

The Effects of Substance Abuse on Industry Recruitment and Retention





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Impact Case Study

Team Member

- Impact on Safety at Work
- Impact on Work Performance
- Impact on Team Members
- Recruitment for New Team Member
- Training for New Team Member

Substance Use Trends

20yo-35yo

40yo-55yo

55yo-70yo

Craft Beer
Opiates
Smart Drugs
(ADD)
Marijuana
Vapes

Hard Alcohol
Cocaine
Cigarettes

Craft Beer
Opiates
Smart Drugs

Cocaine
Cigarettes

Hard
Alcohol
Opiates

Cigarettes

Trends by work setting in Agriculture Industry

- Illicit drugs
- Alcohol

Manual/ Field
Labor

Office based

- Opiates
- Alcohol

- Illicit Drugs
- Smart Drugs
- Alcohol
- Opiates

Management

Drug		Detection Window Urine *cutoff levels vary by test
Marijuana		Up to 95 days
Opiates/ Heroin		3-10 days
Cocaine		1-2 days
Alcohol		3-5 days
Methamphetamine/ Amphetamine		3-5 days

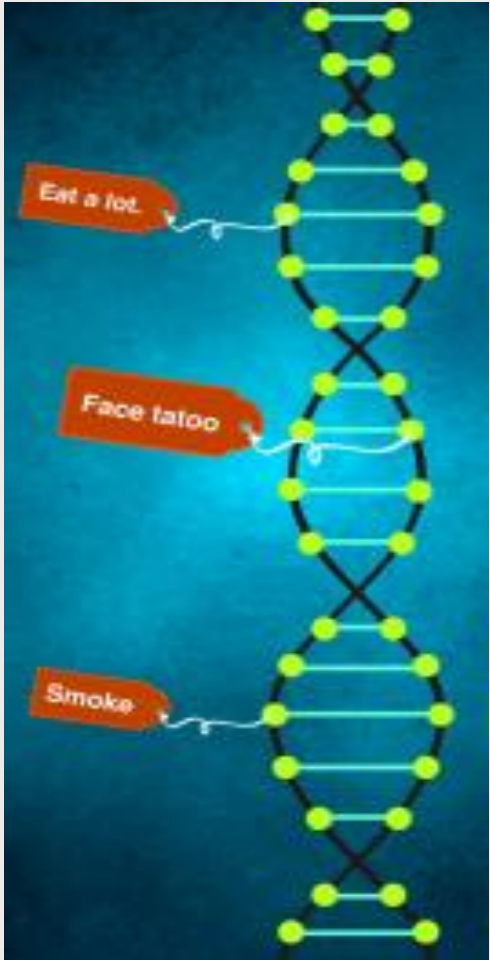
*****Presence and metabolism of a substance varies due to body composition and overall health of the individual and potency of the substance

Is it Drug Use or a Medical Condition?

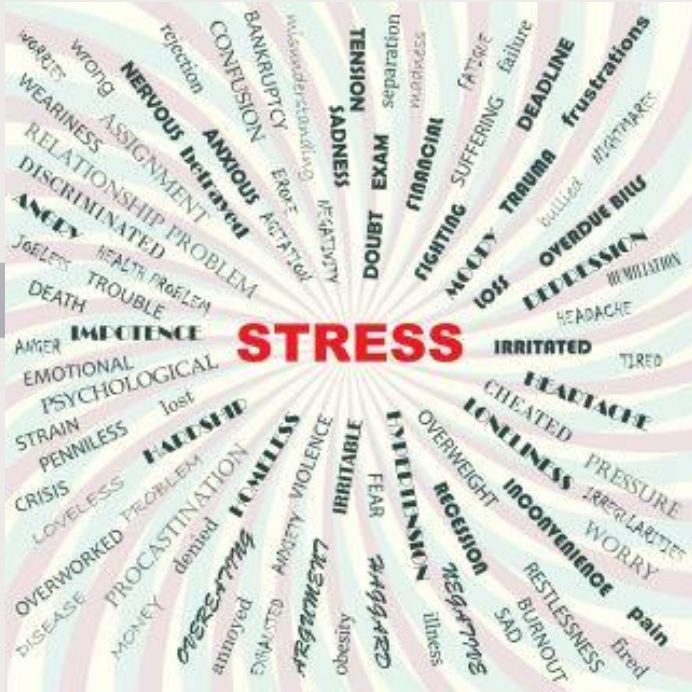
- “Roller-coaster” work performance
- Excessive numbers of “sick days”
- Confusion/ Difficulty Concentrating
- Emotional Outbursts
- Decline in personal responsibility
- Deterioration in personal hygiene
- Slurred or Speed Up Speech
- Wearing clothing that is not weather appropriate
- Frequent trips to the bathroom

Primers for Use

Epigenetics



Trauma



Hijacked Survival Reflex



Why do we use substances?



Enhance



Avoid



Maintain

How does use shift to
Addiction?

Self Assessment



Protective Factors



TAKE TIME TO TAKE A BREAK FREE FOOD

DE-STRESS FEST

YOGA COMEDIAN PET A PUPPY MOVIE NIGHT

PUZZLES + GAMES

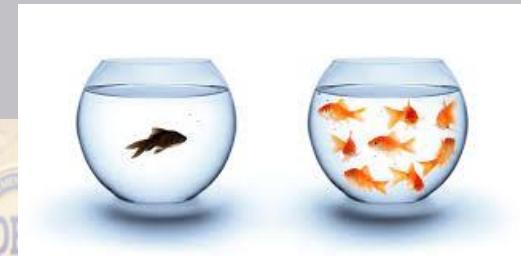


Risk Factors

Got Drugs?

Most abused prescription drugs come from family and friends. You could be a drug dealer and not even know it.

Visit www.dea.gov or call 800-882-9539 for more information.



When i feel down and someone tells me to "Suck it up". i get the urge to break their legs with a baseball bat and then say "Walk if off"

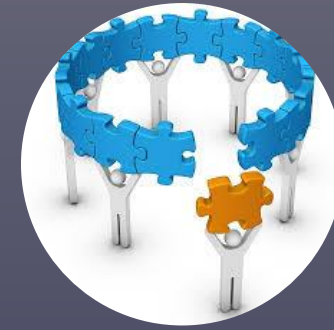
Interfacing with Substances



Prevention



Intervention



Integration



Prevention

- Preparing candidates with information on Urine Screening
- Working with aftercare treatment providers for potential candidates
- Mentorship/ peer cohesion
- Options to destress/ play games/ laugh/ community participation



Intervention

- Express concern for off behaviors- be descriptive & non-judgmental
- Provide space to confide and note limits of confidentiality
- Take action to maintain safety
- Provide resources for support
- Inform of next steps

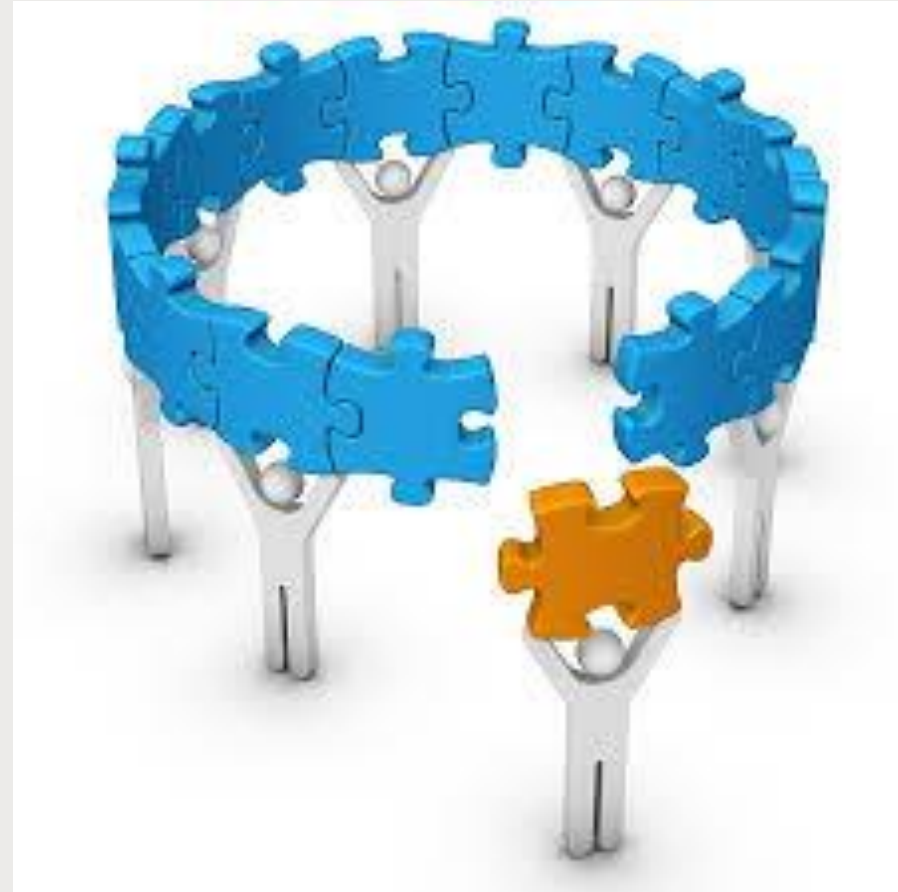


Treatment Options

- Levels of Care
 - Medical Detox 2-4 days
 - Residential Care 14- 28 days, 24 hour supervision
 - Partial Hospitalization- 7- 14 days day time treatment
 - Intensive Outpatient- 6- 12 weeks, 3 times a week 3 hours evening and morning groups
 - Outpatient- 1 x a week, 1 hour
 - Recovery Group- On-going maintenance-peer led

Integration

- Identify path to rejoin workplace
- Discuss limitations or accommodations
- Activity based company events
- Follow-up with UA testing results



Resources

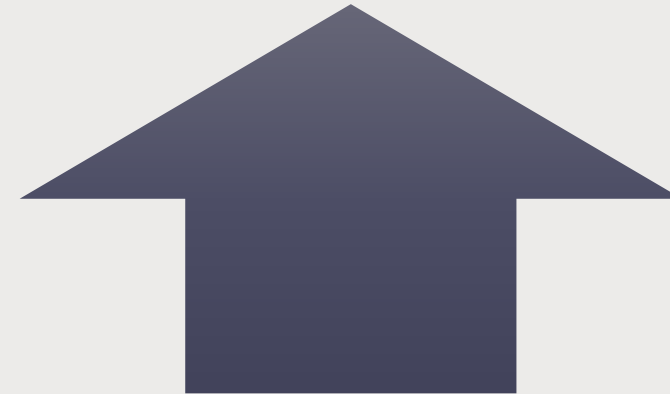
- EAP- counseling, trainings, work culture shifts
- SAMSHA- information, training materials
- 12 step/ AA/ NA/ CA/ HA/ SA- peer led, mentor relationship
 - intherooms.com
- Smart Recovery- Skills focused for individual and families
 - smartrecovery.org
- Sober Grid- app - connects peers in recovery

Outcomes



Safety Risks
Missed Work Days
Turn-over
Dollars spent recruiting, hiring,
and training

Commitment to agency
values and mission
Productivity
Retention
Workplace Satisfaction





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