

2.3 HEALTH SERVICES

REQUIREMENTS

R5. Trainee Employee Assistance Program (TEAP) (See Exhibit 2-4, Job Corps Basic Health-Care Responsibilities.)

Centers and TEAP Specialists must provide basic TEAP services, as described below:

- a. The general emphasis of TEAP must be on prevention, education, identification of substance use problems, relapse prevention, and supportive services to enhance students' health, well-being, and access to quality employment.
- b. Substance use prevention and education, to include:
 1. Minimum of a one-hour presentation on substance use prevention for all new students during the Career Preparation Period. This presentation must explain (1) TEAP prevention, education, and intervention services, (2) Job Corps' drug and alcohol testing requirements and procedures, (3) the consequences of testing positive for drug or alcohol use while in Job Corps, and (4) data on national trends regarding substance use.
 2. Presentation(s) on managing substance misuse, abuse, and dependency symptoms and issues in the workplace for students during the Career Development and Transition Periods.
 3. At least three annual center-wide substance use prevention and education activities.
 4. Clinical consultation with Center Director, management staff, Center Mental Health Consultant (CMHC), and Health and Wellness Director regarding substance use prevention and education efforts for students and staff.
 5. Coordination with other departments/programs on center, to include, but not be limited to, residential, recreation, student government association, and HEALs, to develop integrated prevention and education services.
- c. Assessment for identification of students at risk for substance use problems to include:
 1. Review of the Social Intake Form (SIF) (see [Chapter 3, Section 3.4, R7 and R8](#)) or intake assessment for each student within one week of the student's arrival on center.
 2. Administering a formalized assessment (e.g., the current version of SASSI, MAST, DAST) if the student is at an increased risk for substance use based on the responses on the SIF or review of other medical records.

- d. Intervention period (occurs between student's first day on center and the 37th to 40th day) to include:
1. Mandatory intervention services must be provided for any student who: 1) tests positive on the initial urine drug test, or 2) is assessed to be at-risk for substance use problems or has a high probability of substance use disorder based on the formalized assessment described in (c) above.
 2. A mandatory minimum of seven sessions of intervention services, including two individual sessions, must be provided. All sessions must be interactive, evidence-based, and include motivational interviewing. Topics must include but are not limited to:
 - (a) Basic information regarding current drugs of use and misuse (e.g., marijuana, alcohol, tobacco/nicotine, fentanyl, abuse of prescription drugs, and drug use trends);
 - (b) Short-term and long-term effects and consequences of drug use on health and employability;
 - (c) Identification of triggers for substance use;
 - (d) Relapse prevention to include development of coping and resistance skills;
 - (e) Development of alternative activities in order to remain abstinent from drugs or alcohol in social situations, and;
 - (f) Availability of referrals and community resources.
 3. Minimum of 15 hours of recreation activity.
 4. Regular student case management meetings between the TEAP Specialist, CMHC, counselors, and other appropriate staff with a need-to-know based on individual student needs. Clinically relevant information exchanged, and follow-up plan(s) must be documented in the student health record.
 5. Referral to off-center substance use professionals/agencies for ongoing treatment, and/or specialized services, as needed.
- e. Relapse Prevention services to include:
1. Group(s), support services, and activities available to all students at any time during enrollment.
 2. Utilization of support services (e.g., AA/NA local meetings, online self-help meetings) available to all students at any time during enrollment.
 3. An additional minimum of five mandatory sessions provided by the TEAP Specialist for those students who tested positive for marijuana [THC] on the follow-up drug test, but who were retained on center because the Job Corps Center determined that the follow-up positive test was due to residual use (see Chapter 2,

Section 2.3 R5, g.3(c).

- f. If center operations are disrupted in the event of natural or man-made disaster or other emergency, the center must seek guidance from the National Office regarding drug testing and the intervention period.
- g. Drug and alcohol testing
 - 1. Drug testing procedures:
 - (a) Students in the following categories must be tested for drug use:
 - (1) New and readmitted students must be tested within 48 hours of arrival on center.
 - (2) Students who tested positive on entrance must be retested between the 37th and 40th day after arrival on center (with exceptions noted below).
 - (3) Students who are reasonably suspected of using drugs at any point after arrival on center must be tested; this testing must take place as soon as possible after staff suspects use. (NOTE: Reasonable suspicion is context specific, supported by specific and articulable facts, and may include (1) direct observation of drug use or behavioral signs or symptoms suggestive of drug use, or (2) specific reliable information that a student recently used drugs).
 - (b) Biochemical testing is never permissible on a random basis, with the exception of designated licensed student drivers who are subject to [49 CFR Part 382 DOT](#) Federal Motor Carriers Safety Administration. In addition, biochemical testing requested by work experience sites, union trades, or potential employers may only be performed by the requesting entity.
 - (c) If a student refuses to provide a specimen or has an unexcused absence from his or her follow-up drug test, he or she shall be presumed guilty of the Level I infraction *Drugs: Use of drugs as evidenced by a positive drug test*. Students who state they are unable to produce a specimen must be referred to the Center Physician or designee for follow up.
 - (d) Collection of urine for drug testing must be in accord with chain-of-custody principles and conducted by health and wellness staff or a staff member trained in urine collection procedures.
 - (e) The Job Corps nationally contracted laboratory must be used for all required drug testing. Drug testing at the Job Corps center is prohibited.
 - (f) The Center Physician must determine whether a positive confirmed drug test is due to valid prescription use (e.g., the student has prescribed medication for an amphetamine for ADHD or an opioid for an oral health procedure). Under Federal law, no valid prescription can be provided for drugs that are classified as Schedule I of the Controlled Substances Act even if they are obtained by

prescription under state law. If so, the Center Physician will document the positive drug test as “due to legitimate medical use.” In this instance, the student is not referred to intervention services, and the follow-up retesting (if applicable) would not occur. The justification for the decision must be documented in the student health record.

- (g) Both reinstated and transfer students shall be subject to testing for drugs only upon reasonable suspicion of use (as defined above).
2. Alcohol testing procedures:
- (a) Students who are reasonably suspected of being intoxicated or consuming alcohol on center or under center supervision must be tested; this testing must take place immediately after staff suspects use. (NOTE: Reasonable suspicion is context specific, supported by specific and articulable facts, and may include (1) direct observation of alcohol use or behavioral signs or symptoms suggestive of alcohol use, or (2) specific reliable information that a student recently used alcohol).
 - (b) Centers must use devices that measure alcohol in the breath or saliva (e.g., breathalyzers or alcohol test strips/tubes/swabs). Alcohol testing must only be administered by a staff member trained in the use of these testing devices. All testing must be documented, and the results submitted to the health and wellness center.
 - (c) If a student refuses to submit to a breathalyzer or provide a sample for alcohol testing, the student shall be presumed guilty of the Level I infraction *Alcohol: Possession, consumption, or distribution while on center or under center supervision*.
3. Students testing positive for drug or alcohol use:
- (a) New students and readmitted students not previously separated for drug use (Zero Tolerance (ZT) separation code 5.2a); possession, use or distribution of drugs on center or under center supervision (ZT separation code 5.2b); possession, consumption, or distribution of alcohol while on center or under center supervision (ZT separation code 5.1b); or abuse of alcohol (ZT separation code 5.1b) who test positive for drugs on entry must receive intervention services as described in PRH Chapter 2, Section 2.3 R5.d.
 - (b) Students who test positive for drugs on entry must take a follow-up drug test between their 37th and 40th day on center except when a Center Physician has determined that legitimate medical use accounts for the positive drug test result on entry (see PRH Chapter 2, Section 2.3 R5 g.1(f) above). The results of the follow-up drug test must be received on center prior to the end of the intervention period, and no later than the student’s 45th day on center.

If an intervention period takes place during a center vacation period (i.e., winter

break), the intervention period is suspended and resumes the day the student is scheduled to return to the center (e.g., if a student is on day #30 of their intervention period at the time of the center vacation, the day count will be suspended at 30 days, and resume as day #31 the day, they are due back on center). If a student does not report to the center on the day they are expected to return, the intervention period still resumes, and the student is coded as an Unauthorized Absence.

Students who are coded as an Unauthorized Absence on the day of their scheduled follow-up drug test shall be presumed guilty of the Level I infraction *Drugs: Use of drugs as evidenced by a positive drug test*.

- (c) When a student's entry and follow-up drug tests are both positive for THC, a determination must be made as to whether the positive follow-up test is due to current/active drug use or due to residual THC metabolites from use prior to Job Corps enrollment. The following actions must be taken:
- (1) The TEAP Specialist (or other licensed/credentialed individual in the absence of a TEAP Specialist) completes and signs the "Determination of Current/Active Use versus Residual Use for THC on a Follow-Up Drug Test (PRH Form 2-07)" form.
 - (2) The Health and Wellness Director (or designee) reviews and cosigns Form 2-07.
 - (3) Based on the determination:
 - The student's THC concentration (ng/mL) decreased by 50% or more between the entry toxicology and follow-up test (prior to their 45th day in Job Corps). A positive THC result is most likely due to residual concentrations of THC resulting from drug use prior to entering Job Corps. There is no disciplinary consequence. The student should continue to receive TEAP services, including mandatory relapse prevention, per PRH Chapter 2, Section 2.3 R5 e.3 above.
 - The student's THC concentration (ng/mL) decreased by less than 50%, increased, or remained the same between the entry toxicology and follow-up test (prior to their 45th day in Job Corps). A positive THC result is most likely due to current/active drug use since arrival at Job Corps. Referral to the Fact-Finding Board per PRH Chapter 2, Section 2.3 R5, g.3(d) and PRH Exhibit 2-1.
 - (4) File Form 2-07 in the Student Health Record.
- (d) For students who test positive on the follow-up drug test for any drug other than marijuana (THC) or who are determined to have current/active marijuana (THC) use during the relevant enrollment period, the center must follow PRH Chapter 2, Section 2.5, R3, Investigation and Disposition of Incidents. A copy of Form 2-07 must be submitted to the Fact-Finding Board. Evidence must be provided to the Fact-Finding Board in a manner that protects student's privacy in accordance with 45 CFR 160, 162, and 164, 42 CFR Part 2, and [PRH Appendix 202 Transmission, Storage, and Confidentiality of Medical, Health,](#)

and Disability-Related Information.

- (e) Readmitted students previously separated for drug use (ZT separation code 05.2a) that test positive on entry or any time during their second enrollment at Job Corps must be separated immediately without an intervention period. Such students shall not be allowed to reapply to Job Corps.
- (f) Students who test positive for drug use by an off-center facility must be retested on center using the Job Corps nationally contracted laboratory as soon as possible, to include:
 - (1) Work-based learning students who tested positive on a drug test administered by experience sites, union trades, or potential employers;
 - (2) Students who tested positive on a drug test administered at a referral health facility (e.g., hospital emergency department, urgent care facility).

This retest by the Job Corps nationally contracted laboratory must be classified as a suspicion-of-drug-use test. For students who test positive for drug use on this retest, centers must follow fact-finding board procedures outlined at Exhibits 2-1 and 2-2.

- (g) Student drivers who test positive for drug use under [49 CFR Part 382 DOT](#) Federal Motor Carriers Safety Administration must follow the same procedures outlined as for positive suspicion tests. In addition, during the intervention period, student drivers who fall under DOT regulations are not permitted to drive.
 - (h) Students who test positive for alcohol use on suspicion must be referred to the TEAP Specialist for assistance and the center's student conduct system for disciplinary action.
4. Student notification of drug or alcohol test results:
- (a) Students who test positive for drug use must be informed of their results by the TEAP Specialist, Center Physician, or designee within 24 hours of receipt of positive result, or as soon as possible, given staff and student availability. Minor student's parent/guardian must be notified of positive test results as required by applicable state laws for the state in which the center is located.
 - (b) Alcohol test results must be provided to the student by the person administering the test.
 - (c) Drug and alcohol test results must be shared only with center personnel who have a need to know for purposes of discipline, counseling, administration, and delivery of services (in accordance with [42 CFR, Part 2](#)).
 - (d) If a student questions the validity of a confirmed positive drug test, he or she must be referred to the Center Physician or designee for counseling.

5. Medical Separations with Reinstatement Rights (MSWR) for substance use conditions:
 - (a) Students may be given a MSWR for a diagnosed substance use condition, allowing the student to return to Job Corps to complete their training within 180 days.
 - (b) A MSWR for substance use conditions must only be given if there is a documented assessment of the student's diagnosed substance use condition by the TEAP Specialist or qualified health professional. The diagnosis code and the assessment measure must be documented in the student health record.
 - (c) Students must be provided written referral services. For additional requirements, see [PRH Chapter 6, Section 6.2 R5, Medical Separations](#).
 - (d) A MSWR cannot be granted in lieu of ZT separation when a positive follow-up test is reported. A MSWR may be granted during the intervention period but must be granted prior to conducting the follow-up test.
 - (e) If a student is placed on a MSWR during the intervention period, the intervention period is suspended, and the day count resumes the day the student returns to the center.
 - (f) To return to Job Corps, proof of required treatment completion from a qualified provider must be received.