

What we heard:

"You get mentally overwhelmed by the work."

"If something happens to you at work you want someone to ask if you are OK."

"We've got to bridge the blue collar and white collar."

"We have to go from policing to preventing."

"We don't have the language to discuss this stuff."

These quotes collected from actual people working in the construction industry.

What we know:

Suicide in the construction industry is **4X** the national average.

-The Centers for Disease Control and Prevention

15.6% of workers in construction or extraction will experience a substance use disorder.

-National Survey on Drug Use and Health

Employees with opioid use disorders per year miss an extra **3 weeks on average**

-National Survey on Drug Use and Health

\$4.8 billion

are lost annually due to lost productivity, absenteeism, and excess health care costs.

-Massachusetts Taxpayers Foundation

\$775 million

are lost every year due to "presenteeism."

-Massachusetts Taxpayers Foundation

Opioid use is associated with a **75% increased** likelihood of suicide.

-National Survey on Drug Use and Health



Why are construction workers at higher risk?



Demographics

Mostly white men ages 45-64, who have the highest risk of suicide



Culture

Risk-taking, stoicism & self-reliance make them less likely to seek help



Lack of Community

Short-term, transient jobs make it hard to establish stability and connections

Learn more at

[MindWise.org](https://www.MindWise.org)

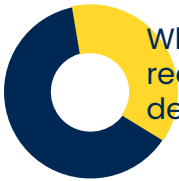


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What we can do

The good news is treatment works, and employers can make a big difference.

Research from the **National Safety Council** reveals that when employers initiate and support treatment for prescription drug addiction, it's **more effective** in the long term than when the addicted person begins treatment at the urging of family or friends.



When individuals with substance use disorders receive treatment and recover, absenteeism decreases by **36 percent.**



Early intervention

for mental health problems helps people get help sooner, and results in improved outcomes

What can help



Relationships:

One of the biggest drivers of work performance is interpersonal relationships



Psychological safety

exists when there is a shared belief among the team that it's safe to express ideas and engage in creative problem solving

How does psychological safety help at work?

Psychological safety helps to round out the industry's physical safety efforts. It's just as important to focus on what happens **INSIDE** the hard hat as outside of it.

- Strengthens team bonds
- Enhances pride in oneself
- Instills pride in accomplishments
- Foster's openness to constructive feedback
- Increases productivity
- Allows for feedback to leadership
- Encourages creative problem solving
- Promotes professional and personal growth



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Learn more at

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