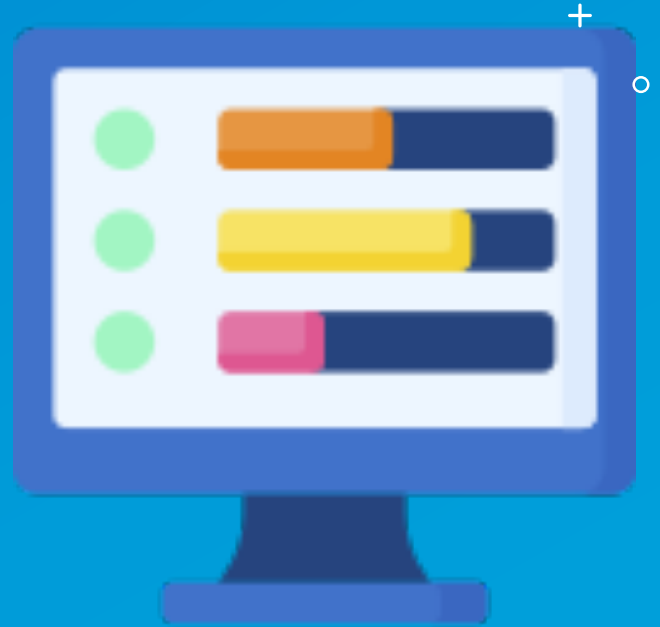


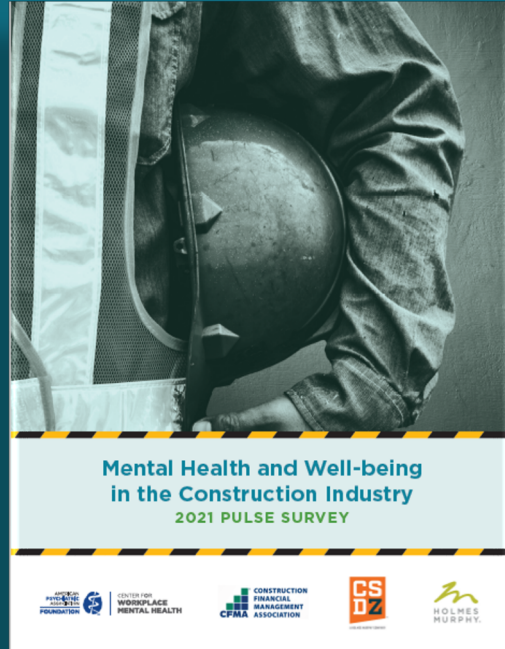
Poll Question

#1



Industry Activation Strategy





This pulse survey was conducted to better understand mental health experiences and needs in the construction industry. The questions focused in four key areas:

**Leadership
Engagement**



**Raising Mental Health
Awareness**



**Creating a Mentally Healthy
Organizational Culture**



**Enhancing Access to
Services and Supports**



www.workplacementalhealth.org/constructionsurveyreport



Building a Caring Culture Whitepapers

General Workplaces



Download:

https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture_General-Brochure--Form.html

Construction and Related Industries




Download:

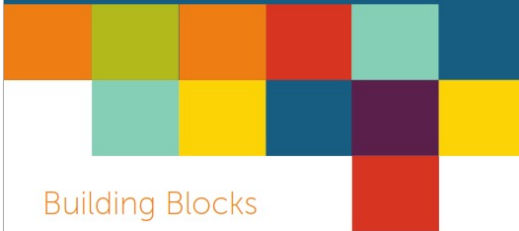
https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture_Brochure--Form-v3.html



13 Quick Start Action Steps



Mental Health Awareness
& Suicide Prevention



Building Blocks

Accept the challenge.
"Be the change you want to see" (Ghandi).

Begin the journey.
This is not about writing a policy or doing a "one and done" program. There is no single blueprint, so think of this guide as a roadmap with many roads leading to the same destination.

Commit to action.
Adopt the mindset of "gentle pressure relentlessly applied". This is a process of trial and error that will work through persistent implementation and continuous improvement.

Develop a team.
Create a workable strategic action plan.

Execute your plan.
Expand visible and vocal communications on project jobsites of addressing the emotional needs of workers and their families.

page 1

- Describes steps for employers to take to incorporate mental health and suicide prevention into:
 - HR (recruiting, onboarding, retention, training, etc.)
 - Employee Benefits
 - Safety, Health & Wellness
- Downloadable PDF version:
<https://think.holmesmurphy.com/WC-WP-Mental-Health-Awareness-and-Suicide-Prevention-Brochure-Form.html>





Examples of Integration

HR & Benefits

- Communications
- Recruitment / DEI&B
- Onboarding & Engagement
- Training & Development
- Performance Management
- EAP & Chaplain
- Drug & Alcohol Testing Programs
 - Last Change Agreements
 - Treatment & Recovery Programs
- Benefits Open Enrollment
- Wellness Programs

Safety & Health

- Safety Orientation
- Pre-season /Pre-Project Kickoffs
- Daily Safety Huddles
- Safety Observations
- Posters & Banners
- Toolbox Talks
- Stand-Downs
- Critical Incident Response
- Drug & Alcohol Testing
- Workers Compensation
- Wallet Cards & Hardhat Stickers

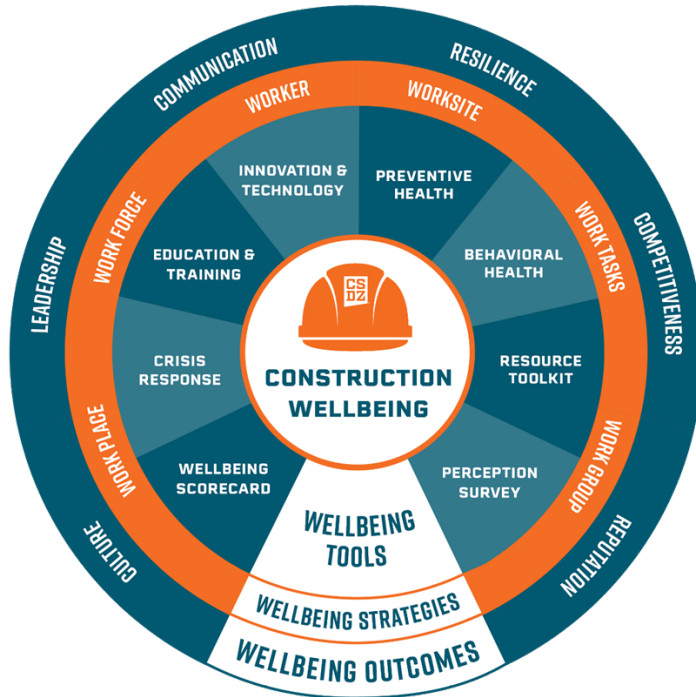
Removing Barriers and Improving Access to Care: *Best Practices*

1. Expanded education on Employee Benefits
2. Invite spouses & domestic partners to attend Employee Benefit Open Enrollment meetings
3. Changed Employee Assistance Provider
4. Initiated Chaplain services
5. Expanded number of EAP counseling sessions per issue/concern
6. Offered telehealth options for physical and mental health services
7. Invited labor union partners to offer jobsite explanations of how to access benefits
8. Negotiated increased preventive care services
9. Reduced co-pays for in-network providers
10. Expanded number of “in-network” mental health counselors
11. Allowed biometric testing to be performed by primary care physicians
12. Sponsored family health/wellness fair
13. Incentivized participation of wearable monitors
14. Provided app for mental health counseling services
15. Offered mindfulness, resiliency and wellbeing apps

Source:

<https://www.constructionexec.com/article/improving-access-to-health-care-and-wellness-services-for-construction-trade-and-craft-workers>

Wellbeing Model



Integrated model focused on wellbeing *strategies, tools, and outcomes:*

- ✓ Workplace
- ✓ Workforce
- ✓ Worker
- ✓ Worksite
- ✓ Work Tasks
- ✓ Work Group

Source: <https://www.csdz.com/service/construction-wellbeing-model/>

Poll Question

#2

