

Northampton County Heroin and Opioid Overdose Task Force



**SUBSTANCE ABUSE -
A MAJOR CHALLENGE FOR EMPLOYERS**

Why are we doing this?



- The Lehigh Valley, like most other communities across the country, is dealing with a significant opioid problem.
- Overdoses and deaths from overdoses continues to increase.
- We need a multi-pronged approach....there is not one single solution to this complex problem.

PCCD Grant



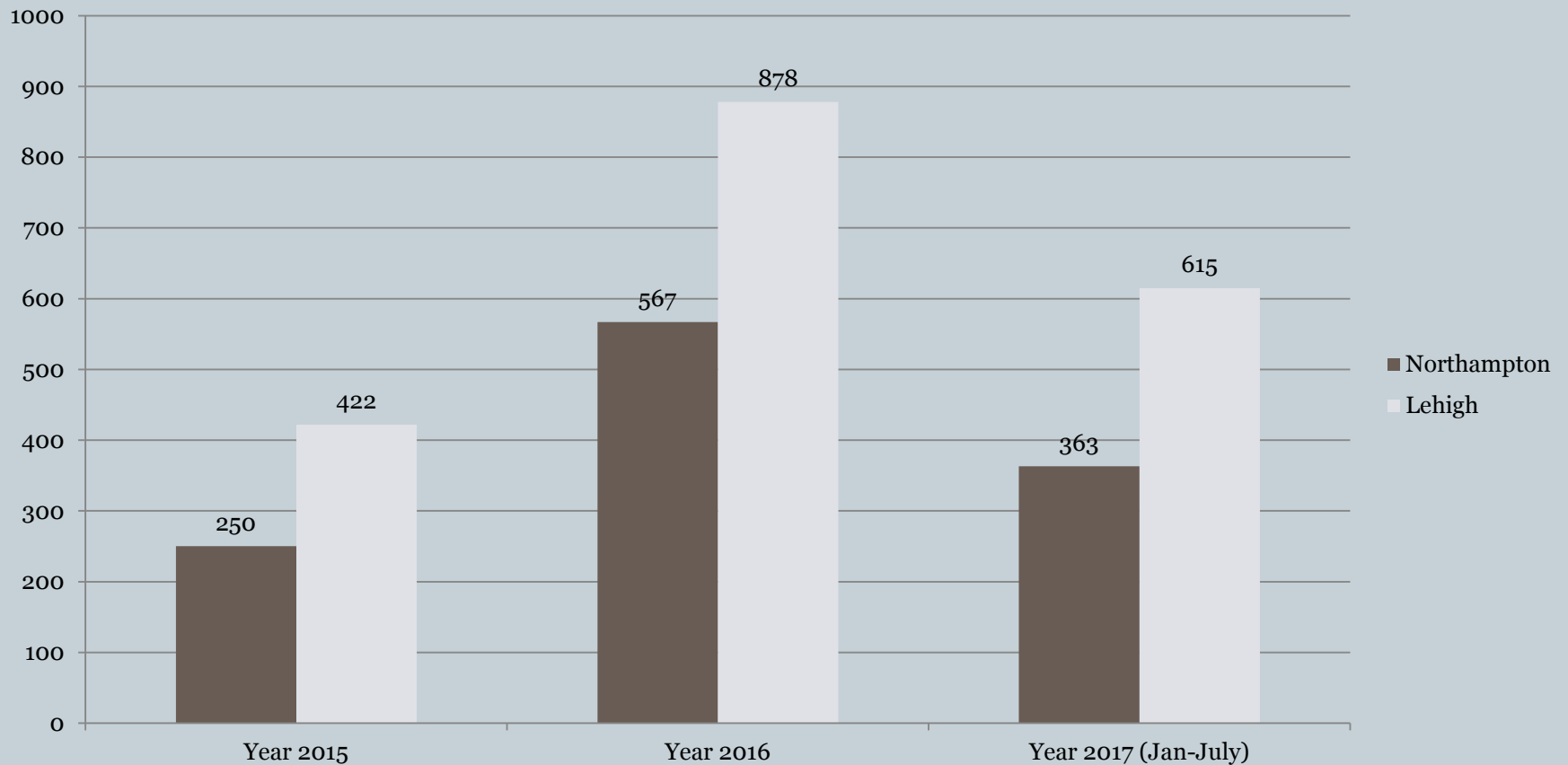
Goals

- Increase access to substance abuse treatment programs
- Increase access to naloxone
- Provide community-based education and awareness programs

Overdose Numbers



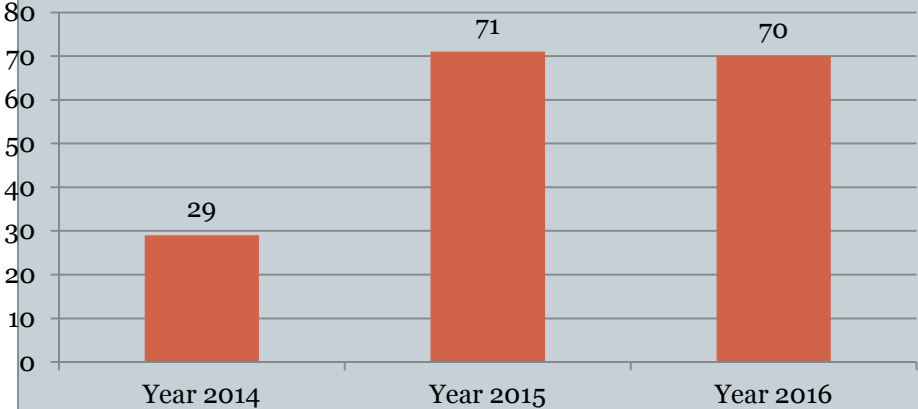
Northampton and Lehigh County Residents *Hospital Reports



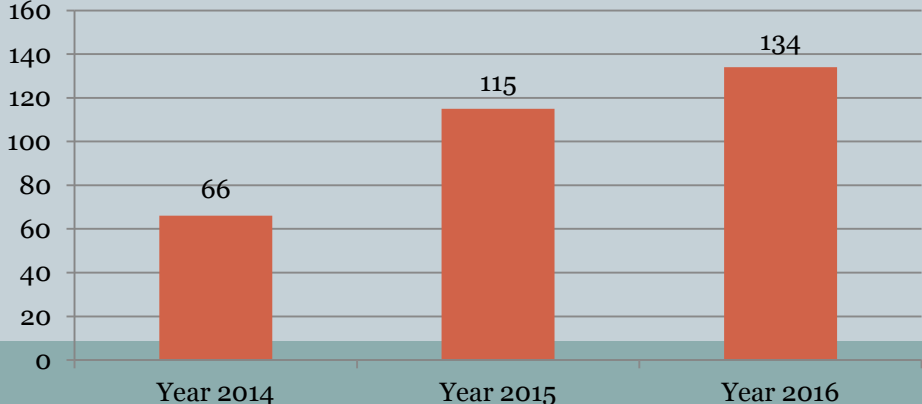
Overdose Death Data



Northampton County Overdose Deaths



Lehigh County Overdose Deaths



Worksite Assessment, Training and Education



- Survey with a sample of over 350 worksites in Northampton and Lehigh Counties.
- Survey is being conducted in an effort to understand current policies, training and education around drugs in the workplace.
- Modeled after a survey from the National Safety Council.

Worksite Assessment, Training and Education

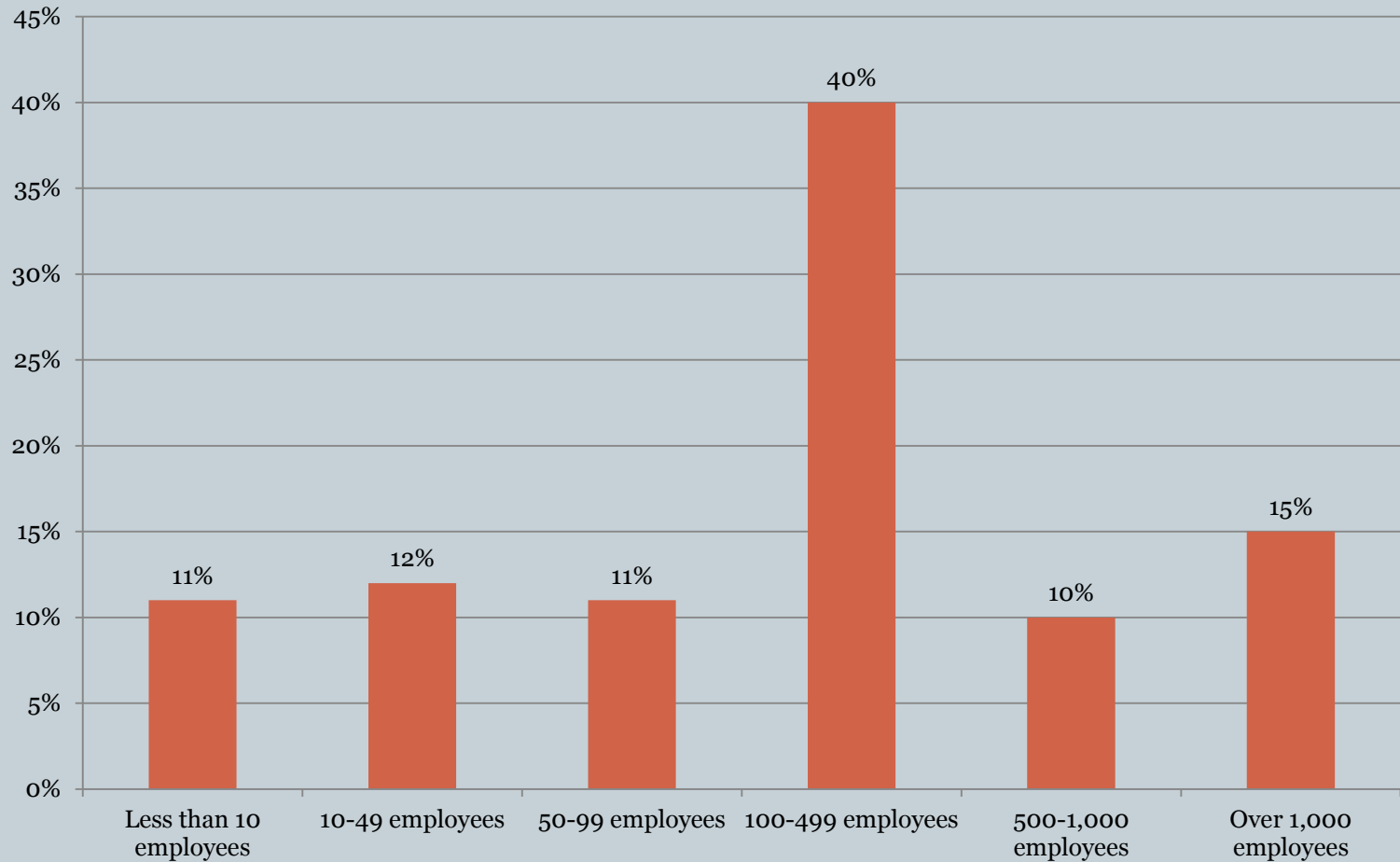


- **Two components**
 - Comprehensive Drug Free Workplace Policy
 - Education and training for employers and employees

Preliminary Survey Results



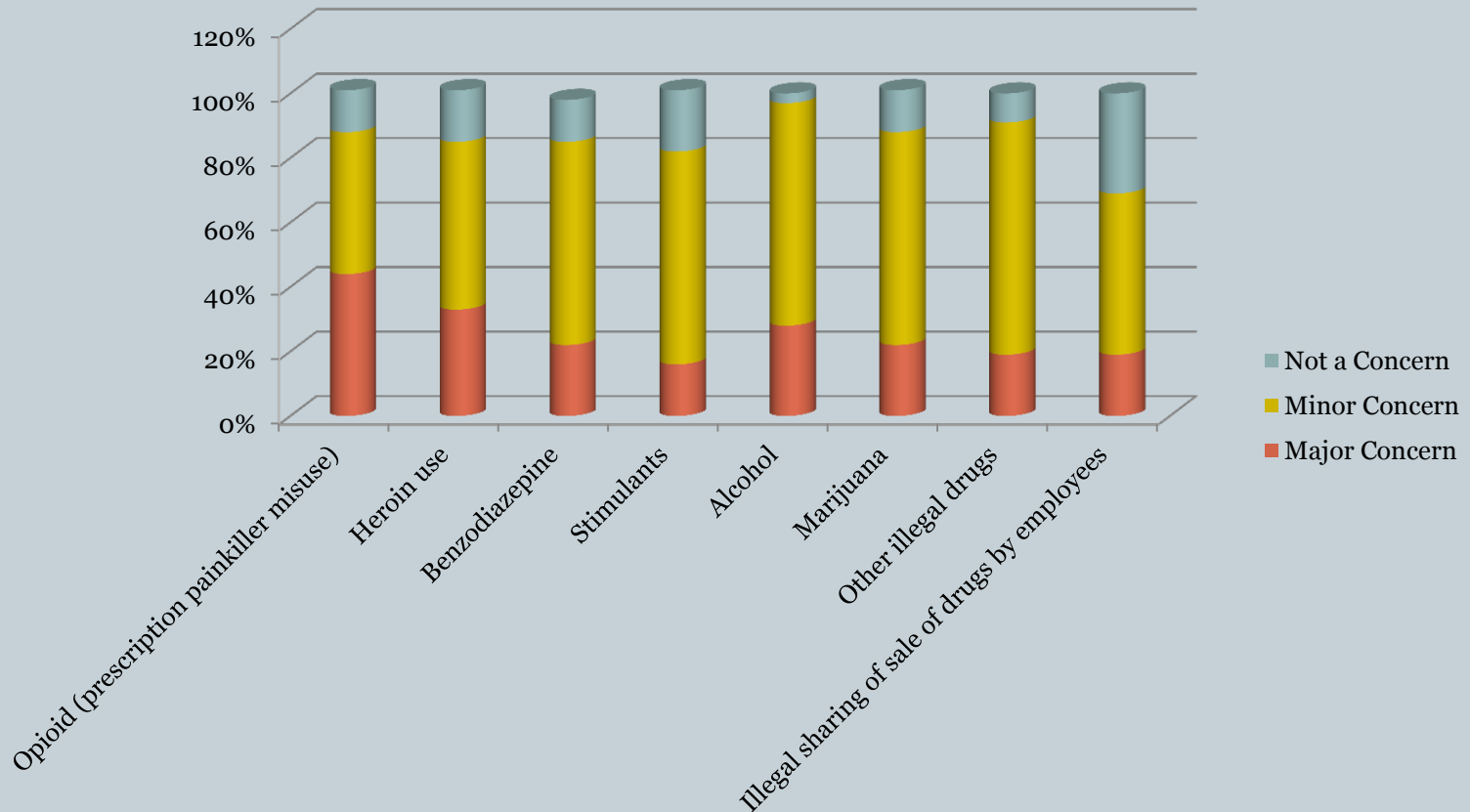
Employer Size



Preliminary Survey Results



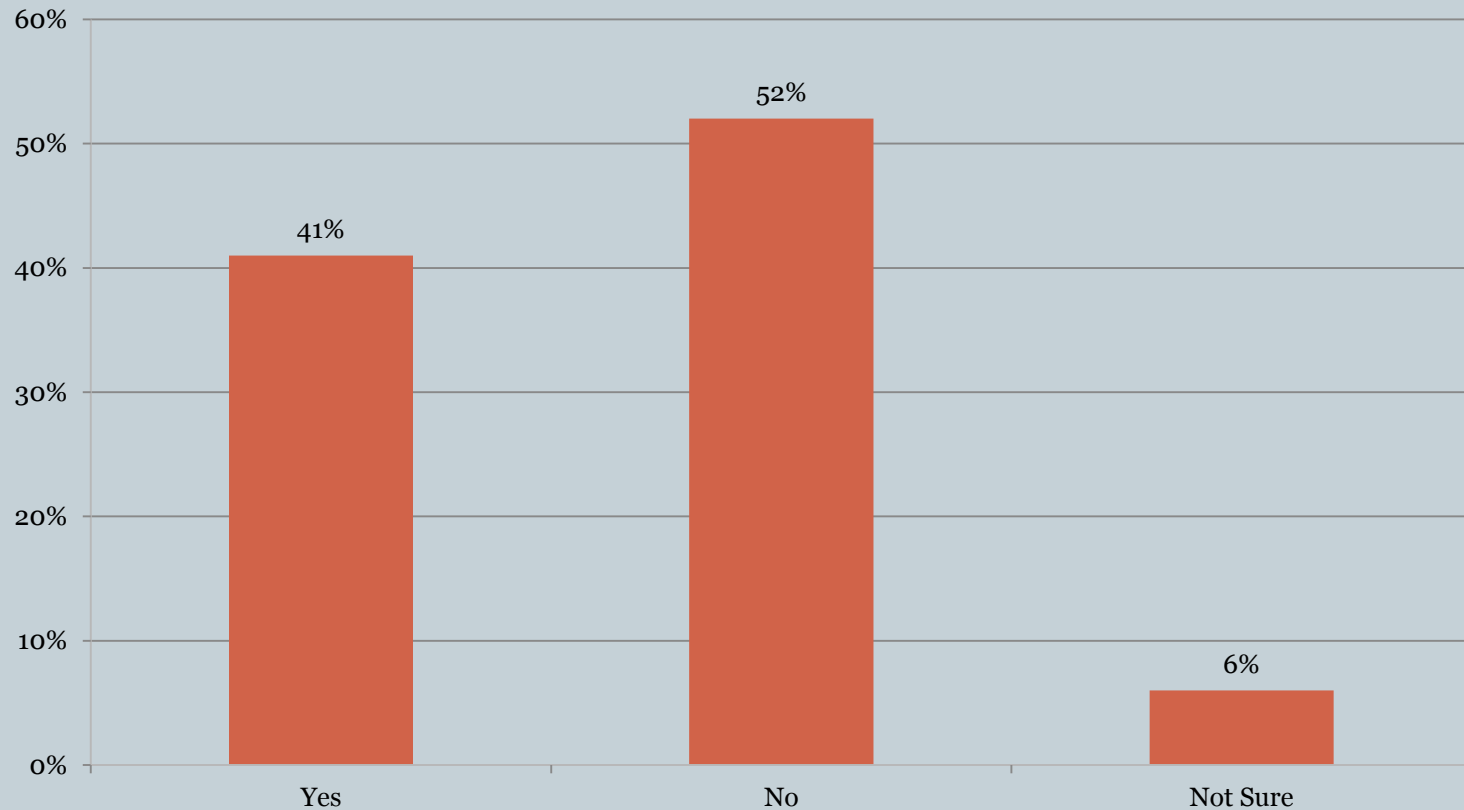
How concerned are you about the impact of each of the following issues?



Preliminary Survey Results



Are you aware of any drug abuse/misuse incidents at your workplace?



Preliminary Survey Results



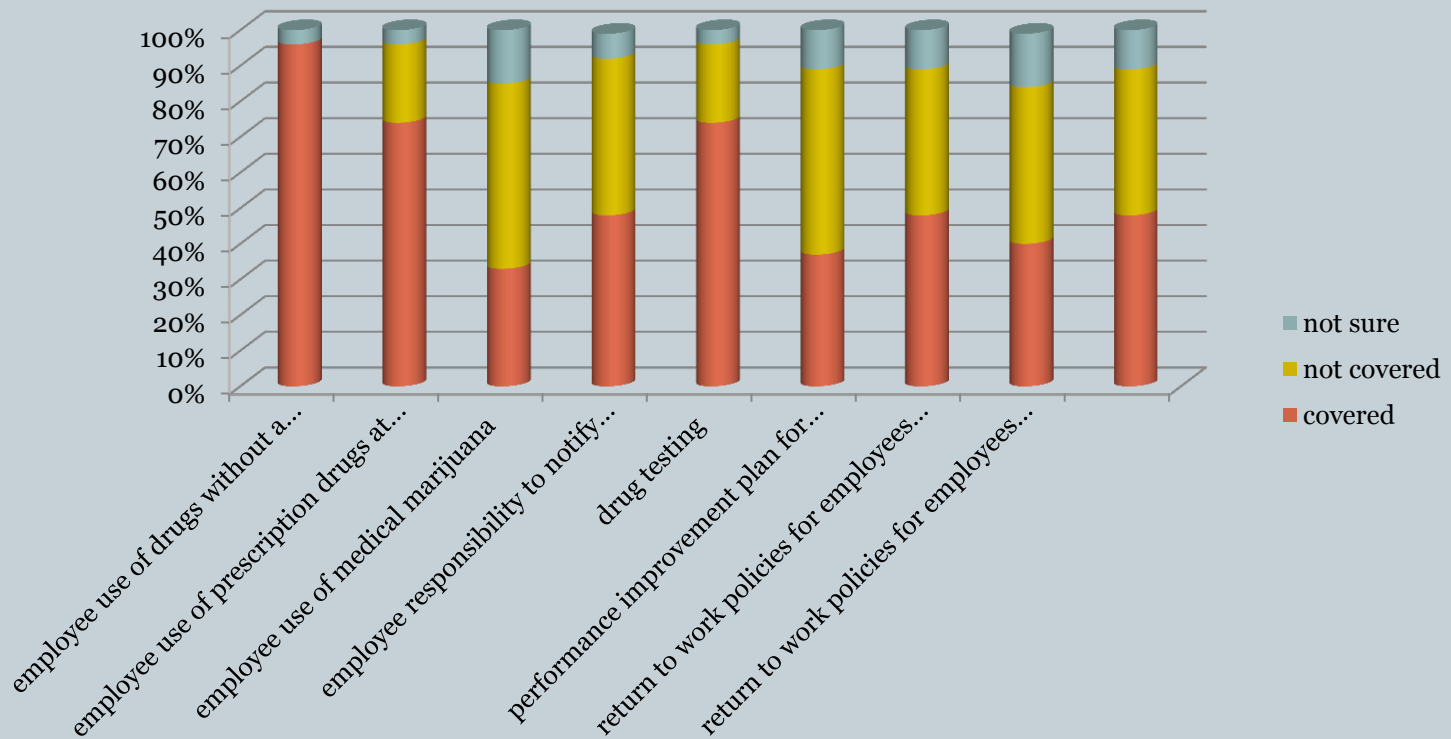
Please rate your agreement with each of the following statements about the impact of drug misuse/abuse on your organization?

	strongly agree	somewhat agree	neither agree nor disagree	somewhat disagree	strongly disagree	not sure
a problem in my workforce	11%	19%	19%	22%	26%	4%
making it hard for me to hire/retain qualified employees	15%	11%	2%	15%	33%	4%
a moral/ethical failure	12%	8%	34%	12%	31%	4%
a disease that should be treated like any other chronic condition	37%	30%	7%	19%	4%	4%
a sign of addiction	30%	44%	7%	7%	4%	7%
a signal that an employee cannot be trusted	7%	33%	37%	7%	11%	4%
a threat to my company's reputation	33%	37%	22%	2%	5%	0%

Preliminary Survey Results



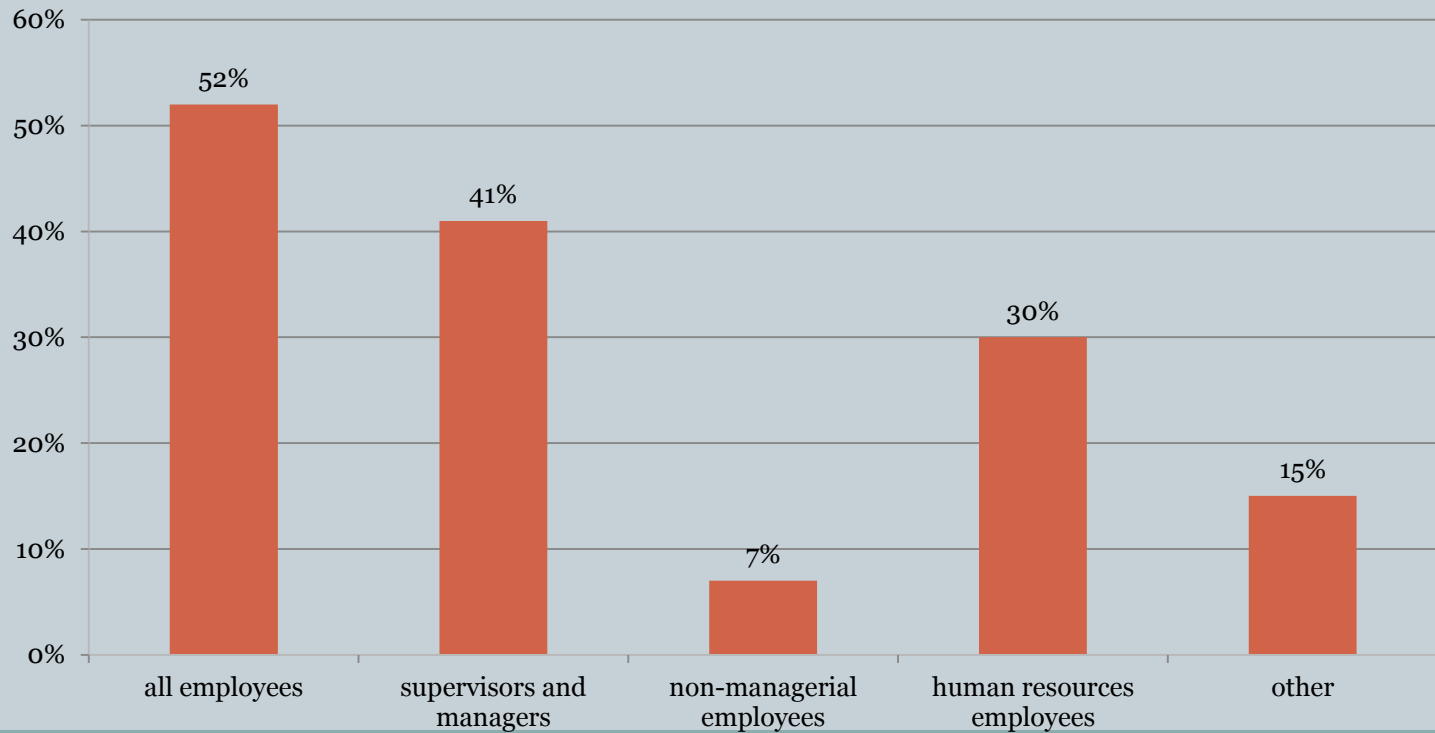
Which of the following topics is addressed in your organization's written policies?



Preliminary Survey Results



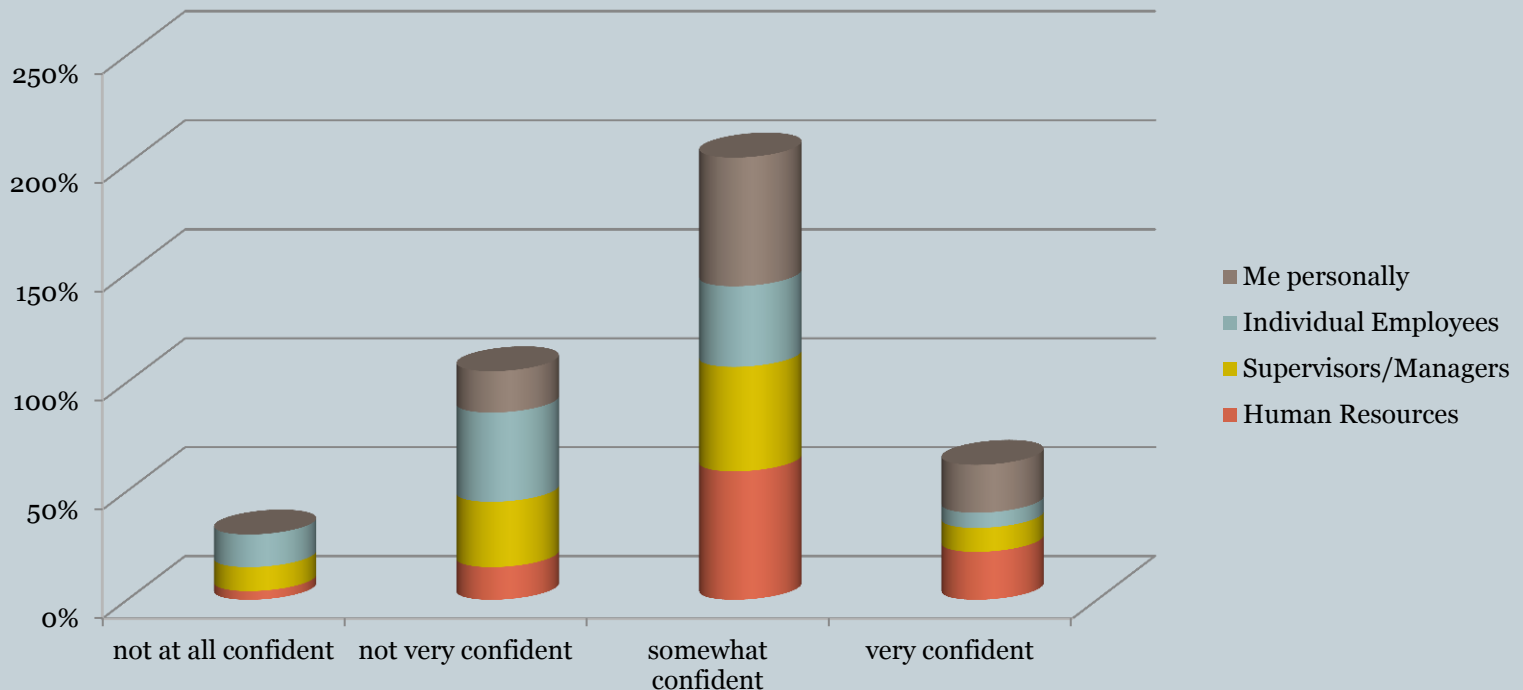
To whom does your organization currently offer training about policies regarding drug misuse/abuse?



Preliminary Survey Results



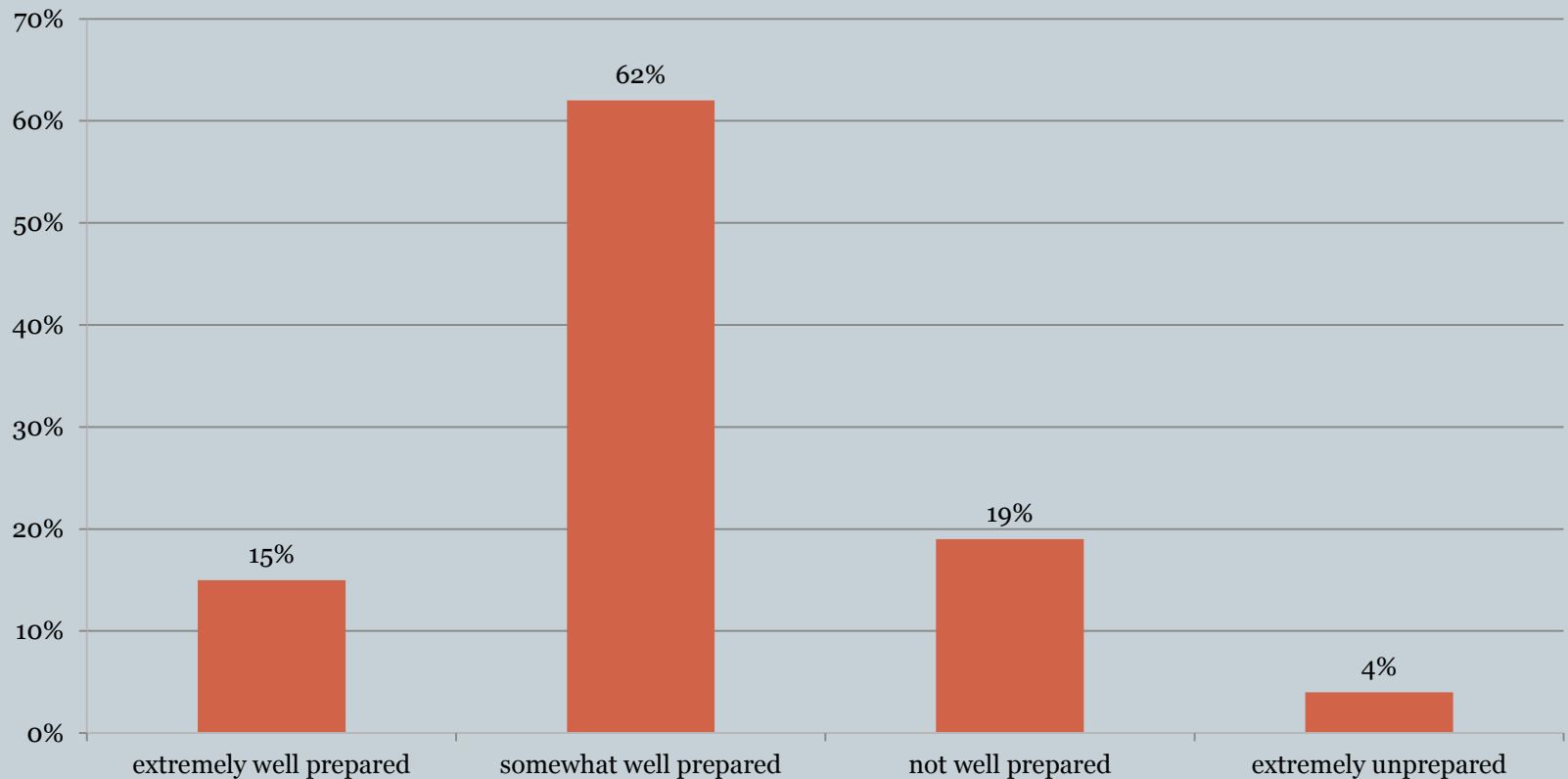
How confident are you that the following functions within your organization can correctly identify behavior that is a warning sign of drug misuse/abuse?



Preliminary Survey Results



How well prepared do you think your organization is overall when it comes to drug related workplace issues?



Next Steps



- Finish survey and analyze results
- Reach out to worksites to offer:
 - Technical assistance with updating and creating policies
 - Educational programming for employers and employees
 - Provide materials