



# National Health Promotion Associates (NHPA), White Plains, NY

LifeSkills Training Wellness 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. LST-WP Program Description

- LifeSkills Training Wellness Program (LST-WP)
  - Developed by NHPA
  - Workplace wellness program
- Program embeds substance abuse prevention in a comprehensive life skills intervention
- Comprised of 7 interactive units with the flexibility of being implemented in several workshops or in a more condensed format
- Program Materials:
  - Employee Guide
  - Facilitator's Manual
  - GetFit Website
- Goals:
  - Increase job performance and satisfaction
  - Reduce absenteeism, turnover, customer complaints, and product loss
- Primary Goal:
  - Improve behaviors and attitudes related to
    - Tobacco
    - Alcohol
    - Drug use
- Teaching Skills:
  - Risky behavior
  - Stress management
  - Problem solving
  - Communication
  - Goal setting
  - Time and financial management
  - Fostering a healthy workplace

(1) Self	(2) Interpersonal	(3) Organization	LST-WP Session	At Work	In Life
●			Goal-Setting in the Workplace	●	●
●			Problem-Solving in the Workplace	●	●
●	●		Stress and Anger Management	●	●
●	●	●	The Risk of Substance Use	●	●
●	●	●	Effective Communication and Conflict Resolution	●	●
●	●	●	Time and Financial Management	●	●
●	●	●	Building a Safe and Drug-Free Workplace	●	

## 2. LST-WP Program Description (continued)

- Characteristics of existing LST model program that supported the adaptation to a workplace prevention program for young working adults:
  - Program content based on theory and research
  - Comprehensive approach that addresses multiple risk and protective factors
  - Generalizable across ethnicity, age, and settings
  - Material that would be relevant to important transitions in young adults' lives and careers
  - Sensitive to the culture of the workplace and community
  - Use of interactive teaching techniques
  - Training for prevention program providers
- Marketing techniques and tools used to maximize data collection and program participation:
  - LST-WP posters placed in conspicuous locations (e.g., time clocks, break rooms, elevators)
  - LST-WP flyers handed out and posted
  - Invitations attached to paychecks
  - Announcements at store-wide events
  - Announcements in company newsletter
  - In-store project assistants — word of mouth
  - Field staff in-store presence

## 3. Demographics and Participating Industry

Demographics	Participating Industry	Number of Individuals Surveyed	Age (Years)
1,313 employees	Retail Industry	1,313	Mean 19.3 Std. Dev. 2.3
Ages 16 to 24	Supermarket chain		
	Upstate NY		

Young adults are at increased risk for developing chronic substance use-related problems.  
 Few interventions are available for young adults, particularly in workplaces.

## 4. LST-WP Program Aims

- Employees that receive LST-WP will:
  - Report lower past month substance use compared to those in the control group at the posttest and subsequent follow-up assessments
  - Report greater anti-drug attitudes, increased knowledge about prevention, and better self-management and social skills compared to those in the control group at the posttest and follow-up assessments
- Those receiving LST-WP will demonstrate positive changes on key business outcome measures relative to control group participants:
  - Employee tardiness and absenteeism
  - Job satisfaction and performance
  - Turnover

**Figure 1. Hypothesis: Improved Employee Drug Use Outcomes Will Be Mediated by Improved Life Skills**

Percentages are of all individuals surveyed.

The majority (97.3%) of participants reported being employed at their current job for greater than four weeks. A substantial number (59.8%) were employed for greater than one year. Although adolescents and young adults are often viewed as being in transition, these results reveal that employers will benefit from investing time, money, and other resources into prevention efforts for younger employees.

## 5. Early Process Findings

- Successfully implementing LST-WP in the participating worksites required the forging of collaborative relationships with organizational representatives at many levels, including:
  - Upper-level management and administration
  - Human resource staff
  - Store management
  - Line managers / supervisors
- A large number of program participants have found the LST-WP to be:
  - Useful
  - Engaging
  - Appropriate
- Participants have indicated that they will use the activities:
  - At work
  - In their personal lives

## 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 19.3 years old ( $SD=2.3$ ). The large number of employees under the age of 21 highlights the value of developing prevention programs designed for the workplace setting that can address substance use.

Number of Individuals Surveyed	Age (Years)
1,313	Mean 19.3 Std. Dev. 2.3

## 7. Early Survey Findings

**Figure 2. Duration at Current Job**

**Figure 5. Alcohol-Related Risky Behaviors**

One in three participants engaged in binge drinking in the past 30 days. Prevention programs targeting risky behaviors such as binge drinking and driving under the influence will reduce these problem behaviors and the associated consequences that affect youth in and outside of the workplace.

The majority (97.3%) of participants reported being employed at their current job for greater than four weeks. A substantial number (59.8%) were employed for greater than one year. Although adolescents and young adults are often viewed as being in transition, these results reveal that employers will benefit from investing time, money, and other resources into prevention efforts for younger employees.

