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

Trends by work setting in Agriculture Industry

20yo-35yo
- Craft Beer
- Opiates
- Smart Drugs
- Marijuana
- Vapes
- Hard Alcohol
- Cocaine
- Cigarettes

40yo-55yo
- Craft Beer
- Opiates
- Smart Drugs
- Cocaine
- Cigarettes

55yo-70yo
- Hard Alcohol
- Opiates
- Cigarettes

Office based
- Illicit Drugs
- Smart Drugs
- Alcohol
- Opiates

Manual/Field Labor
- Illicit drugs
- Alcohol

Management
- Opiates
- Alcohol

Trends by work setting in Agriculture Industry
<table>
<thead>
<tr>
<th>Drug</th>
<th>Detection Window</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>Up to 95 days</td>
</tr>
<tr>
<td>Opiates/ Heroin</td>
<td>3-10 days</td>
</tr>
<tr>
<td>Cocaine</td>
<td>1-2 days</td>
</tr>
<tr>
<td>Alcohol</td>
<td>3-5 days</td>
</tr>
<tr>
<td>Methamphetamine/ Amphetamine</td>
<td>3-5 days</td>
</tr>
</tbody>
</table>

*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

Urge to Self-Soothe
Why do we use substances?

- Enhance
- Avoid
- Maintain

How does use shift to Addiction?
Self Assessment

Protective Factors

Risk Factors

Mentoring

DE-STRESS FEST

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

Commitment to agency values and mission
Productivity
Retention
Workplace Satisfaction

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