

Mental Health and Suicide Prevention in Construction

The Next Dimension of Safety



Intro



One Unique Thing About Yourself

What is the Construction Industry Alliance for Suicide Prevention (CIASP)?

- Born out of necessity in response to a statistic released in a **CDC study ranking construction and extraction as the #1 occupation for deaths by suicide**
- CIASP was formed in 2018 as a **501(c)(3) nonprofit organization**
- **Vision:** A zero-suicide construction industry
- **Mission:** To provide resources and support for suicide prevention, mental health and safety in construction.

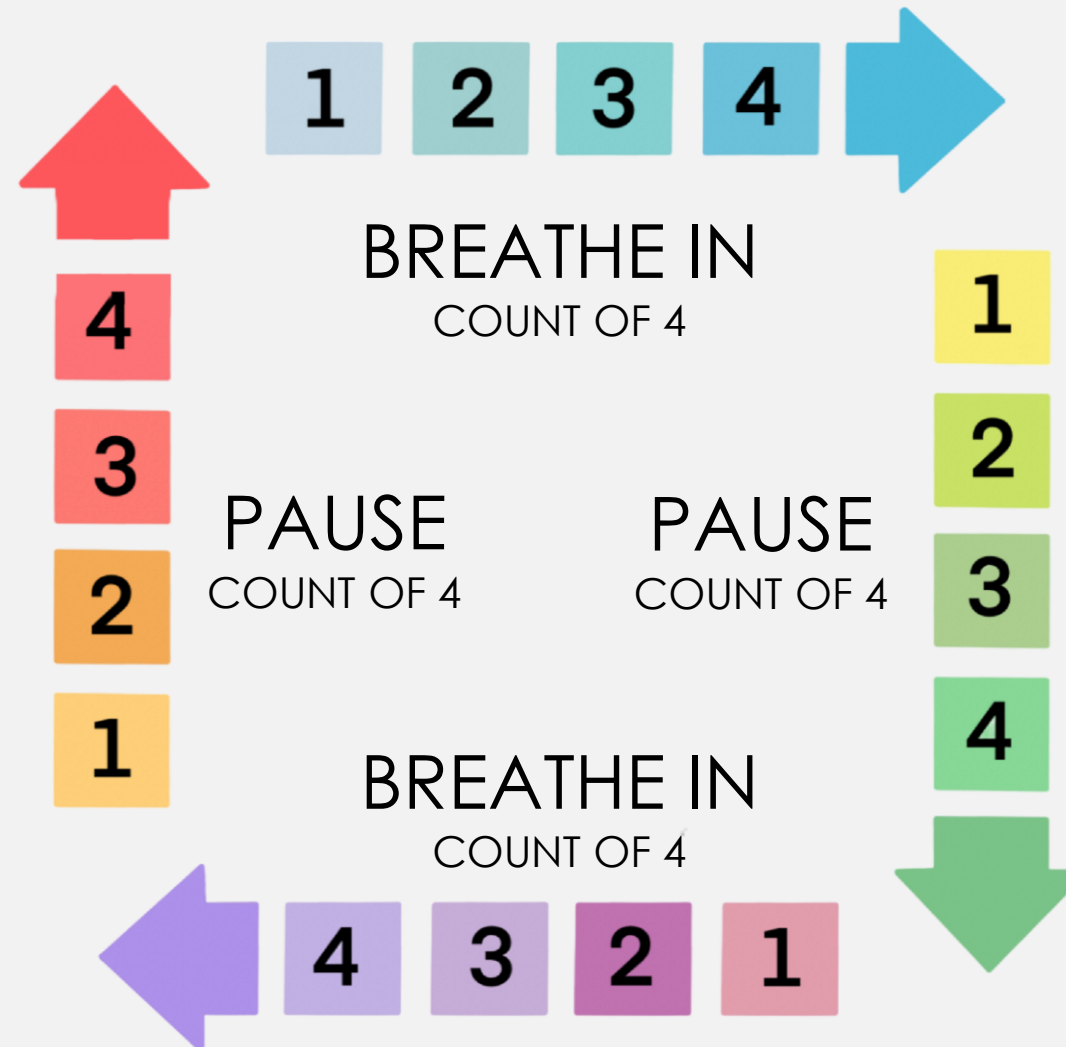




Support in the Room

- Vital Cog Trained
- Safe Talk
- Mental Health First Aid
- ASIST trained

Grounding Exercise: Box Breathing



Have You Ever...

- Had a bad day
- Bad week
- Bad month
- Bad extended spell- 6 months or more



Mental Health Continuum



Let's clear up some language

- Loss Survivor/Lived Experience
- Die by vs. Commit
- Has vs. Is
- Weak, selfish

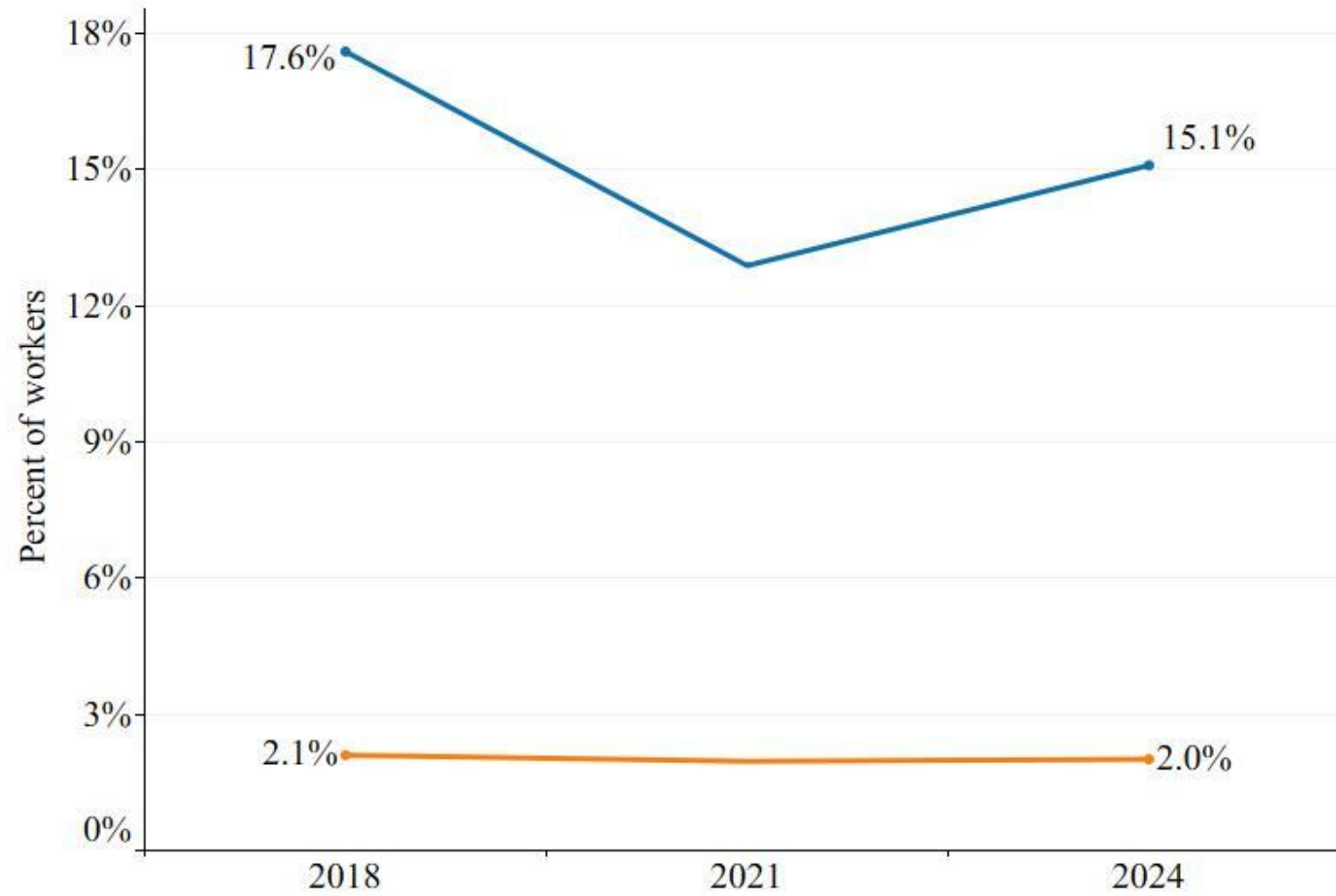


Why do we need to address mental health in the construction workplace?

- In 2024 There were an estimated 5008 suicides in construction
 - 982 Construction Worker Fatalities (Focus four)
 - 1.7% decrease over 2023
- The suicide rate in the U.S. is decreasing slightly, but **construction workers are STILL at a greater risk of suicide than the average worker**
- All levels: laborers, skilled trades, operators, management
- Male construction workers die from suicide at twice the rate of workers on average.
- 1 in 7 people aged 16-64 who died by suicide was a construction worker



- Moderate psychological distress
- Serious psychological distress



Recognize that mental health IS a workplace concern

- 1 in 5 Adults Will Experience Mental Illness →
- 59.3 Million People
- 60% are left untreated (males)
- 18.7 % Depression
- 12.2 % Anxiety
- Can lead to up to 27 lost workdays per year

According to the **National Institute of Mental Health** nearly 19.4 million U.S. individuals reported both a substance use disorder and a mental-health condition in a given year.

Depression and anxiety disorders cost the global economy **\$1 trillion each year in lost productivity**

Depression is the **first leading cause of disability** & increases risk of other chronic medical conditions.

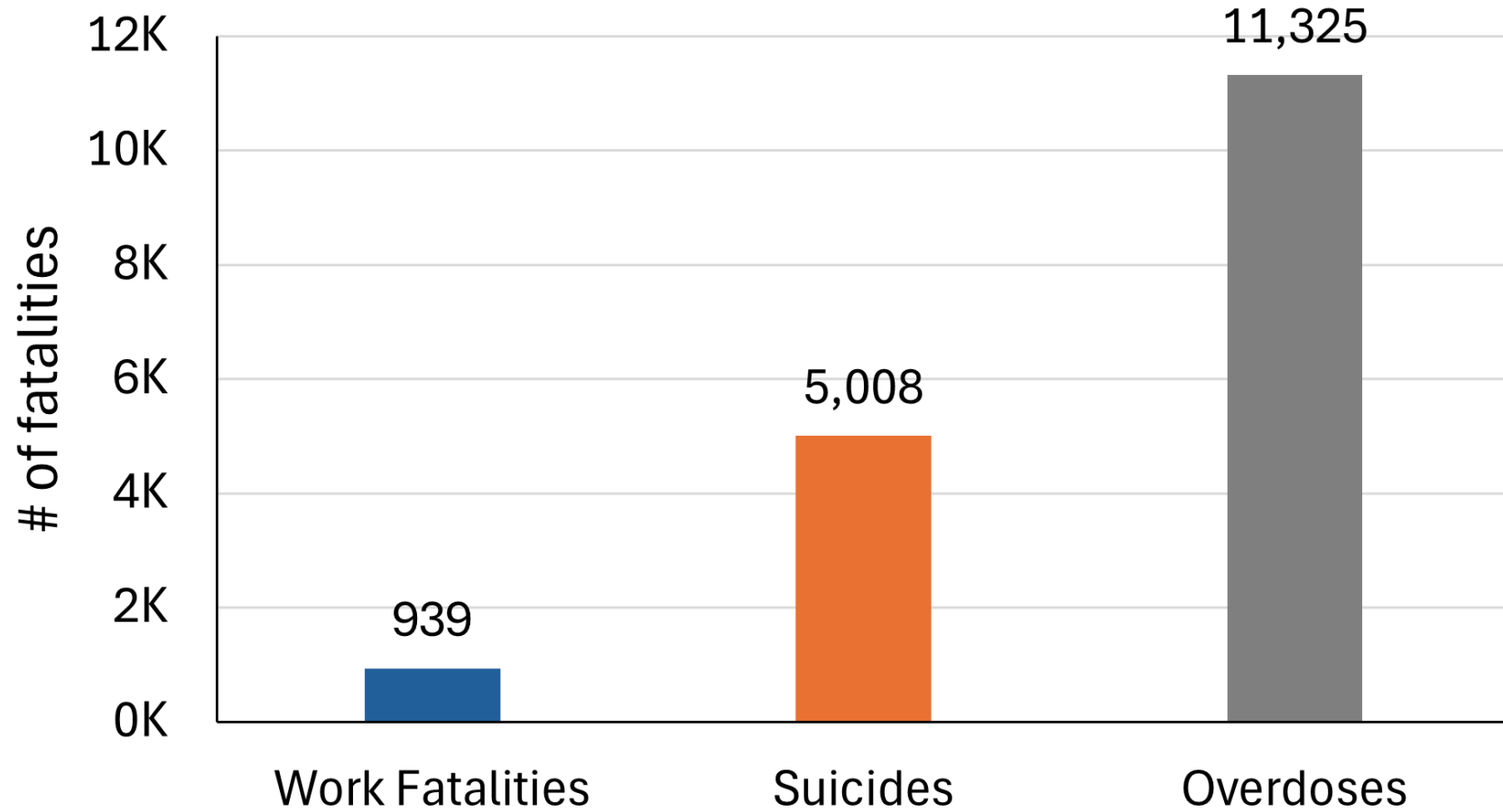
When employees are experiencing depression, they **miss an average of 31.4 days per year** and lose another 27.9 to unproductivity

Mental and nervous conditions are ranked #3 of all disability claims



A \$1 investment in mental health results in a \$4 Return on Investment

Fatalities by cause among construction workers 16 to 64 years old, 2024



Acute Rx Leads to Long Term Use

Duration of acute use:

1 Day = 6% chance of still using the drug a year later

7 Days = 13.5% chance

31 Days = 29.9% chance

Long term use leads to:

- Increased perception of pain
- Increases risk of depression
- Increases risk of suicide

It's not just construction

Suicide is a societal issue:

10th leading cause of death

48,824 deaths by suicide in 2024

13.7/100,000

2.2 M attempts annually- this is a
1.5 x increase



How many of you
have been affected?

1 / 5



Strength. Determination. Grit.

CHARACTER TRAITS THAT GET HARD WORK DONE.

The same traits can be a
barrier to asking for help.

SPEAK UP TO
STANDUP



INFORMATION & RESOURCES AT
preventconstruction suicide.com



THE NATIONAL SUICIDE
PREVENTION LIFELINE AT
1.800.273.TALK (8255) or
suicidepreventionlifeline.org

CRISIS TEXT LINE |

TEXT **HELLO** TO 741741
Free, 24/7, Confidential
crisistextline.org

**IT'S OK TO NOT BE OK. BE BRAVE – SPEAK UP
FOR YOUR TEAM. SPEAK FOR YOURSELF.**



Risk Factors



Industry Related Risk Factors for Suicide



Chronic Pain



Extreme Pressure



Veterans in the Workforce



Access to Lethal Means



Substance Misuse



Lack of Leadership Training



Demographics



Tough Stoic Mentality



Sleep Deprivation



Skills Gaps/Feeling Stuck



Isolation



Financial Instability

Ignoring is NOT an Answer

- *“We don’t have a mental health or suicide problem...”*



STANDUP
FOR SUICIDE PREVENTION

Creating a Culture of Care

- Leadership Support
- Injury Management/Return to Work Programs
- Flexibility with Scheduling
- Setting Reasonable Expectations
- Additional Chance Agreements
- Train Management in Soft Skills and Communication
- Ongoing Training on a Variety of Topics
- Build in Protective Factors for Veterans (understanding how to point veterans in the direction of specific support)



Intangibles and Intuition

- Share Your Experiences
- Engagement
- Make a Phone Call
- Invite Someone to Lunch
- Schedule Afterwork and Weekend Activities
- Include EVERYONE!
- Create a Post on LinkedIn/Social Media letting People Know They Can Reach Out to You if They Need Someone to Talk To.



Warning Signs



Recognize the Signs to Speak Up

WHAT ARE THEY SAYING?

- ◆ Talking about feeling trapped
- ◆ Saying they want to die
- ◆ Feeling like they are a burden to others
- ◆ Expressing hopelessness or helplessness
- ◆ Conflict or confrontations with co-workers

WHAT ARE THEY DOING?

- ◆ Increased tardiness or absenteeism
- ◆ Decreased productivity and problem solving
- ◆ Near misses, hits or other safety incidents
- ◆ Misusing drugs or alcohol
- ◆ Acting anxious, agitated or reckless
- ◆ Withdrawing from social groups and interactions
- ◆ Extreme mood swings

WHAT'S HAPPENING IN THEIR LIVES?

- ◆ Relationship issues
- ◆ Major life changes
- ◆ Loss of a loved one
- ◆ Financial difficulties
- ◆ Illness or injury

STANDUP
FOR SUICIDE PREVENTION

RESOURCES

HELP IS WITHIN REACH



INFORMATION & RESOURCES AT
preventconstructionsuicide.com

NATIONAL
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Performance Issues That Can be Warning Signs

- Decreased Problem Solving Ability
- Decreased Self Confidence
- Decreased Productivity
- Increased Tardiness & Absenteeism
- Increased Conflict Among Co-Workers
- Increased Near Hits, Incidents, Injuries



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Can you think of anyone
who you need to talk to?

- Co-Worker
- Employee
- Friend
- Family Member
- Anyone Else?

Ask

RU OK?

No qualifications needed

Have a conversation using these 4 steps



1. Ask R U OK?

How are you travelling?

You don't seem yourself lately – want to talk about it?



2. Listen with an open mind

I'm here to listen if you want to talk more.

Have you been feeling this way for a while?



3. Encourage action

Have you spoken to your doctor about this?

What do you think is a first step that would help you through this?



4. Check in

Just wanted to check in and see how you're doing?

Have things improved for you since we last spoke?

Learn more at ruok.org.au

Ask

RU OK?

No qualifications needed

Make staying connected and asking R U OK? part of your everyday.

Start by asking "Are you OK?"

No, I'm not OK.

Dig a bit deeper:

"What's been happening?"

"Have you been feeling this way for a while?"

"I'm ready to listen if you want to talk."

Yes, I'm fine.

But your gut says they're not:

"It's just that you don't seem to be your usual self lately."

"I'm always here if you want to chat."

"Is there someone else you'd rather talk to?"

Listen with an open mind

Encourage action and offer support:

"How can I help?"

"What would help take the pressure off?"

"What do you enjoy doing? Making time for that can really help."

"Have you thought about seeing your doctor?"

Make time to check in:

"Let's chat again next week."

Learn more at ruok.org.au

Know How to Respond: TASC

Tune in

Tune in: When you notice or sense that a person may need help, focus your attention on them for warning signs

Ask

Ask: Ask if they are thinking about suicide clearly, directly & calmly – and without judgement

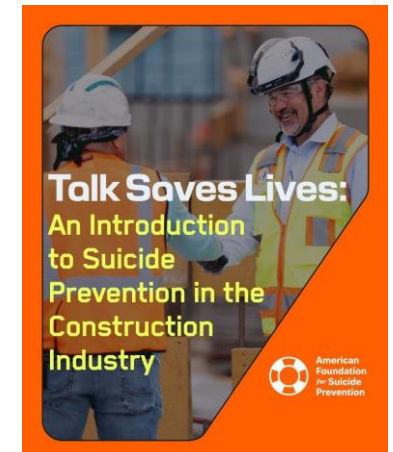
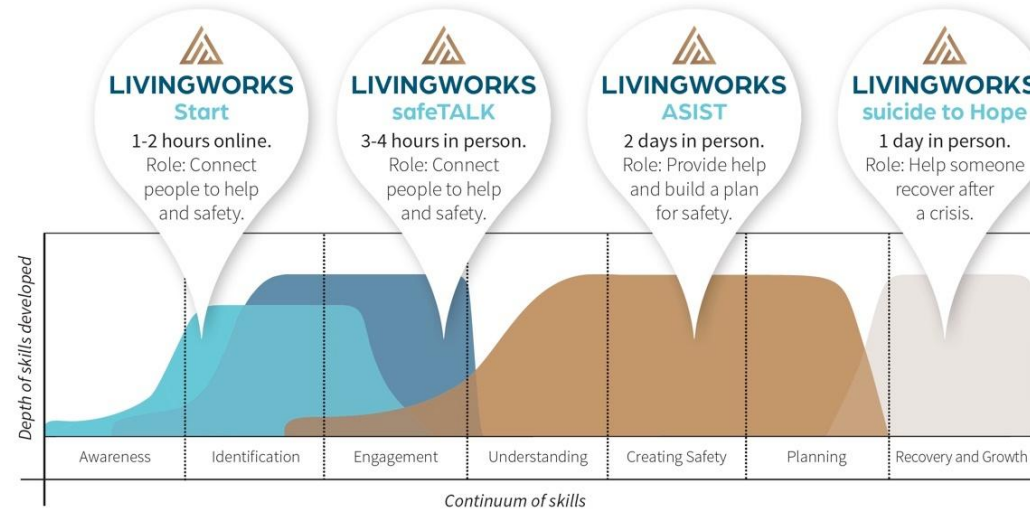
State

State: State that suicide is serious and that connecting to help is important

Connect

Connect: Connect the person to a helping resource who knows suicide first-aid skills

How do you educate your workforce?



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988
SUICIDE
& CRISIS
LIFELINE

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STANDUP
FOR SUICIDE PREVENTION

GET HELP

Know who to contact
if you or someone you
know is at risk of suicide

GET INFORMED

Learn why construction is
the most at-risk industry for
suicide deaths

GET STARTED

Pledge to STAND UP for
suicide prevention and
address it as a health and
safety priority

**WE ALL
STAND
STRONGER
TOGETHER**



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u're thinking about suicide, **call or text 9-8-8** anytime for 24/7 crisis support. **Text HELLO to 741741** to connect with a cou



www.preventconstructionsuicide.com

Favorite Resources

- ★ Tool Box Talks
- ★ Safe Messaging Guide
- ★ Mental Health Screener
- ★ Lived Experience Video





Resources

Local Resources



[Merakey Mental Health Walk-In Clinic](#)

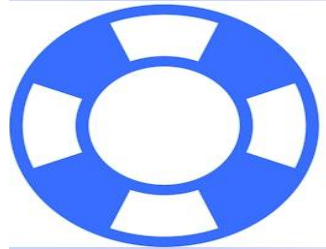


Mobile Crisis- [Mobile Crisis Mental Health Support - Delaware County Crisis Connects Team \(DCCCT\) serving Springfield, PA | findhelp.org](#)



[Mental Health Facilities in Philadelphia, PA](#)

Additional Resources



**American
Foundation
for Suicide
Prevention**



SAFEProject
Stop the Addiction Fatality Epidemic





Take the Pledge



Take the pledge today



CONTACT US



@THE_CIASP



CIASP



@THE_CIASP

info@preventconstructionsuicide.com

www.preventconstructionsuicide.com