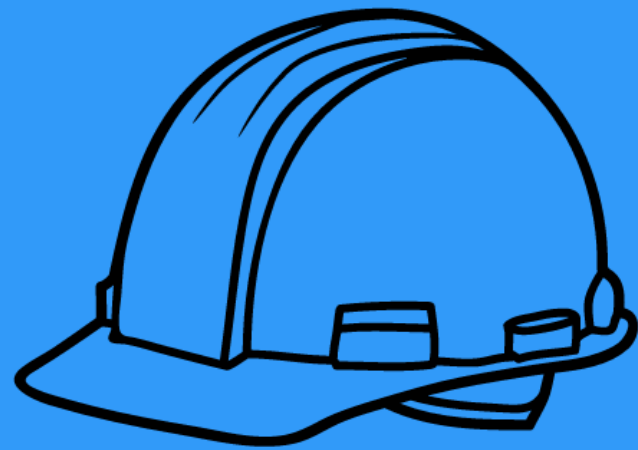


IT TAKES MORE THAN A HARD HAT



TO KEEP A HEAD SAFE



Mental Health First Aid for Construction



LEVEL UP
CONSULTANTS

www.levelup-consultants.com

Mandy McIntyre, Founder & Principal Certified Mental Health First Aid Instructor



TODAY'S GOAL:

To raise awareness around mental health, reduce the stigma and save lives!





MENTAL HEALTH OVERVIEW



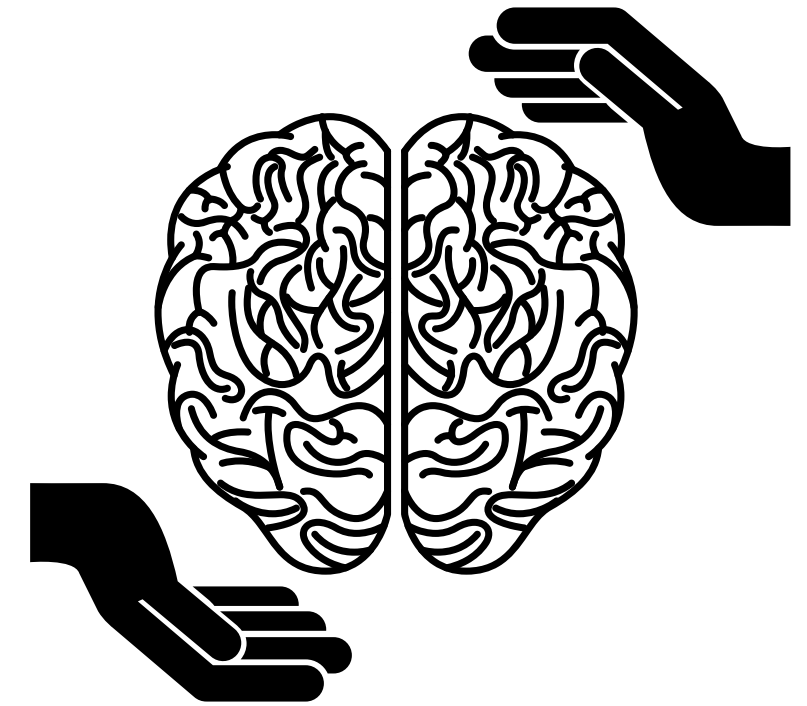
WHAT IS MENTAL HEALTH?



Mental health includes our emotional, psychological and social well-being.



-US Department of Health & Human Services



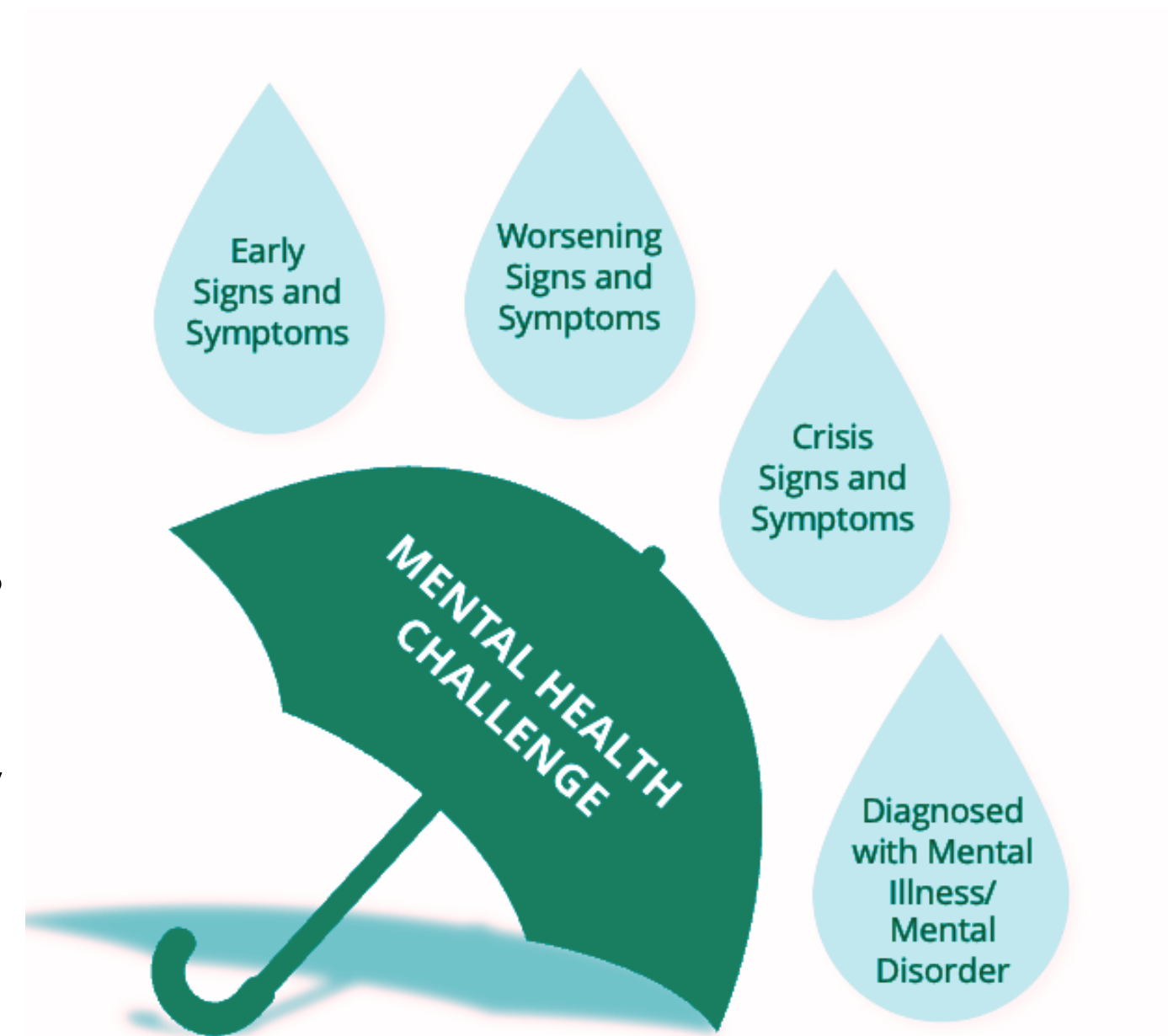
WHAT IS A MENTAL HEALTH “CHALLENGE”?



WHAT IS A MENTAL HEALTH CHALLENGE?

IDENTIFYING THOSE AT RISK:

- There is a major change in a person's thinking, feeling, or behavior.
- This change interferes with their daily life.
- The interference does not go away quickly and lasts longer than typical emotions or reactions.



SIGNS & SYMPTOMS



Appearance

- Tired-looking
- Disheveled
- Cuts or bruises



Behavior

- Tardiness
- Aggression
- Job performance



Feelings

- Sadness
- Fear
- Disconnected



Thoughts

- Can't focus
- Indecisiveness
- Constant worry



WHEN DO SIGNS & SYMPTOMS BECOME A CHALLENGE?



FREQUENCY

*Signs & symptoms
present most of the day
or many times per day*



DURATION

*Signs & symptoms
have been present
for a certain
amount of time*



IMPACT

*Signs & symptoms
effect work performance,
relationships, or participation
in usual activities*



What do you think the average length of time is for someone with initial signs & symptoms of a mental health challenge to when they get professional treatment?



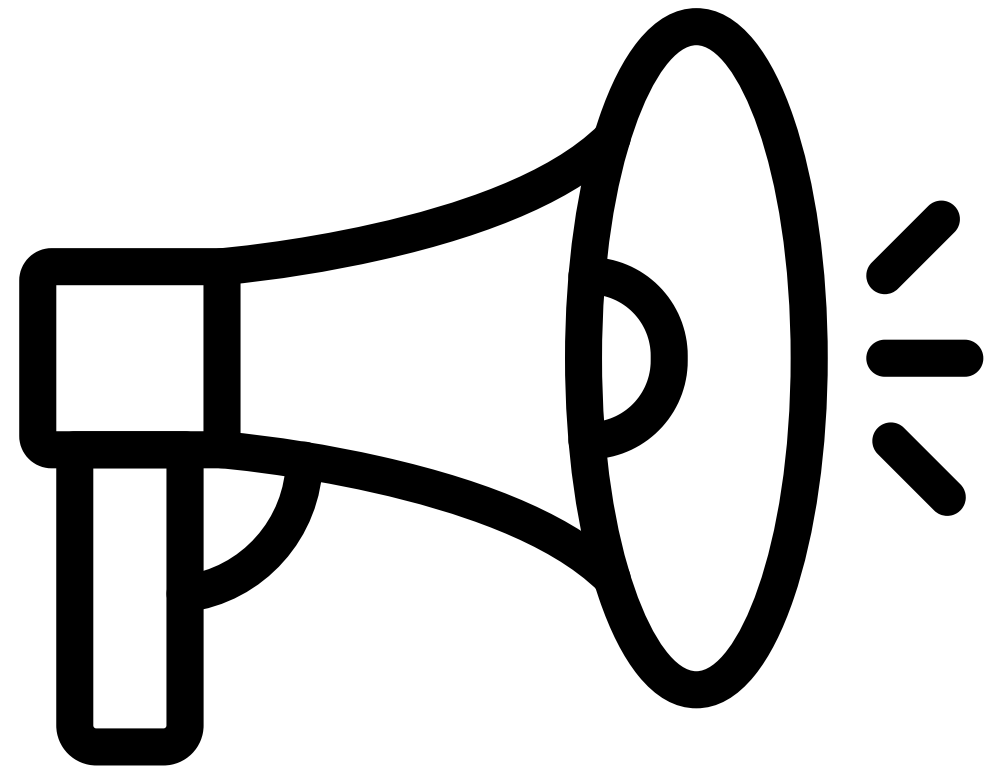
What do you think the average length of time is for someone with initial signs & symptoms of a mental health challenge to when they get professional treatment?

11

YEARS



WHAT IS MENTAL HEALTH AWARENESS?

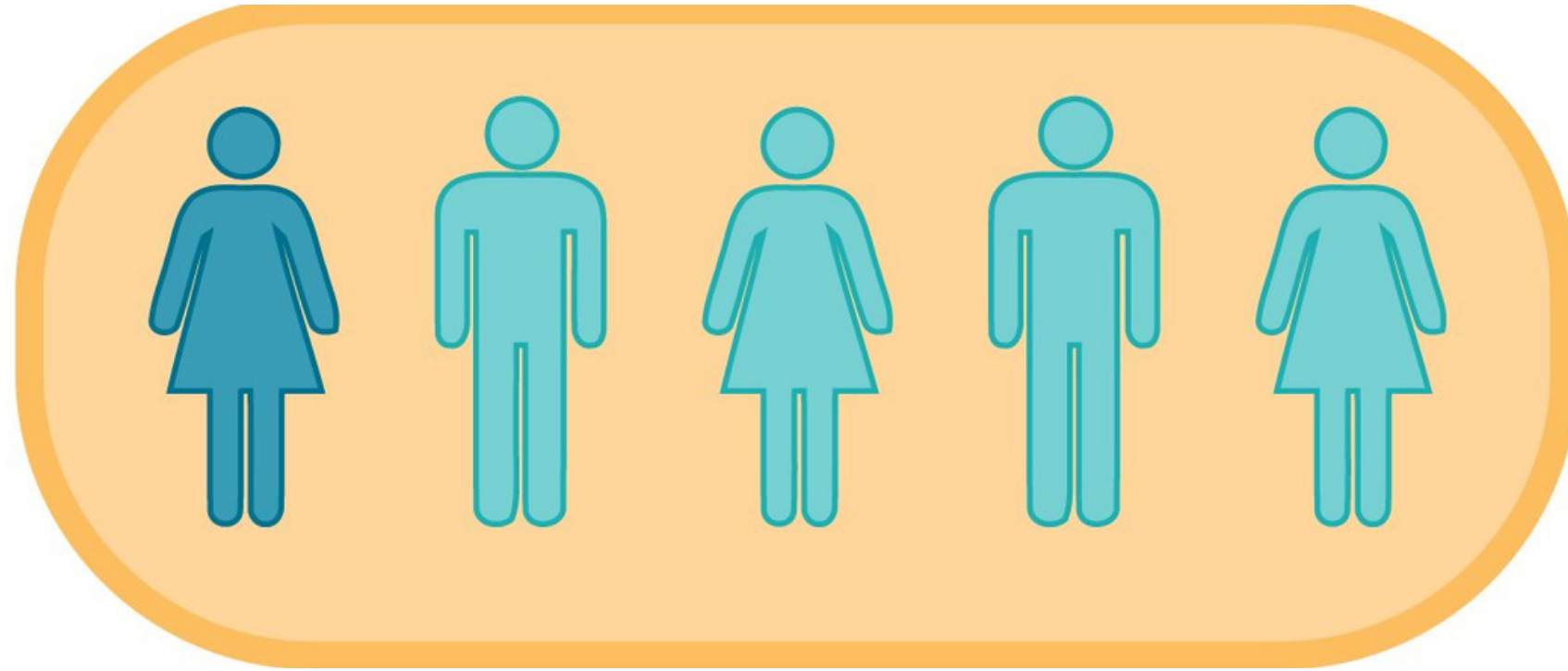


-Mental Health America



The ongoing effort to reduce the stigma around mental illness and mental health conditions by sharing our personal experiences, and actively promoting support, education, and resources.

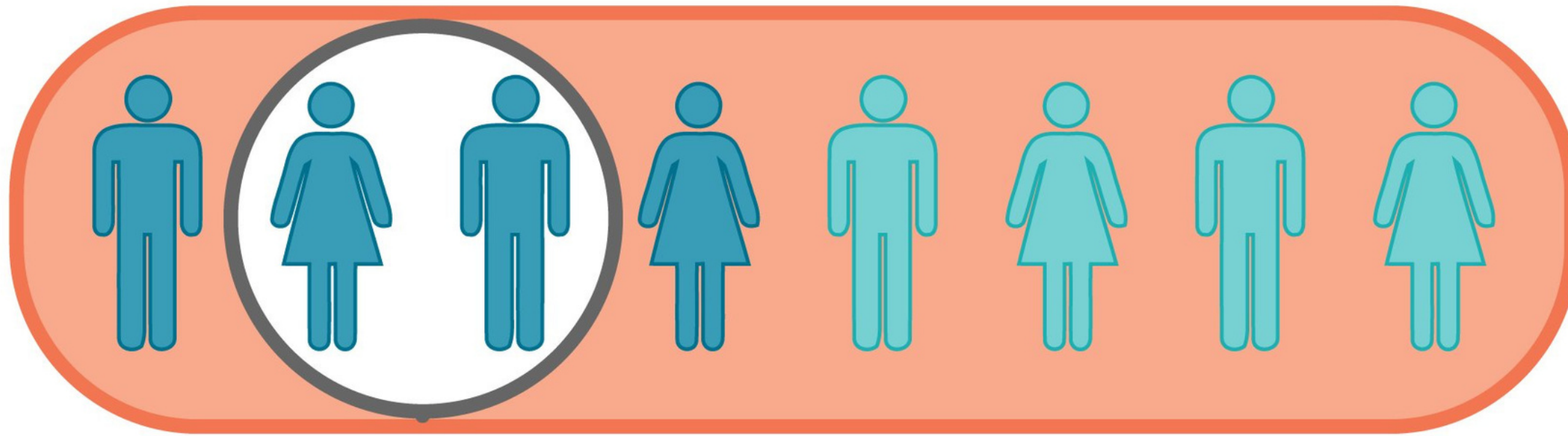




1 in 5

American adults will have a diagnosable mental health condition in any given year

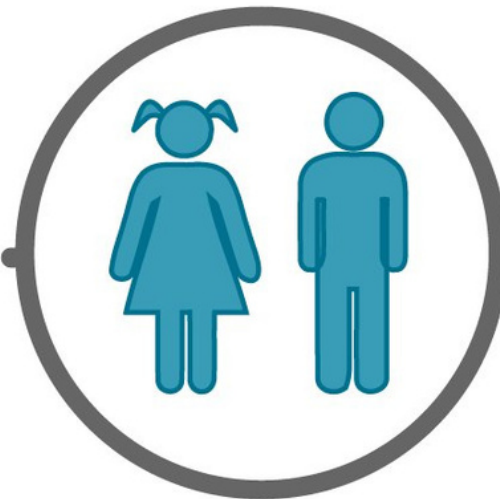




46

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 14.²



MIIIA
Mental Health America



DIVERSITY, EQUITY & INCLUSION 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.

-American Psychiatric Association



Dealing with your mental health
doesn't have to be in the dark.

YOU'RE NOT
ALONE



MENTAL HEALTH IN CONSTRUCTION



MENTAL HEALTH IN CONSTRUCTION



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 (pre-pandemic).



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



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



In the general population, suicide occurs in 27 out of every 100,000 people. In construction, the number is closer to 53 suicides per 100,000 workers.



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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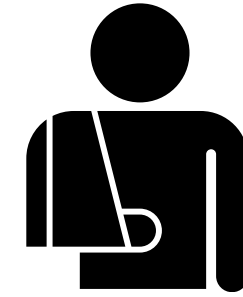
WHY?



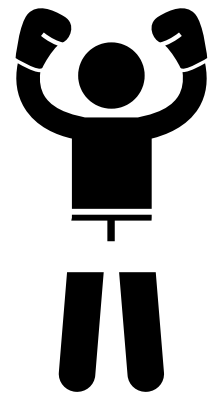
RISK FACTORS OF WORKFORCE



Male dominated industry and labor pool



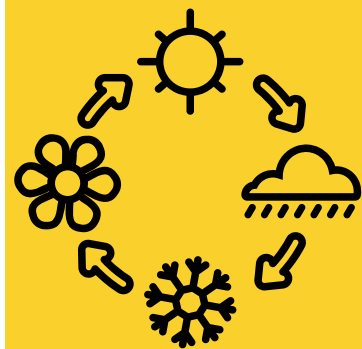
Injury and pain management



Stigma and Fear



High pressure industry



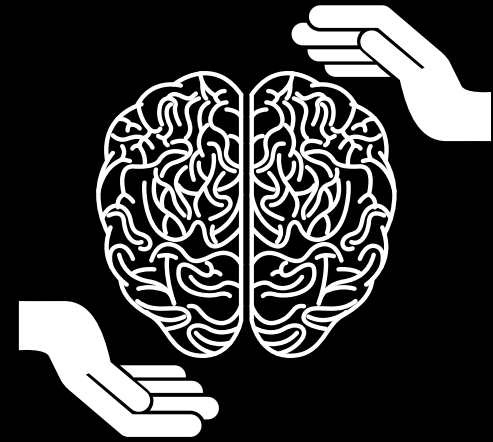
Transitory & seasonal workforce



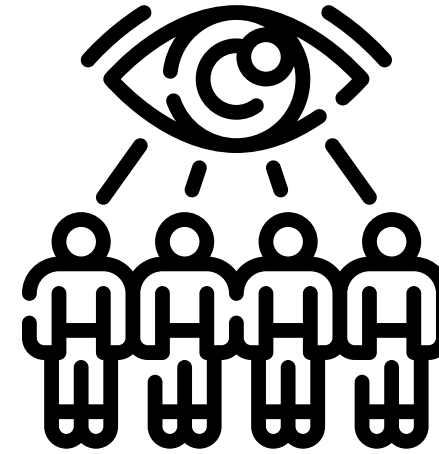
Separation from family and community



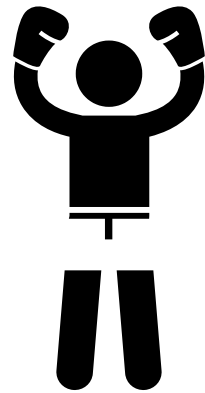
RISK FACTORS OF INDUSTRY



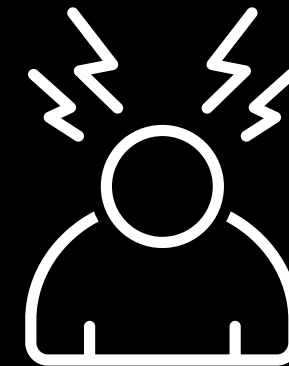
Mental health is not valued or prioritized



Poor supervision and management



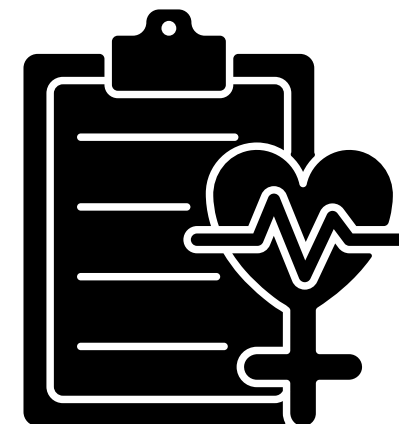
Stigma and fear



High pressure industry



Lack of leadership support



Access to healthcare



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



**HOW DO
WE FIX IT?**



3 STEPS TO TAKE TO REDUCE THE RISK OF TRAGEDY: MENTAL HEALTH ACTION PLAN



RAISE AWARENESS: Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.



COMMUNICATE: Navigate difficult conversations to reduce the stigma.



EDUCATION & RESOURCES: Get the proper training and support.

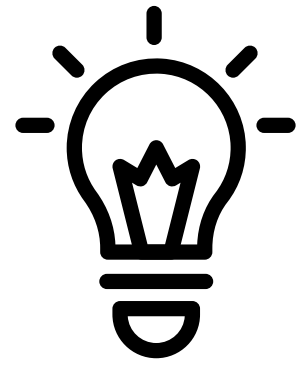




RAISE AWARENESS:

Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.





AWARENESS

Toolbox Talks - *the easiest thing you can do*



TOOLBOX TALK REDUCING THE STIGMA AROUND MENTAL ILLNESS

When you're struggling with your mental health, you might find yourself resorting to the old school mindset of keeping a stiff upper lip and fighting through it on your own. This method isn't healthy, and it's contributing to the high number of construction workers who are dying by suicide.

BY THE NUMBERS

- In 2020, nearly **1 in 5 adults in the United States** were living with a mental illness.
- Among U.S. adults, more than **12.5 million people** had serious thoughts of suicide.
- Substance abuse counts, too. In 2020 **1 in 15 adults** struggled with both a substance use disorder and other mental illnesses.

WHY IT MATTERS

If you find yourself struggling, know this: **You are not alone. Your mental illness is not your fault, nor is it anything to be ashamed of.** There are ways you can help reduce the stigma around mental illness, and possibly help our industry take a turn for the better when it comes to saving lives.

GOOD TO KNOW

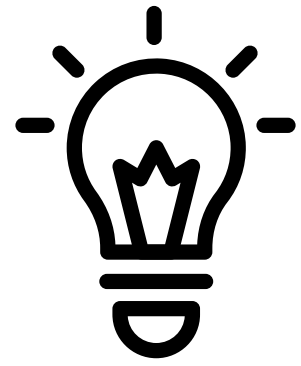
- **Ask for help.** If you find yourself struggling, talk to your doctor about treatment options that might work for you. Talk therapy and medication are just two possibilities.
- **Avoid self-blame.** Your mental illness is NOT a weakness. Educating yourself about your particular illness, after talking with your doctor, can help you realize that you're not alone – no matter how isolated you may feel.
- **Find your people.** You have those in your life whom you love and/or trust. Don't keep them in the dark when you're struggling. Even if they aren't a medical professional, talking with others can help you feel better supported and less alone.
- **Know when to make the call.** If you're at a really low point, help is always available at the [National Suicide Prevention Lifeline](#). You can call, text, or chat 988 to reach the lifeline's trained counselors directly.



Call, text or chat [988](#) for the National Suicide Prevention Lifeline.

Find resources at [ConstructionSuicidePrevention.com](#).



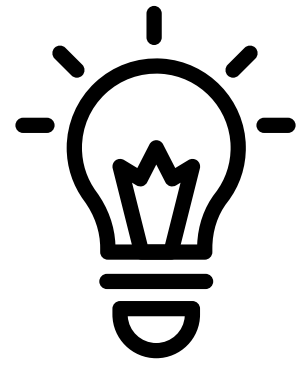


AWARENESS

Lunch & Learns:

- Promote insurance and EAP benefits
- Invite a guest speaker or mental health care professional
- Naloxone information





AWARENESS: SHARE THE FACTS



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 (pre-pandemic).



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



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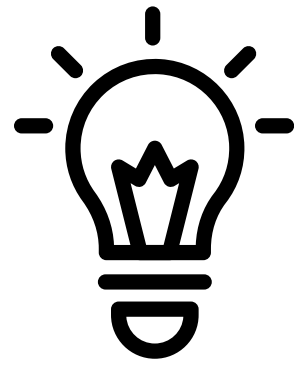


Construction workers are 7 times more likely to die from an opioid overdose and have the highest proportion of heroin-related overdose deaths.



Sources:
American Addiction Centers, Centers for Disease Control and Prevention (CDC), Substance Abuse and Mental Health Services Administration (SAMHSA)



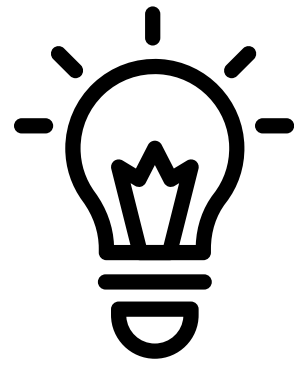


AWARENESS

Wellness Programs & Workshops: (a holistic approach to overall wellbeing)

- Yoga
- Financial planning
- Nutrition
- Sleep
- Stress management





AWARENESS

Work / Life Balance





COMMUNICATE:

Navigate difficult conversations to reduce the stigma.





COMMUNICATE

- Don't be afraid to bring up issues related to stress, depression, anxiety, or suicide
- If you see something - SAY SOMETHING
- Practice active listening
- Normalize talking about mental health - share a lived experience or find your “champion”





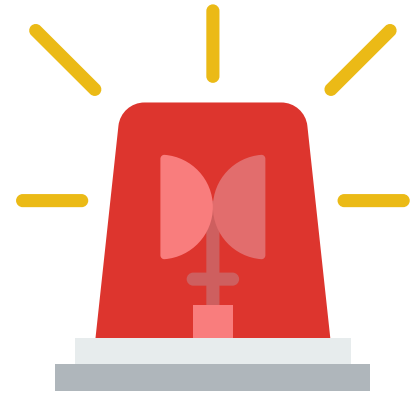
COMMUNICATE

JUNKIE
PSYCHO
ADDICT
MANIC
DRUGGIE

Avoid stigmatizing language:

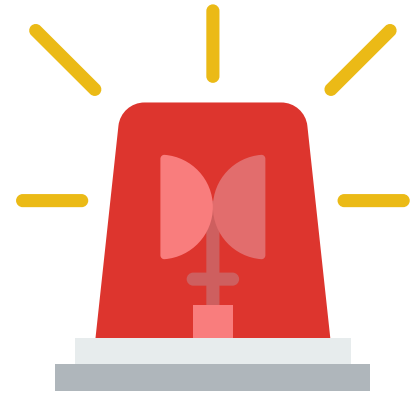
- Creates negative labels, stereotypes, and judgment.
- Contributes to isolation, reduced self-esteem, and less likelihood to seek medical help.





THE BIGGEST MYTH WITH SUICIDE





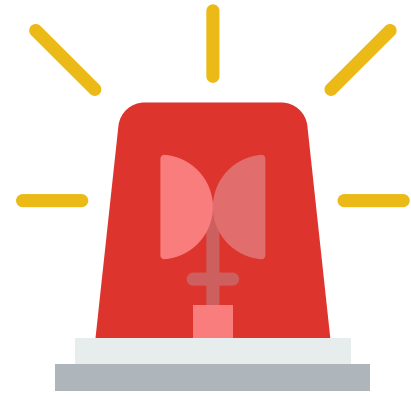
THE BIGGEST MYTH WITH SUICIDE



MYTH:

***Asking a person about suicide
will encourage the person to
attempt suicide.***





THE BIGGEST MYTH WITH SUICIDE

FACT:

Asking a person directly will serve as a deterrent.

DO NOT BE AFRAID TO ASK THE QUESTION.





COMMUNICATE

MANAGING YOUR EMOTIONS



Allow yourself to
feel



Don't ignore how
you're feeling



Talk it out



Build your
emotional
vocabulary





EDUCATION & RESOURCES:

Get the proper training
and resources.



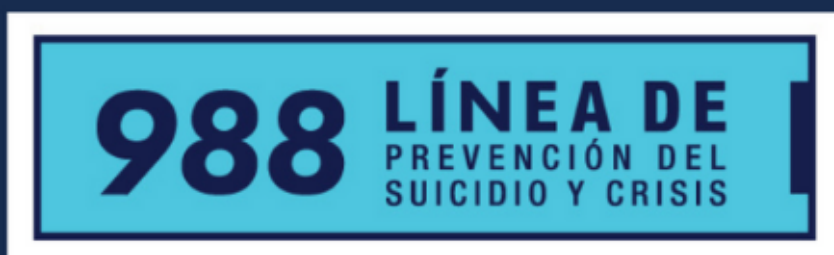


988 SUICIDE & CRISIS LIFELINE

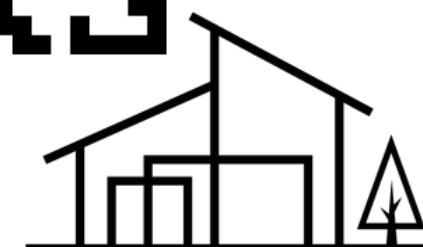


Suicide & Crisis Lifeline

If you or someone you know is in crisis, call or text the lifeline below:



The 988 Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States.



**DOING THE WORK TO HELP
STAMP OUT THE STIGMA.**

**CONSTRUCTION SUICIDE
PREVENTION WEEK**

SAVE THE DATE: SEPT. 9-13, 2024

Resource Library



CONSTRUCTION SUICIDE PREVENTION WEEK

www.construction suicideprevention.com

Suicide Prevention
5 Things You Should Know

Suicide is a leading cause of death among working-age adults in the United States. It deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Below are 5 things to know about preventing suicide.

- 1 BE AWARE**
Everyone can help prevent suicide.
Mental health and suicide can be difficult to talk about—especially with work colleagues—but your actions can make a difference. When you work closely with others, you may sense when something is wrong.
- 2 PAY ATTENTION**
Know the warning signs of suicide.
There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.
- 3 REACH OUT**
Ask “Are you okay?”
If you are concerned about a coworker, talk with them privately, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.
- 4 TAKE ACTION**
If someone is in crisis, stay with them and get help.
If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the 988 Suicide and Crisis Lifeline.
- 5 LEARN MORE**
Suicide prevention resources are available.
 - Call or text the Suicide and Crisis Lifeline at 988.
 - Visit the American Foundation for Suicide Prevention (www.afsp.org) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.

Prevención del suicidio
5 cosas que debe saber

El suicidio es una de las principales causas de muerte entre los adultos en edad de trabajar de los Estados Unidos. Afecta profundamente a trabajadores, familias y comunidades. Afortunadamente, al igual que otras muertes en entornos laborales, los suicidios se pueden prevenir. A continuación, encontrará 5 cosas que debe saber sobre la prevención de suicidios.

- 1 TOMA CONCIENCIA**
Todos pueden ayudar a prevenir un suicidio.
La salud mental y el suicidio son temas difíciles de tratar (especialmente con colegas del trabajo), pero sus acciones pueden marcar la diferencia. Al trabajar de cerca con otras personas, usted puede detectar cuando algo no está bien.
- 2 PRESTE ATENCIÓN**
Conozca las señales de advertencia del suicidio.
No hay una única causa para el suicidio, pero sí hay señales de advertencia. Los cambios de conducta, de humor, o incluso lo que se dice puede indicar que una persona está en riesgo. Tome en serio estas señales: podría salvar una vida.
- 3 OFREZCA AYUDA**
Pregunte “¿Está bien?”
Si usted está preocupado por un compañero de trabajo, hable con él o ella en privado y escuche sin emitir juicios. Anímele a comunicarse con su Programa de Asistencia a Empleados (EAP), con el departamento de Recursos Humanos (RRHH) o con un profesional de la salud mental.
- 4 TOMA ACCIÓN**
Si alguien está en crisis, quédense con esa persona y busque ayuda.
Si cree que un compañero o una compañera de trabajo está en riesgo inmediato de suicidio, quédense con él o ella hasta que pueda obtener más ayuda. Comuníquese con los servicios de emergencia o llame a la Línea de Prevención del Suicidio y Crisis al 988.
- 5 BUSQUE MÁS INFORMACIÓN**
Hay recursos de prevención del suicidio disponibles.
 - Llame o envíe un mensaje de texto a la Línea de Prevención del Suicidio y Crisis al 988.
 - Visite la Fundación Americana para la Prevención del Suicidio (www.afsp.org) para obtener más información sobre factores de riesgo del suicidio, señales de advertencia y lo que usted puede hacer para ayudar a prevenir el suicidio.



HOW THE OPIOID CRISIS IMPACTS THE CONSTRUCTION INDUSTRY



- The Centers for Disease Control and Prevention (CDC) reports the number of overdose deaths in the U.S. has more than *doubled* in the past five years.
- Over 105,000 Americans died from all overdoses in calendar year 2022, and approximately 70% of all overdose deaths in the U.S. are attributed to opioids. Almost 70% of all opioid deaths are due to synthetics, especially fentanyl.



- A recent CDC report confirmed the construction and extraction industries have been hit hard by the opioid crisis. The report, released on Aug. 22, 2023, is titled "Drug Overdose Mortality by Usual Occupation and Industry."
- **The construction and extraction industries had the highest rate of overdose deaths in 2020 the first year of the pandemic.**



HOW THE OPIOID CRISIS IMPACTS THE CONSTRUCTION INDUSTRY



SAFEProject
Stop the Addiction Fatality Epidemic



No Shame | **END** |
Movement | **STIGMA.**

No Shame Toolkit

THERE'S NO SHAME IN GETTING HELP FOR
& MENTAL HEALTH
& ADDICTION

JOIN THE MOVEMENT

PR

SAFEProject
Stop the Addiction Fatality Epidemic

#NoShame #MentalHealthAwareness





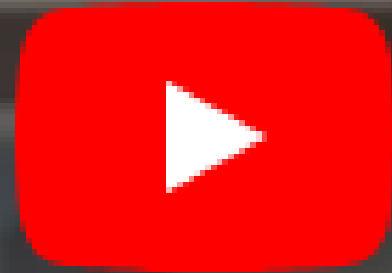
Mike Pugh - From Addiction to Redemption:
Mental Health & Suicide Prevention



Share

Mike Pugh

From Addiction to Redemption



Watch on

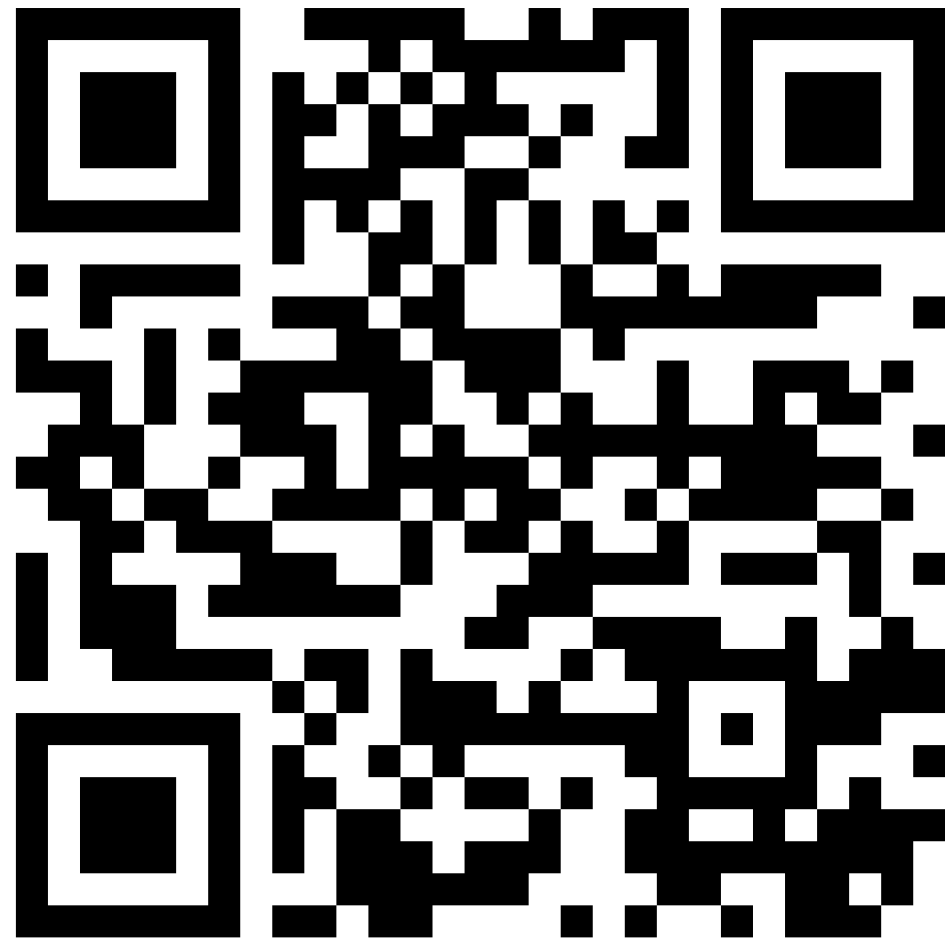


YouTube

Link to watch video: <https://www.youtube.com/watch?v=fFRgBhrlcx0>

www.levelup-consultants.com





Mental Health America

www.mhnational.org



Learn about mental health Resources About Us

LOG IN

TAKE A MENTAL HEALTH TEST

Take a Mental Health Test

Online screening is one of the quickest and easiest ways to determine whether you are experiencing symptoms of a mental health condition.

Mental health conditions, such as depression or anxiety, are real, common and treatable. And recovery is possible.

- DEPRESSION TEST +
- POSTPARTUM DEPRESSION TEST (NEW & EXPECTING PARENTS) +
- ANXIETY TEST +
- ADHD TEST +
- BIPOLAR TEST +
- PSYCHOSIS & SCHIZOPHRENIA TEST +
- PTSD TEST +
- EATING DISORDER TEST +
- ADDICTION TEST +
- PARENT TEST: YOUR CHILD'S MENTAL HEALTH +
- YOUTH MENTAL HEALTH TEST +
- TEST DE DEPRESIÓN +
- TEST DE ANSIEDAD +



Learn about mental health Resources About Us

Home > Connect Tools

Need to talk to someone? (Warmlines)

FIND A WARMLINE ON WARMLINE.ORG

Sometimes you just need to talk to someone about your mental health. It's great when you can reach out to a loved one—but that's not always possible. Fortunately, warmlines are there to help!

A warmline is a phone number you call to have a conversation with someone who can provide support during hard times. Whether you're in crisis or just need someone to talk to, a warmline can help. Warmlines are staffed by trained peers who have been through their own mental health struggles and know what it's like to need help.

Warmlines are free and confidential. They're different from crisis lines or hotlines like the [National Suicide & Crisis Lifeline](#), which are more focused on keeping you safe in the moment and getting you connected to crisis resources as quickly as possible. (That doesn't mean you can't call a warmline when you're in crisis—a warmline may even be able to help you find the best place to go for crisis resources, or help you mentally prepare to seek out more formal treatment.)



www.levelup-consultants.com



Warmline National Directory



Need Someone to Talk To?

If it's not a Crisis,
Call a WarmLine.



www.WarmLine.org



UPDATE YOUR SAFETY BOARDS & SAFETY PLANS WITH MENTAL HEALTH RESOURCES

- Use QR codes for easy access
- Have in English and Spanish
- Put in your work orders
- Keep updated!



MENTAL HEALTH FIRST AID FOR THE ROOFING & CONSTRUCTION INDUSTRY



NATIONAL COUNCIL
for Mental Wellbeing

HEALTHY MINDS • STRONG COMMUNITIES



IDENTIFY
UNDERSTAND
RESPOND

Learn how to safely and confidently navigate
a mental health challenge on and off the job-site.



www.levelup-consultants.com



SUICIDE PREVENTION TRAINING FOR THE CONSTRUCTION INDUSTRY



Helen and Arthur E. Johnson
Depression Center

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

"SUICIDE IS ONE OF OUR INDUSTRY'S "BEST KEPT SECRETS," AND IT'S KILLING US. LITERALLY."

-Construction Suicide Prevention Week



ROI: Mental Health Initiatives

Safety & Job Performance



- 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 & Productivity



- 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)



GOAL RECAP:

To raise awareness around mental health, reduce the stigma and save lives!



REASON FOR OUR GOAL:



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www.levelup-consultants.com



HOW WE REACH OUR GOAL: 3 STEP MENTAL HEALTH ACTION PLAN



RAISE AWARENESS: Be proactive and make mental health a safety and wellness initiative *before* tragedy strikes.



COMMUNICATE: Navigate difficult conversations to reduce the stigma.



EDUCATION & RESOURCES: Get the proper training and support.



THANK YOU!



LEVEL UP CONSULTANTS
ELEVATING YOUR COMPANY CULTURE



www.levelup-consultants.com

