

Liz Hilts

- 20 years of environmental, health, and safety experience in manufacturing and operations and a master's degree in occupational safety and health.
- Founder of Safety Mindset, LLC, an Occupational Health and Safety consulting firm that focuses on total worker well-being including CPR/AED, First Aid, QPR and Mental Health First Aid at Work, general industry OSHA programs and safety management systems.



1

Mental health resources for workplace well-being, safety, and culture strategies



2

Focus for Today

Impact on Safety & Culture in the Workplace

Prevalence in Society and the Workplace

Mental Health Challenges & Stigma

Evidence-based Workplace Trainings

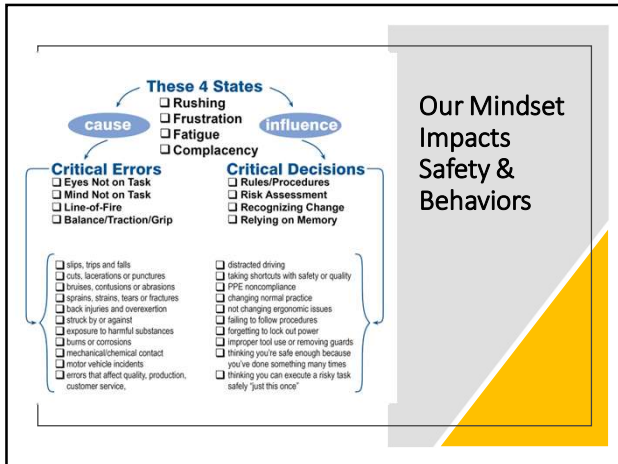
Resources for Help

We will talk about suicide – feel free to take a break if needed

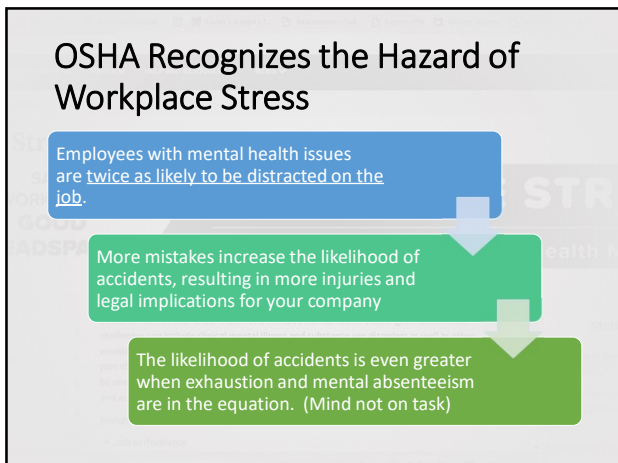
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4



5



6

Workplace
Stress –
The Silent
Crisis

Traumatic Events

Substance Abuse

Suicide

7

OSHA's Approach

 Adding Mental Health Awareness to OSHA
10/30 courses

 Workplace Stress Resource Page

 Recordability potential

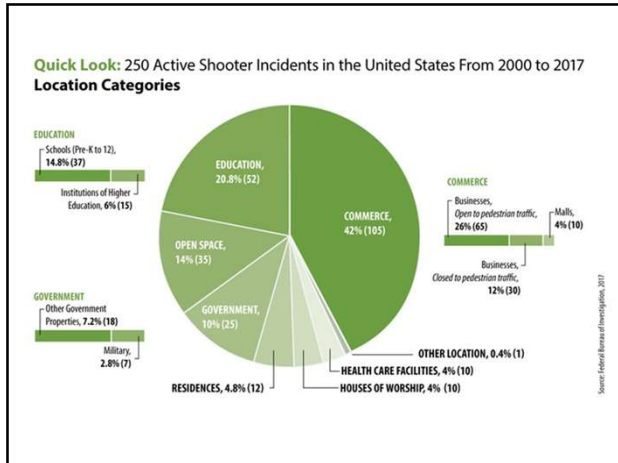
8

**OSHA
Recordability:
Is work-
related stress
recordable as
a mental
illness case?**

A supervisor was shouting at an employee. The employee felt stressed, and his general doctor told him to take some time off from work. Is this an OSHA recordable case?

Mental illnesses, such as depression or anxiety disorder, that have work-related stress as a contributing factor, are recordable if the employee voluntarily provides the employer with an opinion from a physician or other licensed health care professional with appropriate training and experience (psychiatrist, psychologist, psychiatric nurse practitioner, etc.) stating that the employee has a mental illness that is work-related, and the case meets one or more of the general recording criteria. See sections 1904.5(b)(2)(ix) and 1904.7.

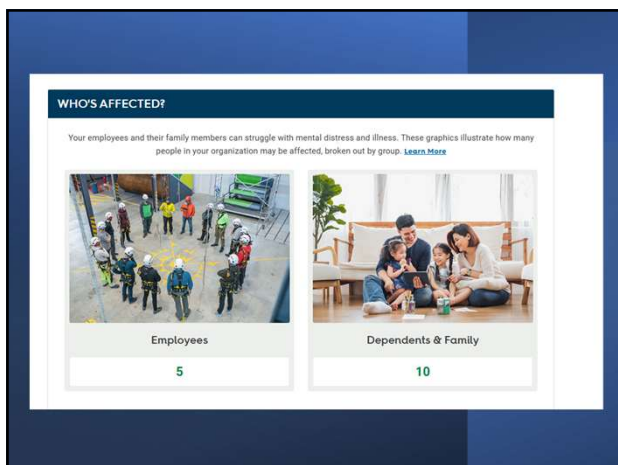
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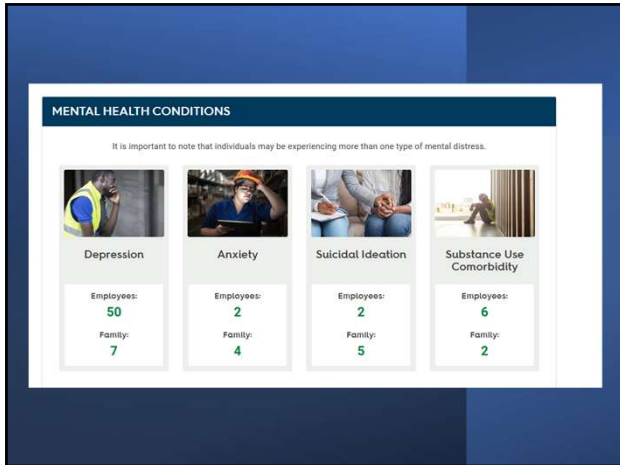
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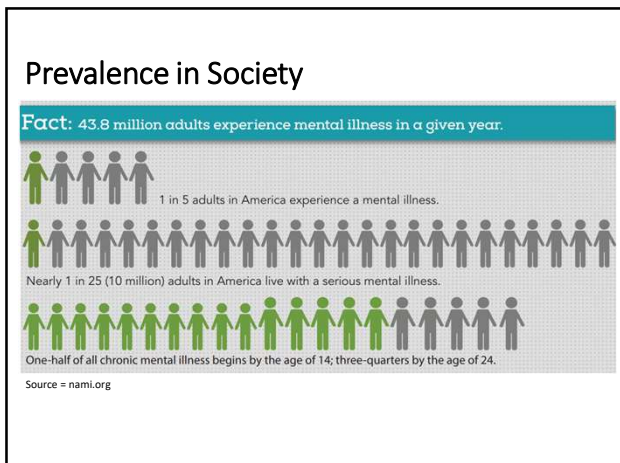
12



13



14



15

WHY is Mental Health training important for your organization?



16

OSHA Training Resources for Workplace Stress

Name	Length	Organization
Question, Persuade, Refer	1-2 hours	QPR Institute
Mental Health First Aid	8 hours	National Institute for Mental Wellbeing



17





MENTAL HEALTH FIRST AID

WHY MENTAL HEALTH FIRST AID?

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

On average,
130
people die by
suicide every day.
Source: American Foundation
for Suicide Prevention

From 1999 to 2019,
841,000
people died from
drug overdoses.
Source: Centers for Disease
Control and Prevention

Nearly
1 IN 5
in the U.S. lives
with a mental illness.
Source: National Institute
of Mental Health

WHO NEEDS TO KNOW MENTAL HEALTH FIRST AID

- Employers.
- Police officers.
- Hospital staff.
- First responders.
- Caring individuals.

18



My Mental Health First Aid Journey


- A group of employees felt MHFA would be a great employee resource
- Goal was to train HR/EHS & Leadership
- Evolved to a goal of 25% of the workforce
- Changed the culture to normalize mental health challenges in the workplace
- Became an instructor – Aligned with my lived experience and safety role

19

What is Your Role as a Mental Health First Aider?


Mental Health First Aiders...

- Do not diagnose or treat themselves or others.
- Observe changes in behaviors.
- Offer a nonjudgmental listening ear.
- Respect the individual's privacy.
- Serve as a vital link to early intervention.
- Respect and honor the individual's culture.






20

Video: The Awkward Conversation



Watch the video: [The Awkward Conversation](#) (opens in a new window)

 N/A
  11


Mental Health FIRST AID
UNIVERSITY OF CALIFORNIA, LOS ANGELES

21

What is a "Mental Health Challenge?"

There is a major change in a person's thinking, feeling, or acting.

The change interferes with the person's ability to live their life.

The interference **does not go away quickly** and **lasts longer** than typical emotions or reactions would be expected to.

The concern is with duration, frequency, and impact on usual activities.

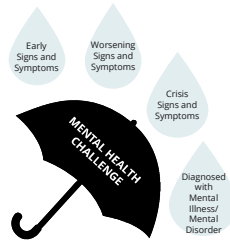


Image credit: National Council for Mental Wellbeing

Good days and bad days are NORMAL. We are looking for something that is not just a bad day or situation.

22

Early Signs and Symptoms



- Tired-looking.
- Disheveled clothing.
- Appearing more unkempt than usual for the person.



- An emerging pattern of showing up late for or cancelling personal and professional commitments.



- No longer enjoying work, activities, or hobbies.
- Sadness.
- Worry.



- Difficulty concentrating or focusing at home, school, or work.
- Indecisiveness.

23

When Do Signs and Symptoms Become a Challenge?



FREQUENCY

Individual experiences signs and symptoms most of the day or many times per day.



DURATION

Signs and symptoms have been present for a certain amount of time.



IMPACT

Signs and symptoms get in the way of work performance, relationships, or participation in usual activities.

24

Video: New Job



Watch the video: [New Job](#) (opens in a new window)



N/A



42-43



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THE NATIONAL COUNCIL FOR MENTAL WELLNESS

25

TYPES OF MENTAL HEALTH CONDITIONS

Invisible Illnesses

ADHD	Anxiety Disorders	Bipolar Disorder
Borderline Personality Disorder	Depression	Eating Disorders
Panic Disorder	Post-Traumatic Stress Disorder	Schizophrenia
Seasonal Affective Disorder	Social Anxiety Disorder	Stress

26

26

Substance Use Disorders

- Patterns of using alcohol or another substance that result in impairment in daily life or noticeable distress.
- Repeated use of and dependence on the substance will lead to a pattern of compulsive use, drug tolerance and, if discontinued, withdrawal symptoms.
- Considered a mental health challenge or illness



136




N/A



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27



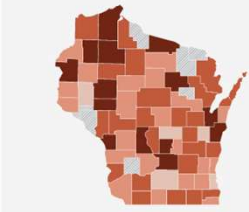
Suicide Warning Signs

- Talking about being a burden
- Being isolated
- Increased anxiety
- Talking about feeling trapped or in unbearable pain
- Increased substance use
- Looking for a way to access lethal means
- Increased anger or rage
- Extreme mood swings
- Expressing hopelessness
- Sleeping too little or too much
- Talking or posting about wanting to die
- Making plans for suicide

28

Wisconsin Statistics

Figure 4. Suicide rates were significantly higher in dark red counties when compared to the state, 2013–2017.



Age-adjusted suicide rate per 100,000

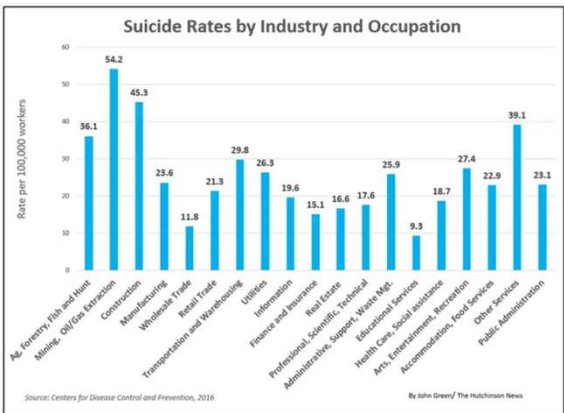
- Significantly higher than state rate
- Higher than state rate
- Lower than state rate
- Significantly lower than state rate
- No rate calculated (<10 suicides)

Data source: Resident death certificates, Office of Health Informatics, Division of Public Health, Wisconsin Department of Health Services, 2013–2017.

Figure 4. Among the counties for which a suicide rate was calculated, the rates of suicide were significantly higher in Bayfield, Brown, Chippewa, Columbia, Eau Claire, Juneau, La Crosse, Langlade, Marquette, Manitowish, Polk, Sawyer, Vilas, and Washburn when compared to the state rate. The rates of suicide were significantly lower in Calumet, Dane, Dunn, Milwaukee, and Waushara when compared to the state rate. A table with counts and rates for counties is provided in Appendix 5.

29

Suicide Rates by Industry and Occupation



Industry and Occupation	Rate per 100,000 workers
Agriculture, Forestry, Fishing, and Hunting	54.2
Mining, Quarrying, and Oil/Gas Extraction	36.1
Construction	45.3
Manufacturing	23.6
Wholesale Trade	11.8
Retail Trade	21.3
Transportation and Warehousing	29.8
Utilities	26.3
Information	19.6
Finance and Insurance	15.1
Real Estate	16.6
Professional, Scientific, Technical, and Administrative Support	17.6
Health Care and Social Assistance	25.9
Educational Services	9.3
Arts, Entertainment, and Recreation	18.7
Accommodation and Food Services	39.1
Other Services	27.4
Public Administration	22.9
Unemployed	23.1

Source: Centers for Disease Control and Prevention, 2016

By John Green/The Hutchinson News

This data from the CDC shows suicide rates by occupation among all adult males in 2016. This data was published in

30

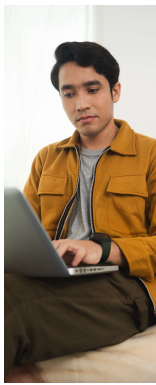
Be the difference



Source: www.mantherapy.org

31

Barriers to seeking help



- What are some of the reasons that people delay treatment or seek help for mental health challenges?

32



33

Mental Health Stigma

Mental health stigma means the negative attitudes toward people with mental health challenges.

- **Mental health stigma can lead to discrimination**, which is when people with mental health challenges are treated differently because of their illness.
- Stigma can make it hard for people to talk about their challenges and get help.

A great solution for social and self-stigma is conversation.

34

Stigma at Work

Fear of embarrassment
A belief their employer wouldn't be able to help
The fear it would negatively impact their career.
Pride especially among men

35

How Do We Support?



Emily was recently diagnosed with a physical health condition and was in the hospital for a short period of time.

- What might **individuals** do and say to show support to Emily?
- What might people in Emily's **workplace** do and say to show support?
- What might Emily's larger **community** do and say to show support?



Carlos was recently diagnosed with a mental disorder and was in the hospital for a short period of time.

- What might **individuals** do and say to show support to Carlos?
- What might people in Carlos' **workplace** do and say to show support?
- What might Carlos' larger **community** do and say to show support?



N/A



18



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DONOR FUND. COURTESY THE SPARKS FOUNDATION

36

SAVE BY ADDRESSING MENTAL HEALTH

Mental distress and illness can be an expensive problem for employers. However, providing resources to assist workers with their mental health can be a very good investment.

FOR EVERY \$1 invested IN MENTAL HEALTH TREATMENT, THERE IS A \$4 return IN IMPROVED HEALTH AND PRODUCTIVITY

Effective worker treatment for mental illness can lead to

increased productivity

lower absenteeism rates

lower total medical costs

decreased disability costs

When employees feel that their employers care about their overall wellbeing, they are 3 times more likely to be engaged at work.

37

988 WISCONSIN LIFELINE 24/7 CALL, TEXT, CHAT

988 IN WISCONSIN



Hover over maps and charts for additional information.

Calls

Texts and Chats

Demographics

About this Dashboard

Featured Month: November 2024



5,557 calls answered

14% increase compared to November 2023



74 Wisconsin Lifeline counselors on staff

40% increase compared to November 2023

144,950 calls have been answered by the 988 Wisconsin Lifeline since the service started in July 2022.

Calls Received and Answered by Month



Total Calls Received by County



Top Reasons for Calling 988



1 Relationship/Interpersonal

2 Mental or Physical Disability

3 Risk/Safety

Nearly all calls were resolved through providing support and/or resources.



38



Questions?

Please stop by my table for free 988 cards, magnets and stickers

39

13

Thank you!