



# SUBSTANCE USE DISORDER IN THE WORKPLACE...

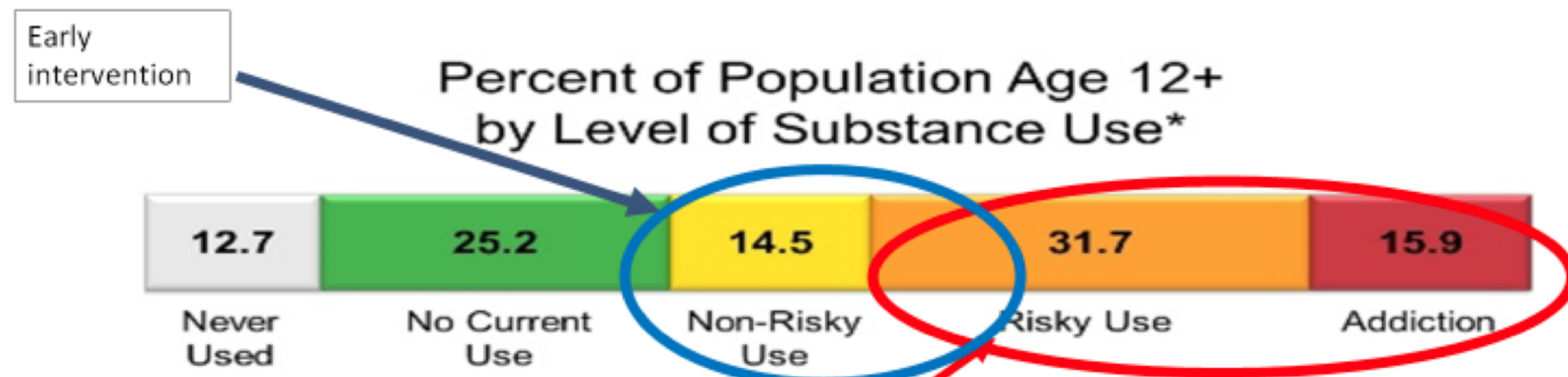
**RICHARD JONES** MA, MBA, LCAS, CCS, CEAP, CAI, SAP, C-EMDR THERAPIST

CO-FOUNDER YOUTURN & CEO/COO FAVOR GREENVILLE

A close-up portrait of a young boy with short brown hair and blue eyes. He is looking slightly to the right of the camera with a thoughtful or concerned expression. The image has a soft, slightly desaturated color palette with a blue-green tint. The text "THE PROBLEM" is overlaid in the center in a clean, white, sans-serif font.

# THE PROBLEM

## CONTINUUM OF SUBSTANCE USE



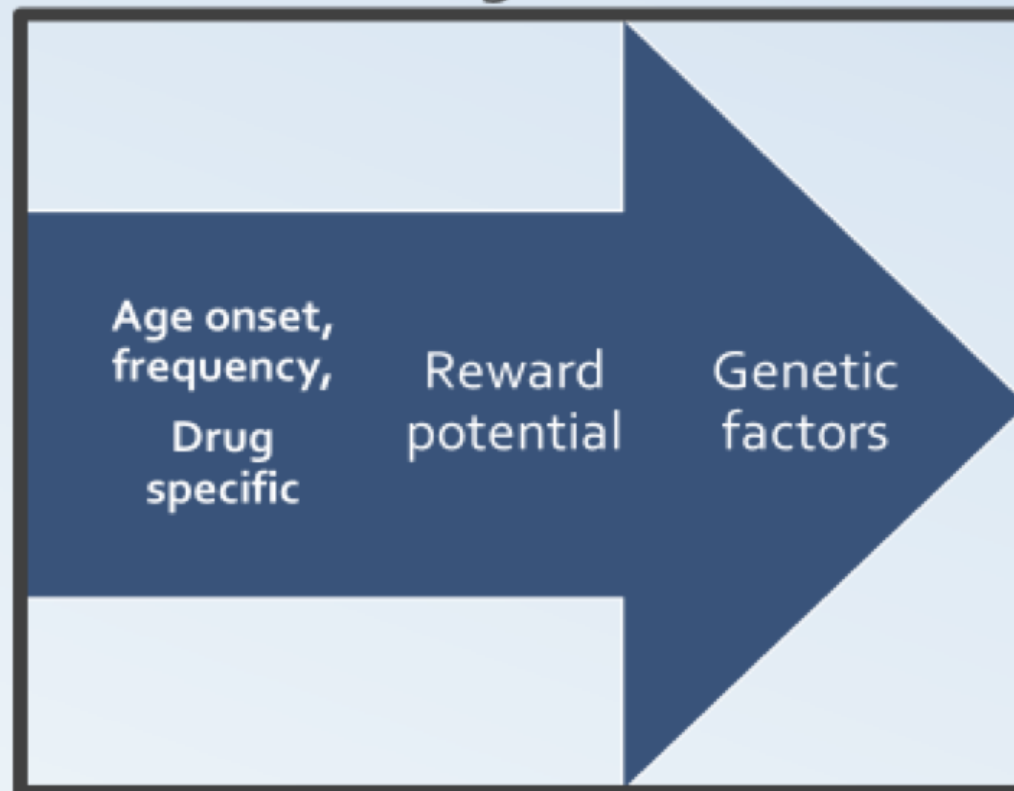
\* Includes tobacco, alcohol, illicit drugs and misuse of controlled prescription drugs. Source: CASAColumbia® analysis of *The National Survey on Drug Use and Health (NSDUH)*, 2010.

47.6% of people 12 and over are "misusing" substances.

## SUD DSM-5 Criteria

Severe=6 or more | Moderate 4-5 | Mild 2-3

Heavy use, "partying",  
"had a bad night"



## Crossing "line" into addiction

- Tolerance
- Withdrawal
- Craving/pre-occupation
- Can't control
- Can't cut back
- Interpersonal issues
- Avoid non-using activities
- Great deal of time spent on using
- Use despite physical/psychological dangers
- Use in physically hazardous situations
- Role failure due to use

## HEALTHCARE COSTS & SUBSTANCE MISUSE

- Employees with substance misuse issues have healthcare costs double the rate of their peers (Schneider Health Institute).
- They have history of 4x as many “hospital days” than non-users.
- Their families cost more in terms of healthcare. Dependents of those with substance misuse issues cost around \$500 more per year than their peers. Family members of those with substance use issues 5x more likely to land in the hospital than general population.

## IMPACT ON ATTENDANCE AND RELIABILITY (SAMHSA, 2013)

- Employees with substance misuse issues are less reliable. Much higher level of turnover.
- They are much more likely to “skip” work. No call/No show.
- They “call out sick” at about 2x the rate of employees without substance misuse issues.
- On the job injuries and accidents are much higher among employees with substance misuse issues.

## IMPACT ON ATTENDANCE AND RELIABILITY (SAMHSA, 2013)

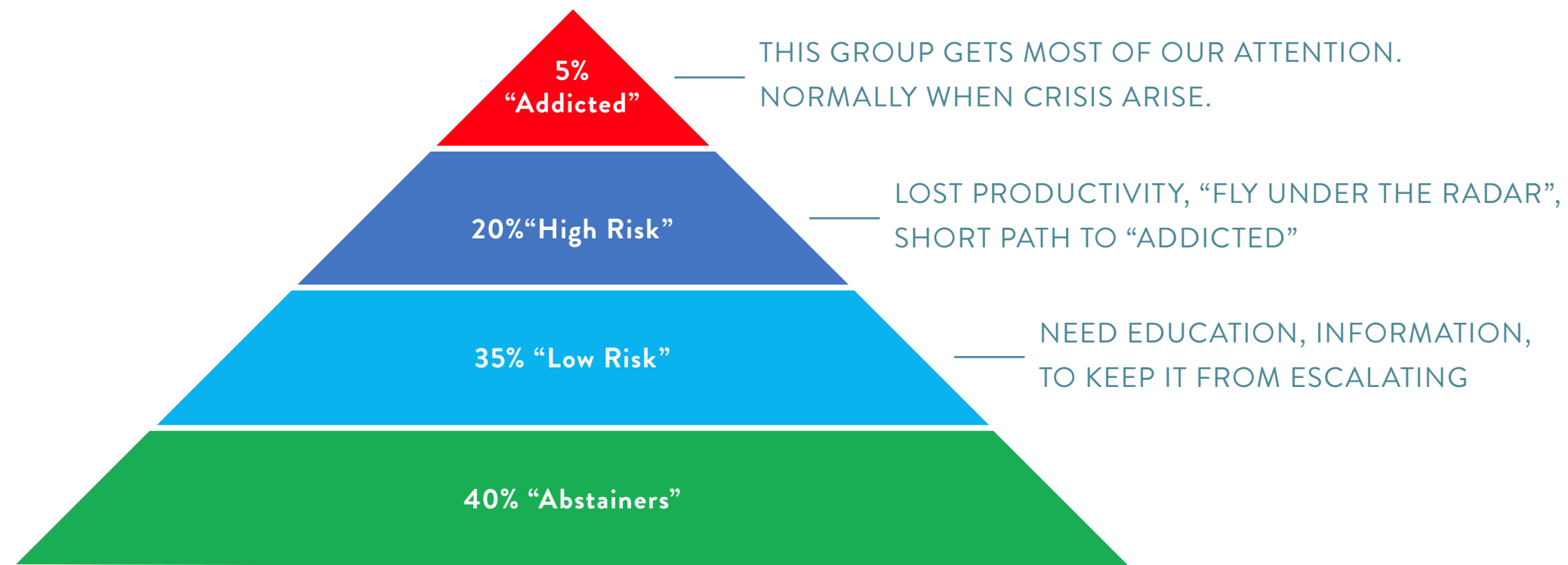
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## LIFESTYLE CHOICES & PRODUCTIVITY

- Substance Use Disorders cost American businesses \$81 billion annually in lost productivity.
- Estimates range from \$7,000 to \$16,000 per year per “at risk” employee. (dependent upon industry).
- Most employees with SUD issues are never identified. Existing system only addresses the most severe problems.
- Too little too late. Inefficient system that waits until the employee gets “caught”.



## HIGHLY EFFICIENT ORGANIZATIONS: INTERVENE EARLY AND ACROSS ALL LEVELS—TARGET TOP 25%



## **EXAMPLE: IF YOU HAVE 1000 EMPLOYEES**

- 400 are abstaining or drinking very rarely.
- 350 are drinking at a low risk level. Occasionally showing up with a hangover “after a bad night”. Progression is concern.
- 250 are heavy drinkers/using or “addicted”. No call/no show 2x more frequently than peers and about 50% more likely to “call off”. When at work they are 33% less productive.

## STUNNING COSTS: 1000 EMPLOYEES

- Average Cost In Terms of Lost Productivity = \$10,000 per person/year
- Total Cost Per Year In Lost Productivity= \$2,500,000: (250 “high risk” employees X \$10,000 per employee).
- In addition: Healthcare costs for these 250 employees is DOUBLE the cost for your other employees. Each of these employees’ dependents are incurring around \$500 more in annual healthcare costs than non heavy users.

## 1000 EMPLOYEES

- Currently you are absorbing \$2,500,000 per year in lost productivity.
- Not to mention increased healthcare costs and increased dependent healthcare costs.
- Imagine potential return on investment if you were able to “improve” the habits of 50% of these employees...

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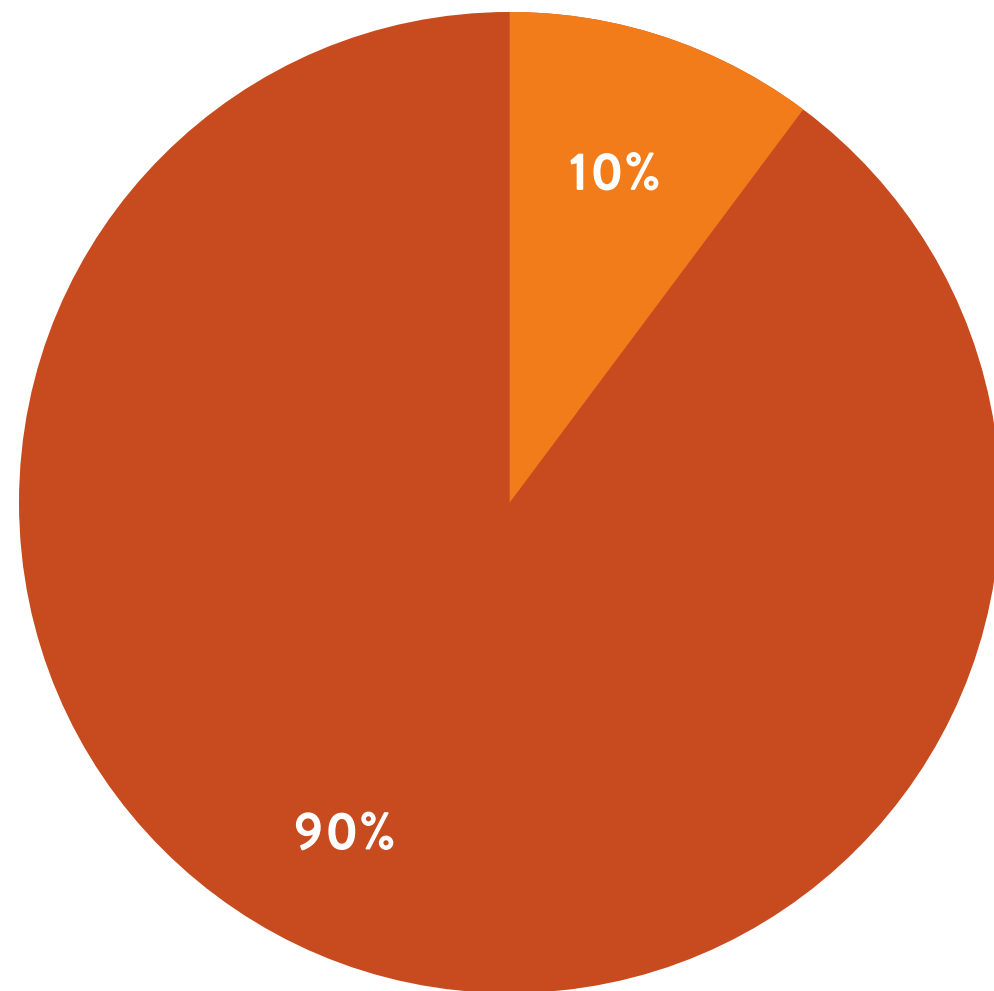
## THE REAL PROBLEM...

NO ONE GETS ANY HELP...

LEGACY MODEL HAS FAILED.

## 90% UNTOUCHED...

24 MILLION IN "NEED" - - - SUD



GETTING HELP



NOT GETTING HELP

# youturn

- An August 2017 Pew Research study indicates 46% of Americans have a meaningful relationship with someone struggling with substance use or that has struggled with it.
- Family members of individual with substance use disorders are 5x more likely to “wind up in the hospital” than the general population.
- Stress-related illness.
- Mental health problems.
- Absenteeism
- Presenteeism



**MISSION &  
PURPOSE**





## **MISSION**

Create the platform of trusted content and community engagement for substance use disorders and associated recovery

## **PURPOSE**

Change lives by supporting employers and their employee-families through the delivery of practical addiction education resources

A woman with reddish-brown hair is smiling broadly, looking slightly to the right. She is wearing a dark puffer jacket over a grey knit sweater and a thick, grey and white patterned scarf. The background is a soft-focus green, suggesting an outdoor setting with trees. The entire image has a light green tint.

**SOLUTION**



**Become the first holistic digital EVIDENCE INFORMED educational, skill building and family support model.**

- 1 We provide proprietary informative content surrounding all aspects of substance misuse and recovery.
- 2 We enable learning and self-confidence through FAVOR Greenville's proven process supporting 45,000 individuals 10,000 families over 6 years of progressive engagement strategies.
- 3 Utilize state of the art technology and cutting edge therapeutic techniques to engage an otherwise ignored group of people in desperate need of support.  
THE 90% and THEIR FAMILIES.

**. . . and we do this by providing businesses with a low-cost, easy-to-implement service for their employees**



**FAVOR GREENVILLE  
PARTNERSHIP**

- FAVOR Greenville, a nationally recognized 501(c)(3) specializing in substance use education and coaching services, is a strategic partner and equity beneficiary
- FAVOR Greenville has helped over 45,000 individuals and has provided 100,000 hours of SUD recovery coaching since 2013.
- FAVOR Greenville-CEO is cofounder. FAVOR recognized nationally by SAMHSA and DOJ.
- Favor personnel and recovery coaches to provide ongoing content and coaching services

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THANK YOU