



ACE Mental Health Program

A D V O C A T E C O M M U N I C A T E E D U C A T E

**Empower Your Team. Break the Stigma.
Become a Mental Health ACE.**



LEVEL UP CONSULTANTS

ELEVATING YOUR COMPANY CULTURE

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DID YOU KNOW: MENTAL HEALTH IS THE NUMBER ONE KILLER IN CONSTRUCTION - MORE THAN JOBSITE FATALITIES!



Here's the breakdown:



Suicide: Construction workers face a suicide rate that is significantly higher than the general workforce. In fact, suicide is one of the leading causes of death for construction workers. Studies show that construction workers are approximately 3.5 times more likely to die by suicide compared to the general population. ([osha.gov](https://www.osha.gov))



Overdose: The overdose death rate in construction and extraction occupations also exceeds that of other industries. As of 2020, construction workers experienced drug overdose deaths at a rate of 144.9 per 100,000 workers, which is approximately three times higher than the national average for all workers. ([cpwr.com](https://www.cpwr.com))



Other Fatalities: When compared to other occupational fatalities, the combined number of deaths by suicide and overdose surpasses the number of fatalities caused by more traditional workplace incidents, like falls, being struck by objects, or other accidents typically associated with construction sites. (blogs.cdc.gov)

***It takes more than a hardhat
to keep a head safe.***



DON'T GAMBLE WITH THE MENTAL HEALTH OF YOUR TEAM

When you think about jobsite hazards, physical risks are probably at the top of the list. An unprotected fall, an unmarked restricted zone... but what about the dangers you can't see?



In an era where mental health challenges are pervasive, the ACE Mental Health Program emerges as a comprehensive and impactful initiative to address the critical need for understanding, support, and advocacy within our work environments. Designed to foster a culture of support and resilience, ACE is a strategic response to the growing mental health crisis.

Developed for the construction industry through extensive research with mental health professionals, educators, and community leaders, this collaborative effort provides a curriculum that covers key topics to understanding mental health, improving communication skills and effective support strategies.

Our goal is to empower your employees both in and outside of the workplace. If you want employees to perform well they have to feel well.



Program Outline



Session 1: *ADVOCATE*

Advocating Awareness & Knowing the Facts – Break down barriers by cultivating an atmosphere where mental health is openly discussed, stigmas are dismantled, and critical issues such as suicide prevention and substance use disorder are addressed with compassion and knowledge.

Session 2: *COMMUNICATE*

Communication & Active Listening – Develop effective communication skills to encourage dialogue, empathy, and support among team members. Learn how to engage in conversations about suicide prevention and support individuals in recovery from addiction.

Session 3: *EDUCATE*

Educating Your Team (and Yourself) – Equip individuals with the knowledge and resources necessary to support their team, promote self-care, manage stress, and provide meaningful assistance to those struggling with mental health challenges, including substance use disorder.

Format: Total number of sessions: (3) 60-minute lessons. This is an interactive format with encouraged participation for dialogue among peers. Sessions are led virtually via Zoom or in-person at your location (pricing for in-person varies with additional travel charges). Sessions can be done consecutively in person (with additional time for breaks) or virtually (consecutively or on a weekly basis) to best fit your team's schedule. Scheduling is based on your choice of format (virtual or in-person) and in alignment with your organizational goals.

Learning Objectives:

- Understanding mental health – ACE provides a foundational understanding of mental health concepts, dispelling myths and promoting a more informed perspective.
- Recognizing signs & symptoms – Equipping your team with the ability to identify signs of distress enables early intervention and support, particularly in suicide prevention and substance use challenges.
- The power of stress management – It's not about avoiding challenges, but navigating them with resilience and balance to unlock your full potential.
- Supporting recovery – Learn how to foster a workplace environment that encourages recovery and provides resources for those impacted by addiction and mental health struggles.

Implementation and Sustainability:

- **Strategic Planning** – ACE outlines a plan ensuring that the program's impact is both immediate and enduring.
- **Long-Term Impact** – By integrating mental health awareness, suicide prevention, and substance use support into your workplace culture, ACE establishes a foundation for lasting change.
- **Train-the-Trainer Model** – Expand the program's reach by equipping key individuals within your organization to sustain and grow mental health awareness initiatives.



WHAT YOU RECEIVE AFTER COMPLETING THE ACE MENTAL HEALTH PROGRAM:



- AN ENHANCED COMPANY CULTURE AND SAFER WORK ENVIRONMENT
- EMAIL ACCESS FOR ONGOING SUPPORT
- INDUSTRY RECOGNITION FOR PROGRESSIVE SAFETY MEASURES
- DIGITAL PROGRAM WORKBOOK
- MENTAL HEALTH RESOURCE GUIDE
- MENTAL HEALTH TOOLBOX TALKS
- CERTIFICATE OF ACHIEVEMENT



The ACE Mental Health Program is a solution and commitment to the safety and well-being of your team. By embracing ACE, your organization can spearhead a transformative movement, fostering a workplace where mental health is prioritized and every individual is empowered to thrive. Together, we'll build a resilient and supportive company culture that not only recognizes the importance of mental health, *but actively endorses it.*





THE ROI WITH MENTAL HEALTH TRAINING

WORKPLACE SAFETY

**1 in 5
Americans will
experience a
mental health
challenge or
crisis this year.**

Helps identify those at risk and connects them to resources and support. It also helps people reduce and manage stress.

COMPANY PROFITABILITY

**Every \$1
investment in
promoting
mental health
has a \$3 - \$5
return.**

The cost of doing nothing about workplace mental health is significantly higher than investing in evidence-based prevention and treatment.

RECRUITMENT & RETENTION

**76% of people
believe companies
should be doing
more to support
the mental health
of their workforce.**

Investing in workplace mental health and wellness increases retention, recruitment, and productivity.

Sources:

Centers for Disease Control and Prevention (CDC)

Society for Human Resource Management (SHRM)



ABOUT US



MANDY MCINTYRE

Founder & Principal, Level Up Consultants
Certified Mental Health First Aid Instructor

Mandy McIntyre is the founder of Level Up Consultants with a passion to create change within the construction industry. Before starting her business, she was vice president for a roofing contractor in Cleveland where she worked for nearly 10 years in the industry. Mandy's roots in construction run deep, having grown up in a family that owned and operated a small general contracting business.

Mandy currently serves on the Board of Directors for National Women in Roofing and serves on the steering committee for Construction Suicide Prevention Week collaborating with OSHA and industry supporters to raise awareness about mental health in the construction sector.

Mandy is a registered Mental Health First Aid instructor certified by the National Council for Mental Wellbeing and a Yoga Alliance-certified yoga and meditation instructor. Mandy's has completed Cornell University's D&I program and Harvard University's Leadership Principles program, respectively.



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BREAK THE STIGMA.
SAVE LIVES.**



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Email mmcintyre@levelup-consultants.com
to learn more and register your business
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