



Substance Use Cost Calculator for Employers

Produced in Partnership:  NORC at the University of Chicago

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Moderator

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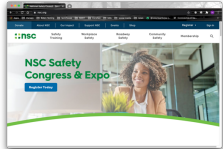





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Access Materials

- Bookmark the website
- Follow-up email
- On-demand access 24/7
- Brief survey




nsc.org/WorkplaceDrugUse



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Agenda

- Welcome remarks
- Demonstration of the Substance Use Cost Calculator
- Analysis of results
- Data discussion
- Steps for employers




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Access PowerPoint Slides

Access the PowerPoint slides through the "Handouts" pane of your GoToWebinar Control Panel on your computer or mobile device.

Or, download them from the website.





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Ask Questions

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Answers will be posted on the website.

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Presenter



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Thank You to Nationwide for Funding the Substance Use Cost Calculator

Kristen Rost
Senior Consultant
 Nationwide Foundation

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NSC Employer Cost Calculator SUBSTANCE USE

A Substance Use Cost Calculator for Employers

- Easy-to-use tool
- Derived from comprehensive government surveys
- Computes costs of substance use
- Specific to industry, state and employee population

nsc.org/drugsatwork

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Calculate Your Workplace Costs

Where are your facilities/offices located?

How many employees in your organization?

[Add Additional State](#)

What is your industry?

[Get Your Report](#)

About the National Safety Council
The National Safety Council is America's leading nonprofit safety advocate... and has been for over 100 years. As a mission-based organization, we work to eliminate the leading causes of preventable deaths and injury... focusing our efforts on the workplace, roadway and impairment. We create a culture of safety to not only keep people safe at work, but also beyond the workplace so they can live their fullest lives.

NORC at the University of Chicago
About NORC: NORC at the University of Chicago is an independent research institution that delivers valuable data and rigorous analysis to guide critical organizational, business, and policy decisions. Since 1941, NORC has conducted groundbreaking research, created and applied innovative methods and tools, and advanced principles of scientific integrity and collaboration. Today, government, corporate, and nonprofit clients around the world partner with NORC to transform increasingly complex information into useful knowledge. Please visit www.norc.org for more information.

Nationwide is on your side
About Nationwide: Since 1925, Nationwide has been committed to helping people protect what's most important. Understanding how substance use impacts our communities, whether business or personal, is critical to planning a safe and productive future.

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Input Your Details

Where are your facilities/offices located?

How many employees in your organization?

[Add Additional State](#)

What is your industry?

[Get Your Report](#)

We will email you the results of this calculator.

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Expanded Cost Details

[Expand Cost Detail](#)

Below is the breakout of factors that contribute to employer costs in lost time, job turnover and healthcare. Substance use is associated with other problems that can impact employees' productivity and safety, though these problems are more difficult to monetize. Click on "Other Social Costs" for more details.

EXCESS DAYS MISSED ANNUALLY	EXCESS ANNUAL TURNOVER	EXCESS ANNUAL HEALTH CARE USE	EXCESS ROADWAY RISKS
Avg. Days off Work: 893	Total Turnover: 24	Days in hospital: 15 Emergency room visits: 25 Outpatient visits: 34	Drove under influence of alcohol or drugs in prior year: 46 Seldom or never wear a seatbelt when driving: 4

[Other Social Costs](#)

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Substance Specific Details

It is important to note that individuals may be struggling with more than one substance use disorder. Click on the substance image for more information.

Alcohol	Opioids & Heroin	Cannabis	Other Drugs
EMPLOYEES: 67 FAMILY: 45	EMPLOYEES: 9 FAMILY: 6	EMPLOYEES: 13 FAMILY: 14	EMPLOYEES: 37 FAMILY: 30

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Taking Action

Many organizations have realized substantial savings by investing in employee wellness and offering appropriate treatment options for substance use disorders. Since it is not possible to identify employees who may have a substance use disorder, these programs need to be implemented across the entire organization.

Percentage of Employee Population Engaged

In the US, only 1 in 10 people with a substance use disorder obtains treatment.

Slide the bar to see the costs avoided by intervening and helping more of your employees get treatment.

Workplace Costs Avoided

\$ 445,100

Information & Resources

[Get More Resources](#)

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Highlights – The Issue Briefs

- Occupation
- Gender
- Health Care Costs
- Turnover
- Disability and RTW
- Prescription Opioids
- Cannabis
- DUI
- Alcohol
- Prevention
- Treatment

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Key Takeaways

- Annual average cost of each employee with an untreated substance use disorder has risen by 30%
- Employers spend an average of \$8,817 on each employee with an untreated substance use disorder
- Each employee who recovers from an SUD saves a company over \$8,500

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Substance Use Disorders by Occupation

Construction, mining and service occupations have high rates of substance use disorders

1 in 5

construction workers have an SUD

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Prevalence of Substance Use Disorders by Occupation

Occupation	Percentage
Construction trades and extraction workers	19.0
Service occupations, except protective	15.6
Sales occupations	13.4
Farming, fishing, forestry occupations	10.9
Protective service occupations	9.9
Education, health and related occupations	8.0

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Substance Use and Gender



Substance use is much more prevalent among men than women.



However, working women are more likely than working men to use smaller amounts of alcohol or drugs for less time before they develop a dependency.

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How Workers with Active SUDs Impact Employer Health Care Costs

Workers with substance use disorders

USE OVER \$800

more in health care services per year than workers in recovery



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Turnover and Substance Use

Workers with untreated substance use disorders are

LESS

likely to stay with an employer than their peers in recovery or without SUDs

Workers with an SUD are over **40% MORE LIKELY** to report having more than one employer in the last year.




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Short-Term Disability, Long-Term Disability and Return to Work

Substance use intersects with short- and long-term disability in three ways:

- Increasing risk of and exacerbating other illnesses
- Increasing risks of injury (on- and off-the-job)
- Extending the length of disability and complicating return to work




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Prescription Opioids and Work

Prescription opioid medications can be misused by anyone regardless of age, gender, race, occupation or industry sector.

Occupations in which workers experience more physical strains and injuries are more likely than others to misuse prescription opioids or become addicted.



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Cannabis and the Workplace

Of working Adults

1.5%

have a cannabis use disorder

Despite 35 states legalizing medical cannabis and 16 legalizing recreational cannabis, it is still a schedule one drug, and illegal federally.




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Driving Under the Influence

- 14.5% of workers report driving under the influence of drugs or alcohol at least once in the past 12 months
- 10% of workers with no SUD report DUI annually, while 59% of workers with an SUD report DUI annually
- Off-the-job: costs to employers include lost time and medical expenses
- On-the-job: CMV operators have very low rates of DUI; stimulant use is a concern



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Prevention, Screening Tools and Workplace Policies

Strong workplace policies on substance use can help

REDUCE
 unplanned absenteeism,
 excess health care costs
 and productivity losses

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Substance Use Disorder Treatment

1 in 12
WORKERS
 has an untreated
 substance use disorder

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Treatment Works


Workers in recovery help employers AVOID \$4,088 in turnover & replacement costs	Workers in recovery miss 13.7 days LESS per year than workers with an SUD	Each employee who recovers from a substance use disorder SAVES a company over \$8,500 on average
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Recommendations for Employers

Offer robust health insurance



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Recommendations for Employers

Offer robust employer policies and programs



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Recommendations for Employers

Offer Drug-Free Workplace Programs



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