

INDIANAWORKFORCERECOVERY

Prevent, Assist, Retain

Mike Thibideau, director, Indiana Workforce Recovery
Wellness Council of Indiana
Indiana Chamber of Commerce



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Setting a baseline



Over 200,000 employed Hoosiers are currently struggling with substance use disorder (SUD)



Over 40,000 Hoosiers enter treatment for SUD each year

41.8% employed

41.6% unemployed

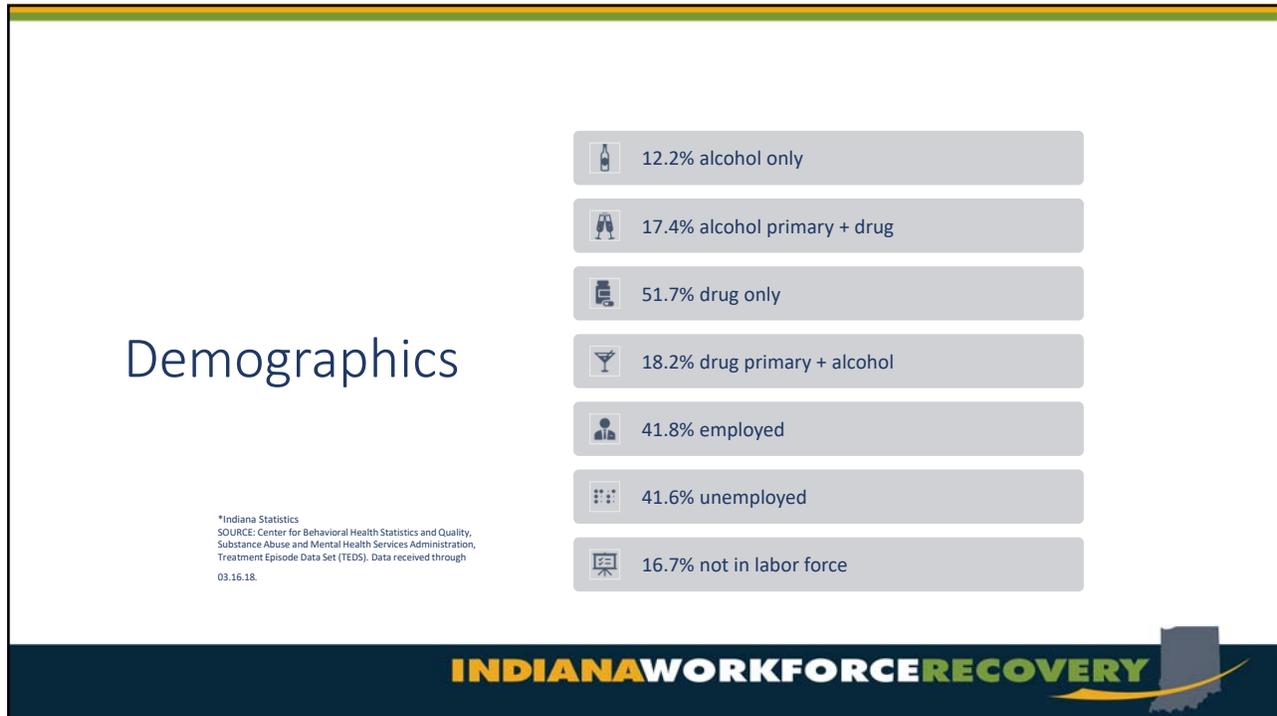
16.7% not in labor force



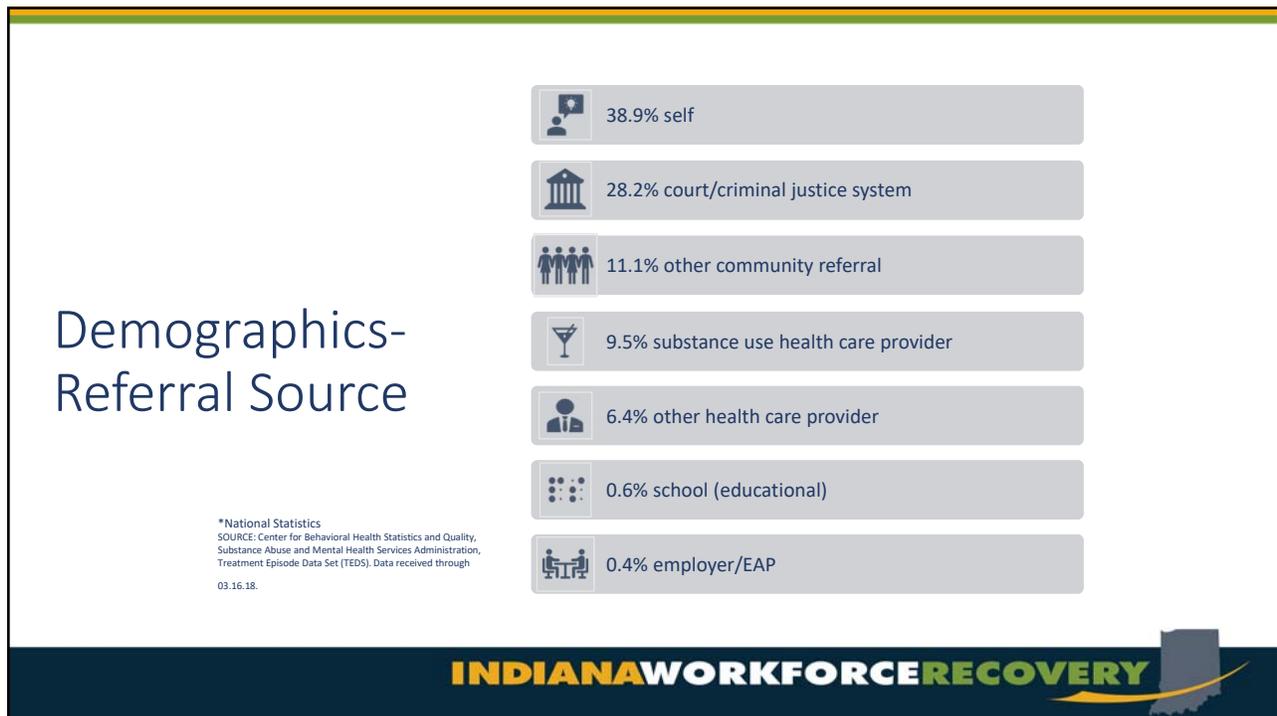
\$4.3 billion annual economic impact

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About SUD

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Do. Not. Blink

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“If you knew how uncomfortable it is to live in my own skin, you would understand why I don’t want to be present in my body and in this world.”- Anonymous

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Indiana Workplace Substance Use & Recovery Survey



Conducted from Nov
2018 – Feb 2019



95% confidence
interval



Confidential



Oversight by
methodologist

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Thought Exercise – Community Problem

- What percentage of employers do you think believe substance misuse is a community problem?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%

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Thought Exercise – Community Problem

76.3% strongly agree/agree

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Thought Exercise – Organization Problem

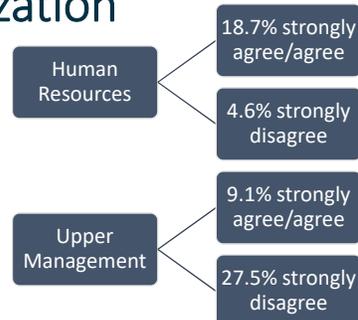
- What percentage of employers do you think reported substance misuse is a problem for their organization?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%

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“Drug/alcohol misuse is a problem for my organization”

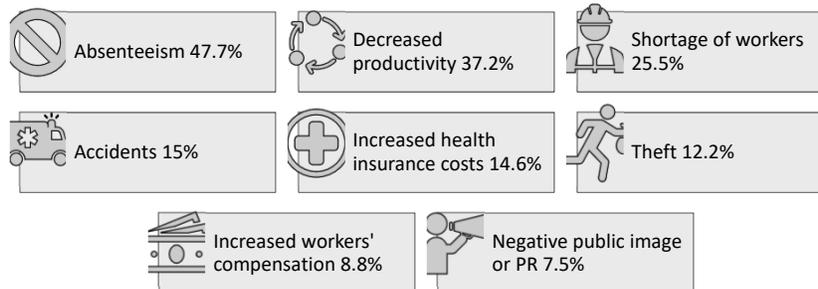
13.3%
strongly
agree/agree



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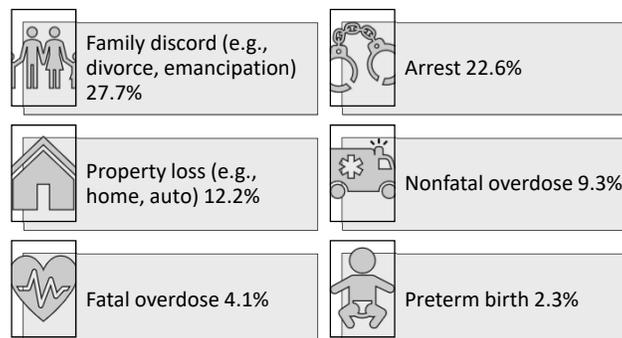
What consequences has your ORGANIZATION suffered due to drug/alcohol misuse? Select all that apply



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What consequences have your EMPLOYEES suffered due to drug/alcohol misuse? Select all that apply



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Thought Exercise – Employee Assistance

- What percentage of businesses do you think are equipped to assist an employee in need of treatment/education?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%

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Thought Exercise – Employee Assistance

- 40-50% of employers:
 - Have a plan for directing employees to assistance with drug and/or alcohol problems
 - Are familiar with drug/alcohol services in their county
 - Only 10% are satisfied with local services
 - Use pharmacy and/or claims data when making decisions
 - Agree they have set procedures for supervisors and managers to follow when an employee may be misusing drugs/alcohol

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Effectiveness of Employer Intervention



STAYED IN TREATMENT
LONGER



BETTER ABSTINENCE
OUTCOMES



LOWER PERCEIVED
NEED FOR TREATMENT

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Over 31,000 Hoosiers who wanted and needed treatment in 2016 did not go because they believed it may have a negative effect on their job

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Reasons people want and need treatment but do not go

- 39.7% - Not ready to stop using
- 30.3% - No health care coverage and could not afford cost
- 20.5% - might have a negative effect on job
- 17.2% - might cause neighbors or community to have negative opinion
- 10.9% - Did not know where to go for treatment
- 9% - Did not find program that offered type of treatment that was wanted

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Good News: Over 70% of employers believe addiction is a chronic disease and should be managed like other chronic conditions

Bad News: A Hoosier who fails a drug screen for the first time is as likely to be terminated as they are to be given a second chance

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A Second Chance – Thought Exercise

- What percentage of companies would hire someone who had previously failed a pre-employment drug test, but then came back and tested negative after participation in a verified treatment program?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%

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A Second Chance

Very few organizations (6%) follow best practice when applicants test positive of giving hiring consideration if applicants come back and test negative and are cleared by a drug/alcohol professional

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Components of a Best-Practice Drug-Free Workplace

Written Policies and Procedures

Employee Education

Supervisor Training

Drug & Alcohol Testing

Employee Assistance

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Written Policies and Procedures

Company rules

Consequences of violations

How employees will be tested

What happens if test is positive

What help is available

Written procedures for management

Forms to operationalize

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Employee Assistance

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HEA 1007 Employer Guidelines & *The Right Dose* Video Toolkit



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Supporting Recovery – Heart Attack

Tired

Unable to lift heavy objects or use heavy equipment

Need to limit stressful situations and people

Depressed

Quick to anger

Symptoms are predictable and manageable

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Relapse



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Relapse

Changes that occur in the brain as SUD progresses can exist long after the person stops using. And until those changes improve, the person in recovery needs to avoid situations that will trigger relapse. Triggers like

- Trauma
- Stress
- Fatigue
- Untreated co-occurring disorder
- Hunger
- Social isolation
- Physical or mental illness
- Situations where the drug is available

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Relapse – Recognize the Signs

Old behaviors

Strained relationships

Euphoric recall

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KN25
KP4

No matter what, hold employees accountable!

Address set-backs objectively and according to policy

If terminating, consider reinstatement criteria

Relapse does not equal failure



Relapse does not necessarily mean a person failed in treatment. It likely means their treatment and recovery supports need to be adjusted.

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HEALTH



HOME



PURPOSE



COMMUNITY

#WeDoRecover

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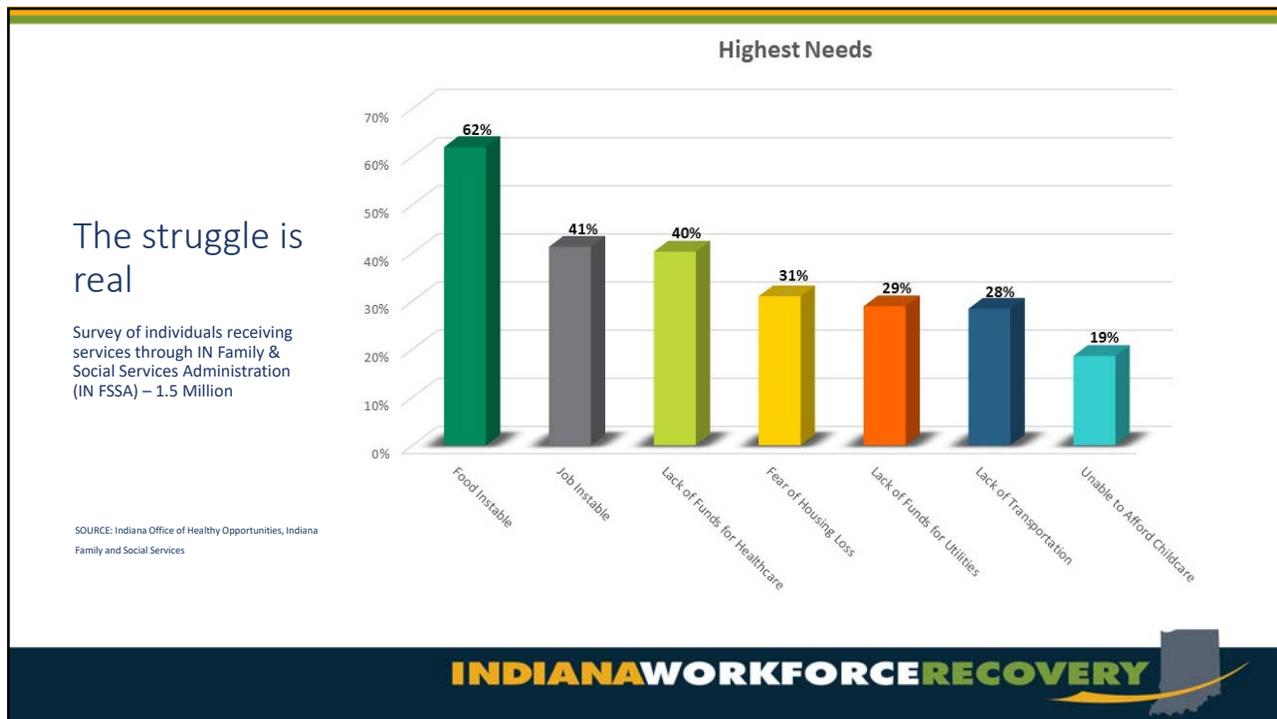
Slide 33

SN25 I want to see a continuous theme that it may take more than two attempts for treatment to work. and to correlate it back to firing someone for having a second heart attack or diabetic reaction.

Svetlauskas, Nicholas, 5/22/2019

KP4 Don't want to mention firing, because the employee does have a right to do that, and termination may be a productive consequence, as long as the employer would consider re-hire, as mentioned above.

Karen Pierce, 5/22/2019



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LAFAYETTE'S EMPLOYER OPIOID STRATEGY
March 21, 2019

Of Hoosiers suffering from substance use disorder, up to 70% are currently employed. Helping employers manage the immediate impact of substance misuse on their current and future workforce is the focus of this important community event.

INDIANA CHAMBER
OF COMMERCE

WELLNESS

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Opioid Strategy Event Series

- 14 events
- 600+ employers in attendance
- 100% of attendees feel more equipped to manage the impact of substance misuse on their workplace
- 96% would recommend this same program to a colleague/employee
- 40,000 prescription disposal kits distributed



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INDIANA OPIOID SUMMIT

FEATURING **RYAN LEAF**
Former College and NFL Quarterback,
Behavioral Health Advocate

PRESENTED BY **RxALI**
Indiana
Rx Abuse Leadership Initiative

June 18, 2020
Ivy Tech Culinary and Conference Center, 2820 N Meridian St, Indianapolis
www.wellnessindiana.org/recovery



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Thank You to our Investors



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Questions?



Mike Thibideau
 Director, Indiana Workforce Recovery
 Wellness Council of Indiana
 Indiana Chamber of Commerce
 317-264-2166
mthibideau@indianachamber.com

www.wellnessindiana.org/recovery

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