

An Untapped Resource: The Employer's Role in Stemming the Tide

Category: Oral Presentation

Abstract Body

One of the key areas that remains elusive or may not even be on the radar of addiction medicine practitioners is how to engage employers. Some may even wonder how or why employers factor into the equation. Employers are frequently the missing cog or often on the periphery in the complicated dynamic of managing an individual's substance use. We know that many individuals challenged with active substance use are employed and pose health and safety risks to themselves and their co-workers. And we also know that many who are not employed would fend far better if they were. How to engage employers in being part of the solution remains a challenge. This presentation highlights a practical and proven strategy that not only involves the employer in the process but incorporates them as an active participant. Learn how what may initially appear to be a stigmatized approach becomes a supportive process focussed on maintaining or returning individuals to gainful employment and retaining them as active valued employees to retirement.

Key Words

- Advocacy
- Education
- Occupational Health
- Stigma
- Substance Use Disorder (general)

Learning Objective # 1

1. To identify how to engage employers as partners.

Learning Objective # 2

2. To outline key program elements to support return-to-work and employment sustainability.

Reference # 1

Alcohol and Drug Problems at Work: The Shift to Prevention; International Labour Office Geneva, 2003

Reference # 2

Substance Abuse and Mental Health Services Administration: Substance Use Disorders Recovery with a Focus on Employment and Education. HHS Publication No. PEP21-PL-Guide-6 Rockville, MD: National Mental

Lead Author

Nadine Wentzell

Workplace Drug, Alcohol & Cannabis Consultant | Nadine Wentzell Consulting Inc