



Turning Weed(s) Into Flowers

Mike Thibideau, director, Indiana Workforce Recovery

Wellness Council of Indiana

Indiana Chamber of Commerce





“If you knew how uncomfortable it is to live in my own skin, you would understand why I don’t want to be present in my body and in this world.”- Anonymous



Do. Not. Blink

Setting a baseline



Over 200,000 employed Hoosiers are currently struggling with substance use disorder (SUD)



Over 40,000 Hoosiers enter treatment for SUD each year

41.8% employed

41.6% unemployed

16.7% not in labor force



\$4.3 billion annual economic impact





About SUD



Indiana Workplace Substance Use & Recovery Survey



Conducted from Nov
2018 – Feb 2019



95% confidence
interval



Confidential



Oversight by
methodologist



Thought Exercise – Community Problem

- What percentage of employers do you think believe substance misuse is a community problem?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%



Thought Exercise – Community Problem

76.3% strongly agree/agree



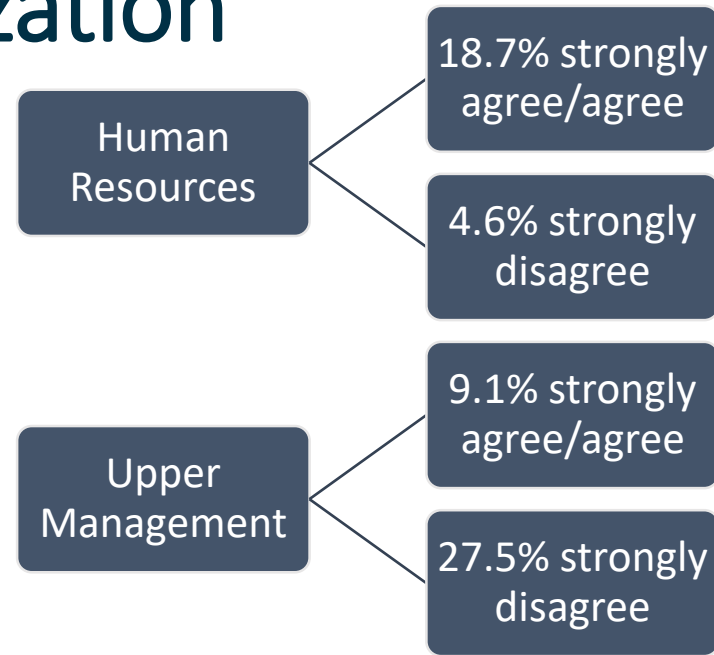
Thought Exercise – Organization Problem

- What percentage of employers do you think reported substance misuse is a problem for their organization?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%

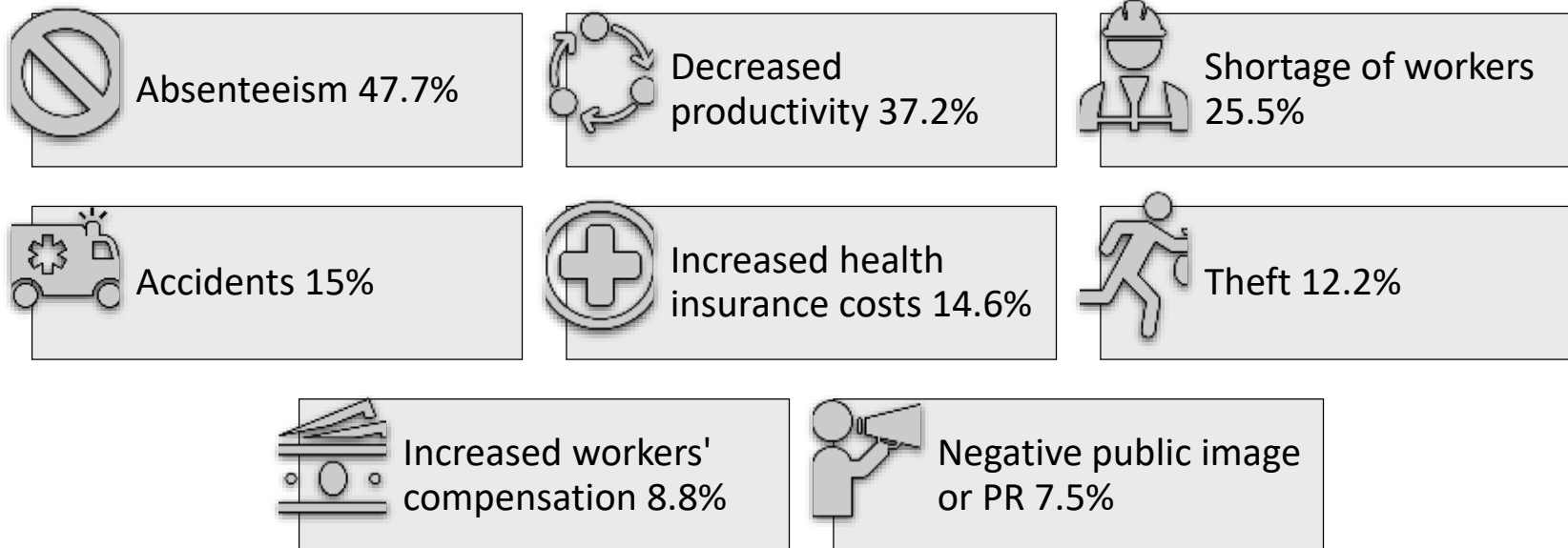


“Drug/alcohol misuse is a problem for my organization”

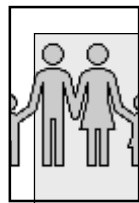
13.3%
strongly
agree/agree



What consequences has your ORGANIZATION suffered due to drug/alcohol misuse? Select all that apply



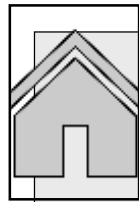
What consequences have your EMPLOYEES suffered due to drug/alcohol misuse? Select all that apply



Family discord (e.g.,
divorce, emancipation)
27.7%



Arrest 22.6%



Property loss (e.g.,
home, auto) 12.2%



Nonfatal overdose 9.3%



Fatal overdose 4.1%



Preterm birth 2.3%



A Second Chance – Thought Exercise

- What percentage of companies would hire someone who had previously failed a pre-employment drug test, but then came back and tested negative after participation in a verified treatment program?
 - Less than 25%
 - 25-50%
 - 50-75%
 - More than 75%



A Second Chance

Very few organizations (6%) follow best practice when applicants test positive of giving hiring consideration if applicants come back and test negative and are cleared by a drug/alcohol professional





HEA 1007 Employer Guidelines & *The Right Dose* Video Toolkit



Positive
Test/Request
for Help



Assessment





Over 31,000 Hoosiers who wanted and needed treatment in 2016 did not go because they believed it may have a negative effect on their job



Effectiveness of Employer Intervention



STAYED IN TREATMENT
LONGER



BETTER ABSTINENCE
OUTCOMES



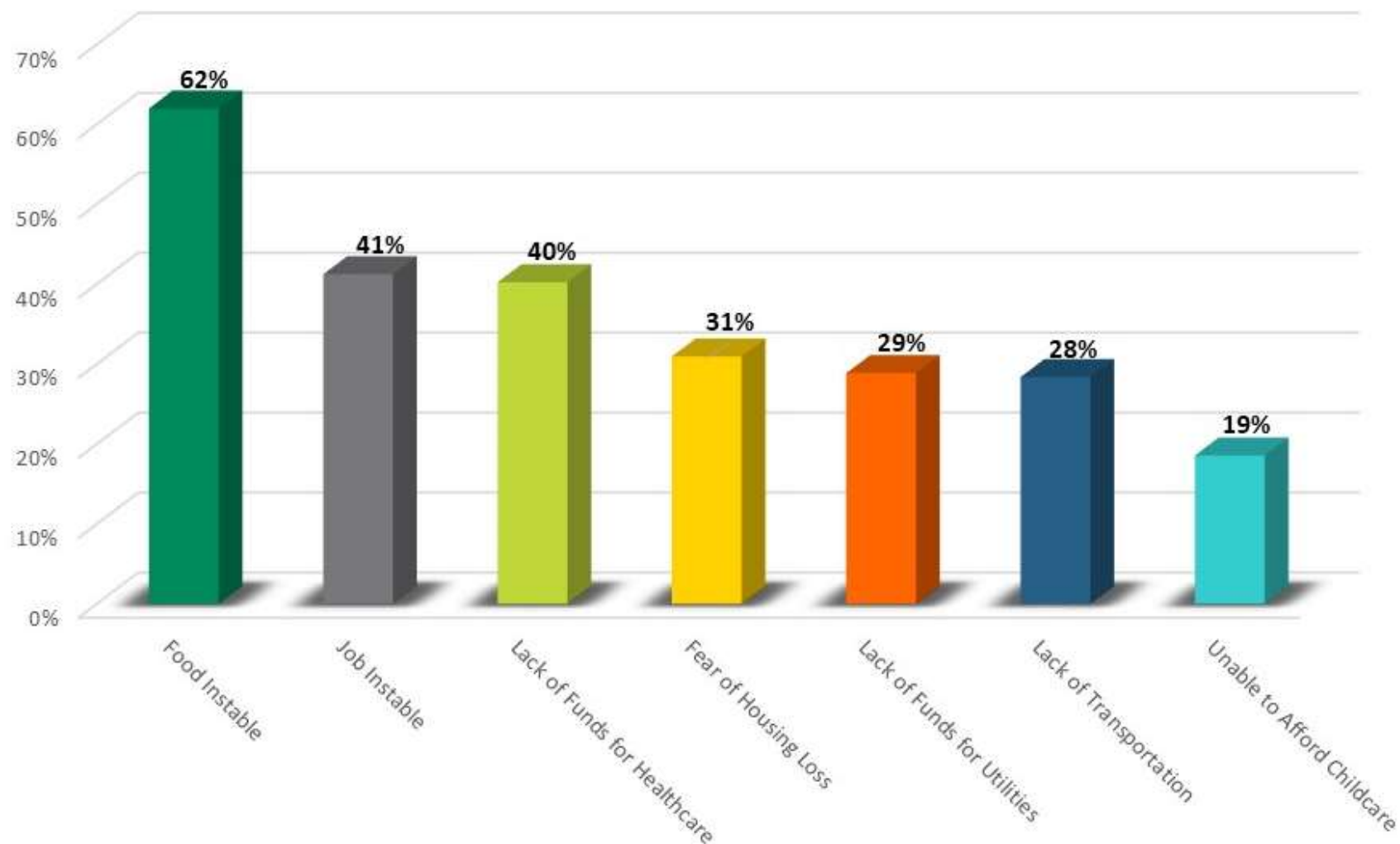
LOWER PERCEIVED
NEED FOR TREATMENT



The struggle is real

Survey of individuals receiving services through IN Family & Social Services Administration (IN FSSA) – 1.5 Million

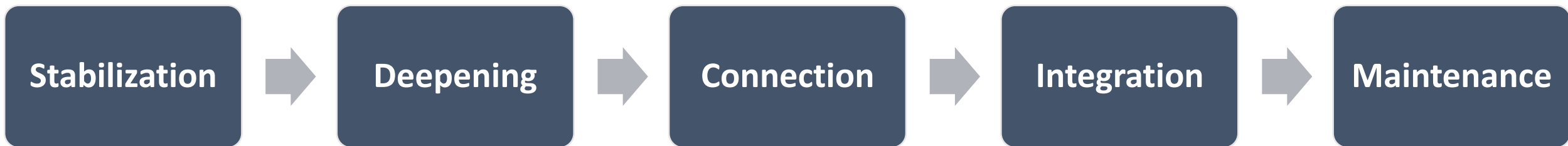
Highest Needs



SOURCE: Indiana Office of Healthy Opportunities, Indiana Family and Social Services



Pathways



Thank You to our Investors



Anthem Blue Cross and Blue Shield Foundation



**RICHARD M.
FAIRBANKS
FOUNDATION**



**Community
Health Network**



VECTREN
A CenterPoint Energy Company



INDIANA WORKFORCE RECOVERY





Questions?

Mike Thibideau

Director, Indiana Workforce Recovery

Wellness Council of Indiana

Indiana Chamber of Commerce

317-264-2166

mthibideau@indianachamber.com

www.wellnessindiana.org/recovery

