



FACT SHEET: TECHNICAL ASSISTANCE COURSE

THE PROBLEM: “WE CAN’T FIND WORKERS.”

Finding healthy, drug-free workers is difficult for many companies in our community – in part, due to the fact that job seekers and employees are failing drug tests at a record-setting number. In response, Hancock County has joined forces with 16 other communities throughout Ohio to address this problem through the *Working Partners*® Drug-Free Workforce Community Initiative (DFWCI).

THE OPPORTUNITY: A FREE Technical Assistance Course

A keystone activity of the DFWCI is to offer, *free of charge*, a technical assistance course to five companies in our community. The outcome of the two-day technical assistance course is that each participating company will be educated and guided through a process to develop (or refine) a state-of-the art and legally sound drug-free workplace policy/program (DFWP) that will:

1. Save you time and money.
2. Give you systems to attract and keep quality employees.
3. Increase insulation against corporate liability.
4. Provide a roadmap to administer an effective and efficient DFWP policy/program.
5. Position you as a leader in the community -- taking action to improve our community’s employable workforce.

Topics covered in this graduate-level course include drug trends impacting the workforce/workplace, legal issues impacting a DFWP program (e.g., Ohio’s marijuana law, ADA, DOT, OSHA), and best practices of operationalizing a policy/program.

NUTS AND BOLTS.

The two-day course will be held at the Drury Inn (820 W. Trenton Ave., Findlay, OH) on May 16 & 30 from **9 a.m. – 4 p.m.** (**lunch provided**). Selected businesses must be willing to:

1. Complete an application.
2. Send one - three key decision-makers to both days of classroom education and technical assistance. At least one of the key decision-makers must be the same person attending both days of the course.
3. Allow business name and images to be used in promotional materials.

TO APPLY.

[CLICK HERE](#) to complete a brief application. (For a paper copy, contact Zach Thomas at zthomas@yourpathtohealth.org. Applications must be received by 5:00 p.m. Monday, April 17, 2017, and selected businesses will be notified within 10 days after the application deadline.

BOTTOM LINE.

Our business community has been talking about this issue for quite some time. Now it’s time to do something about it. Will you join us?



FREQUENTLY ASKED QUESTIONS: TECHNICAL ASSISTANCE COURSE

Q: I can't come to both classes. Does this disqualify me from applying?

A: Up to three people from your organization are invited to attend, and at least one of those attendees is required to attend both classes.

Q: We already have a drug-free policy in place. Is there any use in me applying?

A: Yes, especially if it has been more than a year since you have reviewed your policy/program. Many companies have policies in place that are not up-to-date against current law and trends (e.g., ADA, Ohio's medical marijuana law, H.B. 80, the new OSHA reporting law) impacting post-accident drug testing.

Q: Our parent company owns several affiliate or sister companies. Will they each get a free policy?

A: No. One drug-free workplace (DFWP) policy will be customized for one of your companies (defined by their unique BWC or federal tax I.D. number). Additional policies for affiliated companies can be purchased for a nominal fee.

Q: Help me justify being out of the office for two days to attend this course.

A: If you have an existing DFWP program in place or want to implement one, you will actually save time by coming to this course. The amount of time you would spend researching the subject matter, writing/revising a current and legally sound policy, consulting with subject-matter experts, locating and qualifying assistance providers, etc., is far greater than two days you will spend in class. (And doing it in a group of other businesses will be a lot more enjoyable, too!)

Q: Some of our employees are members of a union. Can the program help us?

A: Yes. *Working Partners*[®], the company that developed and is facilitating the course, has extensive experience working with companies who are signatory to collective bargaining agreements.

Q: Are there any costs associated with the Technical Assistance Course?

A: No. The technical assistance course and the customized DFWP policy you will receive are free. In fact, the retail value of the course (including the customized policy) is over \$2,500 per company. Costs you might *choose*, but are *not required*, to incur are related to the implementation of your new policy/program (e.g., drug testing, employee education and supervisor training). Even these optional implementation costs may be off-set if participating companies opt to apply for rebates and grants offered in BWC's Drug-Free Safety Program.

Q: If I'm not paying for the Technical Assistance Course, who is?

A: The Working Partners[®] Drug-Free Workforce Community Initiative (DFWCI) – including the Technical Assistance Course -- is funded, in part, by the Ohio Department of Mental Health and Addiction Services (OhioMHAS) with support from the Hancock County Board of Alcohol, Drug Addiction, and Mental Health Services and the Findlay • Hancock County Chamber of Commerce.