

Who is in the Room



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Agenda

- Learn to **define the mental health** spectrum, **signs and symptoms** to be aware of, and how to use **destigmatized language**.
- Gain an **understanding about what makes the construction industry unique** in mental health issues to soaring rates of suicide.
- **Identify the importance of engaging leadership and employees in conversations** around mental health through the creation of safe spaces and a caring culture.
- **Understand how proactive, consistent and multi-faceted communication is critical** to delivering a system where employees know the resources available as well as how to access them in times of need.
- **Learn about tools for support that have been successfully delivered in this industry** and best practices to consider implementing within your own workforces.

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An Employer Story

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What is Mental Health?

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Behavioral Health (Pre COVID-19)

1 in 5

Americans experience symptoms of depression, anxiety and stress. Those who have both a chronic and behavioral health condition(s) can cost up to 3 times more to treat.

80%

Of workers with a mental health condition attribute their non-treatment to shame and stigma. Relatedly, the average person waits 8 to 10 years after the onset of initial symptoms before seeking treatment.

63%

Of employees reported that workplace stress had significant impact on their mental and behavioral health. This can have a direct impact on work productivity and employee retention.

31%

Of employees would be afraid of being labeled as weak, and 22% fear it would impact their promotion opportunities.

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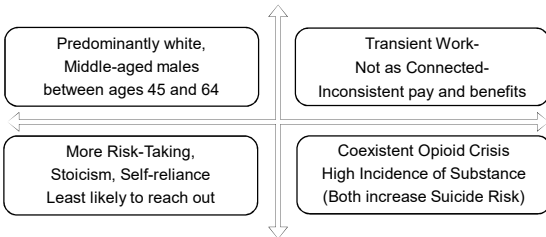
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What is unique about the construction industry?

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Why is Mental Health & Suicide Even More Prevalent in Construction?



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All Industry Suicide Rates vs Construction Rates *

All Industries: Men
27.4

Construction: Men
45.3

TABLE 1. Suicide rates* for persons working in major industry and occupational groups meeting reporting criteria, by sex — National Violent Death Reporting System, 32 states,† 2016[§]

Census code [§]	Major group	Sex rate (95% CI)	
		Male	Female
Total	All industries or occupations	27.4 (26.9–27.9)	7.7 (7.5–8.0)
Industry			
0170–0290	Agriculture, Forestry, Fishing, and Hunting	36.1 (31.7–40.5)**	NC**
0370–0490	Mining, Quarrying, and Oil and Gas Extraction	54.2 (44.0–64.3)**	NC
0770	Construction	45.3 (43.4–47.2)**	9.4 (6.5–13.2)

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Proactive Employee Communication

Tools for Support

Resources

- [Wisconsin Construction Wellness Community \(wisconwel.com\)](http://WisconsinConstructionWellnessCommunity.com)
- [National Alliance on Mental Illness \(NAMI\) - www.nami.org](http://www.nami.org)
- [American Society of Safety Professionals \(ASSP\) - www.assp.org](http://www.assp.org)
- [Associated General Contractors of America, Missouri - www.agcma.org/](http://www.agcma.org/)
- [Prevent Suicide Construction - www.preventconstructionssuicide.com](http://www.preventconstructionssuicide.com)
- [Working Minds - www.constructionworkingminds.org](http://www.constructionworkingminds.org)
- [Man Therapy - www.mantherapy.org](http://www.mantherapy.org)
- [Construction Financial Management Association \(CFMA\) - www.cfma.org/suicideprevention#suicidepreventioncfma](http://www.cfma.org/suicideprevention#suicidepreventioncfma)

Conclusion

You may not have a visible problem now, but you need to be ready.

- Start with the data.
- Create a safe space.
- Provide access to help.
- Educate, educate, educate.
- Know your workers and the signs.

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