



RECOVERY READY WORKPLACE

Do Businesses Benefit from Becoming Recovery Ready?



Substance use disorders (SUDs), such as opioid addiction or alcoholism, cost the U.S. billions of dollars per year in healthcare, criminal justice involvement, and lost work and productivity.



About 15 million people with SUD in the U.S. are employed.

You can reduce the effects of SUD on your business by becoming a Recovery Ready Workplace!

How does addiction impact businesses?

- **Costs:** Alcohol use alone is responsible for about \$74 billion a year in lost work productivity.
- **Absenteeism:** People with untreated SUD average 14 to 29 missed days of work per year, compared to 10 missed days among the general population.
- **Safety:** Alcohol and other drugs are involved in 47% of workplace accidents that result in serious injury and 40% of those that end in death.
- **Frequency:** 70% of workplaces have been directly impacted by SUD among workers.

The MA Department of Public Health named accidental drug overdose the leading cause of injury-related death at work in Massachusetts.

How is supporting recovery good for business?

Nearly every business in America is affected by SUD. Yet **only 17% of employers** feel well-prepared to deal with it. But putting in the work is well worth the effort!

- **Increased employee retention and fewer absences.** When people with SUD get treatment and recover, absenteeism decreases by 36% and work turnover decreases by 13%.
- **Healthier and safer work environment.** A **Recovery Ready Workplace** culture is focused on emotional and physical wellness and safety.
- **Greater productivity and loyalty among staff.** People in recovery have fewer missed workdays than even people who have never had an SUD.

- **Lower health care costs.** Each dollar spent on SUD treatment and early intervention saves \$4 in healthcare costs and \$7 in law enforcement and criminal justice costs.
- **Enhanced reputation as a supportive yet highly accountable organization.** Nearly everyone knows someone impacted by addiction. Proactively addressing substance use and supporting recovery shows your community and your customers that you care.
- **Non-judgmental and non-punitive strategies for addressing addiction in the workplace.** Policies and practices focused on prevention, intervention, and recovery for workers with SUD are supportive, while holding employees responsible for engaging in recovery.

Take the Pledge!



Show your commitment to recovery ready policies and practices by taking the **Recovery Ready Workplace** pledge at www.tinyurl.com/recoveryready. Employers can take the pledge to show their support for people in recovery and their contribution to the Hampden County workforce!

What is a Recovery Ready Workplace ?



ACKNOWLEDGES and openly addresses the topic of drug and alcohol misuse



EDUCATES employees and customers about the disease of addiction and treatment resources and options



OFFERS HR policies and practices to support employees who are in recovery from addiction

Sources:

National Safety Council. (2021). <https://www.nsc.org/work-safety/safety-topics/drugs-at-work/substances>

The National Institute for Occupational Safety and Health. <https://bit.ly/3v4kiew>

U.S. Surgeon General's Report on Alcohol, Drugs, and Health. <https://bit.ly/2P9zPdN>

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