

Insights, News & Events

# FP CANNABIS FLASH SURVEY: INDUSTRY ANALYSIS FOR CONSTRUCTION, HEALTHCARE, HOSPITALITY, AND MANUFACTURING EMPLOYERS

Insights  
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When FP surveyed employers across the country about their position on testing applicants for cannabis and related topics, some interesting industry-specific information was revealed that could open eyes for those in construction, healthcare, hospitality, and manufacturing businesses. [You can click here](#) to find the full results from the all-employer survey, but read below if you want insights about your industry and find out what your peers and competitors are doing in this area.

## Wide Range of Results About Pre-Hire Cannabis Testing

When the question was posed to all employers, 48% of respondents replied that they do not test their applicants for cannabis in the pre-hire process. When broken down by industry, we see a wide range of results varying from that average.

- **Construction:** Only 29% of construction industry employers don't test any applicants for cannabis.
- **Healthcare:** 42% of healthcare employers do not engage in pre-hire cannabis testing.
- **Manufacturing:** That same percentage (42%) holds true for the manufacturing industry.
- **Hospitality:** Not surprisingly, a whopping 72% of hospitality employers do not test their applicants for cannabis.

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## Much More Likely to Test for Other Controlled Substances

More than half of employers that don't test for cannabis (55%) continue to administer something akin to the classic five-panel drug test for applicants, checking applicants for controlled substances such as opiates, PCP, cocaine, or amphetamines.

- **Manufacturing:** 70% of those manufacturing employers that choose not to test their applicants for cannabis will seek tests for other controlled substances.
- **Construction:** Of the small percentage of construction employers that do not test for cannabis, 60% test for other controlled substances.
- **Healthcare:** Similarly, 58% of healthcare employers that choose not to test for cannabis do test their applicants for other controlled substances.
- **Hospitality:** Only 30% of the hospitality employers that don't test for cannabis say that they test for other controlled substances.

## Employers Considering Lowering Their Testing Bar for Cannabis

22% of those organizations that test their applicants for cannabis report that they are considering softening their stance in the near future, while an additional 29% say they are unsure if they will lower their guardrails. What do those numbers look like on an industry-specific basis?

- **Healthcare:** Of the healthcare employers that conduct pre-hire cannabis testing, more than a third of them – 36% – are considering softening their position in the near future, while another 15% are unsure if they will.
- **Hospitality:** Admittedly it's a small sample size – since the vast percentage of hospitality employers don't test for cannabis – but more than a quarter of employers in that industry that do test applicants for cannabis (27%) say they are considering softening their stance in the near future. And an additional 53% of employers say they are unsure what they will do in the near future.
- **Manufacturing:** One out of five manufacturing employers (21%) that still test applicants for cannabis are considering



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softening their stance in the near future, while another 30% say they are unsure what they'll do.

- **Construction:** Only 18% of construction employers that test applicants for cannabis are considering softening their stance in the near future, and an additional 19% are unsure if they will do so.

### Industry-Specific Employers That Test Applicants for Cannabis Face Recruiting Roadblocks

While close to half (44%) of employers that require pre-hire cannabis testing report that they have faced challenges in recruiting qualified candidates because of their policy, those numbers slightly increase when we take a closer look at industry-specific levels.

- **Hospitality:** 53% of employers in the hospitality field that test for cannabis admit they have recruiting challenges.
- **Manufacturing:** Exactly half of manufacturing employers – 50% – fall in that same camp.
- **Construction:** Of the construction employers that test for cannabis at the pre-hire stage, 47% of them say their testing protocols present recruiting challenges.
- **Healthcare:** As for healthcare employers that conduct pre-hire cannabis testing, 44% say their stance has led to recruiting challenges – the same percentage that holds true for all employers across the board.

### Want More Data?

If you want to see the full results from the survey, [click here](#) to read our comprehensive Insight.

### Conclusion

We will continue to monitor developments related to drug testing in the workplace. Make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney, the authors of this Insight, or any attorney on our industry-specific teams: [Construction](#), [Healthcare](#), [Hospitality](#), or [Manufacturing](#).



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