



Institute for Training Professionals and Management

ITPM is pleased to offer this opportunity for professional development and training on:

The Environmental Realities of the Current Drug Culture: Impact on Business and Society

The abuse of drugs and alcohol is a national problem of immense proportions. It permeates and impacts every level of business, social, and government institutions. Substance abuse is estimated to cost employers more than \$100 billion annually in terms of absenteeism, accidents, turnover, waste, and health care expenses. Experts estimate that 10% to 20% of all workers in the United States use harmful drugs *on the job*.

Job Performance and Chemical Dependency: A Guide for Supervisors and Managers

The goal of this training is to facilitate participants in attaining relevant information necessary to become educated with environmental realities in today's drug culture and its continuous destructive impact on business and society.

Participants in this program will learn:

- Drug Free Workplace Act of 1988
- Effects of Drug and Alcohol Abuse on Business
- Supply and Demand Drug Control Strategies
- Impact of Federal and NYS Drug Laws on Business
- Trends of Substance Abuse in Society
- Methods of Drug Administration
- Patterns and Stages of the Substance Abuser
- Workplace Violence
- Identification of Drugs
 - Marijuana - Depressants - Cocaine
 - Inhalants - Designer Drugs - Narcotics
 - Stimulants - Hallucinogens
- Alcohol Use, Misuse, Abuse, and Alcoholism
- Behavioral, Medical, and Functional Alcohol Abuse
- Identification of Drug Paraphernalia
- Evaluation of Job Performance
- Identification of Work Performance Problems
- Helping the Troubled Employee

Training Format

This training employs the extensive use of educational resources for instructional development. Adaptability is a key to this training. Since no two companies are the same, adaptability to a variety of business settings, sizes, and employee characteristics will be designed into the training format

Training Manual

A comprehensive training and resource manual will be provided for all participants. This manual will be utilized extensively during the training and will become an invaluable resource for future substance abuse education and awareness.

Training Instructors

Mr. Gary J. Metz, M.S.ED., M.P.A., CAC, CSAC, N.C.A.C.II

Mr. David A. Monk, M.P.A., CSAC, C.A.S., M.I.

Metz and Monk each have over 25 years of experience working in substance abuse strategies and the criminal justice system. They draw from their extensive experience and education to deliver the most current information and research available on topics of relevance to the workplace community.

For more information regarding this and other ITPM training opportunities, contact:

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