

Peer Assistance Services, Inc., Denver, CO

Team Awareness for Young Adults Program for Young Adults in the Workplace (YIW) under the Center for Substance Abuse Prevention and Substance Abuse and Mental Health Services Administration (SAMHSA)

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1. YIW Program Overview

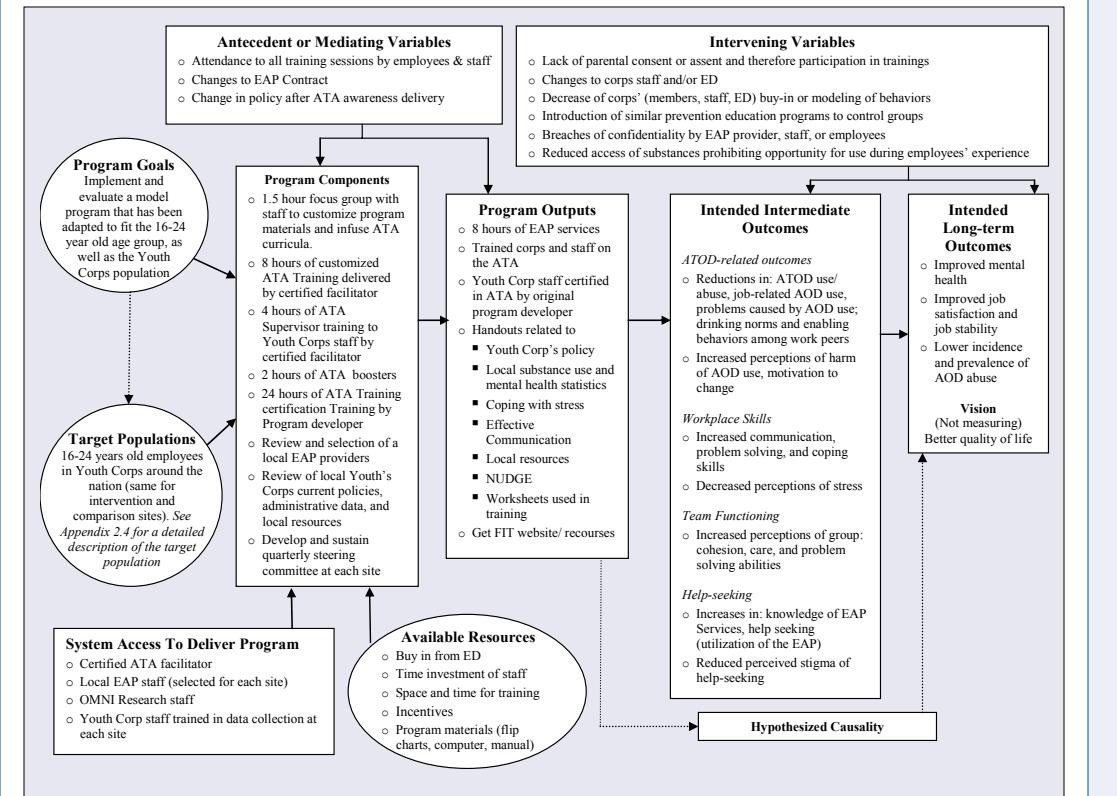
About Young Adults in the Workplace (YIW) initiative:

- A multi-site collaborative project
- Six multidisciplinary SAMHSA-funded grant teams
- Implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers
- Designed to provide employers, unions, and organizations empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity

2. Team Awareness for Young Adults Program Description

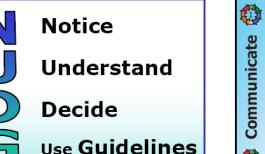
- Peer Assistance Services modified the Team Awareness program for workers who:
 - participate in workforce development programs targeted at hard-to-employ youth.
- The program is designed to prepare young adults for successful future employment.
- The program educates participants about the value of employee assistance program services.
- The program also promotes peer support for healthy lifestyles
- Goals of the program:
 - Reduce culture of acceptance and prevalence of substance use/abuse in the workplace
 - Increase wellness and quality of life
 - Increase desire to obtain:
 - fulfilling future employment
 - career advancement
 - Increase willingness to seek help for emotional or substance abuse problems

Figure 1. Adapted Team Awareness Logic Model



2. Team Awareness for Young Adults Program Description (cont'd)

NUDGE Model



3. Demographics and Participating Industry

- Demographics
 - 400-1000 employees
 - Ages 18-24
 - A majority of Youth Corps employees have not attained high school diplomas.
 - The majority lack job skills and attitudes necessary to establish meaningful careers.
 - Issues experienced by employees include:
 - Homelessness
 - Domestic violence
 - Extreme poverty
 - Physical and emotional abuse
 - Early parenthood.
- Participating Industry
 - Construction and Manual Labor Industry
 - California, Colorado, Florida, and New Mexico
 - Next Phase: residential centers of California Conservation Corps

4. Team Awareness for Young Adults Program Aims

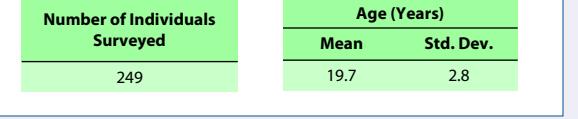
- Hypothesis:
 - Program elements lead to immediate changes in employee, organization, and/or group dynamics.
 - Anticipated Individual Changes:
 - Increased knowledge of EAP services
 - Increased skills: communication, problem solving, coping
 - Increased perceived harm of AOD use and motivation to change
 - Increased help seeking behaviors (reduced stigma)
 - Decreased AOD abuse, % AOD use, job-related AOD use
 - Decreased perceived stress
 - Anticipated Group Changes:
 - Increased group cohesion, group care, and group problem solving
 - Appropriate workplace culture regarding workplace wellness
 - Improved teamwork
 - Decreased AOD use/abuse (drinking norms and enabling behaviors)
 - Increased privacy regulation
- More than half (59.4%) of participants reported being employed at their Corps more than four weeks but less than a year, which reflects the traditional 1-year employment duration for the majority of Youth and Conservation Corps members. Corps members conduct field work in crews, and this work often involves physical labor and/or use of tools and machinery. It is therefore of great benefit to both the organizations and their employees for Corps to provide effective prevention programming early on and as part of their ongoing education to enhance work safety and productivity, as well as individual health and well-being.

5. Early Process Findings

- Reaching the target audience:
 - Youth and Conservation Corps are ideal places to reach at-risk young adults.
- Program Design:
 - Corps are specifically designed to provide job skills development and educational opportunities to individuals who need help to realize their career potential.
- Flexibility:
 - Workplace programs need to be flexibly-designed to enable effective implementation in non-traditional workplaces such as Corps.

6. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- The average age of the study participants was 19.7 years old ($SD=2.8$). Youth and Conservation Corps primarily employ individuals between the ages of 18 and 24 years old, and are an ideal context for testing and implementation of workplace prevention programs targeted at high-risk young adults.



7. Early Survey Findings

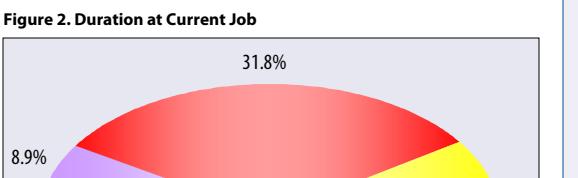
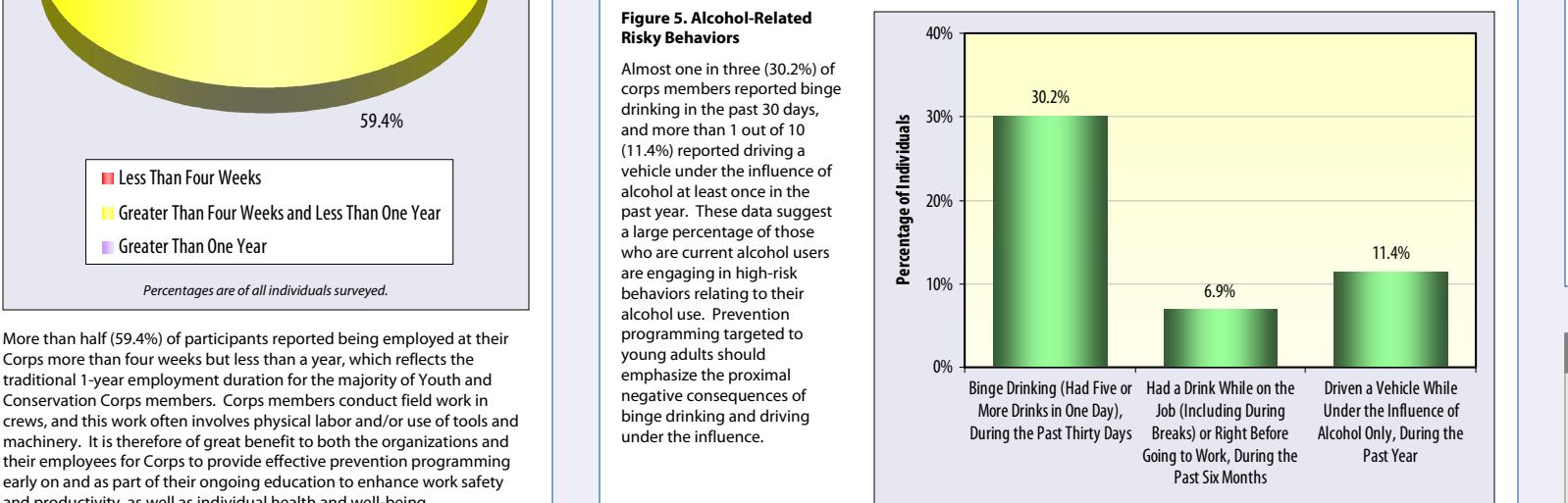


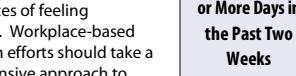
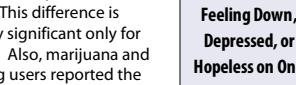
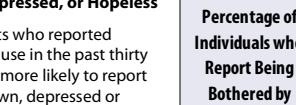
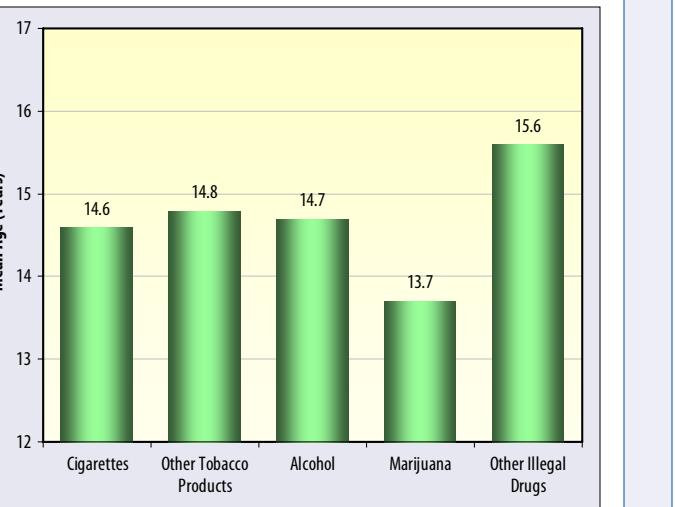
Figure 5. Alcohol-Related Risky Behaviors

- Almost one in three (30.2%) of corps members reported binge drinking in the past 30 days, and more than 1 out of 10 (11.4%) reported driving a vehicle under the influence of alcohol at least once in the past year. These data suggest a large percentage of those who are current alcohol users are engaging in high-risk behaviors relating to their alcohol use. Prevention programming targeted to young adults should emphasize the proximal negative consequences of binge drinking and driving under the influence.



7. Early Survey Findings (continued)

Figure 3. Age at First Use of Substance



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- In Appreciation
- Joel Bennett for providing training and technical assistance that made the adaptation possible
 - Brie Reimann for developing and implementing the training for supervisors and crew leaders at Phase II sites
 - Cori Stott for further revisions of materials and implementation at Phase II sites
 - OMNI Institute for conduct of research to inform adaptations in Phase I, and development of a comprehensive evaluation plan for Phase II

The focus of this adapted Team Awareness program represents a population that is at significant risk for alcohol and other drug abuse due to their lack of education, employment skills, and their perceived lack of positive options for having a happy and productive life. As a group they are headed for a succession of low paying, dead end jobs, combined with periods of unemployment. That future is typically filled with strife in the home, stress, and depression — all precursors to substance abuse.

Team Awareness equips them with insights into how their behavior reflects their values and profoundly influences their ability to be successful, not only in the work environment, but in all other aspects of their life. The program helps them explore better alternatives for coping with stress and other difficulties, while building group support for positive, healthy life choices.