

Employers and Substance Use

Barriers to Success

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We Know The Problem – What Are The Barriers?

Employee substance use has demonstrably impacted employers – and employers impact employee safety, health, and well-being. What are the barriers to change?

1. Cost
2. Other Priorities
3. Stigma

Cost To Employers

Employee Substance Use – Cost to Employers



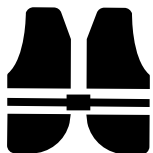
Turnover



Healthcare Costs

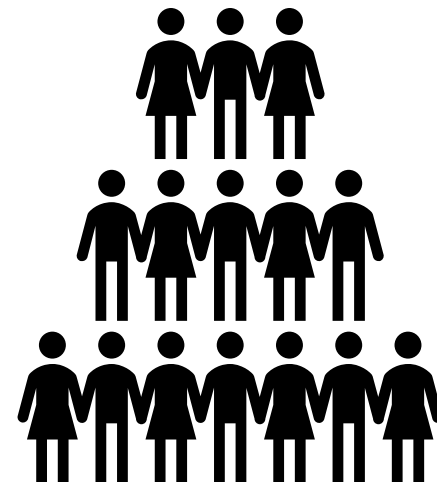


Days Missed



Safety Costs

Employee substance use impacts the workplace bottom line in several ways. It also impacts workplace culture.



Solution: NSC Substance Use Cost Calculator



NSC Employer Cost Calculator SUBSTANCE USE

- Easy-to-use tool; derived from government data and the National Survey on Drug Use and Health
- Specific to state(s), industry, and employee population size
- Calculates costs – and savings for employees in recovery!

www.nsc.org/drugsatwork

Solution: Recovery Supports Cost Savings

Workers in recovery
help employers **AVOID**

\$4,088

in turnover & replacement costs

Each employee who recovers
from a substance use disorder

SAVES
a company over

\$8,500

on average

Workers in recovery miss

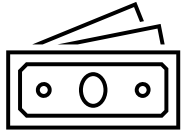
13.7 days

LESS
per year

than workers with an SUD

Employers Have Other Priorities

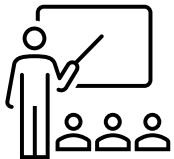
Competing Priorities for Employers



Most concerned about the benefit, hiring, and worker's compensation costs



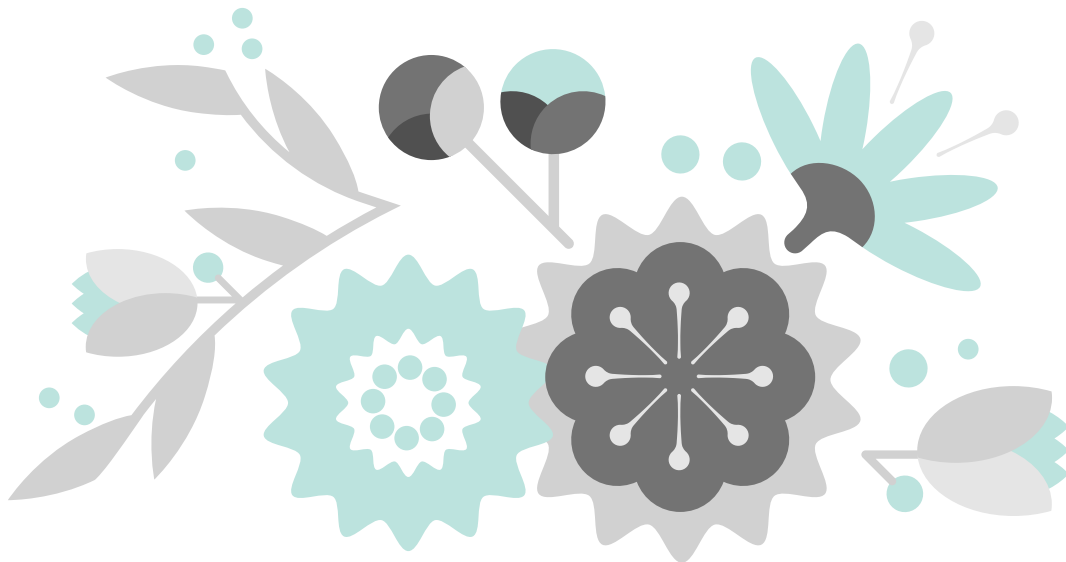
Over 75% of employers have been affected in some way by employee opioid use.



Only 28% of employers offer opioid-specific training and education to their workforce.

Solution: Reframing and Reprioritizing

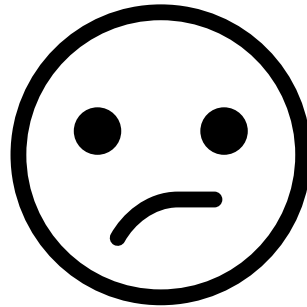
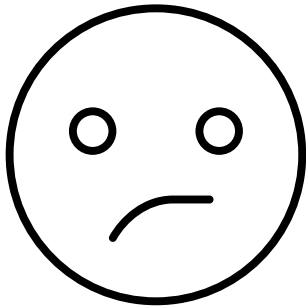
- Utilize resources like the NSC Substance Use Cost Calculator to demonstrate cost savings.
- Help employers understand that employee substance use can impact their other concerns, and that **recovery supports employment.**



Addiction Stigma

An Introduction to Addiction Stigma

Seven of the nine key drivers of the epidemic are driven by pervasive stigma.



Workplace Stigma Persists

When a respondent expressed prejudicial views against someone with a SUD, they were:

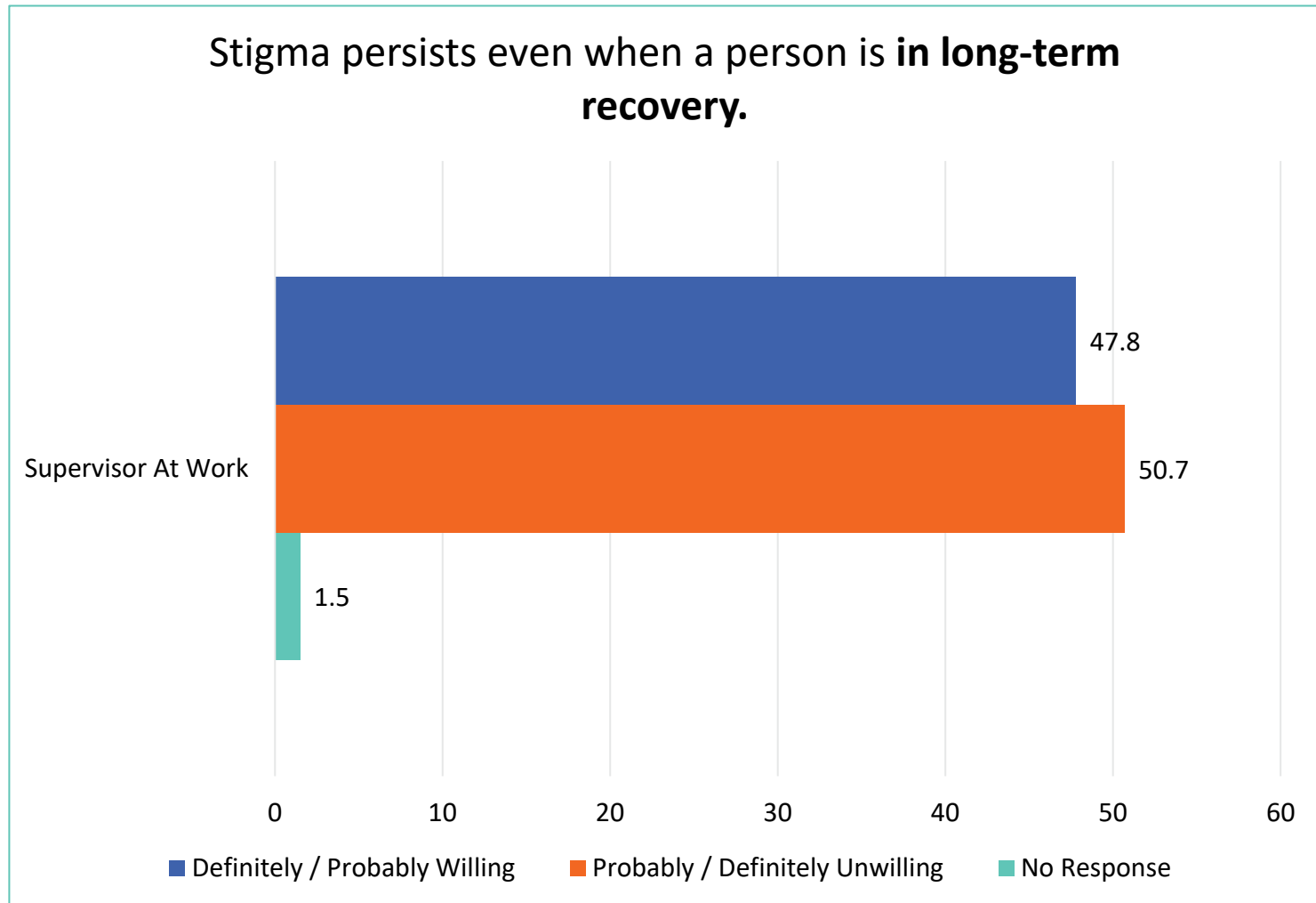
- **3 times less likely** to want that person as a coworker
- **5.5 times less likely** to have that person as a supervisor, and
- **6 times less likely** to hire that person to do work for them

... than those respondents who did not hold prejudicial views.



Workplace stigma is a barrier to employee recovery, health, and well-being, and to a healthy workplace.

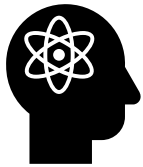
Workplace Stigma Persists



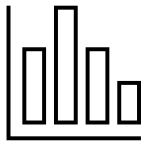
Solution: What Works to Reduce Stigma?



Narrative-style messaging, contact-based strategies, along with education and awareness



Recognize that we need individual knowledge and attitudinal changes to get to broader systems and culture changes



Evaluation – are our initiatives working?

Key Take Aways

1. Addressing cost concerns is key.
2. Helping reframe priorities is essential for employers to prioritize employee substance use.
3. Stigma is a barrier that must be addressed.

It requires a coordinated, robust effort and buy-in from all levels of the organization to achieve success!

