



EDUCATIONAL VIDEO SERIES

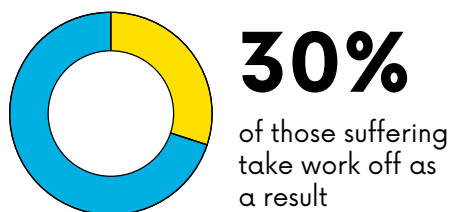
Construction: An Industry in Crisis



What is the problem?

The statistics on the state of mental health in construction are alarming evidence of an industry in crisis. More than half of the industry's workforce has experienced mental health issues.

Construction ranks among the top of all industries in drug and alcohol abuse, and the suicide rate is the highest of any other industry. Sadly, the suicide rate is four times greater than the national average.



Why is it worse in the construction industry?

A key to understanding the crisis is considering the occupational challenges and increased frequency of risk factors the construction labor force faces.

The nature of the job itself creates or enhances risk factors such as:

- Impermanence of projects
- Requirement to travel frequently and be away from family and friends
- Little or no connection to a workplace community
- Seasonality of jobs adds to fragmented work availability
- Possible inconsistency in pay and access to healthcare. Bouts of job insecurity and lack of job control increase someone's risk.

Occupational culture

Rooted deep in the construction industry is a "tough" or "macho" culture. Personality traits including risk-taking, stoicism, self-reliance and courageousness can make someone less likely to seek help and assistance. Construction workers aren't alone. This culture can be seen in other occupations like surgeons, athletes and police officers.



Video three Construction: An Industry in Crisis

Main points

1. Compared to other industries, construction sees higher rates of mental illness and suicide.
2. Certain occupational challenges lead to a "perfect storm" of risk factors that increase construction workers' risk of mental illness and suicide.
3. Industry leadership, more than ever, is acknowledging and addressing mental health issues in the construction industry.
4. Every person working in the construction industry has a role to play in supporting mental health and suicide prevention efforts.

Substance abuse

Sadly, construction ranks among the top of all industries in drug and alcohol abuse. The wear and tear of physical labor makes injuries and chronic pain all too common. To treat pain, sufferers often turn to opioids and alcohol which may then lead to unintentional dependence or addiction. Feelings of shame and embarrassment of addiction may then lead to depression and even suicidal thoughts.

Military background

Having served time in the U.S. military is an increasingly common background for many construction industry workers. Adjusting to civilian life has been recognized as a difficult transition. Many who have served in combat also are already at heightened risk for PTSD and other mental health disorders.

Access to lethal means

Having access to dangerous equipment, firearms, and narcotics places construction workers at higher risk of suicide.

Limited access to care

Most workers obtain health insurance through their employer or labor union, however having health insurance does not guarantee having adequate and appropriate coverage for mental health services. Busy work schedules that require being on-site may also conflict with the ability to see a provider.



What is the industry doing about it?

More and more industry leaders recognize the impact of these risk factors and agree that it's time for change. We cannot allow this crisis to continue. The industry is working together to continue progress and key efforts that:

1. Strive to change the culture through education, awareness and training to one that exhibits acceptance, compassion and understanding of mental illness.
2. Work to break down stigma by talking about mental illness openly and honestly in group settings and one on one, by supporting one another in seeking help for mental illness, and by engaging with management and leadership in providing new resources at work.
3. Combat substance abuse by talking about it openly, providing more information about treatment resources available — regardless of financial situation, and ensure that employers do not discriminate based on history of mental illness and substance abuse issues if treatment was sought.
4. Provide additional support to former military members and veterans who may experience mental illness as a result of their time in the military and create closer ties with U.S. Department of Veteran Affairs services.
5. Develop career paths and cross train workforce to fill skills gaps and empower the workforce.
6. Promote job site safety, with the needed focus on mental health and suicide risk and prevention.
7. Encourage employers to provide adequate health insurance to construction workers that covers sick time, injuries, and temporary leaves of absence due to illness, injury, paternity leave, etc.
8. Reduce jobsite pressures through appropriate staffing and realistic expectations for progress and fulfillment.



Stigma of mental illness

The stigma associated with mental illness can induce feelings of shame and fear, making it less likely for individuals to talk about mental illness or reach out for help when it's needed. In fact, two-thirds of those with a mental illness do not seek help.

However, it's important to know that reaching out for help is never a sign of weakness, but instead, a sign of strength



It is our obligation to create a safer, more responsive and

compassionate construction industry. By applying the same mentality to psychological safety as we do to physical safety, we can create a culture that supports holistic wellbeing.

Now, perhaps more than ever, we must remember to focus equally on both the hard hat and what goes on under it.

➔ What can I do about it?

Everyone has a role in maintaining a safe and accepting work environment that supports mental health and wellness and prevents suicide. Here are a few ways you can be a part of the solution:

1. Engage in toolbox talks about mental health and openly support employer mental health initiatives.
2. Combat stigma surrounding mental illness by saying something when inflammatory or discriminatory language is used at a job site. The language we use matters. Calling a co-worker crazy or a psychopath is stigmatizing language.
3. If you notice a co-worker is struggling, reach out to them. Show your colleagues that you genuinely care about them. Acts of kindness within the workplace create a safe environment to express new ideas, innovate, and reach the highest potential.
4. Participate and encourage others to participate in company activities like stress management workshops or other education programs that support mental health. Ongoing skills training keeps a workforce mentally fit.
5. Familiarize yourself with the protocol to report when toxic behavior is happening on a job site. This can be related to physical safety, sexual harassment, bullying, racism, sexism, or other discriminatory acts. Mitigating toxic behavior at work creates a safe and healthy workplace where people want to work.



If you are worried you may be experiencing a mental health crisis or having thoughts of suicide, call, text or chat 988 for the Suicide and Crisis Lifeline.

Contact

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About SAVE

SAVE is a national nonprofit dedicated to ending the tragedy of suicide through education, training, advocacy, and support for suicide loss survivors. We fulfill our mission by:

- Educating and empowering people to identify suicide warning signs and refer those at risk to the support they need;
- Providing empathetic assistance and valuable resources to help suicide loss survivors navigate the devastating loss of a loved one;
- Advocating at state and national levels to amplify voices of those impacted by suicide and create meaningful change.

By offering free educational resources, teaching life-saving skills, supporting suicide loss survivors, and advocating for change, we believe we can make a significant impact and save lives.

About WTW

WTW (NASDAQ: WTW) is in the business of people, risk and capital. With roots dating to 1828, our company has more than 45,000 colleagues serving more than 140 countries and markets. Our values – client focus, teamwork, integrity, respect and excellence – underlie all that we do, including how we behave and interact with each other. They are part of our WTW DNA. wtwco.com



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