Addiction in the Workplace Initiative

Worcester County Health Department
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Health Officer
Worcester County Health Department
11/05/2018
How we began

• Overdose Deaths on the rise
  • 63,600 U.S. drug overdose deaths in 2016
• 70% of the 14.8 million misusing drugs are employed

• 21% of workers reported being injured or put in danger, or needing to work harder due to others drinking
• Drug using employees take 3 times as many sick benefits

• Clifford S. Mitchell, MS, MD, MPH
  • Opioid Operation Command Center Webinar, November 8, 2017
  • Opioids and Work: Impacts and Opportunities

Before it’s too late.
Inspiration into Action

• Hospitality workers are among the top occupations with the highest rates of illicit drug use
  • The hospitality industry is the largest employer in Worcester County

• In 2017, 59% of the individuals in Worcester County’s drug court were employed in the hospitality industry.

Addiction in the Workplace Team

MARYLAND Department of Health
The Population in Worcester County is Unique

May - September Population swells to become the second largest city in Maryland

2,201 Businesses in Worcester County

23,514 Employed in Worcester County

36.8% Employed in the Hospitality Industry

7.3% Persons without health insurance

Source: Maryland Department of Commerce, Brief Economic Facts
Awareness Campaign

Addiction in the Work Place Marketing Package

3.5 X 11 inch Rip Cards with perforation
3.5 X 2 inch Business Cards
Perforated 3.5 X 2 inch tear offs
19 X 27 inch Poster

Food preparation workers: 21% of Maryland food service workers are addicted to drugs and alcohol.

Excessive tardiness or absenteeism.
Changes in appearance.
Physical symptoms.
Mood changes.
Multiple trips to the bathroom.

Do You Know The Signs?
21% of workers report that drug and alcohol use has affected their job performance.

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Addiction in the Workplace

FOR HELP CALL
211 or 410.749.HELP (4359)
Worcester Addictions Cooperative Service Center
410.213.0097
FOR MORE INFORMATION VISIT
www.DecisionsMatter.org

Tiffany Scoulas
Substance Use Resource Liaison
Worcester County Health Department

Worcester Addictions Cooperative Service Center
410.213.8292
FOR MORE INFORMATION VISIT
www.DecisionsMatter.org

For you, for your family, for our community.

Maryland Department of Health
**PHASE 1**
Distribute to Ocean City Hotel Motel Restaurant Association members

**PHASE 2**
Collaboration with Wor-Wic Community College, University of Maryland Eastern Shore, and Worcester County Technical School Hospitality Training Programs

**PHASE 3**
Distribution to remaining Ocean City restaurants and hotels

**PHASE 4**
Distribution of materials to hospitality business throughout Worcester County
Collaboration

- OC Hotel Motel Association
  - Promoted Initiative
  - Established Partnership
  - Advocated to their board
  - Assisted with distribution of material
Collaboration

• Worcester County Health Department is partnering with Wor-Wic Community College, University of Maryland Easter Shore, and Worcester Technical School’s Hospitality Programs

• The goal of the Addiction in the Workplace: Student Education Presentation is to provide an interactive education experience targeting students in the Hospitality Program who will be future employees in the hospitality industry

• Focus: Prevention Strategies & Coping Techniques
Substance Use Resource Liaison

• Provides information on resources available through the Worcester County Health Department and other community partners
  • Behavior Health Treatment
  • Peer Support
  • Lower Shore Health Insurance Assistance Program
  • Mental Health First Aid Training
  • Narcan Training
  • Training for Intervention Procedures (TIPS)
Outreach Efforts

- Addiction in the Workplace Educational Materials have been distributed to approximately 2/3 Ocean City Hotel Motel restaurant Association members

<table>
<thead>
<tr>
<th>Educational Material</th>
<th>Amount Distributed</th>
</tr>
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<tbody>
<tr>
<td>Rack Cards</td>
<td>860</td>
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<tr>
<td>Paycheck Inserts</td>
<td>158</td>
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<tr>
<td>Posters</td>
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<tr>
<td>Business Cards</td>
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<tr>
<td>AIW Initiative Presentations</td>
<td>10</td>
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<tr>
<td>AIW Media Interviews</td>
<td>3</td>
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<tr>
<td>Mental Health First Aid/ Youth Mental Health First Aid</td>
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<tr>
<td>Referrals to Services</td>
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</tr>
</tbody>
</table>
The Addiction in the Workplace pre & post evaluations responses were insightful

• Businesses are aware of the problem of substance use in the workplace

• Most are *unaware* of community resources that provide help

• Interested in Narcan training and Mental Health First Aid training on site

• **Knowledge of community resources available increased in 90% of post surveys completed**

• Grantee recipient of a FY19 Rural Maryland Prosperity Investment Fund for Addiction in the Workplace Initiative

• $51,000 Award

• 1 Year Grant Duration
Future Plans

Delaware Restaurant Association Collaboration

- Industry leaders and legal experts developed an online interactive training course

- Designed to implement policies and best practices regarding substance abuse in the hospitality industry

Drug & Alcohol Training Course
Developed For The Hospitality Industry

2 HOURS OF CONTENT INCLUDING:
HR Strategies • Intervention Techniques
Downloadable Policies • Customizable To Your Business
www.HospitalityHRcenter.com