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Are You Aware ?

Of the 2.4 million juvenile arrests in 2000, 1.9 million involved substance abuse but only 68,600 or 3.6% of those arrested received any treatment.
Source: The National Center on Addiction and Substance Abuse at Columbia University, Juvenile Justice and the Children Left Behind, 2004.

Alcohol and drug abuse is the No. 1 public health problem in the US. \$1 of every \$12 that is spent on personal health care involved the prevention, diagnosis and treatment of those suffering from addictive diseases.
Source: Myths About Addiction

Teens that have 5 or more dinners a week with their family are less likely to try marijuana, smoke cigarettes, or drink alcohol.
Source: The National Center on Addiction and Substance Abuse at Columbia University, The Importance of Family Dinners I and II, 2003, 2005

For every \$1 invested in addiction treatment, society saves \$7.
Source: UCLA

The 12-17 population in the US has one of the fastest growing rates of prescription drug abuse, such as OxyContin, Ritalin, and Valium.
Source: National Institutes of Health

The no. of people seeking treatment for methamphetamine addiction quadrupled between 1993 & 2003 attesting to the addictive nature of meth.
Source: SAMHSA

Nearly one in 10 American teenagers, or 2.2 million experienced major depression in 2004.
Source: SAMHSA

Depressed youths are more likely to smoke, drink alcohol, and/or abuse drugs.
Source: SAMHSA

Half of the students in the US have tried an illegal drug before they graduated from high school.
Source: Monitoring the Future

Students who use marijuana are more likely to drop out of school, have lower academic aspirations, and experience job instability in young adulthood.
Source: Hall, W., Room B. & Bondy, WHO Project of Health Implications of Cannabis Use: A Comparative Appraisal of the Health and Psychological Consequences of Alcohol, Cannabis, Nicotine, and Opiate Use, August 28, 1995 (Geneva, Switzerland: World Health Organization, 1998.

86% of all high school seniors think it would be 'very easy' or 'fairly easy' for them to get marijuana.
Source: Monitoring the Future

Between 1992 and 2002, the number of adolescent treatment admissions increased 65%, while all admissions, for the same time period, only increased 23%.
Source: The DASIS Report, October 15, 2005, p. 1.

Between 1992 and 2002, adolescent admissions with marijuana as the primary substance increased from 23 to 64 percent.
Source: The DASIS Report, October 15, 2005, p. 1.

Over half of all admissions (56%) to substance abuse treatment are due to use of multiple substances (polydrug abuse).
Source: The DASIS Report, October 15, 2005, p. 1.

Among polydrug admissions, alcohol was the most commonly reported substance (76%). Marijuana was the 2nd most commonly reported substance (55%), followed by cocaine (48%), opiates (27%) & other drugs (26%).
Source: The DASIS Report, March 35, 2005, p. 1.

Youths admitted for substance abuse treatment are more likely than older admissions to report multiple drugs use, 65% of admissions for those under 20 years of age.
Source: The DASIS Report, March 25, 2005, p. 1,2.

Every day, approximately, 4,700 American children under the age of 18 try marijuana for the first time.
Source: Parents. The Anti-Drug.

Drug Addiction Information

Many people view drug abuse and addiction as strictly a social problem. Parents, teens, older adults, and other members of the community tend to characterize people who take drugs as morally weak or as having criminal tendencies. They believe that drug abusers and addicts should be able to stop taking drugs if they are willing to change their behavior.

These myths have not only stereotyped those with drug-related problems, but also their families, their communities, and the health care professionals who work with them. Drug abuse and addiction comprise a public health problem that affects many people and has wide-ranging social consequences. It is our goal to help the public replace its myths and long-held mistaken beliefs about drug abuse and addiction with scientific evidence that addiction is a chronic, relapsing, and treatable disease.

Addiction does begin with drug abuse when an individual makes a conscious choice to use drugs, but addiction is not just "a lot of drug use." Recent scientific research provides overwhelming evidence that not only does drug addiction interfere with normal brain functioning creating powerful feelings of pleasure, but they also have long-term effects on brain metabolism and activity. At some point, changes occur in the brain that can turn drug abuse into addiction, a chronic, relapsing illness. Those people with a drug addiction suffer from a compulsive drug craving and usage and cannot quit by themselves.

Treatment for drug addiction is necessary to end this compulsive behavior.

A variety of approaches are used in treatment programs to help patients deal with these cravings and possibly avoid drug relapse. NIDA research shows that addiction is clearly treatable. Through treatment that is tailored to individual needs, patients can learn to control their condition and live relatively normal lives.

Treatment can have a profound effect not only on drug abusers, but on society as a whole by significantly improving social and psychological functioning, decreasing related criminality and violence, and reducing the spread of AIDS. It can also dramatically reduce the costs to society of drug abuse.

Understanding drug addiction also helps in understanding how to prevent use in the first place. Results from NIDA-funded prevention research have shown that comprehensive prevention programs that involve the family, schools, communities, and the media are effective in reducing drug abuse. It is necessary to keep sending the message that it is better to not start at all than to enter rehabilitation if addiction occurs.

**Reprinted from The National Institute on Drug Abuse (NIDA)*

Alcohol and Drug Abuse in America Today

Although overall rates have not increased over the past several years, alcohol and drug abuse continues to afflict American society at the start of the 21st century.

An estimated 14.8 million Americans are current illicit drug users.¹

Nearly 11 percent of youths between the ages of 12 and 17 are current illicit drug users. Among this population, marijuana is the most prevalent drug of use.²

Young adults between the ages of 18 and 20 have the highest rate of current illicit drug use at roughly 20 percent.³

Heavy drinking occurs most frequently among young adults between the ages of 18 and 25 (13.3 percent), peaking at age 21 (17.4 percent).⁴

The rate of current illicit drug use is higher among men (8.7 percent) than women (4.9 percent).⁵

Heavy drinking correlates strongly with illicit drug use. Of 12.4 million heavy drinkers, 30.5 percent are also current illicit drug users.⁶

America's Workplaces at Risk

No business, regardless of size or location, is immune to the countless problems that alcohol and drug abuse can cause. Most individuals who abuse alcohol and other drugs are employed, and when they arrive for work, they don't leave their problems outside the door.

Although the rate of current illicit drug use is higher among unemployed individuals, the vast majority of current illicit drug users in the US are employed. Of 12.3 million adult current illicit drug users, 9.4 million (77 percent) work.⁷

An estimated 6.5 percent of full-time and 8.6 percent of part-time workers are current illicit drug users.⁸

Alcohol is the most widely abused drug among working adults. An estimated 6.2 percent of adults working full time are heavy drinkers.⁹

More than one in three (38 percent) workers between the ages of 18 and 25 are binge drinkers.¹⁰

Among employed adults, the highest rates of heavy drinking and current illicit drug use are reported by white, non-Hispanic males who are between the ages of 18 and 25 and have less than a high school education.¹¹

By occupation, the highest rates of current illicit drug use and heavy drinking were reported by food preparation workers, waiters, waitresses and bartenders (19 percent); construction workers (14 percent); service occupations (13 percent); and transportation and material moving workers (10 percent).¹²

More than 60 percent of adults know someone who has reported for work under the influence of alcohol or other drugs.¹³

Everyone Bears the Impact

Everyone involved in running a business—both employers and employees—suffers when there is workplace alcohol and drug abuse. Some costs are obvious, such as increased absences, accidents and errors. Others, such as low morale and high illness rates, are less so, but the effects are equally harmful.

One in five workers report that they have had to work harder, redo work or cover for a co-worker or have been put in danger or injured as a result a fellow employee's drinking.¹⁴

Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol consumption and alcoholism.¹⁵

Alcohol and drug abuse has been estimated to cost American businesses roughly 81 billion dollars in lost productivity in just one year—37 billion due to premature death and 44 billion due to illness. Of these combined costs, 86 percent are attributed to drinking.¹⁶

Alcoholism is estimated to cause 500 million lost workdays annually.¹⁷

Individuals who are current illicit drug users are more than twice as likely (9.3 percent) than those who are not (4.3 percent) to have changed employers three or more times in the past year.¹⁸

Individuals who are current illicit drug users are also more likely (12.9 percent) than those who are not (5 percent) to have skipped one or more work days in the past month.¹⁹

Similarly, individuals who are current heavy alcohol users are more likely (8 percent) than those who are not (4.4 percent) to have changed employers three or more times in the past year.²⁰

Individuals who are current heavy alcohol users are also more likely (11.3 percent) than those who are not (5.1 percent) to have skipped one or more work days in the past month.²¹

Results from a US Postal Service study revealed that employees who tested positive in a pre-employment drug test are 66 percent more likely to be absent and 77 percent more likely to be discharged within three years than those who tested negative.²²

Of callers to the National Cocaine Helpline, 75 percent admit to having used drugs on the job, 64 percent report that drugs have adversely affected their job performance, 44 percent say they have sold drugs to fellow employees and 18 percent say they have stolen from coworkers to support their drug habit.²³

Small Businesses Most Vulnerable

When it comes to workplace substance abuse, small businesses have big disadvantages. They are less likely to have programs in place to combat the problem, yet they are more likely to be the "employer-of-choice" for illicit drug users. Individuals who can't adhere to a drug-free workplace policy seek employment at firms that don't have one, and the cost of just one error caused by an impaired employee can devastate a small company. Among the population of full-time employed current illicit drug users:

- 44 percent work for small establishments (1-24 employees)
- 43 percent work for medium establishments (25-499 employees)
- 13 percent work for large establishments (500 or more employees)²⁴

Among the population of full-time employed heavy drinkers:

- 36 percent work for small establishments
- 47 percent work for medium establishments
- 17 percent work for large establishments²⁵

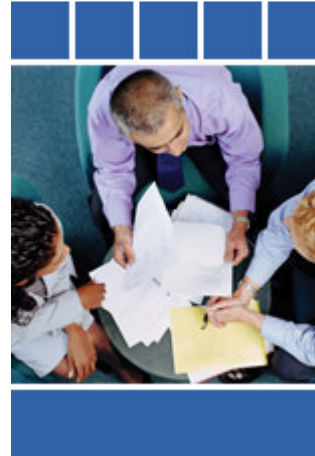
"Is Drug Testing a Good Investment?"

Companies considering whether to implement a pre-employment drug testing program, as well as those that already have a program in place; need to see measurable value in the investment they are making. Well-designed and well-administered drug testing programs are not a cost of doing business. Rather, these programs generate substantial savings in time, money and productivity for smart employers.

Approximately 13% of respondents in the 2002-2003 National Survey on Drug Use in the Household reported using illicit drugs in the previous month.¹ The vast majority of these respondents were employed. The survey further indicated that approximately 4% of the employed respondents who worked for employers with a drug testing program had used illicit drugs within the previous month. In contrast, approximately 10% of the employed respondents who worked for employers with no drug-testing program reported using illicit drugs within the previous month! Having an effective drug-testing program is a proven deterrent to drug use in the workplace.

Why is this important? The average cost to recruit and fill a standard non-exempt position is \$2,456.² Administering a standard laboratory-based drug test, with a cost for test, collection and medical review of \$25-\$50, adds a very small fraction to a company's cost per hire. Yet the savings are significant. Studies show that drug users are 2.5 times more likely to miss significant time on the job and 3.5 times more likely to injure themselves or others on the job.³ The cost of lost workdays or workers' compensation claims for drug users can add up to thousands of dollars in increased expense annually. That's why thousands of employers, including two-thirds of Fortune 500 companies, have drug testing programs.

Even accepting the wide variability in employment and lost productivity costs by business, it's easy to see that the investment in a well-administered drug testing program pays off in avoiding poor hiring decisions and detecting drug users in your workplace. You can do the ROI calculation for yourself to determine whether drug testing makes sense for your workplace.



SUBSTANCE ABUSE IN THE WORKPLACE

Every day, in large corporations and small businesses all across the country, the problems caused by substance abuse disrupt the workplace. The Gallup poll uncovered another alarming fact: 41% of the workers surveyed stated that the drug abuse of fellow employees seriously affected their own job productivity.

There is a false perception that America's drug problem is youth-orientated. However, ***two-thirds of drug abusers are employed***. If you are in business you must be aware of these facts:

- 74% of all illegal drug users are employed either full or part time
- 10% of all employees abuse alcohol or other drugs on the job
- 53% of employees state that drug abuse and drug dealing are major contributors to workplace violence
- 53% of employees state that drug use and drug dealing are major contributors to workplace violence
- 44% of drug users support their habits by stealing from or selling drugs to fellow employees

THE COSTS OF SUBSTANCE ABUSE

Substance abuse in the workplace costs employers billions of dollars annually. Employees who abuse use 16 times more sick leave than non-abusers. They are 5 times more likely to file a worker's compensation claim, and 4 times more likely to injure themselves or another person in a workplace accident. Further, they are 5 times more likely to be involved in an accident off the job, causing absenteeism or poor job performance. There are also many hidden costs that drive up the employer's bill for substance abuse:

- Friction among workers
- Decreased production
- Diverted supervisory time
- Damage to equipment
- Personnel turnover
- Damage to organization's image

Businesses calculate that employees who abuse are 35% less productive than workers who do not, and ironically, an employee with an abusing family member costs the employer almost as much as if they were abusing themselves. Thus the importance of having a program that assists the entire family.

WHAT IS THE BOTTOM LINE?

The U.S. Department of Labor estimates that each impaired worker currently costs his or her employer approximately **\$11,000 per year**. In other words, if you take the number of your employees and multiply that by 10%, which represents the abusers, and multiply that number by \$11,000, it is staggering just how much your bottom line is affected. Substance abuse costs the average organization that employs 500 people over half a million dollars annually! ***Can you afford that?***

How can you protect your company and workers from those whose substance abuse endangers your workplace and your profits? The American Management Association found that companies with employee and supervisor education and awareness programs experienced a 26% lower positive test rate. The percentage of employers with a formal written policy has grown by about 60% over the past three years, and it's time for every employer to fight back with an effective substance abuse program that is suited to the needs of their organization.

Direct costs — hidden costs — public liability; when you add up all the costs involved in ignoring the problem, the real question becomes ***can you afford not to set up a workplace education and awareness program?***

The Johnson Institute of Minneapolis identified the four basic traits of an effective alcohol and other drug (AOD) education and awareness program:

1.

It must be CONSISTENT

Basic prevention is not a onetime rally or event. This approach makes people aware, but not responsible. ***Education is an ongoing process.***

2.

It must be USER FRIENDLY

A good program should not require extensive training. Employees and supervisors do not need added responsibility. With all they have to do, they usually do not want to learn a new system.

3.

It must be SKILL-BASED

There should be no new skills to acquire. The substance abuse program should be tailored to the skills already in the workplace.

4.

It must be EFFICIENT

Quite simply, the program should do what it is intended to do. It should address the substance abuse problem in a manner that is expedient for the employee as well as the employer.

In addition to these four traits, a successful program should also include:

- Focused information on how AOD adversely affects the workplace, as well as the company's profits
- A comprehensive substance abuse policy and the consequences of using AOD either on or off the job
- Information on the health risks of abusing AOD
- Resources for securing help for those with problems, including employee assistance programs offered by the company
- Information and education for the non-using employee who is directly or indirectly affected by AOD abuse of fellow workers: How should non-using employees address this threat? Should they cover, or blow the whistle?

The following additional reports and information are available.

Send Request via email to info@ModernDrugTesting.com

You can also find additional information and updated articles and newspaper reports at the www.ModernDrugTesting.com website.

The Drug Dependency Test

How do you know if you or your loved one is drug dependent?

EMPLOYER'S GUIDE

Every employee has the right to a drug free workplace.

Alcohol and other drug (AOD) abuse certainly endangers the safety of the abusing employee, but it also endangers every other employee. In a nationwide survey performed for The Institute for a Drug Free Workplace, the Gallup Organization reported that 28% of the full-time employees surveyed identified illicit drug abuse as the greatest threat facing America today. This 20-page guide for businesses contains valuable information on substance abuse in the workplace and includes an easy to follow 5-step guide to implement an effective Substance Abuse Program for your business.

The Modern Drug Testing website also contains valuable information
And reports for parents and schools. Please visit the site at
www.ModernDrugTesting.com
to get a full overview of the information available and to stay current
on news reports and articles regarding drug testing.

This report prepared by:



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