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# Mental Health First Aid



## FOR THE ROOFING & CONSTRUCTION INDUSTRY



LEVEL UP CONSULTANTS

# THE IMPACT OF MENTAL HEALTH IN THE ROOFING & CONSTRUCTION INDUSTRY

## THE STAGGERING STATISTICS



More construction workers die from suicide & overdose each year *than every other workplace-related fatality combined.*

A 2020 study found 83% of construction workers have experienced a mental health issue.

Employees in the construction industry have nearly twice the rate of substance use as the national average.

12% of construction workers have an alcohol use disorder compared to 7.5% nationally.

Every 12 minutes a construction worker dies by suicide.

Construction workers are 7 times more likely to die from an opioid overdose and have the highest proportion of heroin-related overdose deaths.

Sources:

American Addiction Centers

Centers for Disease Control and Prevention (CDC)

Substance Abuse and Mental Health Services Administration (SAMHSA)

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# **DIVERSITY AND INTERSECTIONALITY WITH MENTAL HEALTH STATISTICS**

*-American Psychiatric Association*



# INTERSECTIONALITY AND MENTAL HEALTH

- **Higher rates of mental illness, substance use, and suicide has been linked with discrimination and harassment of LGBTQ employees.**
- **Native Americans experience serious psychological distress 1.5 times more than the general population.**
- **Black and Hispanic people are offered medication or therapy *at lower rates than the general population.***
- **Lack of cultural understanding by health care providers may contribute to underdiagnosis and/or misdiagnosis of mental illness in people from racially/ethnically diverse populations.**



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**WHY?**

# CONTRIBUTING FACTORS OF WORKFORCE



**Male dominated industry and labor pool**



**Injury and pain management**



**Stigma and Fear**



**High pressure industry**

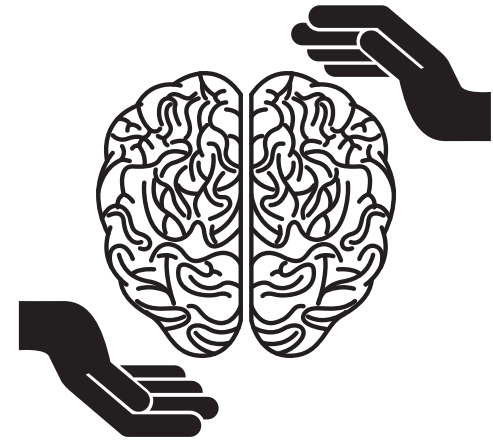


**Transitory & seasonal workforce**

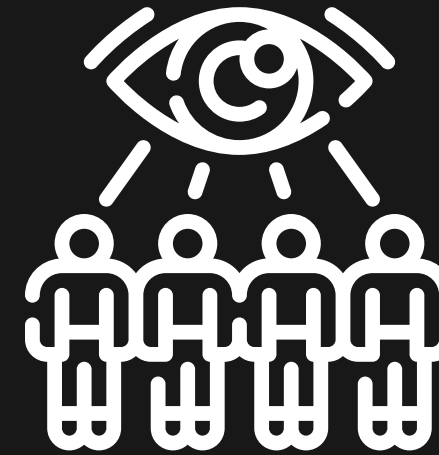


**Separation from family and community**

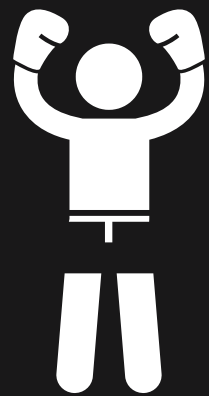
# CONTRIBUTING FACTORS OF CULTURE



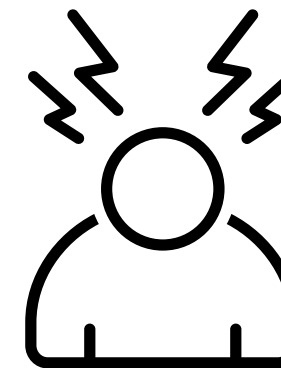
**Mental health is not valued or prioritized**



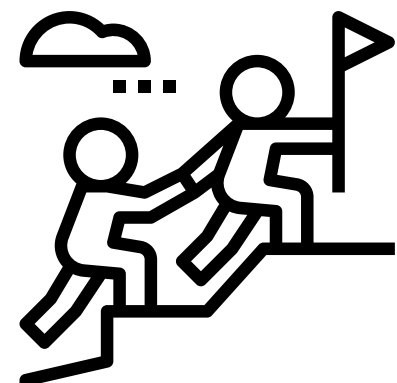
**Poor supervision and management**



**Stigma and fear**



**High pressure industry**



**Lack of leadership support**



**Access to healthcare**



**THE COMBINED FACTORS OF  
WORKFORCE AND CULTURE  
CHARACTERISTICS PROVIDE THE  
PERFECT STORM OF AN INDUSTRY WIDE  
MENTAL HEALTH CRISIS.**



**HOW DO  
WE FIX IT?**

# CREATING CHANGE IN THE INDUSTRY FOR MENTAL HEALTH ACTION PLAN:



**LEADERSHIP ENGAGEMENT:** Create a top down approach for a culture of support.



**AWARENESS:** Recognize mental health as a safety and wellness initiative.



**COMMUNICATE:** Reduce the stigma.



**EDUCATION:** Get the proper training and resources.





# LEADERSHIP ENGAGEMENT



## Safety

- Reduces risk of physical injury where errors can result in significant harm or even death
- Improves job performance by reducing stress and anxiety
- Reduces substance and alcohol use
- Saves lives!

Source: Centers for Disease Control & Prevention (CDC)



## Profitability

- Every \$1 spent in promoting mental health has \$3 - \$5 return.
- 23 billion is spent annually in the U.S. on work productivity loss due to depression alone
- Mental illness is forecasted to contribute to \$16 trillion in lost output by 2030.

Source: Society for Human Resource Management (SHRM)



## Recruitment & Retention

- 76% of people believe companies should be doing more to support the mental health of their workforce
- 85% of people say their mental health issues at work negatively affect their home life (and vice versa)

Source: Society for Human Resource Management (SHRM)



# AWARENESS



- Promote work/life balance and self care
- Discuss mental health in the workplace
- Offer free screening tools (Mental Health America)
- Promote insurance options and EAP benefits often
- Make wellness a priority and part of the culture
- Support employees' efforts to get help and enhance access





# COMMUNICATE TO BREAK THE STIGMA



- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- Use person first language
- A caring conversation between a supervisor and an employee could be life-saving
- Listen without judgement
- Promote 988





# EDUCATION & RESOURCES

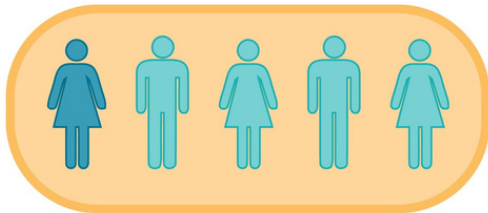


**Mental Health Toolbox Talks**  
**Mental Health Workshops and Lunch-N-Learns**



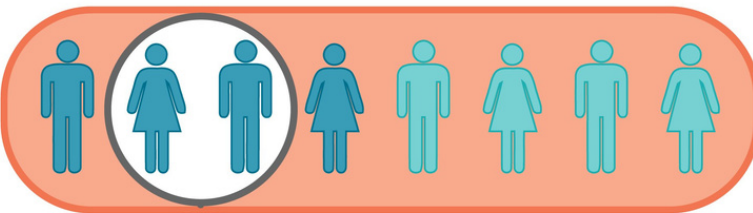
# EDUCATION & RESOURCES

## Mental Health Matters For Everyone



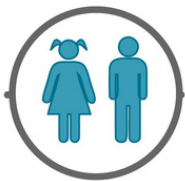
**1 in 5**

American adults will have a diagnosable mental health condition in any given year<sup>1</sup>



**50**

**PERCENT**  
of Americans will meet the criteria for a diagnosable mental health condition sometime in their life, and half of those people will develop conditions by the age of 14.<sup>2</sup>



Sources

<sup>1</sup>Substance Abuse and Mental Health Services Administration, Center for Behavioral Health Statistics and Quality. (September 4, 2014). *The NSDUH Report: Substance Use and Mental Health Estimates from the 2013 National Survey on Drug Use and Health: Overview of Findings*. Rockville, MD.  
<sup>2</sup>Ronald C. Kessler et al., Lifetime Prevalence and Age-of-Onset Distributions of DSM-IV Disorders in the National Comorbidity Survey Replication, 62 Arch. Gen. Psychiatry 593, 595 (2005).

## What happens when you call 988?

We train counselors to collaborate with callers to find the least invasive, most relevant, and most effective care plan for their crisis. Our crisis centers bring mental health care and safety planning to all.

**988** SUICIDE & CRISIS  
LIFELINE

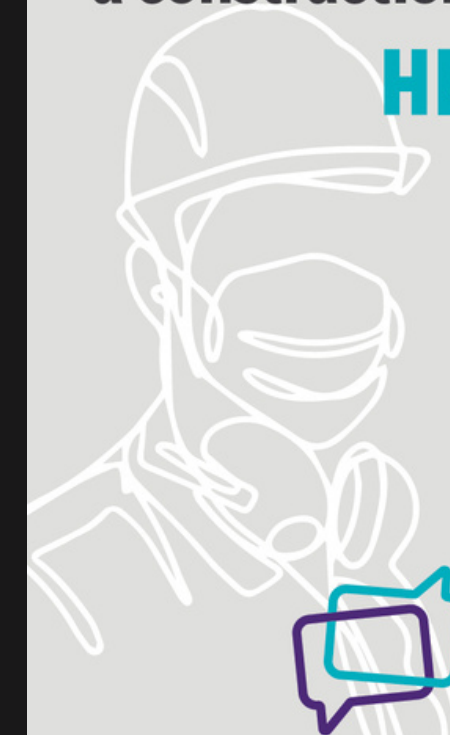
**EVERY 12 MINUTES,**  
a construction worker dies by suicide.

**HELP IS AVAILABLE.**

Call, text or chat

**988**

for the **NATIONAL SUICIDE PREVENTION LIFELINE.**



**CONSTRUCTION SUICIDE PREVENTION WEEK**



**Mental Health America**

[www.mhanational.org](http://www.mhanational.org)

**988 Lifeline**

[www.988lifeline.org](http://www.988lifeline.org)

**Construction Suicide Prevention Week**

[www.constructionsuicideprevention.com](http://www.constructionsuicideprevention.com)



# CONTACT INFORMATION



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# THANK YOU!



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