

# KENTUCKY TRANSFORMATIONAL EMPLOYMENT PROGRAM

*Empowering Businesses to Give Kentuckians in Recovery a Fair Chance*

- The **Kentucky Transformational Employment Program (KTEP)** is a new initiative to help Kentucky employers find and retain the workforce they need to support and grow their businesses, while giving more Kentuckians the opportunity to access treatment and achieve remission and recovery from substance use disorders.
- The program provides a framework for employers to **facilitate access to substance use disorder treatment** for current employees or candidates and also encourage businesses to hire people impacted by substance use.
- KTEP will make a positive impact on Kentucky's long-time fight in the addiction crisis and strengthen our statewide workforce and economy.
- Employers who implement KTEP and its guidelines will not be liable for a civil action alleging negligent hiring, negligent retention or negligent acts by the employee because of an employee's substance use disorders.

## THE COST OF ADDICTION IN THE WORKPLACE

- Kentucky has historically struggled with low workforce participation—**currently ranking 48th in the nation**—and the COVID-19 pandemic has only exacerbated the problem.
- Low workforce participation is linked to low-level crimes such as drug-related offenses, high levels of recidivism and even overdose deaths.
- Drug and alcohol abuse **costs employers an average of \$81 billion annually** due to the loss of productivity, high turnover and increased healthcare costs.
- Research shows that when the nation's unemployment rate increases by just one percentage point, the **opioid death rate rises by 3.6 percent**.
- Overdose **deaths in Kentucky rose by nearly 50 percent** between 2019 and 2020, with a record number of fatalities last year.

***“Business leaders and employers must be proactive in reducing stigma around addiction and increasing access to treatment. KTEP provides us with a pathway to do it right.”***

**PATRICK BRYANT,**  
Senior Corporate Recruiter

 AppHarvest

## A PATHWAY FOR BUSINESSES TO PARTICIPATE IN KTEP

1. Sign up at [kentuckycomeback.com/ktep](http://kentuckycomeback.com/ktep).
2. Review the materials and complete the training videos.
3. Develop written drug policies and other processes.
4. Establish a relationship with a qualified treatment provider(s).
5. Share program with employees!

## EMPLOYERS HAVE AN IMPORTANT ROLE TO PLAY IN FACILITATING ACCESS TO TREATMENT

**KTEP equips employers** with the information they need to help their workforce access addiction treatment—so that when an employee does decide to seek help for a substance use disorder, they have a trusted resource to turn to for assistance.

## FAIR CHANCE EMPLOYMENT = TRANSFORMATIONAL EMPLOYMENT THAT SAVES LIVES AND STRENGTHENS OUR WORKFORCE

Transformational employment supports **life-changing outcomes**, as a stable, meaningful job can provide individuals with the purpose, motivation and support system they need to sustain long-term recovery. With broad support from Kentucky businesses, KTEP can strengthen our workforce and economy and **make a real difference** in the lives of our colleagues, neighbors and loved ones impacted by addiction.

**KTEP IS A STATEWIDE, COLLABORATIVE EFFORT:**



**VISIT [KENTUCKYCOMEBACK.COM/KTEP](http://kentuckycomeback.com/ktep) FOR MORE INFORMATION**