers know about hiring people in recovery or those with criminal records?
- What advice do you have for people with criminal records looking for employment?
- What are the best places for someone with a significant job gap or a criminal record to find a job?
- How does someone tell an employer about their criminal history?
- What role does business play by providing second chance employment?
- How can employers make hiring decisions that provide better opportunities for those with past criminal justice involvement?
- What are some low-risk ways that employers can hire second chance employees?
- How can employers spot and address substance abuse among their remote employees?

RECOVERY CAREER SERVICES

PRIMARY

- Recovery Career Services (RCS) is a registered 501(c)3 nonprofit that serves individuals in recovery from addiction, homelessness, and past criminal justice-involvement.
 - RCS offers career and employment coaching for individuals, second chance employment consulting for companies, and workshops. RCS also provides community leadership on these issues, including presentations delivered to public and private audiences.
 - Employment is a significant part of recovery. It helps former addicts stay sober and lowers recidivism for those with criminal convictions.
 - Second chance employment benefits both the employee and the employer.
 - Second chance employment also benefits the community. Businesses, communities, and families benefit when every individual has the opportunity to support themselves and contribute to our shared economy.
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Q&A

Why did you start Recovery Career Services?

When I entered addiction recovery, I found many resources that spoke to the personal issues I needed to address, but very few that talked about employment. Even with an MBA and a significant successful corporate work history, I had a tough time finding work. The first job I took was part-time as a janitor. These experiences led me to find a way to help address challenges others would face who didn't have my work experience or education.

What kind of assistance do you offer?

The cornerstone of what we do is our one-on-one coaching program. Sessions and strategies are customized to the client, and the program is completely confidential. For clients who are not employed, we help with the basics of resumes, job searching, and interview skills.

What makes RSC unique?

We set ourselves apart by offering help with issues unique to people in recovery, like finding an employer open to hiring someone with a criminal past and overcoming the objections that predispose employers to overlook otherwise qualified candidates. We also offer coaching services for people in recovery who are still working and have had their careers impacted by substance use.

Who is your typical client?

Our clients fall into two categories: people who have burned things to the ground and are starting completely over, and clients where "the house is on fire," meaning they haven't lost everything yet, but if they don't change quickly, they very well could.

What other services do you offer?

We provide employment consulting for employers who are considering a second chance employee program. Additionally, we offer presentations and workshops on various recovery and employment topics to a wide variety of audiences, including mental health professionals, business leaders and employers, and nonprofit organizations that serve our constituents.

What are your credentials?

I hold an MBA from the University of Washington. I have also earned the PHR (Professional in Human Resources) and CWDP (Certified Workforce Development Professional) designations. I have completed the SHRM (Society for Human Resource Management) Getting Talent Back to Work Certification course, which focuses on how companies can provide second chance employment opportunities to those in recovery and/or with previous criminal justice involvement.

TY REED

PRIMARY

- Ty Reed became homeless in 2014 due to his drug and alcohol dependency.
 - He was on and off the streets for almost two years.
 - He has been to rehab and jail multiple times, was committed to a mental institution, and survived two suicide attempts.
 - He entered recovery in 2016 and relapsed several times before getting sober for good in 2019.
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Q&A

When did you start using drugs?

Besides some marijuana use in my early twenties, I had avoided drugs. I was more of a binge drinker. But just before I turned 30, I got introduced to crack, and it immediately became my drug of choice. Eventually, I became a meth addict.

Your website says you were living a double life. What do you mean by that?

For many years, I was a “functional” crack user, if there is such a thing. I still performed well at work and even used hard drugs regularly while completing my MBA. While my personal life was a complete mess, professionally, I held it together. Many people in my life didn’t know anything about the two lives I was living, including long-time friends of mine.

What role did your family play in you getting sober?

My family suffered greatly, and I did a lot to hurt them, but they kept the promise that they made to me. They said that when I was ready to give recovery a shot, they would help me as best they could. And they have. They have continued to support me through all the ups and the downs. They helped me a bit financially by paying for my first sober house so I could recover somewhere safe, and they bought me a good basic vehicle so I could get to work. But I value their emotional support the most.

What was the one thing that surprised you about getting sober?

That I didn’t get sober and sane on the same day. Putting down the bottle and the pipe was just the first step. Having my mind clear of substances has allowed me to do a bunch of other personal work that I had avoided. My relationships are better, I don’t feel nearly as much shame as I did before, and I am equipped to handle things as they come up in life without the need to escape through drugs and alcohol.

ADDICTION AND RECOVERY

PRIMARY

- The estimated cost of drug abuse in the United States is [\\$740 billion per year](#). (Very Well Mind)
 - Only 10% of Americans dealing with a substance issue [get treatment](#). (USA Today)
 - 3.3 million fatalities per year result [from alcohol consumption](#). (Medical News Today)
 - During the pandemic, there was a [59% increase](#) in the use of alcohol. (CDC)
 - Recovery is often not a straight line. Many people [try multiple times](#) before successfully finding sobriety. (Recovery Research Institute)
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Q&A

What is the difference between “sober” and “sobriety”?

To me, sober simply means the physical absence of any mind-altering substance. Sobriety is the state of being sober plus actively engaging in some process to get to the root of why a person was overindulging in drugs or alcohol in the first place. Finding out the reasons and dealing with the underlying trauma is a continuous and lifelong process for many.

What do family members of addicts need to know?

There is a wonderful program (can you name it?) for family members and loved ones of alcoholics and addicts that contends that there are “four C’s” to be aware of: the family member didn’t Cause the addiction and can’t Change it, Cure it, or Control it. Whenever I speak about this, I always hope hearing it provides some relief to the loved ones of people still suffering from substance abuse. I also realize that it could be disheartening because it also reminds us that, regardless of our best efforts to throw love, anger, or money at the issue, there isn’t much that can be done to make someone stop until they are truly ready to do so.

What does “hitting bottom” mean to you?

It means that the person abusing substances has begun to fully experience all the pain and consequences of alcohol or drug abuse. Since many substance abusers have a high pain tolerance, this alone does not always lead to someone “hitting bottom.” The second necessary component is that the person has to feel like they are out of options and that stopping the abuse of drugs and alcohol is the only move they have left.

What is the one thing that people who are not in recovery would be surprised to know?

That people who no longer drink or do drugs are not going through life suffering because they can’t drink or use drugs anymore. In my experience, most people who have changed their relationship with substances are happier because they now have a measure of control over their lives and their futures.

RECOVERY AND EMPLOYMENT

PRIMARY

- The #1 cause of recidivism among those previously incarcerated [is poverty](#). (Prison Policy Initiative)
 - Higher rates of employment lead to [less crime, poverty, and homelessness](#). (Journal of Economic Structures)
 - Studies show that second chance employees have a [lower turnover rate](#) than non-second chance hires. (The Kellogg Institute)
 - Employers that hire those in recovery or with criminal records find higher retention rates, lower turnover, [and greater loyalty](#). (ACLU)
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Q&A

Why do you love talking about recovery and second chance employment?

Besides the fact that both have had significant impacts on my life, I love that both of these subjects do something that not many issues do in this country: unite people. Regardless of political belief or economic background, people can relate to failing, getting up and trying again, and needing help from friends, family, or total strangers. Recovery and second chance eck stories. Recovery allows people to struggle, persevere, and overcome. Second chance employment enables people to show compassion for someone trying to do the right things. Opportunities for recovery enable human beings to demonstrate that they still have something to offer.

What is the importance of employment to people in recovery?

There is a lot of evidence that if people in recovery are employed, they are much more likely to stay on the right track. This is also true for people who have criminal convictions because the number one cause of recidivism is poverty. Besides providing income, employment helps give people purpose, a sense of pride, and something positive to focus on when things get difficult.

What should employers know about hiring people in recovery or those with criminal records?

Employers should know that providing these opportunities is not charity or a handout. There is real talent in the pool of people in recovery or those with criminal convictions. These individuals are ready and eager to make a real, positive contribution to an organization and are far more likely to offer loyalty and enthusiasm in return for a chance.