

PREVENTION MINDED RECOVERY SUPPORTIVE WORKPLACES



Florida Blue

The *economic toll* of the opioid crisis reached nearly **\$1.5 Trillion** in 2020 alone



EMPLOYER TOOLKIT WHAT WE DO

The toolkit supports employers by designing and inspiring workplaces that promote prevention and support recovery. Prevention and recovery make sense: healthy people and healthy workplaces are good for productivity, creativity, innovation, and the financial bottom line.

ON THE JOURNEY TOWARD TOOLKIT IMPLEMENTATION

- *Informational sessions*
- *Flexibility in design*
- *Technical assistance*
- *Regular updates*

PREVENTION & RECOVERY MAKE CENTS

Effective *prevention* could save an estimated **\$18** per **\$1** invested if implemented with fidelity, and employers save **\$8,500** per employee supported in *recovery*



THE PEOPLE

Approximately 75% of the estimated 59.3 million Americans who used illegal drugs in 2020 were employed



THE DOLLARS

The cost reported by the congressional commission (\$1.5 trillion) hits US employers in healthcare, worker's comp, turnover, but the single biggest impact: lost productivity & people



MORE DOLLARS

Per Milliman Cap Group, the most expensive driver related to healthcare costs for businesses is substance use disorder

STOP 1 PREPARE

Per Bureau of Labor Statistics, 8.1% of the unintentional deaths in the workplace in 2020 were due to overdose.

Procedure: Training on signs of overdose and Narcan administration; Narcan on-site

Tools: Increased knowledge & confidence and Narcan kit(s)

STOP 2 PREVENT

Per National Retail Federation Survey, 80% of drug abusers steal from the workplace.

Procedure: Rethinking workplace medicine storage & disposal

Tools: Storage options, Deterra, drop-off info and promo

STOP 3 PROTECT

According to Quest, urine drug test positivity rate is at the highest level since 2004 & is 25% higher than the lowest rate.

Procedure: Employer and employee Survey about internal substance use policies

Tools: Comprehensive review and recommendations to address new risk areas

STOP 4 PROMOTE

Per the National Institute for Occupational Safety & Health, stress is the main cause for substance use on the job.

Procedure: Certification –Prevention-Minded Recovery-Supportive Workplace

Tools: ICARE prevention/recovery training, online-platform treatment, workplace mindfulness and stress modules



ONGOING SUPPORT

- Small Bite workshops
- HR highlights
- Emerging substance issues reports



A PREVENTION-MINDED RECOVERY-SUPPORTIVE WORKPLACE MEANS:

- Increased workplace safety
- Decreased drug and alcohol use on the job
- Policy, practice, and culture consistency
- Reduced expenses (healthcare and worker's comp)
- Reduced stigma and employee stress
- Better quality employees
- Better company reputation
- Reduced confrontations and better morale

For more information please contact:

TJ WARD: TJ.WARD@JAXCHAMBER.COM

SUSAN PITMAN: SUSAN@DFDJAX.ORG

ABIGALE BELL: ABIGALE.BELL@JAXCHAMBER.COM

HANNAH SCHAPER: HANNAH@DFDJAX.ORG