



Supporting Prevention, Treatment, and Recovery Through Transformational Employment

A KHC Community Health Forum

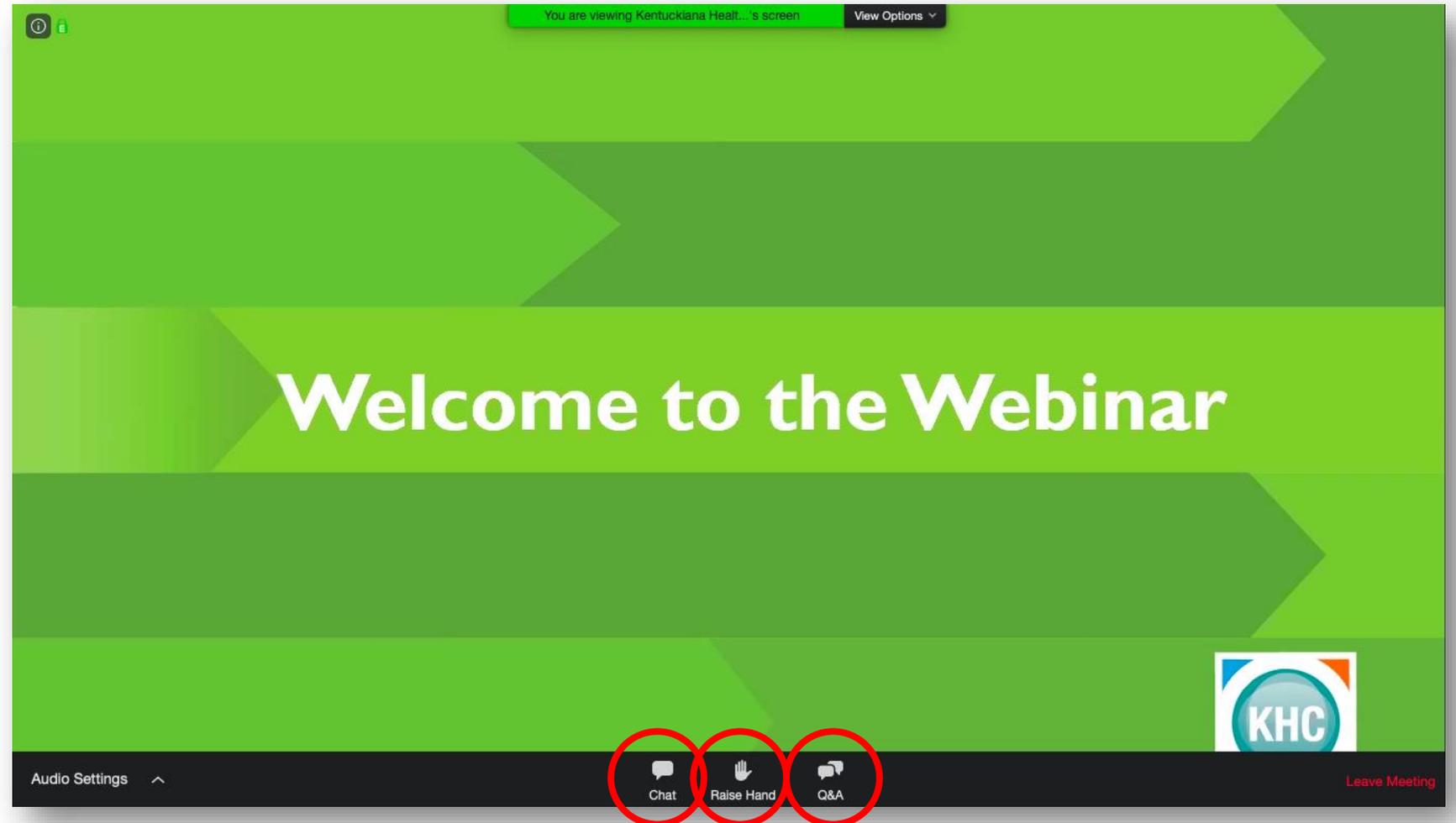
Tuesday, September 14, 2021

8am-10am



ATTENDEE SCREENVIEW

Select "Raise Hand" to type a question and submit it to the host and speakers.
Select "Q&A" to type a question and submit it to the host and speakers.



EVENT MATERIALS

Access materials on the forum event page.

<https://khcollaborative.org/event/september-community-forum/>

SOCIAL MEDIA

Twitter: @KHCollaborative

LinkedIn: www.linkedin.com/company/Kentuckiana-Health-Collaborative

Facebook: www.facebook.com/KentuckianaHealthCollaborative

#KHC

WELCOMING REMARKS

Lt. Governor Jacqueline Coleman



THE STATE OF SUBSTANCE USE IN KENTUCKY AND WHAT IT MEANS FOR EMPLOYERS

Beth Davisson

*Senior Vice President, Foundation
Kentucky Chamber*



Van Ingram

*Executive Director
Kentucky Office of Drug Control Policy*



OVERCOMING THE STIGMA OF SUBSTANCE USE

Brittney Allen

*Interim Director, Behavioral Health Division
Kentucky Department for Behavioral Health,
Intellectual, and Developmental Disabilities*





KENTUCKY CABINET FOR HEALTH AND FAMILY SERVICES

Brittney Allen, PhD
Interim Director - Division of Behavioral Health

Overcoming Stigma in the Workplace

- Create culture that supports treatment and recovery
- Reduce stigmatizing language and improve messaging
- Support treatment rather than termination



ABOUT THE KENTUCKY TRANSFORMATIONAL EMPLOYMENT PROGRAM

Natalie Middaugh

*Community Health Program Manager
Kentuckiana Health Collaborative*



SENATE BILL 191

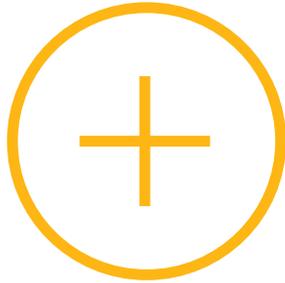
Senate Bill 191 was signed into law by Governor Beshear on April 24, 2020. The Commonwealth of Kentucky enacted Senate Bill 191 (SB 191) to foster economic opportunities for individuals impacted by substance use and to facilitate access to substance use disorder treatment.

SB 191 provides tools and incentives needed for employers to implement the Kentucky Transformational Employment Program (KTEP).

<https://apps.legislature.ky.gov/record/20rs/sb191.html>

1 AN ACT relating to substance use disorders.
2 *Be it enacted by the General Assembly of the Commonwealth of Kentucky:*
3 →SECTION 1. A NEW SECTION OF KRS CHAPTER 222 IS CREATED TO
4 READ AS FOLLOWS:
5 (1) For the purposes of this section only:
6 (a) "Employee" means a person who has failed a drug screen related to
7 employment; and
8 (b) "Employer" means an employer who elects to employ a person who has
9 failed a drug screen related to employment.
10 (2) The purpose of this section is to foster economic opportunities for individuals
11 with histories of substance use disorder and to encourage employer participation
12 in substance use disorder treatment programs.
13 (3) The Cabinet for Health and Family Services shall, in conjunction with the Office
14 of Drug Control Policy, promulgate any administrative regulations necessary to
15 implement an employer-facilitated substance use disorder treatment program for
16 employees who have failed an employment-related drug screen. The
17 administrative regulations, at a minimum, shall include provisions:
18 (a) Enumerating elements necessary in an employer's drug policy if the
19 employer elects to participate in an employer-facilitated substance use
20 disorder treatment program;
21 (b) Mandating an initial clinical assessment of the employee by a qualified
22 health professional and creation of a written treatment plan;
23 (c) Containing referral information for clinical assessments of employees,
24 education, and treatment options;
25 (d) Requiring the employee provide its employer with proof of the employee's
26 active participation in a licensed drug education and substance use disorder
27 treatment program and demonstrated successful compliance with the

KTEP



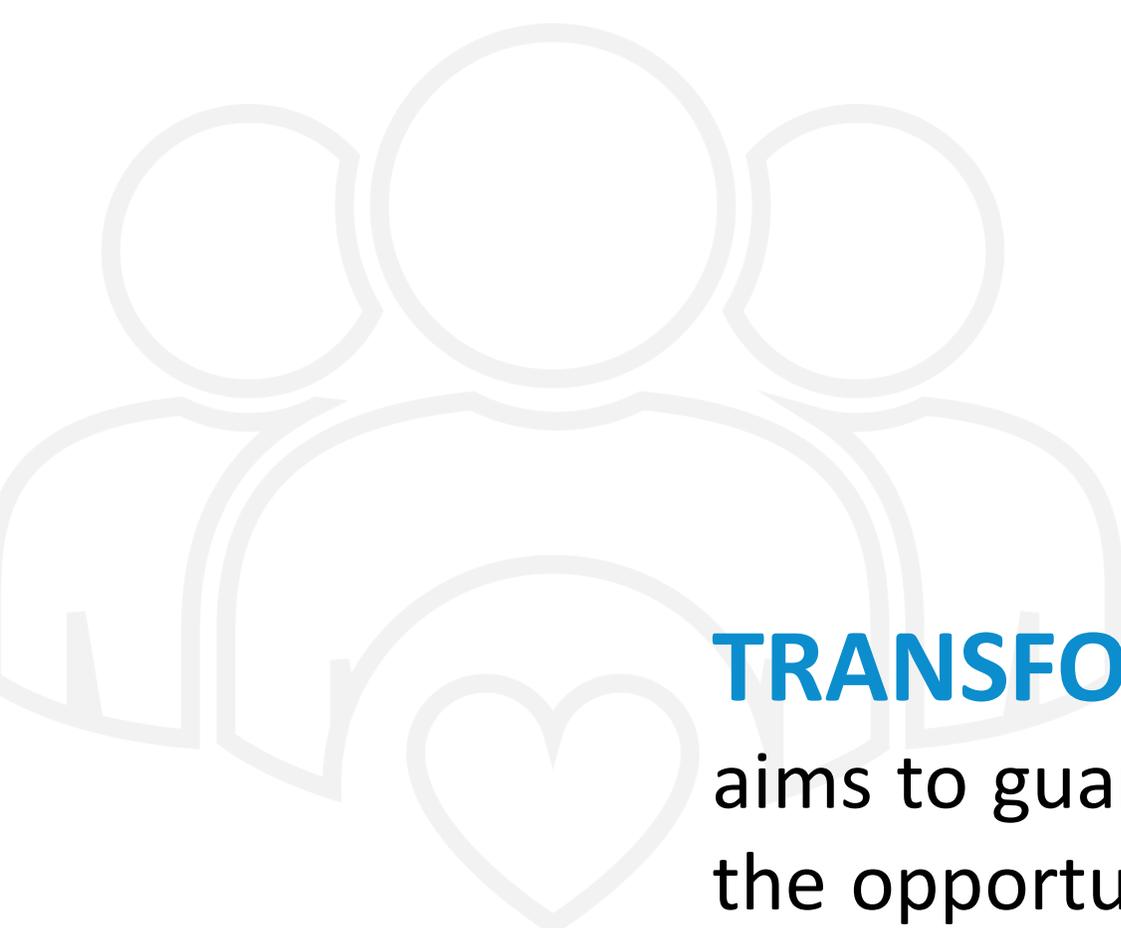
KTEP is a **voluntary** program that allows for **employer-facilitated substance use disorder treatment** for offerees or employees who have tested positive during employment related drug screens.

Under SB 191, employers who implement KTEP **will not be liable for a civil action** alleging negligent hiring, negligent retention, or negligent acts by the employee because of an employee's substance use disorder.



A COLLABORATIVE EFFORT





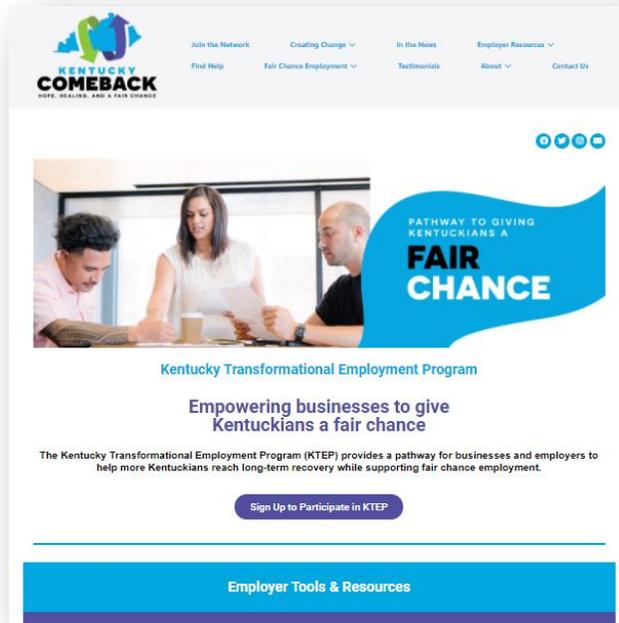
TRANSFORMATIONAL EMPLOYMENT

aims to guarantee more than just a chance, but the opportunity to transform an employee's life and employer's workforce through supporting and connecting employees impacted by substance use with meaningful employment.

GOALS OF KTEP

-  Increase the number of employable individuals in Kentucky
-  Improve talent retention
-  Facilitate access to substance use disorder treatment
-  Support people impacted by substance use

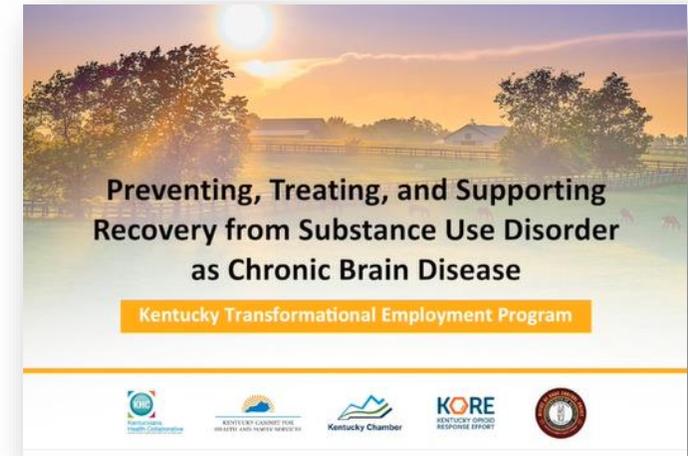
SUPPORTING RESOURCES



Website and Support



Program Guidelines



Training Videos

KTEP PARTICIPANTS

OFFEREE: Any person with a conditional offer of employment who tests positive on a pre-employment drug screen

EXISTING EMPLOYEE: Any currently employed individual who tests positive on a drug test or self-discloses use

THE KTEP PROCESS

After testing positive on a pre-employment drug screen, the employer offers the **offeree/employee** participation in KTEP.

If the **offeree/employee** agrees to participate, the employer refers them for assessment by a qualified treatment provider.



If the **offeree/employee** declines to participate, the hiring process may end, or they may be terminated as determined by the employer's drug and alcohol policy.

THE KTEP PROCESS

After the **offeree/employee** is assessed by a qualified treatment provider, the provider will determine a treatment plan, if necessary.



In communication with the employer, the qualified treatment provider will verify the **offeree/employee's** adherence to the treatment plan.



THE KTEP PROCESS

If the **offeree** has adhered, they will receive a pre-employment drug screen and resume the hiring process with a negative result.



If the **employee** has adhered, the qualified treatment provider can authorize them to return to work.



EMPLOYER DECISION POINTS

- 1 Where to send employees for assessment and treatment
- 2 How to handle situations where an offeree or employee tests positively on a drug screen for a second time
- 3 How services will be paid for

EMPLOYER REPORTING

Sign Up Form

Sign up information is collected to keep track of employer engagement in the program.

- Company Name
- Company Address
- Number of Employees at Company
- Company Industry
- Point of Contact for Company
- Point of Contact Phone Number
- Point of Contact Email Address

Participatory Data

In order to measure short- and long- term investment and success from KTEP, participating employers will submit the follow pieces of information on an annual basis.

- Number of individuals who accepted the offer to be referred for assessment
- Number of individuals who declined the offer to be to be referred for assessment
- Number of employees retained
- Number of new hires gained

This information is not shared with entities outside of KTEP.

GETTING STARTED

- 1 Enroll Online
- 2 Review the guidelines
- 3 Complete the training videos
- 4 Develop and/or revise written drug policy that complies with SB 191 guidance
- 5 Establish file retention processes
- 6 Review benefit offerings
- 7 Establish relationship with qualified treatment provider
- 8 Review all proposed elements with employer leadership and legal counsel
- 9 Share program with employees

<https://kentuckycomeback.com/ktep/>

IMPLEMENTING KTEP: PARTNERS REACT



Randa Deaton
*President and CEO
Kentuckiana Health
Collaborative*



Cynthia Doll
*Partner
Fisher & Phillips, LLP*



Jenny Goins
*Director of
Membership and
Development
Kentuckiana Health
Collaborative*



LaKisha Miller
*Executive Director
Kentucky Chamber
Workforce Center*



Amanda Newton
*President
Recovery Concierge
Amanda Newton
Consulting and
Contracting*

BELDEN'S PATHWAYS TO EMPLOYMENT PROGRAM

Leah Tate

*Vice President, Human Resources –
Industrial Automation
Belden*





Pathways to Employment

Leah Tate
Vice President, Human Resources



Who is Belden?

COMPANY DETAILS

Revenue: \$2+ billion

Employees: 8,000+

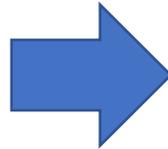
Headquarters: St. Louis, Missouri



- A Leading Global Connectivity Company – signal transmission solutions provider with a complete product portfolio including cable, connectivity, and networking products
- Founded in 1902 by Joseph C Belden in Chicago, IL

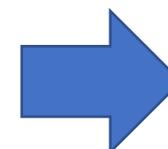
Solutions

- Cable
- Connectivity
- Networking
- Software



Applications

- Video
- Audio
- Data



Key Markets

- Smart Buildings
- Final Mile Broadband/5G
- Industrial Automation
- Cybersecurity



Pathways to Employment



Second chance employment opportunities for candidates who fail drug screens in our Richmond Community

Belden's Blueprint for a community-based solution blending drug rehabilitation with the promise of employment for workers willing to lead drug-free lives

- Actively bridging treatment and employment
- Eliminating stigma with recovery
- Supporting people and communities

Program in Richmond, Indiana – A partnership approach





Why did Belden embark on this journey?

The Impact of Addition on Belden's Workforce in Indiana

- Over the last 4 years our pre-employment drug screen failures have averaged 10% (approx. 5% to approx. 12%)
- Shrinking labor pool for manufacturing workers
- Ability to hire qualified, skilled, substance-free workers was in jeopardy compounded by an aging workforce - with 1/3 of employees at the plant within 5 years of retirement age
- Sobering Statistics in State of Indiana – with Wayne county being among the highest



We wanted to be part of the solution



Program Highlights



- Created a steering committee in to design something to address the issues we were facing
 - Be part of the Solution not part of the problem
- Launched the Program as a Pilot – get something off the ground and learn as we go
- Partners have been critical in the success of the program
 - We aren't addiction / treatment experts
 - We rely on their expertise and guidance
- Steering Committee met every 6 weeks
 - Discuss how the program is going
 - How participants are doing
 - What new challenges or learnings we have that we need to address
- Jointly funded with partners



How Pathways to Employment works...

Key Elements

- Candidates are provided an employment opportunity in exchange for maintaining a clean lifestyle
- 18 Month program that includes:
 - Employment
 - Treatment
 - Recovery
 - Monitoring
- Signed agreement/contract
 - role of participant, role of Company, role of partners – varies by high risk/low risk
 - Sharing of data between partners around participants
- Consequences if participant continues to use

Key Principles

- No judgement
- Transparency and honesty both ways
- Participant confidentiality
- Complete sharing of process and learnings with others for similar adoption elsewhere



Pathways to Employment Process

Failed Drug Screen	Assessment (Likelihood of Substance Use Disorder)	Treatment (Specific to individual)	Work (Safety Sensitive Job)
<ul style="list-style-type: none">• Agreeing to treatment in exchange for a job• Agreeing to stay clean• Signed release	<ul style="list-style-type: none">• Clinical Interview• Assessments (SASSI-4, MAST and PHQ-9)• Classified as High Probability or Low Probability	<ul style="list-style-type: none">• Treatment specific to individual based on results of Assessment/ interview	<ul style="list-style-type: none">• Safety Sensitive Job<ul style="list-style-type: none">- High Probability – Able to Work- Low Probability• Ivy Tech Internship<ul style="list-style-type: none">- High Probability – Not able to work• Randomly drug screened

“Graduate” to operating Machinery after required number of “Clean” screens

Key Learnings



- Leadership support is imperative – buy-in to find a solution and do something
- Importance of Strong Partnership with partners and treatment providers
- Earning a livable wage is a vital part of a successful program - Hope
 - High Probability – dropped out of program – needed to earn wage
- More High Probability that we expects – 75% / 25% have seen closer to 50% / 50%
- Discussion was initially around Opioid addiction – but finding people failing for a multitude of drugs / usually it's not just one
 - Opioids is a major problem but can't just be about Opioids
- Employees extremely supportive of program – most have been touched by addiction in some way – self, family, friends
- Willingness to accept setbacks and unanticipated challenges
- Transparent communication of expectations of all parties
- Started as a program targeted at candidates, but has been expanded to included Belden employees with problems – 8 Belden employees (one 20+ year employee)

Benefits of Pathways over time



- Expands Labor pool
- Takes the stigma away from addiction – allows current employees to come forward and deal with addiction issues
- Creates transparency around the problem
 - Proactively manages potential safety risks
- Reduction in Healthcare costs over long term
- Greater Employee Loyalty
- Lower Turnover long term
- Higher Employee Engagement
- Stronger Community Relations / Branding
 - Positive feedback from customers
 - Making a difference in people's lives



“I’ve often said, stigma is our biggest killer and a significant barrier to solving our public health problems. We must shift the way we think about, talk about, and act towards people with substance use disorders. Pathways to Employment, is an example of how businesses can play a big role in addressing the opioid crises in their communities and in the workplace.”

DR. JEROME ADAMS
Former U.S Surgeon General

Thank you!

POST-EVENT SURVEY

Provide your feedback.

<https://khcollaborative.org/september-2021-forum-feedback/>

REMINDER

Access materials on the forum event page.

<https://khcollaborative.org/event/september-community-forum/>

UPCOMING KHC EVENTS

Correcting Race Based Medicine in Chronic Kidney Disease

Part of *Bridging the Gap Between Healthcare Disparities and Anti-Racist Clinical Encounters*

September 28, 2021 | 4:30pm-6:00pm

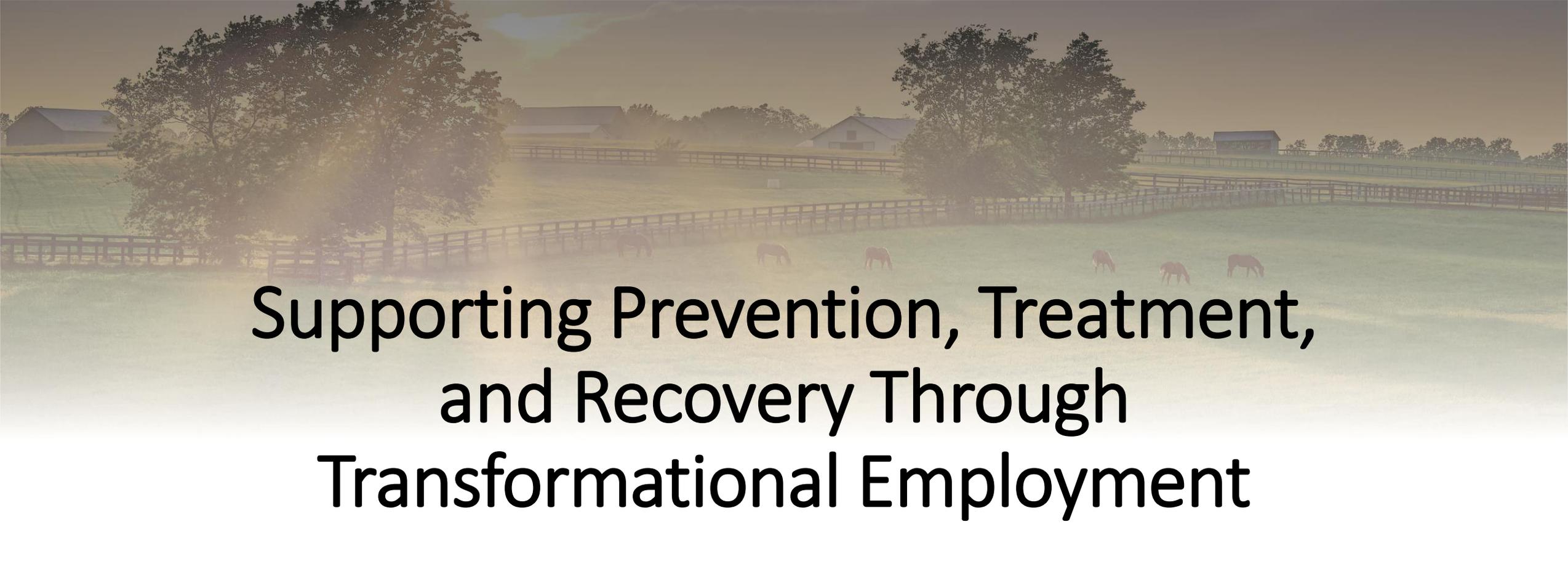
<https://khcollaborative.org/event/healthcare-equity-series-ckd/>

Purchaser Solutions to Addressing Social Determinants of Health

KHC Community Health Forum

December 7, 2021

<https://khcollaborative.org/event/december-community-forum>



Supporting Prevention, Treatment, and Recovery Through Transformational Employment

Thank you for attending!

