

Oregon Workforce Investment Board

WorkSource Oregon Substance Abuse Prevention Policy

Background:

In 2004, the “biggest surprise” of the Oregon Business Plan (OBP) *Bus Tour* was employer difficulty hiring otherwise qualified applicants precisely because they could not pass a pre-employment drug screen. Private sector drug testing data support that failure of pre-employment drug tests is a significant and costly problem. One federally certified laboratory reports that pre-employment drug test failure rates increased in Oregon from 5.3% to 6.3% between 2004 and 2005—Central Oregon having the highest regional rate of 8.4% (2005). In response, an OBP *Build a Drugfree Oregon Workforce Initiative* was launched at the January 2006 Oregon Leadership Summit. While taking responsibility to expand employer implementation of comprehensive drugfree workplace programs, the OBP initiative recommends that OWIB “... establish a Substance Abuse Prevention Standard for job seekers as a priority in its strategic planning process, and evaluate the standard through a demonstration project to assure that it meets employer needs.”

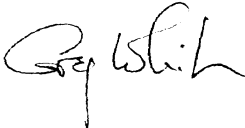
Representatives from WorkSource Oregon agencies, Oregon Workforce Partnership, and the OBP *Build a Drugfree Oregon Workforce Initiative*, have established that conflicting requirements of various federal funding streams, as well as differing agency mission statements preclude a comprehensive single approach for all workforce development partners at this time. Nevertheless, they agreed that agencies should develop explicit prevention policy statements and education efforts appropriate to their services, as well as identifying new funding for staff training.

Policy:

In partnership with the Workdrugfree Employer Task Group, other Oregon employers and employer groups, the Oregon Workforce Investment Board is committed to address substance abuse as a priority by developing policies, procedures, tools, and materials with input and support from local Workforce Investment Boards to establish a new norm that promotes the Oregon workforce as free from the negative impact of alcohol and drug abuse.

The OWIB, WorkSource Oregon agencies and contractors, Workdrugfree Employer Task Group, and other employer groups will collaborate in 2006-2007 on the following activities:

1. Modify the check list for certification of One-Stop agencies by requiring the development of local substance abuse prevention policies.
2. Develop standard WSO client education materials.
3. Develop staff training curriculum that demonstrates the use of client education materials and offers skill development so that job seekers can be referred to appropriate local resources.

Approved by:	 Greg White OWIB Executive Staff
Date:	
Effective Date:	December 8, 2006