



May . . . National Mental Health Awareness Month

CFMA VOS
May 20, 2021

Presenters

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V.P. of Finance &
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SSC Underground



Agenda

- ◆ State of the Union – Covid 19
- ◆ A Bit of History
- ◆ Why Construction; Risks; Leadership
- ◆ Integration into your Companies
- ◆ Resources
- ◆ Q&A



State of the Union – Covid 19 impacts

- ◆ 4 in 10 adults report anxiety/depression
- ◆ impacts on mental health & well being
- ◆ difficulty sleeping / eating
- ◆ increase alcohol/drug usage



Those most impacted

- ◆ People who lost jobs
- ◆ People of color
- ◆ Essential workers



Suicide Impact – A Complex Subject and Reporting

- ◆ Mixed bag – CDC suicide data not available
- ◆ Crisis Response Network reporting 6% decline in suicide deaths nationally
- ◆ Awareness and resource utilization has grown
- ◆ Experts expecting a delayed impact



AZ Status

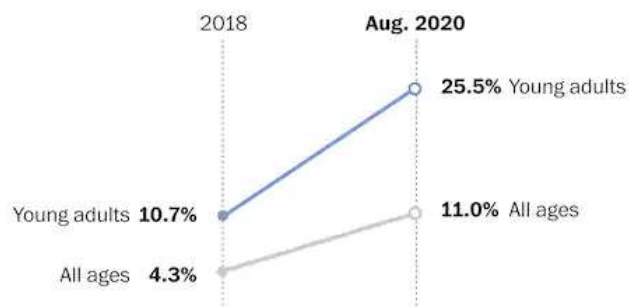
◆ 2019 Suicide Stats

- ◆ Leading cause of death for ages 10-14
- ◆ Nearly 1,500 AZ suicide deaths
- ◆ Similar to National; AZ 2020 numbers not available
- ◆ Pima County reports 67% increase in suicides 2020 over 2019



Suicidal thoughts increase during pandemic

The number of people who said they have seriously considered suicide in the past 30 days has increased most dramatically among the youngest adults (ages 18 to 24).



Source: Centers for Disease Control and Prevention

AARON STECKELBERG AND WILLIAM WAN/THE WASHINGTON POST



Where We Began

- ◆ CFMA Regional Conference in 2015
- ◆ Cal Beyer our “founder”
- ◆ First SP Summit
- ◆ Then came CIASP



CFMA vs. CIASP

CFMA

- ◆ Chapters & Member Focus

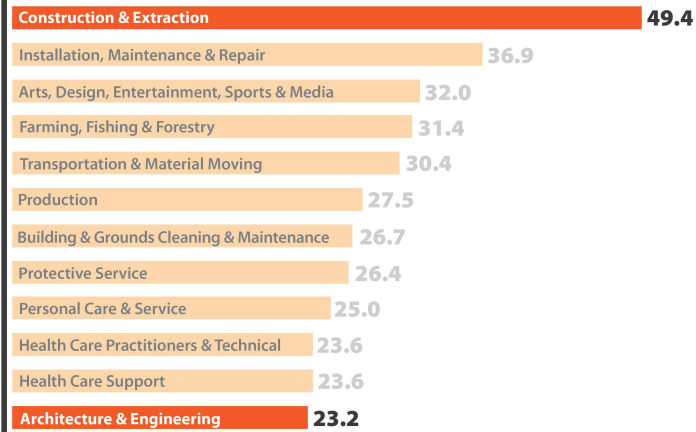
CIASP

- ◆ Industry / Association Focus



STANDUP
FOR SUICIDE PREVENTION

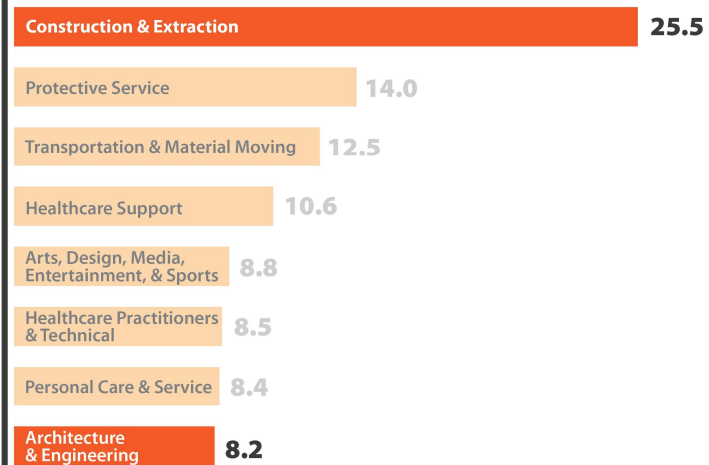
TOP 12 OCCUPATIONAL GROUPS WITH THE HIGHEST RATES OF SUICIDE



Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.

STANDUP
FOR SUICIDE PREVENTION

TOP 8 FEMALE OCCUPATIONAL GROUPS WITH THE HIGHEST RATES OF SUICIDE



Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.

SUICIDE RATE BY CONSTRUCTION TRADE



Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.



Construction Industry Risk Factors



Construction Industry Risk Factors

1. Tough guy culture
2. Chronic pain
3. Sleep problems
4. Isolation/Separation
5. Layoffs
6. Prevalent drug & alcohol abuse
7. High pressure
8. Lethal means
9. Use of Behavioral Health Care
10. Leadership training
11. Skills gap
12. Veterans



What are the warning signs?

◆ Workplace performance:



What are the warning signs?

◆ Co-workers, Friends & Family May Notice:



STANDUP
FOR SUICIDE PREVENTION



Leadership – It is a TEAM effort!



STANDUP
FOR SUICIDE PREVENTION



Organizational Role: Leadership

- Be bold!
- Establish caring company culture
- Share lived experience, stories of hope
- Commitment to Zero Suicide
- Promote Social Networks



Organizational Role: Safety

- Safety meetings
- Tool box talks
- THA/JHA
- Site safety review/audits
- Training
- Broaden Zero Accidents to Zero Suicides



Organizational Role: Managers/Foremen/Superintendents

- Supervisory Training including:
 - Relationship building with employees
 - Identifying and dealing productively with disciplinary issues (using as a learning/building opportunity, not destructive)
 - Importance of teams/bonds – creating peer support systems – considering in dispatch/scheduling
- Promote “My Brother’s Keeper” mentality – watching out for each other



Organizational Role: Human Resources

HR is a key policy department and critical to SP culture!

- Job/personal conduct
- Drug & alcohol
- Safety violations
- Attendance



Create a Caring Culture

Leadership support / encouragement	Injury management programs / return to work / pain management	Considering the person and their needs in scheduling, assigning to out of town jobs	Creating / encouraging peer support relationships – building teams	Personal financial management / education
Reduce jobsite access to lethal means	Gun safety education	Confirm access to benefits / educate employees on availability including EAP	Substance abuse education / screening programs / second chance agreements	Staff projects appropriately / have reasonable expectations
	Train managers/supervisors in people management – soft skills, communication	Train & develop employees to reach full potential, given future hope	Build in Veteran protective factors	




STANDUP

FOR SUICIDE PREVENTION

WE ALL
STAND
STRONGER
TOGETHER

INFORMATION & RESOURCES AT
preventconstruction suicide.com

THE NATIONAL SUICIDE PREVENTION LIFELINE

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

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




www.cfma.org/suicideprevention

The screenshot shows the CFMA (Construction Financial Management Association) website's 'Suicide Prevention Resources' page. The page features a navigation bar with links for Membership, Education, Conferences/Events, Resources, and CFMA Store. A 'More Info' button is visible. The main content area includes a section titled 'Suicide Prevention Resources' with a brief introduction to the construction industry's suicide risk and the CFMA's involvement. A sidebar on the right lists various resources such as Building Profits, CQIP, Connection Café, Financial Benchmark, State Tax Law Guides, Peer Groups, CFMA Reference Guide, Suicide Prevention, Career Center, and Find a Service Provider. The page also includes a 'LOGIN' button and a shopping cart icon.





CONSTRUCTION
FINANCIAL
MANAGEMENT
ASSOCIATION


Membership ▾ Education ▾ Conferences/Events ▾ Resources ▾ CFMA Store ▾ (0) 🔍 [LOGIN](#)




Construction Industry Alliance for Suicide Prevention
www.preventconstructionsuicide.com




NATIONAL
SUICIDE
PREVENTION
LIFELINE
1-800-273-TALK (8255)
suicidepreventionlifeline.org




CRISIS TEXT LINE |
Text HELLO to 741741
Free, 24/7, Confidential




There is help
SUICIDE
PREVENTION
LIFELINE
1-800-273-TALK (8255)
Free and confidential




What construction owners & supervisors must ask to create cultures promoting mental health awareness & suicide prevention




How to implement upstream, midstream & downstream tactics to help save lives




Uniting the Construction Industry Behind Suicide Prevention



Evaluate & build mental health promotion & suicide prevention into the workplace



STANDUP
FOR SUICIDE PREVENTION



CONSTRUCTION
INDUSTRY ALLIANCE
FOR SUICIDE PREVENTION





FOR
SUICIDE PREVENTION
preventconstructionsuicide.com

Take the pledge, download resources, order supplies, access free training and screening tool at www.preventconstructionsuicide.com





@THE_CIASP



in CIASP



STANDUP
FOR SUICIDE PREVENTION

Know How to Respond: TASC

Tune in	Ask	State	Connect
Tune in: When you notice or sense that a person may need help, focus your attention on them for warning signs	Ask: Ask if they are thinking about suicide clearly, directly & calmly – and without judgement	State: State that suicide is serious and that connecting to help is important	Connect: Connect the person to a helping resource who knows suicide first-aid skills



www.preventconstructionsuicide.com/Training



QUICK LINKS

Build Awareness
COVID-19 Resources
Get Help
Needs Analysis and Integration
Resources
Shop for CIASP Products
Take the Pledge to STAND Up
Toolbox Talks

GET HELP - GET INFORMED - RESOURCES - TAKE THE PLEDGE - ABOUT - DONATE - CONTACT US

BUILD AWARENESS
TRAINING
MINDWISE SCREENING
EVENTS



As many people struggle with stress and anxiety during the COVID-19 crisis, suicide prevention skills are more needed than ever. At the same time, many in the suicide prevention field—from charities to community workshop trainers—are struggling financially.

The Construction Industry Alliance for Suicide Prevention and LivingWorks are here to help. Here's what we're doing in these challenging times:

We are offering the 60-90-minute LivingWorks Start online suicide prevention training at **no cost to you**. Have each person wanting the training fill out the form for [LivingWorks Start](#) and we will respond with additional information to enroll. Stakeholders, if you would like to register 10 or more members of your team for this training please contact [CIASP@constructionalliance.org](#) for additional information.

SUICIDE PREVENTION... ARE YOUR EMPLOYEES READY?

Which do you think you're more likely to encounter on a construction site—someone who needs CPR, or someone who needs a suicide intervention? Many are surprised to learn that it's suicide intervention.

What can we do to help? The good news is that virtually anyone can learn basic skills to recognize the signs of suicide and take action to prevent it.

To help your employees learn these life-saving skills, CIASP has partnered with Lendlease to provide you with discounted access to LivingWorks Start, an online training program. Accessible from any computer or mobile device, this quick, powerful program teaches people what to look out for and how to connect someone to help.

Benefits of LivingWorks Start training:



Thank you to these VOS Member Companies for Taking the Pledge!

- FNF
- Haydon
- Jenco
- Jokake
- Kortman
- Loven
- McCarthy
- SSC Underground
- Sun Valley
- Sunland
- Willmeng
- Hagen Business Systems
- Marsh & McLennan SW
- RSM



Thanks for attending!

Spread the word within your company and to your clients

Q & A ????

