

WORKDRUGFREE OREGON

An Oregon Business Plan Initiative

DRUGS IN THE WORKPLACE

A Career-Related Learning Experience

Businesses across Oregon are finding that substance abuse is a major impediment to hiring and retaining employees. Seventy-seven percent of Oregon employers say that on-the-job substance abuse is of some or great concern and is affecting their business.

Oregon's per capita drug use exceeded the national average in 2006, with Oregonians most using marijuana, methamphetamine, and illicit painkillers. Oregon's drug test failure rate (5%) is higher than the national average (4.4%) and in some locales, smaller businesses report a 60-80% pre-hire failure rate. Marijuana use is by far the most prevalent reason for testing failure (76% of all positive tests in Oregon vs. 54% nationally).

Most Oregon companies have in place drug-free workplace programs. ***These employers can help schools send the message that substance abuse will jeopardize success in jobs and careers.*** When students learn they may not be hired or can be fired if they fail a drug test, this knowledge may change their attitudes and ultimately their behaviors around substance abuse.

Workdrugfree Oregon has developed a 40 minute classroom presentation by employers to communicate the risks of substance abuse to employment. In a customizable powerpoint presentation, employers describe their company drug-free workplace policy, including drug testing and employee assistance programs, and their safety and productivity concerns related to employee substance abuse. Additionally, presenters provide real-life examples of negative work outcomes as a result of substance abuse.

The presentation was developed as a Career-Related Learning Experience meeting the Career-Related Learning Standard in Employment Foundations to "Exhibit safe work behaviors, such as working free of the influence of alcohol and drugs, and other risky behaviors." Program evaluation funded by Clatskanie School District showed improvements in both student understanding and attitudes.

Workdrugfree Oregon also developed a manual to assist teachers, career counselors, and their employer partners in implementing a Drugs in the Workplace Career-Related Learning Experience (see www.workdrugfreeoregon.org).



DRUGS IN THE WORKPLACE

PARTICIPATING EMPLOYERS

- Columbia Wire & Iron Works
- ESCO
- Express Employment Professionals
- Federal Express
- Forest Grove Lumber
- Georgia Pacific
- Cascade Steel
- Clark County
- City of Clatskanie
- Gunderson (Greenbriar Companies)
- Intel
- NW Natural
- Oregon Chain
- Oregon Health Sciences University
- PCC Structurals (Precision Castparts)
- Portland General Electric
- Portland VA Medical Center
- Providence Portland Medical Center
- Stimson Lumber
- Tri-Met
- Willamette Falls Hospital
- Willamette Valley Medical Center



Jason Carlisle, Pediatric Nurse, OHSU, presents to Glenco High School students.

“Only 6 of 13 applicants (with high school diplomas to advanced degrees) completed our most recent hiring process due to either a drug conviction or a failed drug test. The decisions you make in your life now will affect your employability.”

Stella Bouldin, PHR, Human Resources Specialist, Cascade Steel, in presentation to McMinnville High School Health Class, March 2006

Assistance in recruiting employer presenters and scheduling presentations is available by contacting:

Mimi Bushman, Workdrugfree Oregon
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(503) 588-0050 ext. 235
(503) 227-5636 (Portland)
(800) 452-7862 (Oregon)
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PARTICIPATING SCHOOLS

- Benson High School
- Clatskanie High School
- Colton High School
- David Douglas High School
- Dayton High School
- Lincoln High School
- McMinnville High School
- Parkrose High School
- Sabin Schellenberg Professional Technical High School
- Sam Barlow High School

The goal of Drugs in Workplace is to reduce substance abuse and increase employability by targeting high school students' knowledge and attitudes~