

**MENTAL HEALTH**

**FIRST AID**

**FOR THE**

**CONSTRUCTION INDUSTRY**



**LEVEL UP CONSULTANTS**

**ELEVATING YOUR COMPANY CULTURE**

[www.levelup-consultants.com](http://www.levelup-consultants.com)

# 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](https://blogs.cdc.gov))

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





# WHY MENTAL HEALTH FIRST AID?

## 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)



# WHAT YOU WILL LEARN

*Mental Health First Aid (MHFA) teaches you how to identify, understand, and respond to signs of mental health and substance use challenges among adults.*



- Noticing signs and symptoms of substance use and mental health challenges.
- Navigating conversations about mental health or substance use concerns.
- Knowing that recovery is possible – and how to support it.
- Tackling mental health stigma in the construction industry.
- Risk factors construction workers face - and how to combat them.
- Building resilience and strategies to alleviate burnout.
- How to connect a person with help.
- How to interact with a person in crisis.
- Expanded content on construction industry mental health statistics.



# PROGRAM AGENDA & SAMPLE SLIDES

Segment	Topic
1	Welcome to Mental Health First Aid for Construction
2	MHFA Self-Paced Introduction Recap
3	ALGEE: Mental Health First Aid Action Plan
4	MHFA for Early Signs and Symptoms
5	MHFA for Worsening Signs and Symptoms
6	MHFA for Crisis Situations
7	Self-Care for the Mental Health First Aider

## ACTION 1: LISTEN NONJUDGMENTALLY

### LISTEN NONJUDGMENTALLY

Effective nonjudgmental listeners pay special attention to two main areas:

- **Verbal cues** and how they are conveyed.
- **Nonverbal cues** and how they are conveyed.



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23

### SKILL DEVELOPMENT: EARLY SIGNS AND SYMPTOMS GROUP SCENARIO

- **A**ssess for risk of suicide or harm.
- **L**isten nonjudgmentally.
- **G**ive reassurance and information.
- **E**ncourage appropriate professional help.
- **E**ncourage self-help and other support strategies.



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34

### CRISIS SITUATIONS: YOUR ROLE

During a crisis, your **role** is to:

- Try to work together to keep the person and others **safe for now**. If you can't, get help immediately.
- Utilize the other steps of ALGEE to **de-escalate** the situation and connect to appropriate professional help, as appropriate.



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49



# WHAT YOU RECEIVE AFTER COMPLETING MENTAL HEALTH FIRST AID TRAINING:



- ✓ *3 year certification from the National Council for Mental Wellbeing*
- ✓ *An enhanced company culture and safer work environment*
- ✓ *Email access for ongoing support*
- ✓ *Industry recognition for progressive safety measures*
- ✓ *Mental health manual & construction industry resources*
- ✓ *Mental Health Toolbox Talks & Hard Hat Stickers*





# WAYS TO LEARN & ACCREDITATION

## THREE WAYS TO LEARN



**In-person** - Learners receive their training during a 8 hour, Instructor-led, in-person session. Groups of up to 30 people per training.



**Blended** - Learners complete a 2-hour, self-paced online course, then participate in a 6-hour, Instructor-led training.

**This Instructor-led training can be:**



- A virtual Zoom course (up to 25 people per class)

- An in-person course (up to 30 people per class)



## ACCREDITED

Fully accredited through the National Council for Mental Wellbeing, our Mental Health First Aid trainings provide a 3 year certification upon completion of the program.

NATIONAL COUNCIL  
*for* Mental Wellbeing

HEALTHY MINDS ■ STRONG COMMUNITIES



# ADDITIONAL SERVICES:

- Mental Health Awareness Workshops
- Construction Suicide Prevention Training
- Stress Management Workshops
- Diversity, Equity & Inclusion Programs
- Company Culture Assessments
- Leadership Workshop for Foremen & Supervisors in Construction
- Confidence Building Workshops
- Gender Equity: Women in Construction

**The business case for company culture, wellness & mental health initiatives are clear: if you want someone to perform well, they have to FEEL well.**





# ABOUT US



## MANDY MCINTYRE

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

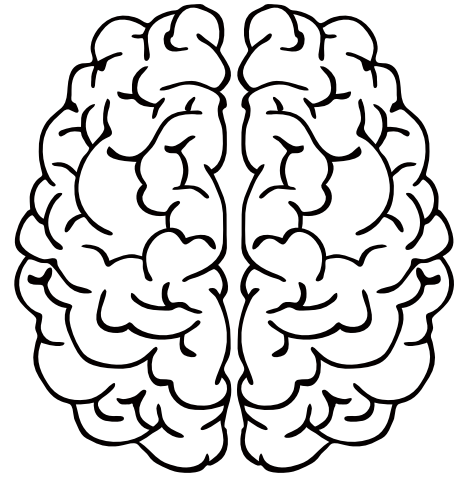
Mandy McIntyre is the founder of Level Up Consultants with a passion to create change within the construction industry. Before starting her business, she was vice president for a roofing contractor in Cleveland where she worked for nearly 10 years in the industry. Mandy's roots in construction run deep, 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.



**EMPOWER YOUR TEAM.  
BREAK THE STIGMA.  
SAVE LIVES.**



# **INVEST IN MENTAL HEALTH FIRST AID CERTIFICATION**

*Email [mmcintyre@levelup-consultants.com](mailto:mmcintyre@levelup-consultants.com)  
to learn more and register your business  
for training.*



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