



Employers, Employees & Users: Addressing Drug Use and Drug Use Disorders in the Workplace

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Who uses illicit drugs?

- Women & men
- Young & Old
- Full-time & part-time workers;
Unemployed
- Urban & rural
- Lifetime? Past year? Past 30 days?

Lifetime drug use in the workforce 18 + years of age

- Women = 47%; Men = 57%
- Employed full-time = 58%
- Employed part-time = 54%
- Unemployed = 58%
- Substance Abuse and Mental Health Services Administration. (2019). *Results from the 2018 National Survey on Drug Use and Health: Detailed tables*. Rockville, MD: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration. Retrieved from <https://www.samhsa.gov/data/>

National Survey on Drug Use and Health (NSDUH)

- Household interview survey of substance use, substance use disorders, mental health, and the receipt of treatment services for these disorders in the United States.
- NSDUH covers the civilian, noninstitutionalized population, aged 12 or older:
 - Includes: Households, college dorms, homeless in shelters, civilians on military bases
 - Excludes: Active military, long-term hospital residents, prison populations, homeless not in shelters
- Sample includes all 50 states and DC
- Approximately 67,500 persons are interviewed annually

Past year drug use 18+ & 18 - 25

- 18+
 - Full-time = 21%
 - Part-time = 24%
 - Unemployed = 35%
- 18 – 25
 - Full-time = 40%
 - Part-time = 41%
 - Unemployed = 44%

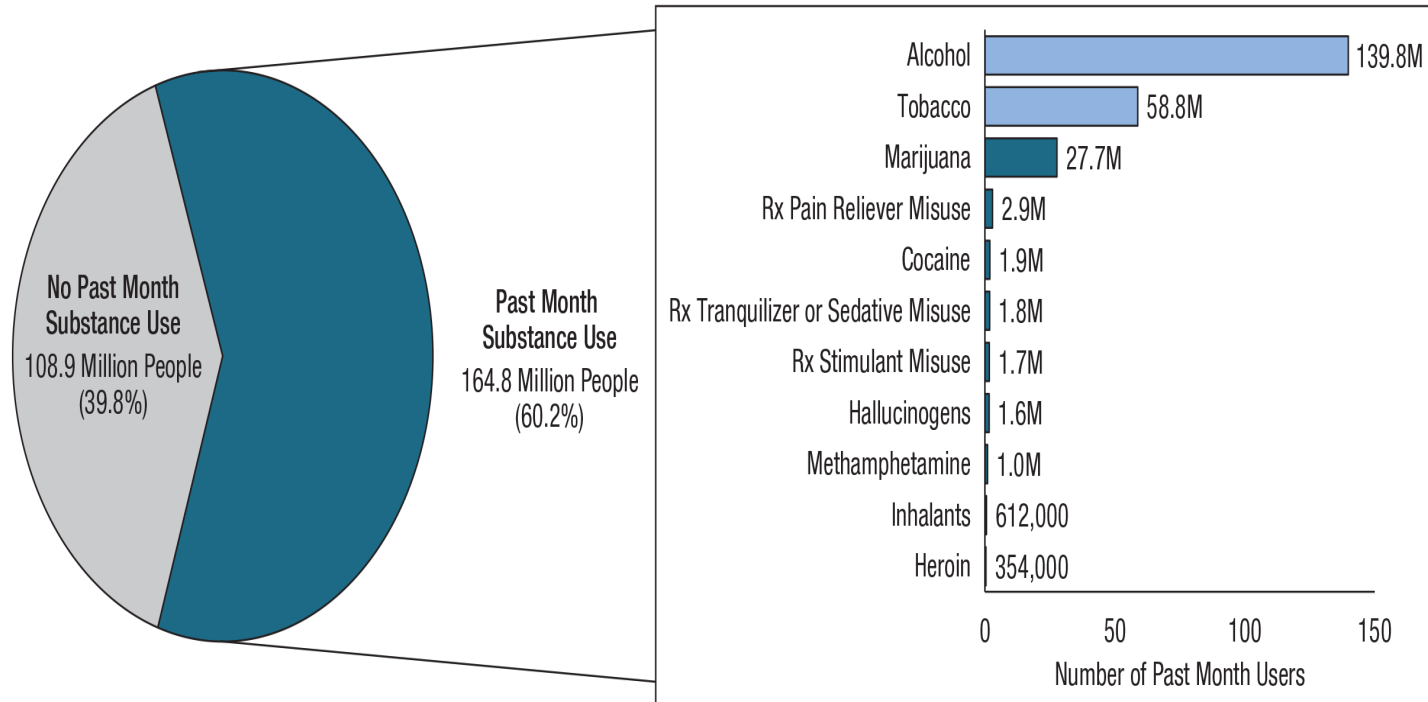
Past 30 days drug use 18+ & 18 - 25

- 18+
 - Full-time = 13%
 - Part-time = 15%
 - Unemployed = 23%
- 18 – 25
 - Full-time = 25%
 - Part-time = 25%
 - Unemployed = 29%

Past Year drug use excluding cannabis

- 18+
 - Full-time = 9%
 - Part-time = 10%
 - Unemployed = 16%
- 18 – 25
 - Full-time = 18%
 - Part-time = 19%
 - Unemployed = 20%

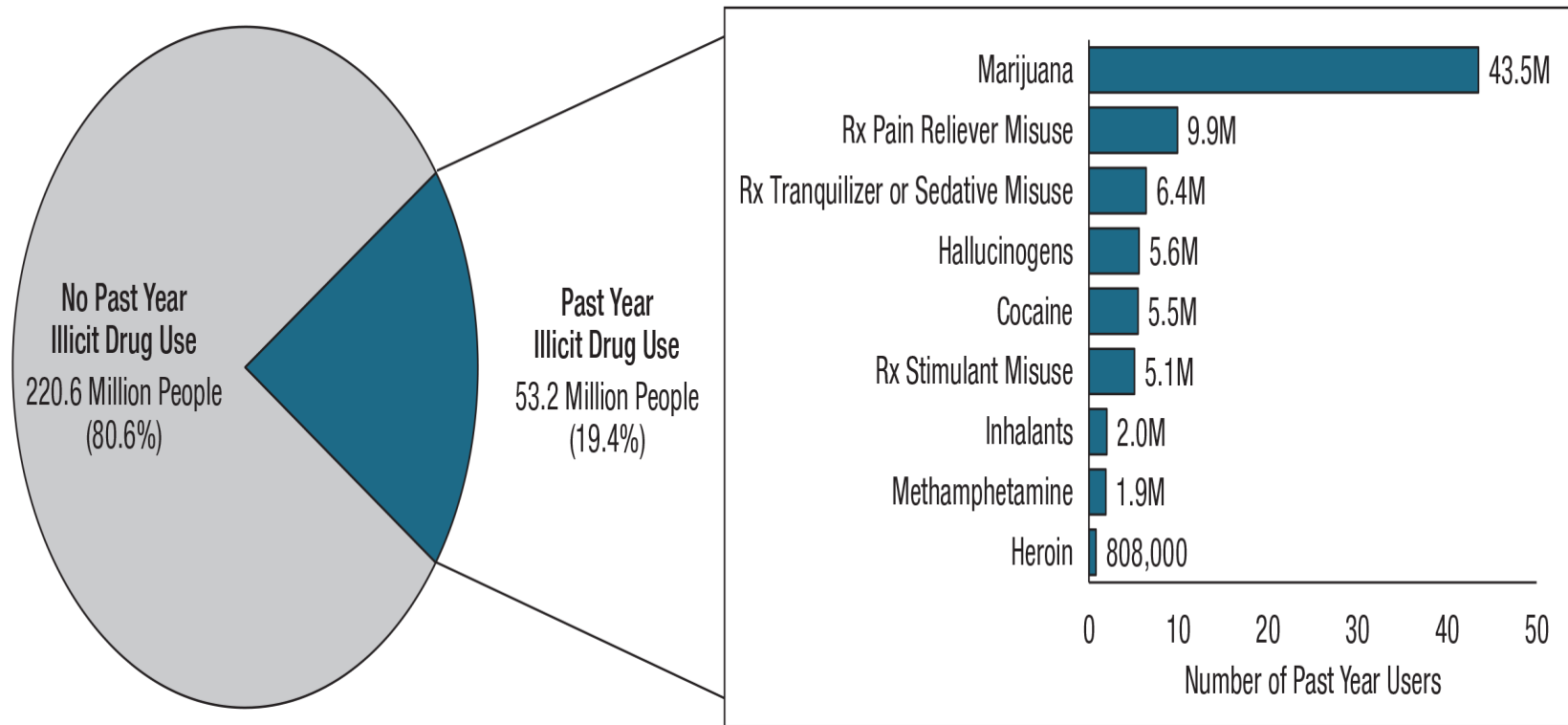
Past Month Substance Use among People Aged 12+: 2018



Rx = prescription.

Note: The estimated numbers of current users of different substances are not mutually exclusive because people could have used more than one type of substance in the past month.

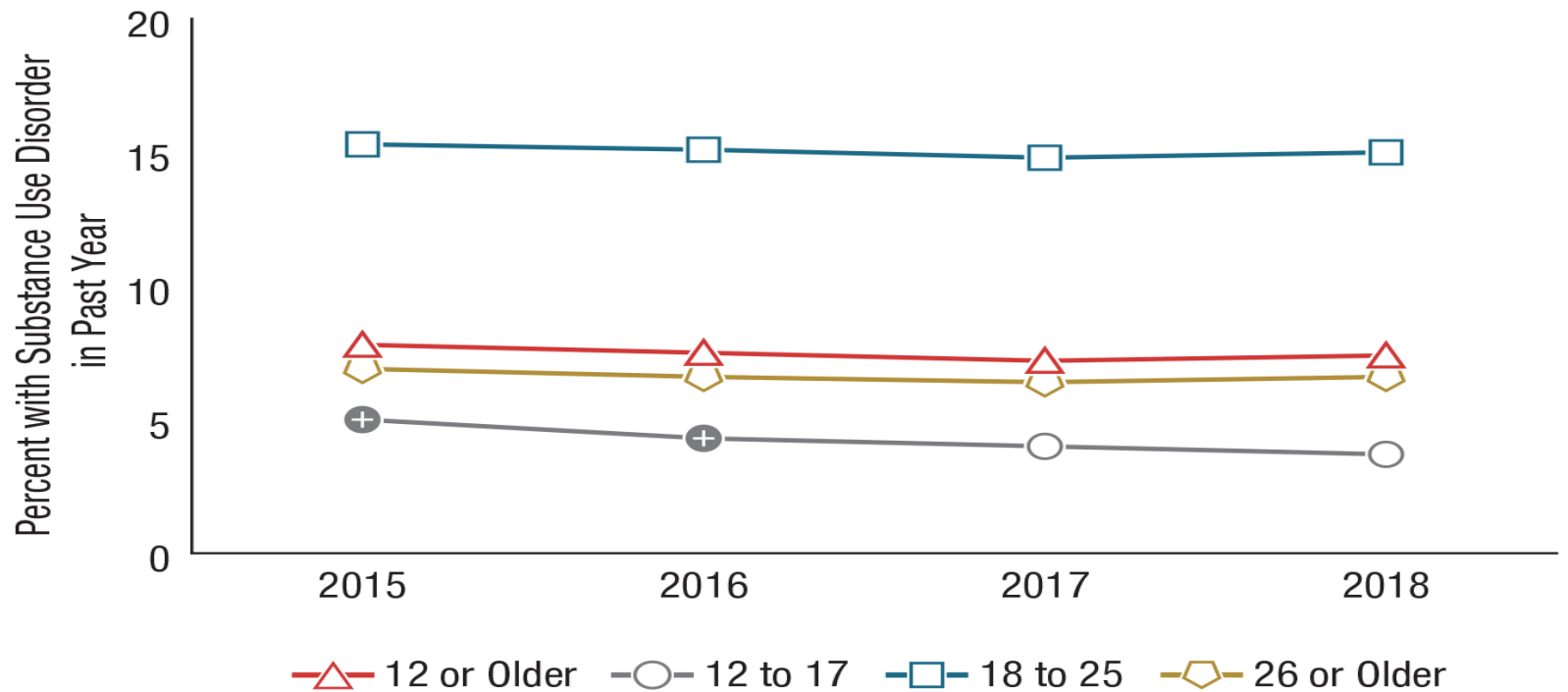
Past Year Illicit Drug Use among People Aged 12+: 2018



Rx = prescription.

Note: The estimated numbers of past year users of different illicit drugs are not mutually exclusive because people could have used more than one type of illicit drug in the past year.

Past Year Substance Use Disorder among People Aged 12+: 2015-2018



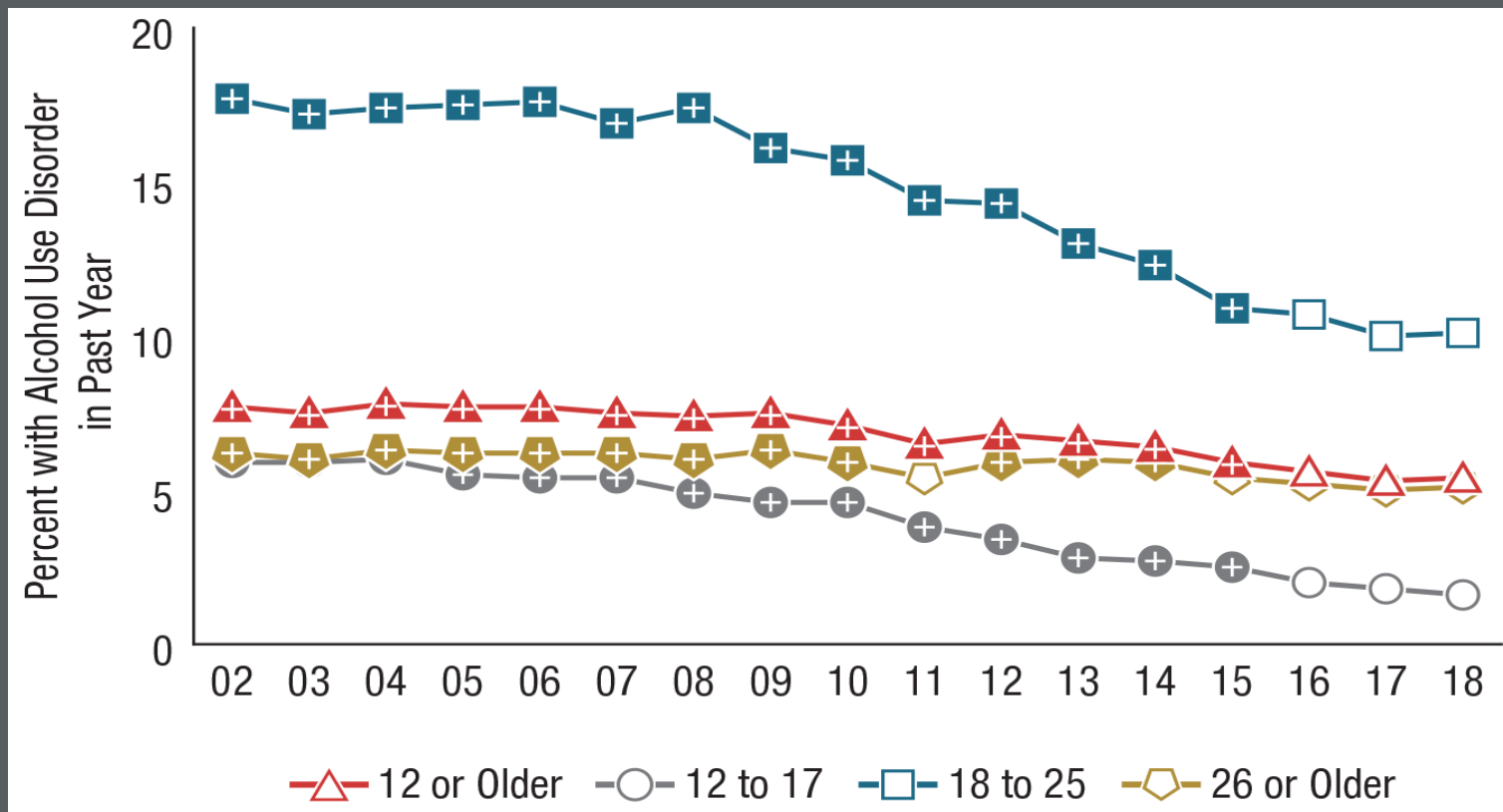
ference between this
imate and the 2018
estimate is statistically
significant at the .05 level.



Substance Use Disorders

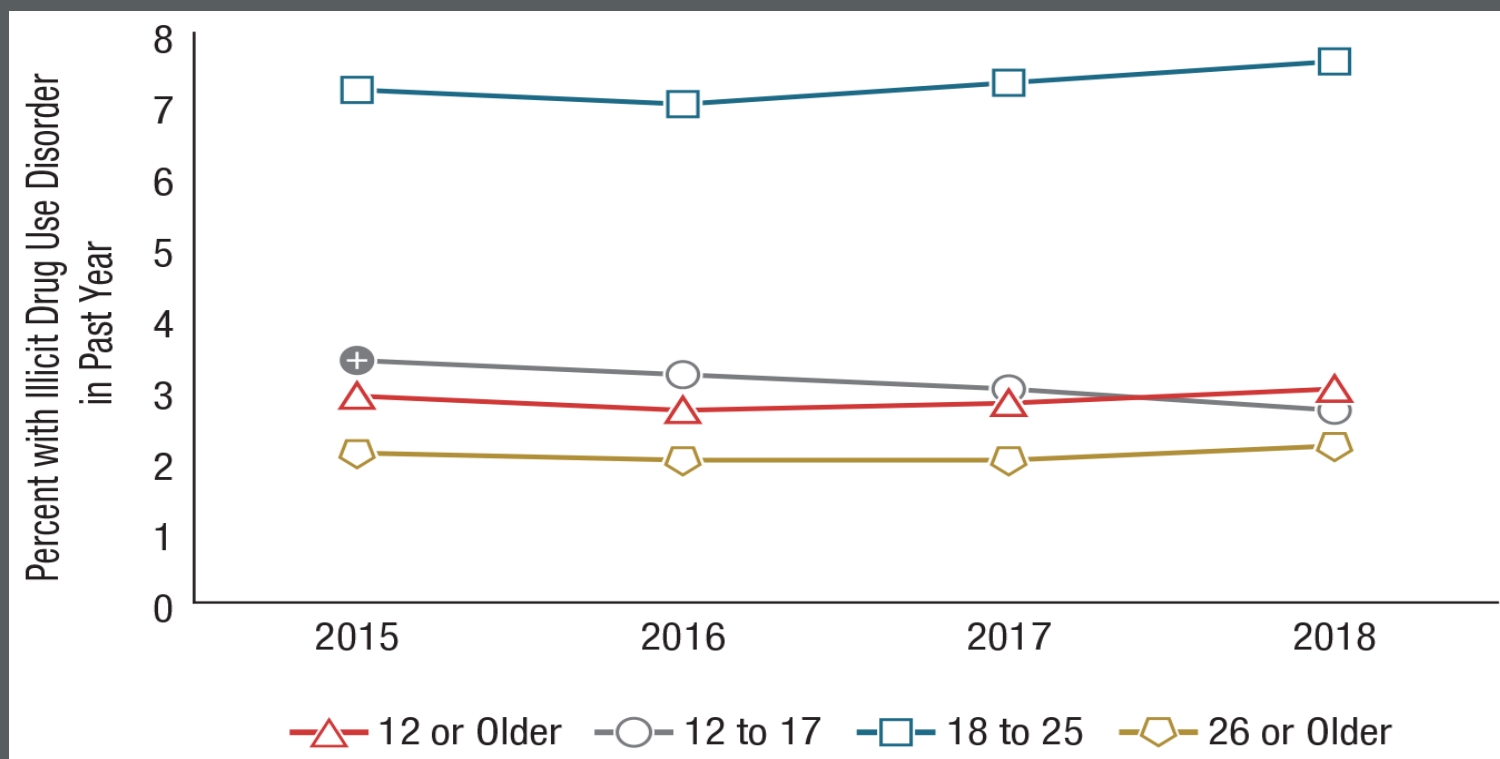
- 20.3 million people have an SUD
- 70% are employed (full or part-time)
- 3 million per year receive treatment

Past Year Alcohol Use Disorder among People Aged 12+: 2002-2018



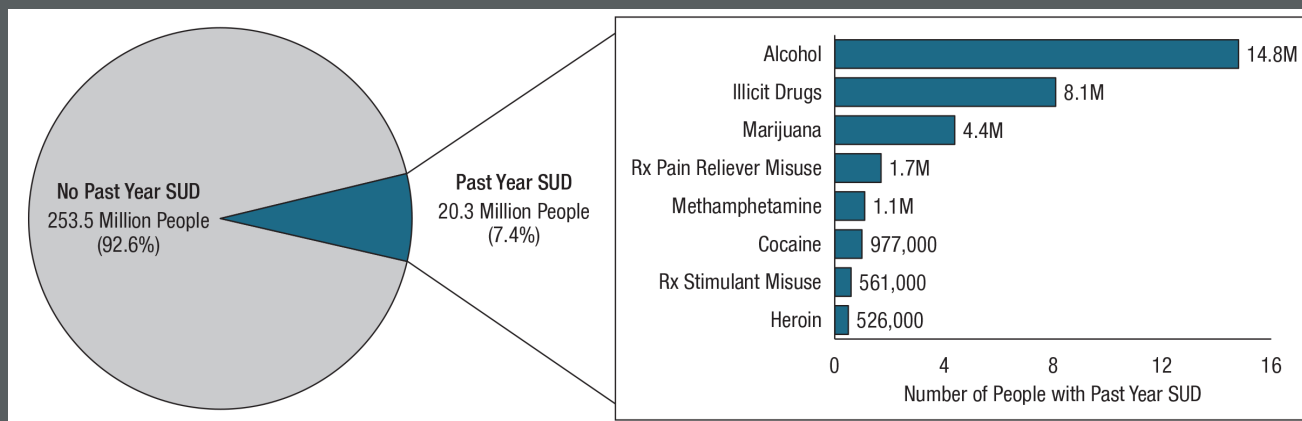
Difference between this
 estimate and the 2018
 estimate is statistically
 significant at the .05 level.

Past Year Illicit Drug Use Disorder among People Aged 12+: 2015-2018



+ Difference between this estimate and the 2018 estimate is statistically significant at the .05 level.

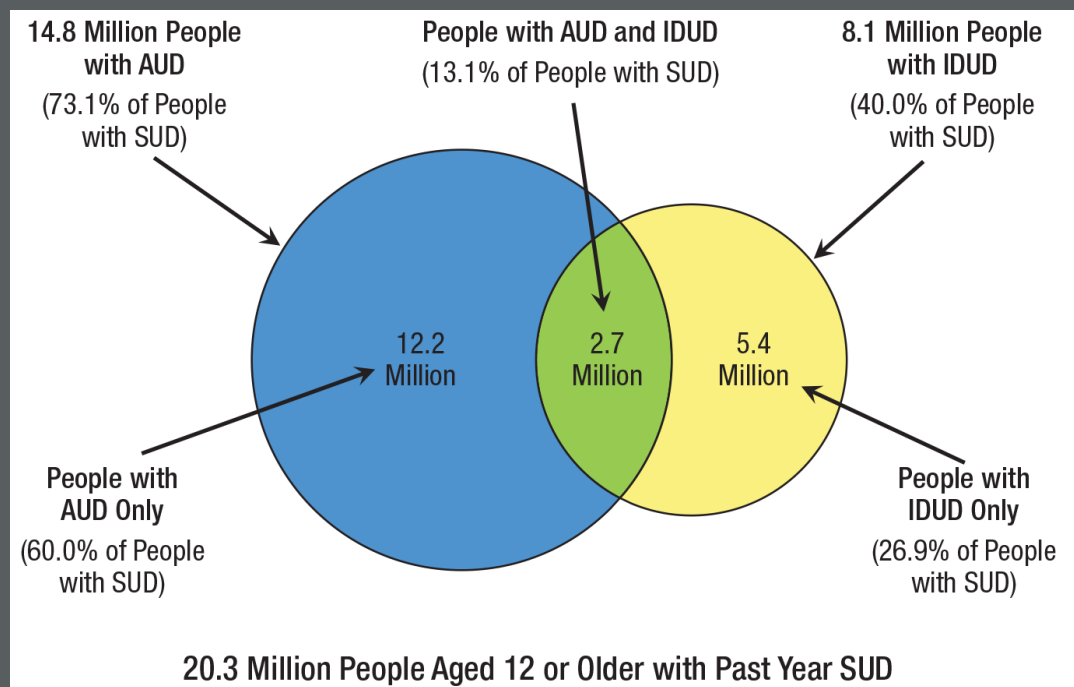
People Aged 12 or Older with a Past Year Substance Use Disorder (SUD): 2018



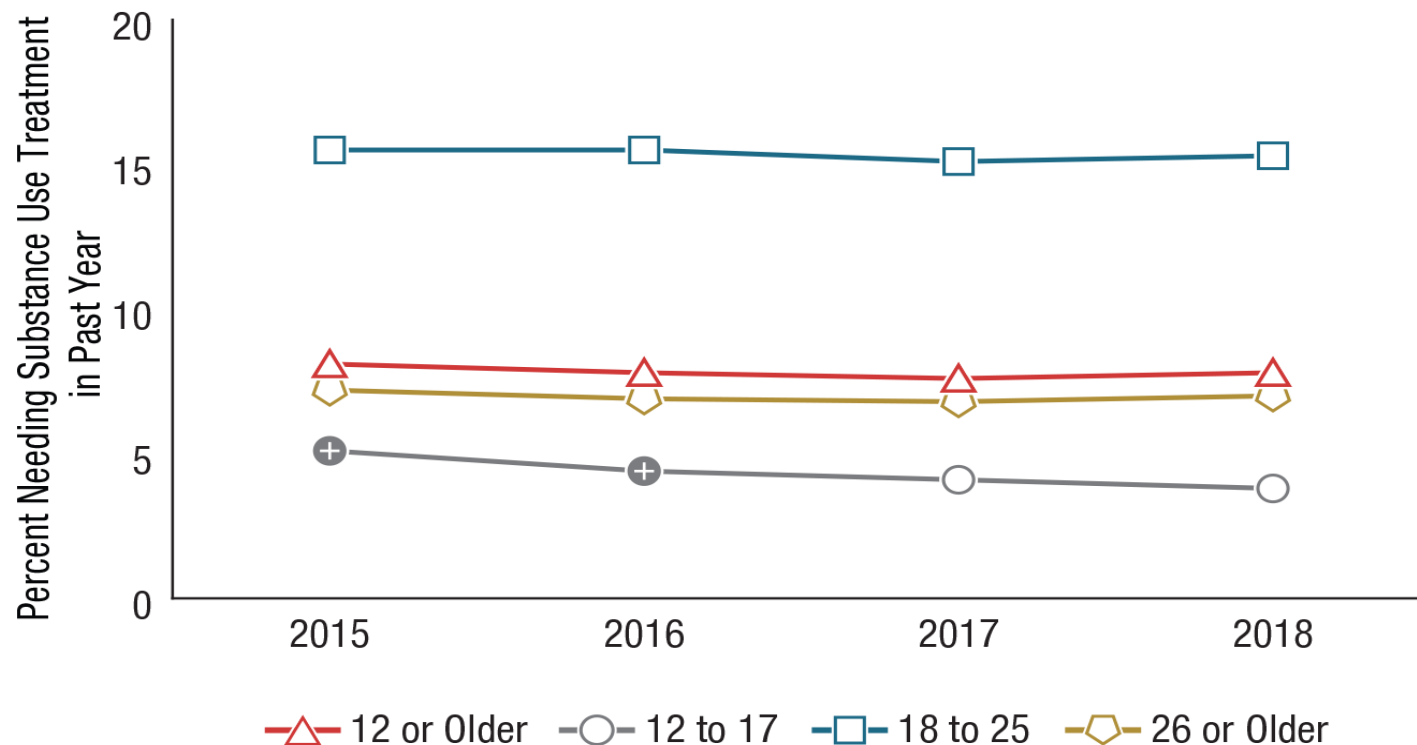
Rx = prescription.

Note: The estimated numbers of people with substance use disorders are not mutually exclusive because people could have use disorders for more than one substance.

Alcohol Use Disorder (AUD) and Illicit Drug Use Disorder (IDUD) in the Past Year among People Aged 12+ with Past Year Substance Use Disorder (SUD): 2018

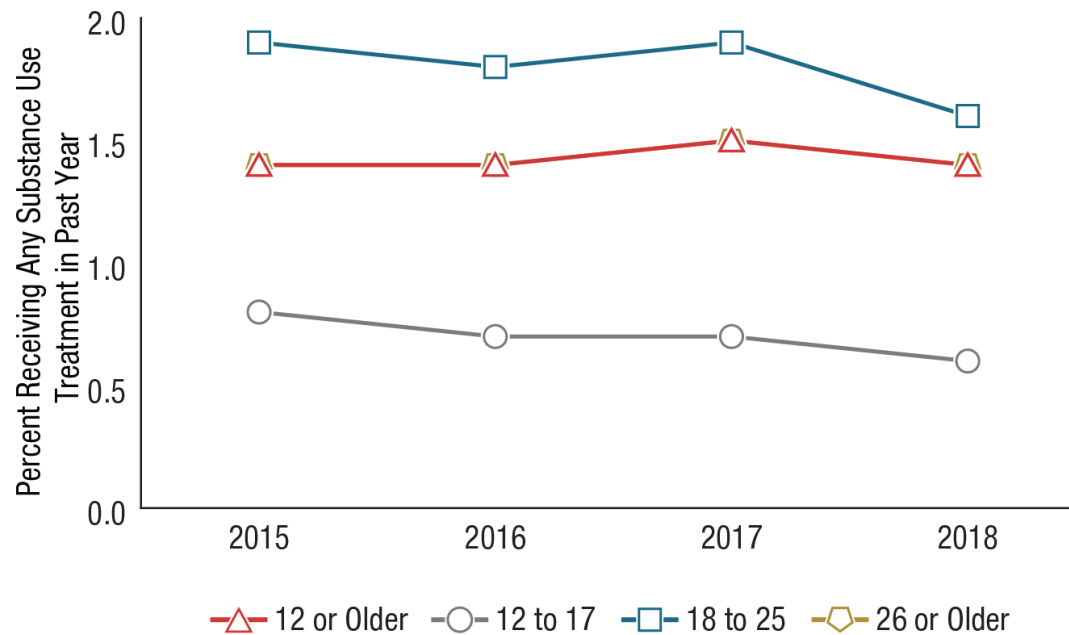


Past Year Need for Substance Use Treatment People Aged 12+: 2015-2018

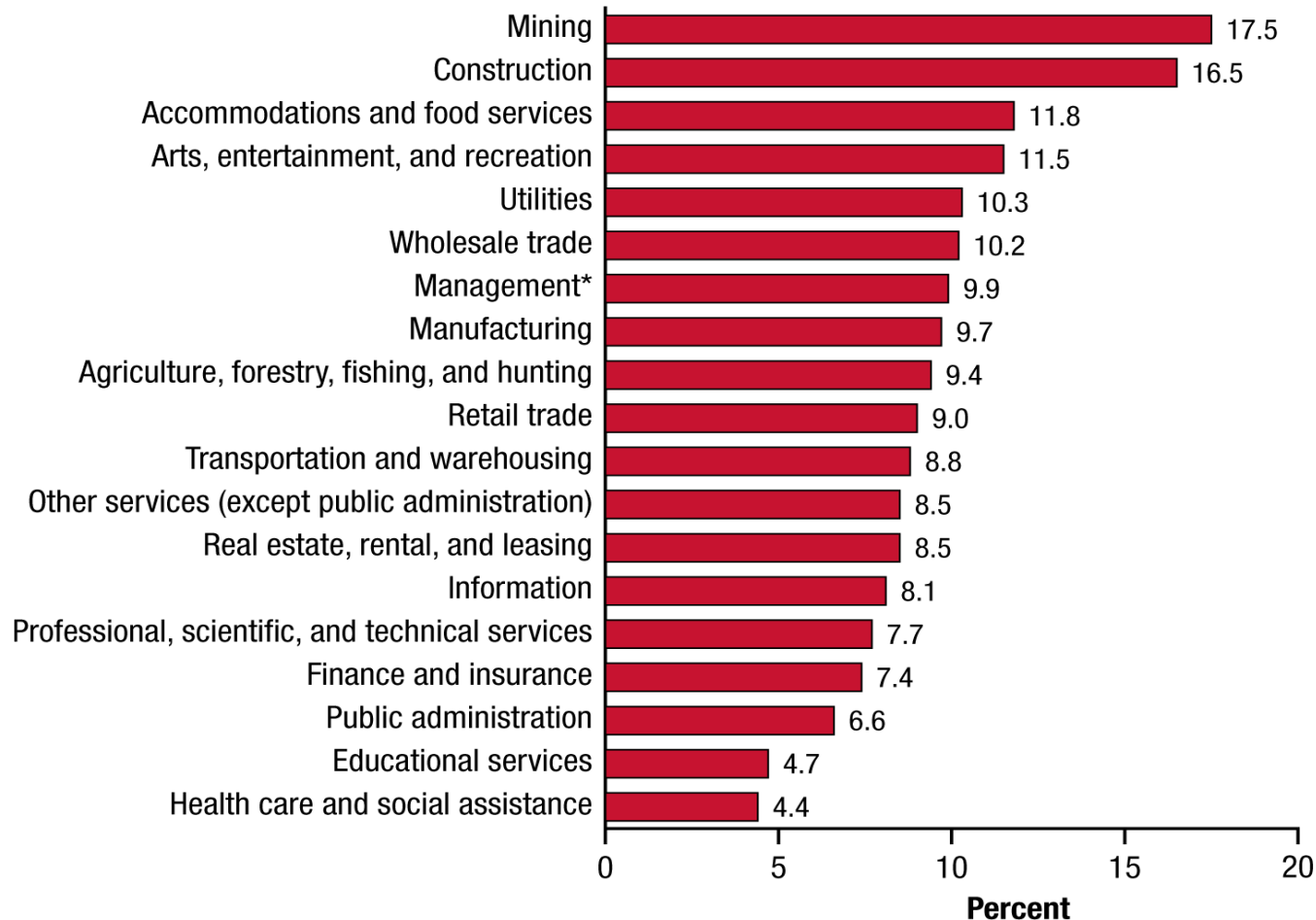


+ Difference between this estimate and the 2018 estimate is statistically significant at the .05 level.

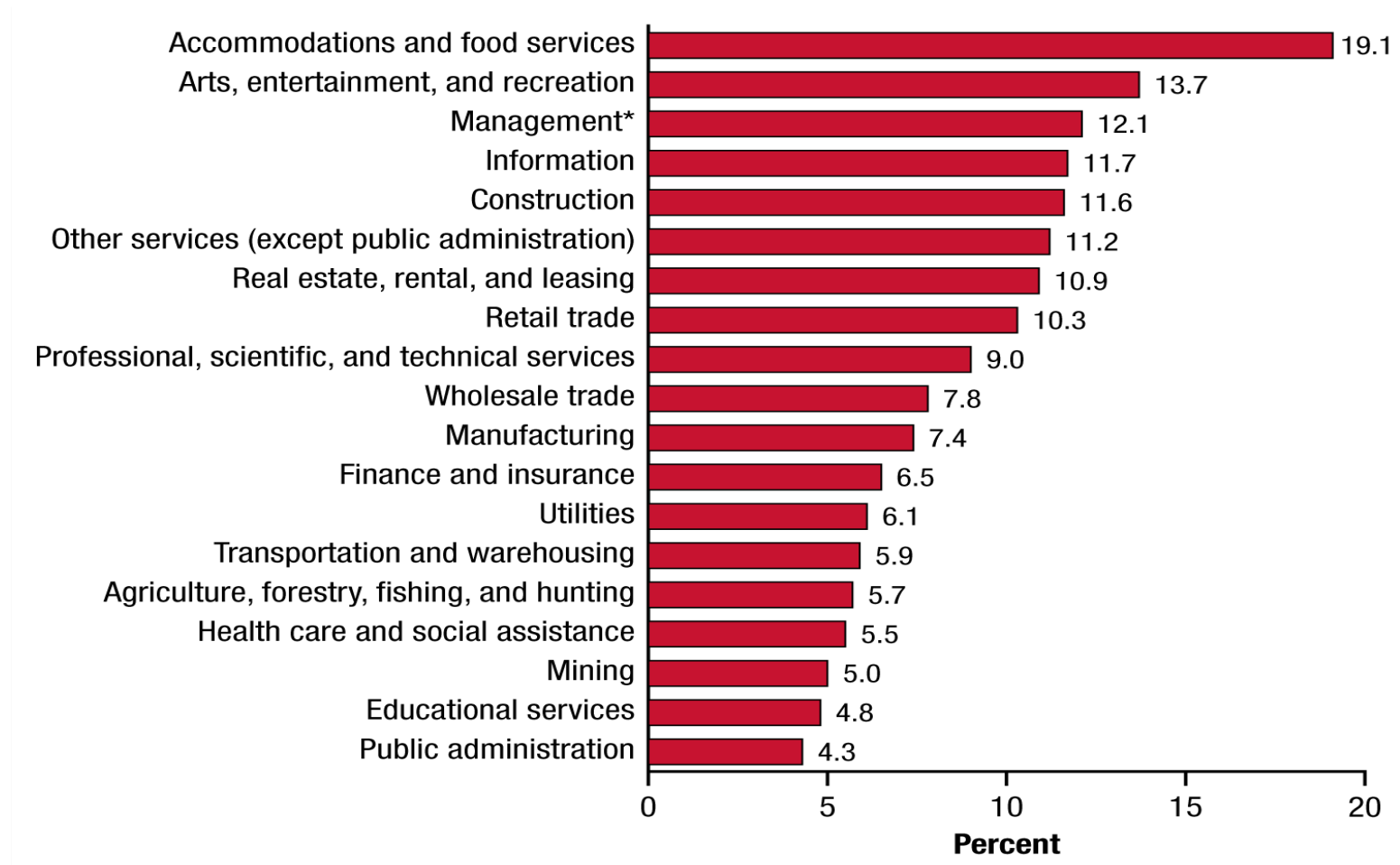
Past Year Substance Use Treatment People Aged 12+: 2015-2018



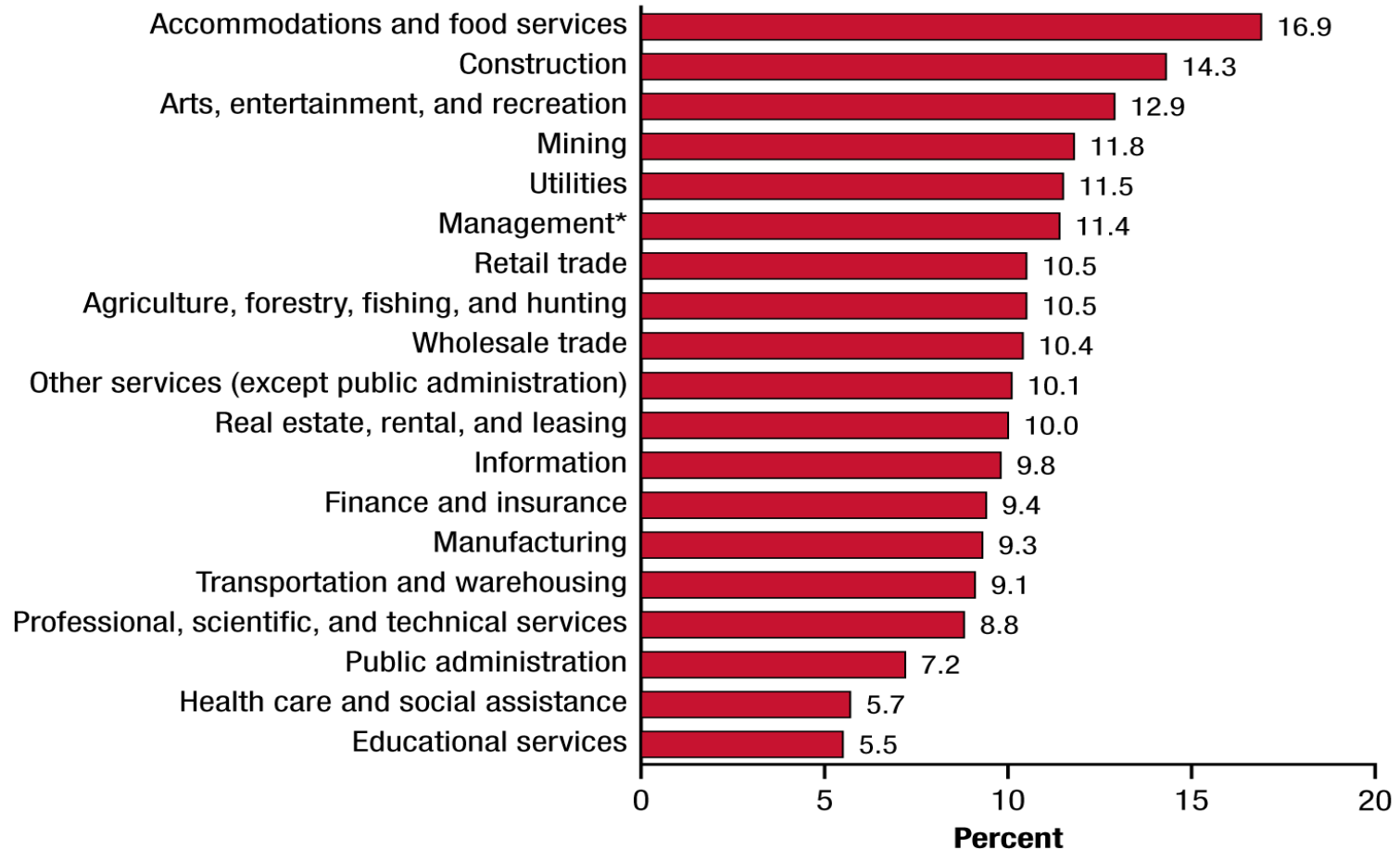
Past month heavy alcohol use by industry category (2008 – 2012)



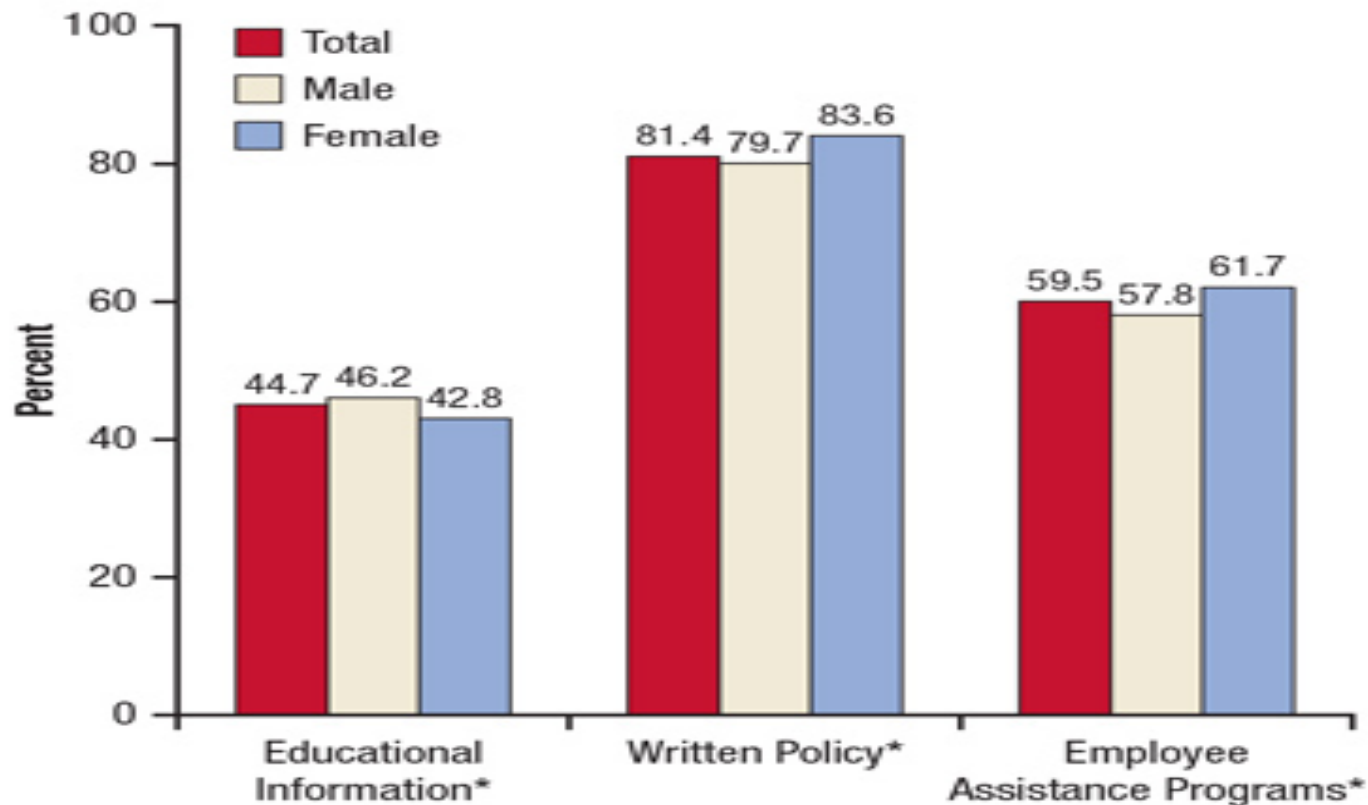
Past month illicit drug use by industry (2008 – 2012 data)



Past month SUD by industry (full-time workers 18 to 64)



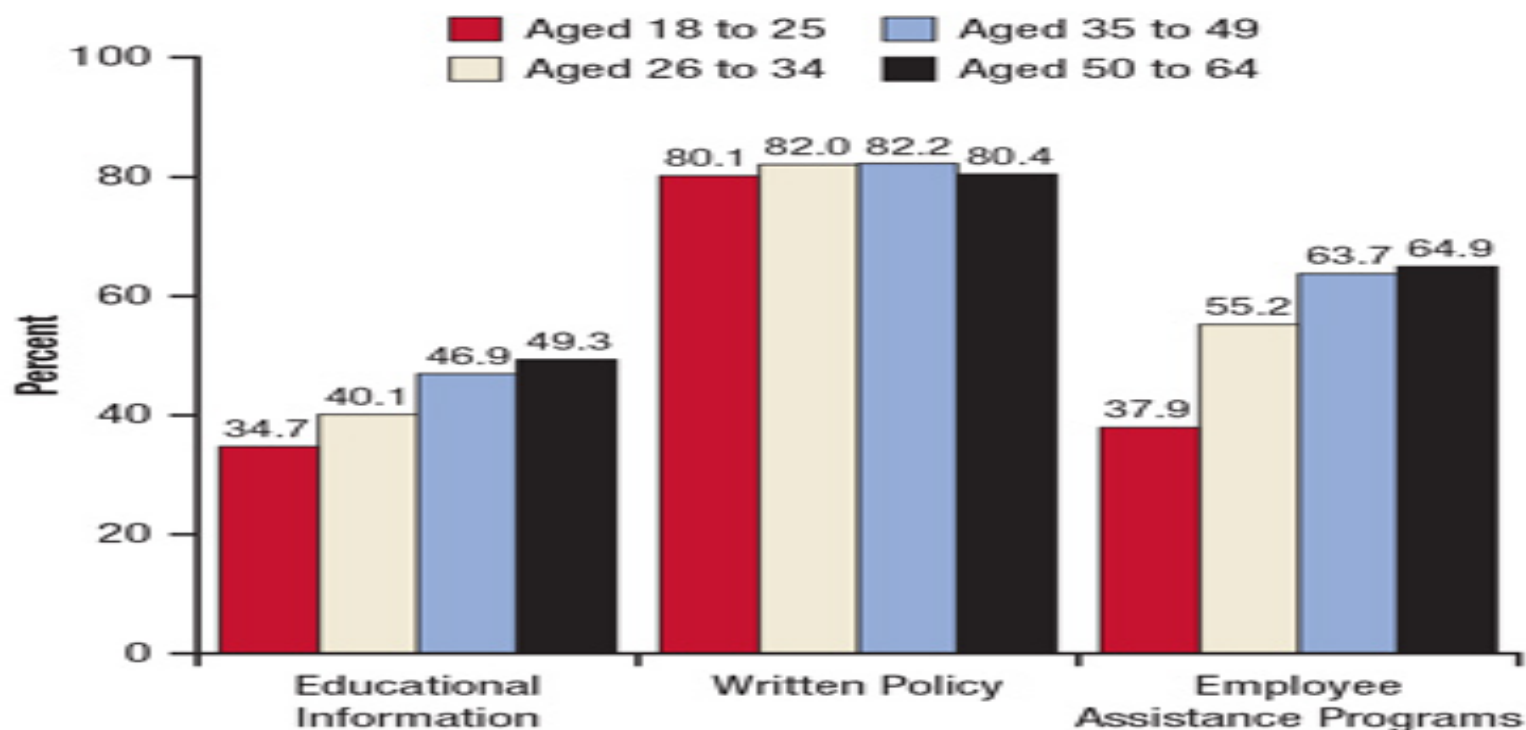
Workplace policies to address alcohol and drug use



*Difference between males and females is significant at the .05 level.

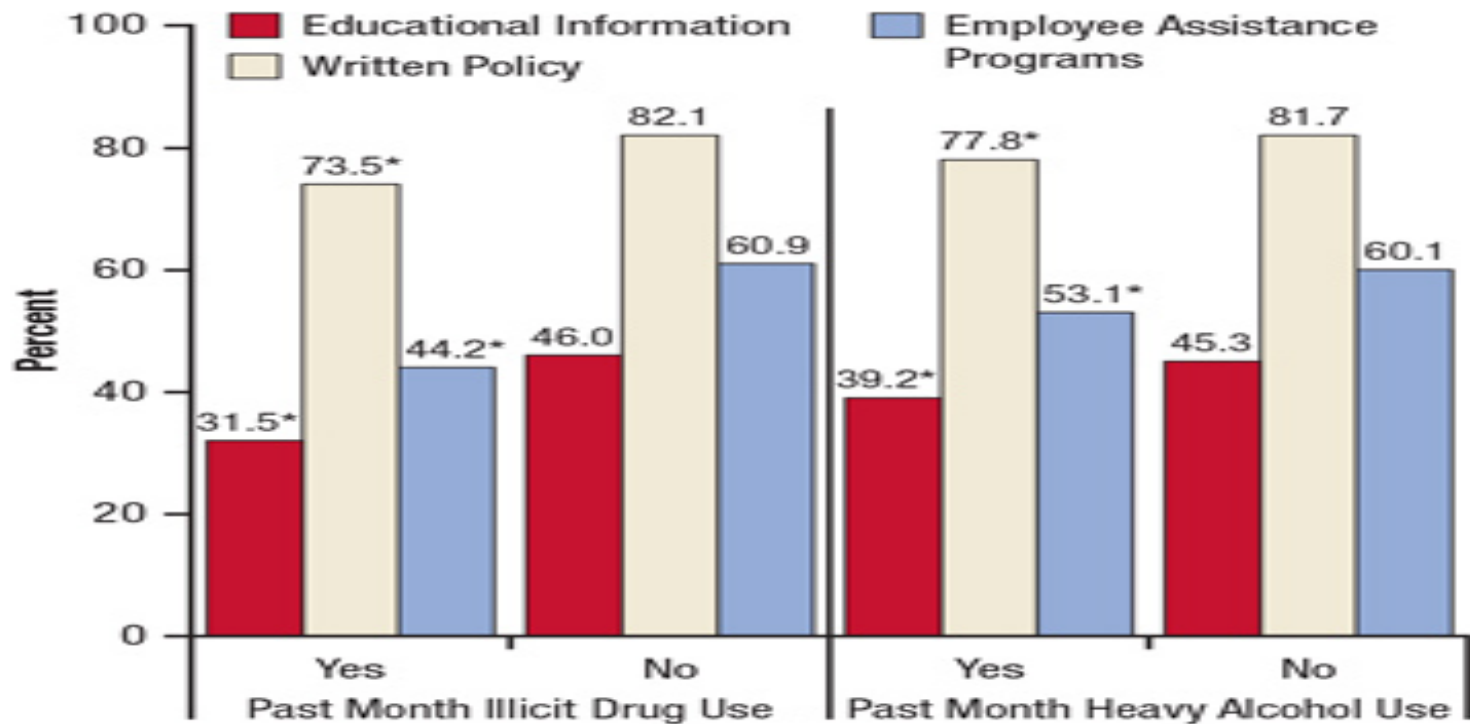
Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs), 2008 to 2010 (revised March 2012), and 2011 to 2012.

Workplace policies by age



Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs), 2008 to 2010 (revised March 2012), and 2011 to 2012.

Workplace policies by drug and heavy alcohol use



*Difference between users and nonusers is significant at the .05 level.

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs), 2008 to 2010 (revised March 2012), and 2011 to 2012.

Treatment for SUD

- 19 million needed treatment but did not use it
 - 95% said they did not need it
- Of those who wanted treatment and did not get it:
 - Lacked health insurance
 - Could not pay for treatment

Improve treatment access

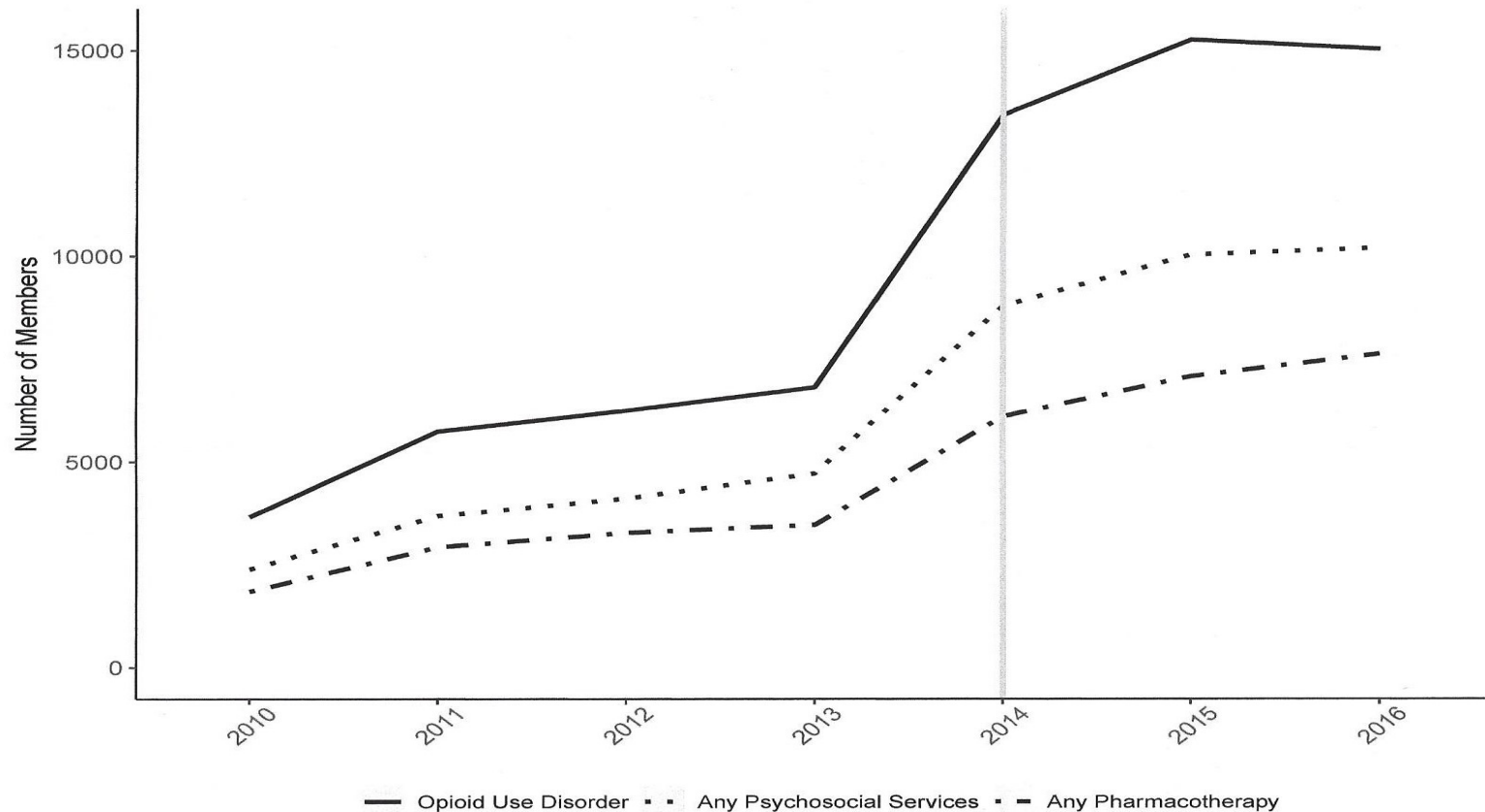
- Include SUD treatment in health plan
- Cover medications for alcohol and opioid use disorders
- Managed behavioral health carveouts enhance quality and control costs*

*Institute of Medicine (1997). *Managing Managed Care: Quality Improvement in Behavioral Health*. Washington, DC: National Academy Press

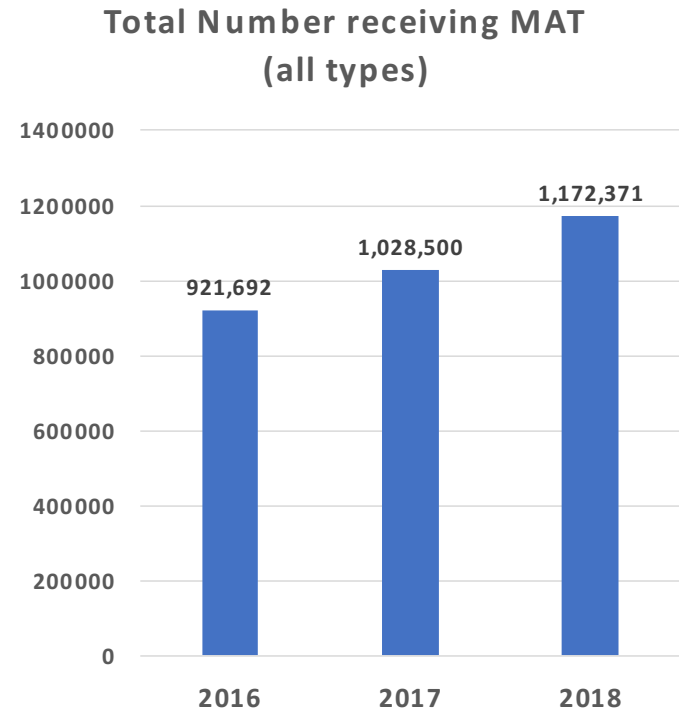
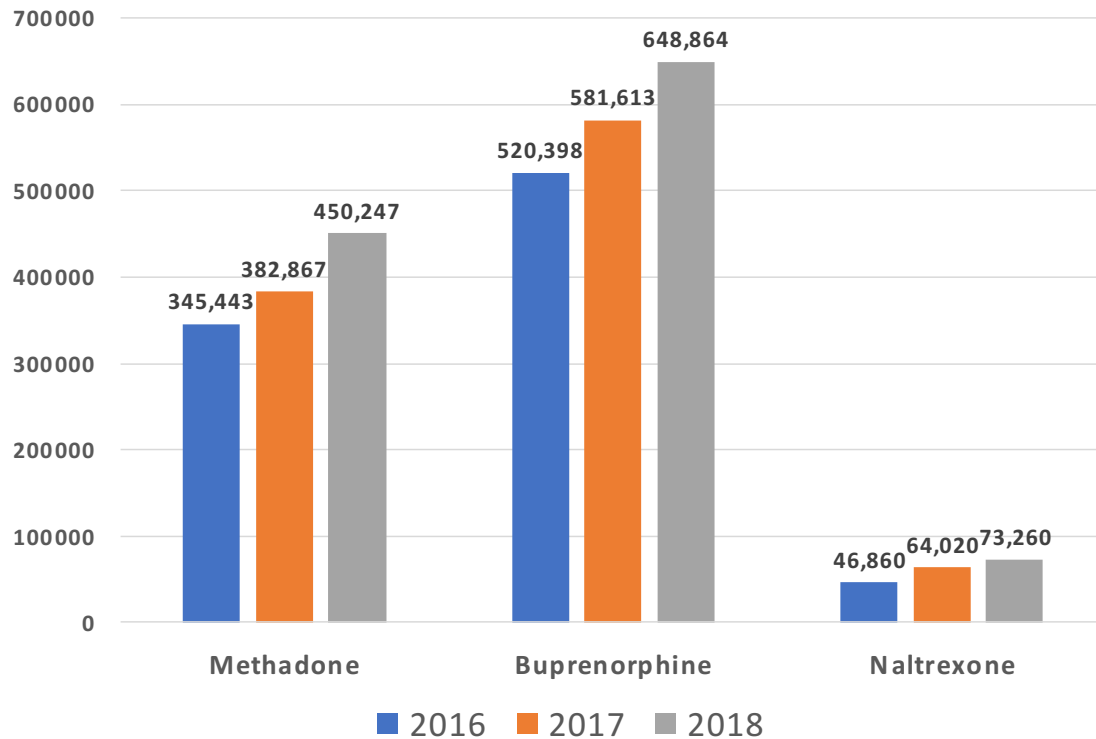
**McConnell, K.J., Gast, S.H.N., Ridgely, S., Wallace, N., Natalie, J., Rieckmann, T.; McFarland, B.F. & McCarty, D. (2012). Behavioral health insurance parity: Does the Oregon experience presage the national experience with the Mental Health Parity and Addiction Equity Act? *American Journal of Psychiatry*, 169, 31 – 38.

Behavioral health parity does
not increase costs**

Medicaid expansion doubled OUD treatment use in Oregon



Medications for Opioid Use Disorder (MOUD)



Medications for Alcohol Use Disorder (Oregon Medicaid 2015 data)

- Acamprosate: 0.4%
- Disulfiram: 1.7%
- Naltrexone (oral): 1.9%
- Naltrexone (XR-NTX): 0.1%
- Any medication: 3.8%
- (McCarty et al, Access to treatment ... Journal of Substance Abuse Treatment, 94 (2018), 24 – 28)

Who pays for SUD treatment?

- Total 2014 = \$31.3 B; 2020 = \$42.1 B
- State/local = 28%
- Medicaid = 25%
- Other federal = 11%
- Medicare = 5%
- Commercial insurance = 16%
- Out of pocket = 10%;
- Mark, T.L. et al (2014) Health Affairs, 33, 1407-1415.



Thank You