Substance Use Cost Calculator for Employers

Produced in Partnership: NORC at the University of Chicago

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Produced in Partnership

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- On-demand access 24/7
- Brief survey
  nsc.org/WorkplaceDrugUse

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

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Thank You to Nationwide for Funding the Substance Use Cost Calculator
Kristen Rost
Senior Consultant
Nationwide Foundation

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
Input Your Details

Your Individual Costs

Expanded Cost Details

Who’s Affected?

Substance Specific Details

Recovery is Good for Business
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 Employees Population Engaged

Workplace Costs Avoided

$445,100

Information & Resources

nsc.org/drugsatwork

Highlights – The Issue Briefs

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

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

Prevalence of Substance Use Disorders by Occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction trades and extraction workers</td>
<td>19.0</td>
</tr>
<tr>
<td>Service occupations, except protective</td>
<td>15.6</td>
</tr>
<tr>
<td>Sales occupations</td>
<td>13.4</td>
</tr>
<tr>
<td>Farming, fishing, forestry occupations</td>
<td>10.9</td>
</tr>
<tr>
<td>Protective service occupations</td>
<td>9.9</td>
</tr>
<tr>
<td>Education, health and related occupations</td>
<td>8.0</td>
</tr>
</tbody>
</table>

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.
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

Turnover and Substance Use

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

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

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.

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.

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
Prevention, Screening Tools and Workplace Policies

Strong workplace policies on substance use can help

**REDUCE**
unplanned absenteeism, excess health care costs and productivity losses

Substance Use Disorder Treatment

1 in 12 WORKERS has an untreated substance use disorder

Treatment Works

Workers in recovery help employers

- AVOID $4,088 in turnover and replacement costs
- 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

Recommendations for Employers

Offer robust health insurance
Recommendations for Employers
Offer robust employer policies and programs

Recommendations for Employers
Offer Drug-Free Workplace Programs

Thank You!
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