

Moxion's Opioid Overdose Response Program

What's the Risk?

The number of people dying from opioid-related drug overdose is at an [all-time high](#). Specifically, [workplace overdose deaths](#) have increased by more than 600% since 2011, and overdoses now cause nearly 10% of all worker deaths on the job. The highest rates of unintentional overdose deaths occur in the construction, transportation and manufacturing industries on average.

[Moxion Power Co.](#) is an energy manufacturer that provides services to numerous industries, such as construction, transportation, film production and telecommunications, which have increased risk of overdose deaths. At Moxion, Environmental Health and Safety (EHS) staff have noted that employees are being prescribed opioids more frequently for the treatment of their injuries. At the same time, employees have reported being impacted by opioid use personally, including the loss of family members and friends to overdoses. Moxion staff also noted that there are limited educational opportunities regarding opioid misuse prevention in their community, thus potentially increasing the chances of overdose and prompting the need for an opioid overdose response program.

Implementation of an Opioid Overdose Response Program at Moxion

To prepare for an overdose emergency and help improve worker safety, Moxion implemented an [opioid overdose response program](#). The program supports access to naloxone, an opioid reversal medication that can combat the life-threatening effects of opioid overdose, and provides training and resources to workers. Including naloxone in workplace first aid kits or elsewhere on-site is critical to emergency response and to help save lives.

Human resource officers and EHS team members at Moxion planned and developed content and provided resources to employees to integrate naloxone into their safety program. Moxion incorporates the basic components of an opioid overdose response program, including naloxone distribution, policies and procedures, as well as the advanced components, such as opioid overdose emergency training for all staff and providing naloxone to staff to carry off-site to respond to an opioid overdose emergency in their personal or community lives.

Moxion leadership followed steps to implement this program throughout their facilities:

1. Plan and Research

Once the leadership at Moxion identified the need to respond to workplace opioid use and potential overdose, they began to research resources to combat this growing issue. The director of the EHS department reached out to representatives at the National Safety Council and Emergent, a naloxone supplier, to receive information on opioid use in the workplace and risk mitigation strategies.

2. Create Partnerships

Leadership regularly communicated with various departments across the organization and external business partners, including human resources, the workplace and culture team, and the National Safety Council, to collaborate in the planning process. Throughout program implementation, Moxion regularly asked for feedback from partners to ensure program success.

3. Provide Naloxone

Once the naloxone supplier was identified, naloxone kits were purchased. These kits were placed at the company sites near the first aid kits. The kits also were placed at the front desk, break rooms and other high-traffic areas.

4. Train Staff

Within a few months of naloxone distribution, Moxion provided safety training to all employees. Employees can choose to attend a bimonthly safety course focusing on naloxone and workplace safety training, a monthly safety team meeting targeting emergency response training, including CPR and overdose response training, or a monthly safety team training for supervisors.

5. Evaluate the Program

Staff at Moxion are tasked with evaluating the opioid overdose response program to maintain the program and ensure long-term success. Members of the safety team track naloxone purchase, usage and replenishment rates. The team also maps out naloxone distribution areas and regularly checks the kits throughout all company sites. EHS staff regularly engages with frontline workers to receive feedback on the program's implementation and reception.

In addition to these key steps, several safety initiatives involving naloxone were implemented at Moxion:

- Moxion initiated *Learning Fridays*, a bimonthly initiative where safety volunteers and employees join training sessions to learn about naloxone, overdose response and emergency response topics.
- Fliers and educational content about naloxone, first aid and emergency response were distributed throughout their facilities.
- Naloxone training was integrated into the new hire onboarding process, so every employee now receives naloxone and overdose response training.

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Impacts

According to Moxion, the opioid overdose response program has been received well and benefited workplace safety. Employees report feeling more confident as they now have the tools to respond to opioid overdoses and save lives. Naloxone distribution was readily accepted by employees almost immediately after delivery. Employees reported being more informed about opioid overdoses and were able to use this program to inform others around them at work and home.

By providing a safe space for employees and fostering a judgment-free zone, trust within the worksites has increased. Despite opioid use being a sensitive topic, employees are now more comfortable discussing substance use and its effects. Moxion leaders are more aware of the misinformation and stigma surrounding substance use and equip team members with the tools needed to foster open conversations in the workplace. Mental health also is an area of increasing importance at Moxion, and overdose preparedness is now part of the organization's effort to improve employees' mental health and wellbeing. Integrating anti-stigma, mental health and naloxone training into the safety training has equipped Moxion staff and employees with resources to feel empowered to help others both at work and within their community.

Challenges

Though determined to be a success, Moxion encountered a few challenges while implementing the opioid overdose response program. Naloxone awareness was low throughout Moxion before the start of the program. EHS leaders were aware of the need for an opioid overdose response program but were unsure how to receive and distribute naloxone throughout the company. Also, employees had questions regarding naloxone itself. Some believed it was possible for naloxone to cause an overdose and others were unsure of when to administer naloxone or how much to give someone having a suspected overdose. As the leadership at Moxion planned and researched program implementation, educational content regarding employee questions was distributed to all Moxion employees. Additionally, Moxion leadership did not anticipate incorporating the program into the workplace at the beginning of the fiscal year. Therefore, they did not allocate funding for program implementation. The executive board, EHS team and finance team convened to determine costs and agree on a budget for the program. The opioid overdose response program is now a part of the yearly budget at Moxion to continue the program maintenance.

Lessons Learned

Moxion Power noted several lessons learned during the opioid overdose response program implementation and recommendations for future iterations:

- **Having a respond-ready workplace helps workers feel more safe**

Educating employees on how to identify the signs of an opioid overdose and training in naloxone administration improves employees' sense of safety while at work. From an employee perspective, emergencies can be "nerve-racking," so being in a workplace with proper training can prepare for potential incidents.

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- **Hands-on training is beneficial to employees' emergency response**

Implementing regular educational sessions alongside hands-on training on naloxone administration and first aid improves workers' capabilities in an emergency. Proper training will allow employees to gain a better understanding of what occurs during an opioid overdose, thus increasing their confidence to respond in an emergency.

- **Naloxone is not only a worksite resource but a resource for the community**

Community members not employed by Moxion have been free to come onto a worksite to receive doses of naloxone as well. Implementing the program is viewed as a way to save not only workers' lives but also those of others, whether at the worksite or in the community

Implementing an opioid overdose response program at Moxion Power Co. has been considered successful by team leaders and workers. EHS staff at Moxion are currently developing program maintenance and expansion plans throughout their facilities.



Moxion Power is a renewable energy manufacturer that manufactures zero-emission generators and off-road equipment for commercial and industrial applications. Moxion aims to pioneer mobile energy storage products and technologies to accelerate last-mile electrification for their customers and enable a more resilient and sustainable future.

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