

Unless otherwise indicated, following data is for full-time workers, 18-49.

### Distribution of Substance Abuse by Establishment Size

# of Employees at Worker's Location:	1-24	25-499	500+
% Reporting Current <b>Illicit Drug Use:</b>	11.0%	5.4%	5.4%

# of Employees at Worker's Location:	1-24	25-499	500+
% Reporting <b>Heavy Alcohol Use:</b>	9.6%	7.9%	7.3%

Five or more drinks on five or more occasions in the previous 30 days.

#	Substance Abuse by <u>Occupation Category:</u> (Ranked by "Current Illicit Drug Use").	Current Illicit Drug Use	Heavy Alcohol Use
1	Construction:	15.6%	17.6%
2	Sales:	11.4%	8.3%
3	Food Preparation, Waitstaff & Bartenders:	11.2%	12.2%
4	Handlers, Helpers & Laborers:	10.6%	15.7%
5	Machine Operators & Inspectors:	10.5%	13.5%
6	Extractive & Precision Production:	8.6%	12.9%
7	Precision Production & Repair:	7.9%	13.1%
8	Administrative Support:	5.9%	3.5%
9	Other Service:	5.6%	5.1%
10	Executive, Administrative & Managerial:	5.5%	6.5%
11	Technicians & Related Support:	5.5%	6.2%
12	Transportation & Material Moving:	5.3%	13.1%
13	Professional Specialty:	5.1%	4.3%
14	Protective Service:	3.2%	6.3%
	<b>Total:</b>	7.6%	8.4%

Current vs Past Year Illicit Drug Use:							
Full-time		Part-time		Unemployed		Total	
Current	Past Yr	Current	Past Yr	Current	Past Yr	Current	Past Yr
7.6%	13.9%	9.0%	17.1%	16.2%	32.3%	8.4%	15.9%

Look at the **ratio** of **Past Year:Current** Illicit Drug Use. Virtually **2:1**. Now, take another look at "Substance Abuse by Occupation Category". Multiply by 2 for estimated % of employee drug abuse in the past year. {more}

Percentage of Full-time workers reporting these workplace outcomes ↓	Heavy Alcohol Users:			
	Illicit Drug Users:		Yes	No
	Yes	No	Yes	No
* Worked for 3+ employers in past year.	32.1	17.9	27.1	18.1
Missed 2+ days (illness/injury) in past month.	11.6	9.9	10.3	10.1
Skipped 1+ days of work in the past month.	12.1	6.1	10.9	6.2
* Voluntarily left an employer in past year.	25.8	13.6	21.7	13.7
* Fired by an employer in past year.	4.6	1.4	3.6	1.4
Had a workplace accident in past year.	7.5	5.5	7.6	5.5

Note the above factors(\*) and the **ratio** between **Abusers** and **non-Abusers** for each outcome. It is approximately **2:1** for most categories except illness/injury/accident. {more}

**% of Full-time workers reporting Workplace Drug Testing Programs by**

Establishment Size # Employees at Location	...and Drug Testing Program Type				
	Any	Hiring	Random	Suspect	Accident
1-24 Employees	22.5%	16.1%	10.7%	12.5%	11.3%
24-499 Employees	52.2%	42.5%	25.1%	33.6%	28.4%
500+ Employees	68.4%	57.6%	30.1%	46.5%	33.4%
<b>Total:</b>	<b>43.7%</b>	<b>35.0%</b>	<b>20.4%</b>	<b>27.8%</b>	<b>22.6%</b>

**Now add in the figures for Percentage of Illicit Drug Use:**

Establishment Size		...and Drug Testing Program Type				
% Illicit Drug Use:		Any	Hiring	Random	Suspect	Accident
<b>1-24</b>	<b>11.0%</b>	<b>22.5%</b>	16.1%	10.7%	12.5%	11.3%
<b>24-499</b>	<b>5.4%</b>	<b>52.2%</b>	42.5%	25.1%	33.6%	28.4%
<b>500+</b>	<b>5.4%</b>	<b>68.4%</b>	57.6%	30.1%	46.5%	33.4%
Total:	7.6%	43.7%	35.0%	20.4%	27.8%	22.6%

Note the **2:1 ratio of Drug Users:Non-Users at small vs large companies** and the **1:3 ratio of Drug Testing Programs at small vs large companies**. There is a strong inverse correlation: A smaller percentage of drug testers equals a larger percentage of drug users. Employers who do not test for Drug Use are clearly subject to "adverse selection" by drug users (your insurance carrier can tell you what that means). The following correlation is also very interesting:

**Percentage of full-time workers reporting that they would be LESS LIKELY to work for an Employer who tests for Drug Use:**

Testing Type:	Hiring	Random	Suspect	Accident
# ees at loc	user/non-user	user/non-user	user/non-user	user/non-user
1-24	<b>29.4/6.4%</b>	<b>38.1/10.3%</b>	31.7/13.7%	15.2/5.9%
25-499	<b>30.5/5.5%</b>	<b>41.3/11.7%</b>	30.9/13.4%	14.9/5.9%
500+	<b>28.8/5.9%</b>	<b>47.7/14.1%</b>	29.6/16.0%	9.7/6.0%

Note **ratios** between **users** and **non-users**. **Pre-employment** and **Random testing** discourage **3 to 5 times** as many **drug users** as **non-users** from going to work at companies with established drug testing programs. *{more}*

## Substance Abuse Estimator

(Prepare separate estimates for any distinct Divisions, Locations, etc.).

From the 1<sup>st</sup> chart above "**Substance Abuse by Occupation Category**", find the Occupation Category that most closely describes your company and enter the % of Current Illicit Drug Use and % of Heavy Alcohol Use in the boxes below for your company, Division, Location, etc.

<b>Substance Abuse by Occupation Category</b>	<b>Current Illicit Drug Use</b>	<b>Heavy Alcohol Use</b>
	%	%

Multiply the numbers above by the factor below for the Establishment Size of your Company, Division, Location, etc.

<b>Multiplier Factor for 1-24 Employees:</b>	<b>x 1.4</b>	<b>x 1.1</b>
<b>Equals:</b>	%	%
<b>OR:</b>		
<b>Multiplier Factor for 25 or more Employees:</b>	<b>x .7</b>	<b>x .9</b>
<b>Equals:</b>	%	%

This will give you an estimate of the Baseline Rate of Substance Abuse for your Occupational Category and Establishment Size. To get a more accurate estimate, you will want to look at some additional factors:

**Worker's Compensation:** If your worker's compensation experience rating is about average for your Occupational Category and Establishment Size, it is reasonable to assume that substance abuse in your company is also about average for companies of your type and size. If your w/c experience rating is better or worse, it is reasonable to assume that substance abuse in your company is proportionally better...or worse.

**Employee turn-over:** Divide the number of employees you hired in the past year by the average number of employees in your company (or Division, Location, etc.). How does this number compare with other companies in your Occupational Category and Establishment Size? What is the ratio of your company's turn-over rate to your industry's turn-over rate? It is reasonable to assume that there is a proportionate impact on the rate of substance abuse within your company.

**Labor pool and application process.** How well are you able to check an applicants performance at their previous employers? Do you routinely hire applicants with a history of short-term employment? Applicants with a history of missed work days? Applicants who "quit" their former employer? Or, who were fired? Applicants in the top 7 Occupational Categories for Current Illicit Drug Use or Heavy Alcohol Use?

**Pre-employment drug testing:** Keep in mind that virtually everyone who fails a Random drug test has already beaten a pre-employment drug test! Pre-employment drug testing discourages about 5 times as many drug users as non-users. And, industries with high rates of drug testing by its employers have about half the rate of drug use by employees. So, if your company is doing pre-employment drug testing; you're at least turning off the "Welcome Drug Users" sign. If your pre-employment drug test is a Hair Test, you've rolled out the "Drug Users Not Welcome" mat.

**Random drug/alcohol testing:** A good Random drug testing program (and in some industries, random alcohol testing) is the single greatest deterrent to job applicants who abuse drugs and alcohol. Random drug testing is a greater deterrent to substance abusing applicants than pre-employment testing by a factor of 30-65% (except perhaps for pre-employment hair testing). The annual percentage rate (apr) for random drug testing will make a big difference in the employee/applicant's perception of the risk of detection. At a 50% annual rate, the employee can expect their substance abuse to be detected within a year or two. At a 25% annual rate, it would take an average of 4 years (not much deterrence). In order to increase the deterrence factor and decrease the cost factor, one very good option is to test new employees (and current employees with less than a given number of years of employment, e.g. 5 years) at a higher initial annual rate (50%) and then lower the rate each time an individual has passed a random test (25%, then 10%).