Workplace Trainings

- Creating a Drug Free Workplace and Policy Creation
- Drug Free Workplace Supervisor Training
- Supervisor Tools & Techniques for Reasonable Suspicion
- Drug Free Workplace Employee Training
- The Benefits of an Employee Assistance Program
- Substance Use Signs & Symptoms
- The Science of Addiction - Drugs, Brain & Behavior
- Medical Marijuana in the Workplace
- Drug Testing Best Practices

Over 1,000 PA employers have utilized our resources to create a drug free workplace program and enhance their employee’s knowledge on average of 90% after training completion.

Family Education

- Substance Use Disorder 101
- Signs and Symptoms of Substance Misuse
- Addiction is a Family Disease
- Communication with Adolescents
- Treatment Options, Relapse and Recovery
- Opioid Use Disorder
- Adolescent Drug Use

School district and University trainings are also available and tailored to the needs of the organization.

Presentations are on average one hour in length however components of each presentation can be combined to lengthen the education time. Supervisor Training is also available in 2 hr. session to meet DOT reasonable suspicion of probable drug use and alcohol misuse requirements.

Grant funding allows us to offer all of our services free of charge.

717-454-3100

www.drugfreeworkplacepa.org

Paid for by PA tax payer’s dollars

All trainings are now available online
**Curriculum Outline for Onsite Trainings**

Drug Free Workplace PA (DFWPA) offers comprehensive curriculums for organizations to help them better understand substance and alcohol misuse in both the workplace and at home. For every onsite presentation, DFWPA is able to tailor trainings to any organization’s needs for a unique, personalized, educational experience. We also offer the 2-hour Pennsylvania Department of Transportation mandated supervisory training, which includes reasonable suspicion of probable drug use and alcohol misuse. *These presentations are also available online at [www.drugfreeworkplace.org](http://www.drugfreeworkplace.org).* Grant funding allows DFWPA to offer all of our services free of charge; paid for by taxpayer’s dollars.

**For Businesses, Professional Groups, and Organizations:**

**Creating a Drug Free Workplace**
- Cost of Substance Abuse to the Workplace
- Benefits and Return on Investment in a Drug Free Workplace Program
- Five Components of a Drug Free Workplace
- Employee Assistance Program (EAP) Overview
- How to Build a Drug Free Workplace Policy
- Available Resources

**Supervisor Training**
- What is Drug Free Workplace PA
- The Cost of Substance Use to Society
- The Cost of Substance Use to the Workplace
- Substance Use Disorder 101
- Drug Classifications and Signs and Symptoms of Drug Misuse
- Supervisor’s Toolbox
- When an Incidence Occurs
- Do’s and Don’ts of Implementing Reasonable Suspicion
- Recovery Happens
- Available Resources

**Employee Training**
- The Cost of Substance Use to Society
- The Cost of Substance Use to the Workplace
- Substance Use Disorder 101
- Substance Use Disorder & The Family
- Drug Classifications
- Signs and Symptoms of Drug Misuse
- Overview and Requirements of a Drug Free Workplace Policy
- What to do if you suspect a co-worker is using substances
- Recovery Happens
- Available Resources
Employee Assistance Program (EAP) Training
- Benefits of an EAP
- Goals of an EAP
- Components and Services
- How an EAP Benefits Employees
- How an EAP Works
- How to Pick the Right EAP to Meet Your Organization’s Needs
- Available Resources

Signs and Symptoms of Drug Misuse in the Workplace
- Substance Misuse and its Effects on the Brain
- The Emotional, Behavioral, and Physical Effects of Drugs and Alcohol
- The National Institute for Drug Abuse (NIDA) 5 Drugs Classifications
- Available Resources

Tools & Techniques for the Reasonable Suspicion Drug Testing Process
- Effective Communication Techniques and Confidentiality
- The Do’s and Don’ts for Supervisors
- When an Incident Occurs
- Scenarios
- Available Resources

Addiction 101
- Cost of Substance Use Disorder to Society
- Disease of Substance Use Disorder
- Drug Classifications and Signs and Symptoms of Drug Misuse
- Health Impacts of Substance Misuse
- Drugs of Misuse
- Risky Behaviors
- Available Resources

Medical Marijuana in the Workplace
- The Cost of Substance Use to Society
- The Many Forms of Marijuana
- Medical Marijuana in Pennsylvania: Act 16
- Medical Marijuana and the Workplace
- Workplace Considerations Regarding Medical Marijuana
- Available Resources

Drug Testing Training
- Intro to Drug Testing Laws
- When to Drug Test
- Types of Testing Methods
- Available Resources
For Families and Communities:

Substance Use Disorder 101
- The cost of substance abuse to society
- What is addiction?
- The 5 stages in the cycle of addiction
- Understanding the risk factors of addiction
- Resources

Signs and Symptoms of Substance Misuse
- Classifications of Substances
- Types of Depressants
- Types of Stimulants
- Types Hallucinogens
- In Depth look at Cannabis
- Signs and Symptoms of Drug Misuse

Addiction is a Family Disease
- Emotional, Behavioral, and Physical Impact of Substance Misuse on the Family Unit
- The Stigma of addiction
- Family roles within the family unit
- Unspoken rules of an addicted family unit
- How to be a Part of the Solution
- Available Resources

Communication with Adolescents
- Influencing Adolescent Behaviors
- Natural Consequences
- What is CRAFT?
- Effective Communication skills
- How to talk to you child about drugs
- What if I suspect my child is using a substance?

Treatment options, Relapse and Recovery
- Description of traditional models of treatment for Substance Use Disorder
- Aftercare options
- Relapse is a reality, not a requirement
- Recovery Happens
- Resources

Opioid Use Disorder
- What is addiction?
- Adolescent risk factors
- The progression of a narcotic
- Why opioid dependence is so difficult to overcome
- What are opioids?

Adolescent Drug Use
- What is addiction?
 Dependence v. Addiction
 Why teen drug misuse matters
 Classification of Substances
 Signs and symptoms of misuse
 Positive & negative reinforcement

School Districts and Universities
 National and State Overdose Death Statistics
 Substance Use Disorder 101
 Drug Classifications, Current Trends, and Signs and Symptoms of Drug Misuse
 Vaping & Juuling
 Risky Behaviors
 The Mental Health Component of Substance Misuse
 Available Resources

To arrange an onsite educational session for your workplace or community, contact us directly.
 Be sure to visit our website: https://www.drugfreeworkplacepa.org

Phone: (717) 454-3100
LinkedIn: Drug Free Workplace PA
Twitter: @DFWPA
FB: Facebook.com/DrugFreeWorkplacePA