

Safety on the Inside: How to Effectively Support Behavioral Health in the Construction Industry

Richard Jones, Founder

**Richard Jones, MA, MBA, LCAS, CCS, CCDP, CAI
Chief Clinical Officer, Youturn Health**

Richard Jones is an experienced therapist, clinician, and healthcare entrepreneur operating primarily in the behavioral health space. Richard has wide-ranging professional experience across nearly all behavioral health domains, including mental health, substance use disorders, co-occurring disorders, and intellectual disabilities.

He has over 20 years of management experience and has been instrumental in the launch and rebuild of multiple programs nationwide. Richard is passionate about providing quality care and supporting people in need. He has been the founding CEO of two non-profit organizations and two for-profit business dedicated to disrupting the behavioral health space for the betterment of people in need.



- Masters Arts (MA) Sociology with Concentration in Addiction Studies
- MBA with Concentration in Healthcare Management
- Licensed Clinical Addiction Specialist (LCAS, # 4752)
- Certified Co-Occurring Disorder Professional (CCDP, # 5492)
- Certified Clinical Supervisor (CCS, # 4752)
- Internationally Certified Advanced Alcohol and Drug Counselor (ICADC, #114793)
- Internationally Certified Clinical Supervisor (ICADC, # 600033)
- Internationally Certified Co-Occurring Disorders Professional (ICADC, #300087)
- Department of Transportation Substance Abuse Professional (SAP, #13546)
- Certified ARISE Interventionist
- Certified Employee Assistance Professional (CEAP, #48034)
- Certified EMDR Trauma Therapist

No one cares how much you
know until they know how
much you care.

**You may never know what's going on
“inside” another person...**

Unless you ask...







“Change in baseline behavior...”

Poll question

- True or False: Only certain people (therapists, doctors, licensed counselors) can help a person struggling with behavioral health issue?

- Refers to mental health and substance use disorders, life stressors and crises, and stress-related physical symptoms. Behavioral health care refers to the prevention, diagnosis and treatment of those conditions.
 - Enables people to realize their abilities, learn well, and work well
 - Not simply the absence of mental illness/substance use disorder
 - Exists on a continuum
 - Our mental health influences – everything:
 - How we think
 - How we act
 - How we feel
 - How we manage stress
 - How we relate to other people

9.4

National
Construction
Fatality Rate (BLS)

53.3

Deaths by Suicide
(CDC)

5X

(4X-14)

162.6

Deaths by
Overdose
(CDC)

17X

(5X-34)

What's the “real” problem?



In 2021, 94% of people with a substance use disorder (SUD) did NOT receive help for their SUD.



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>



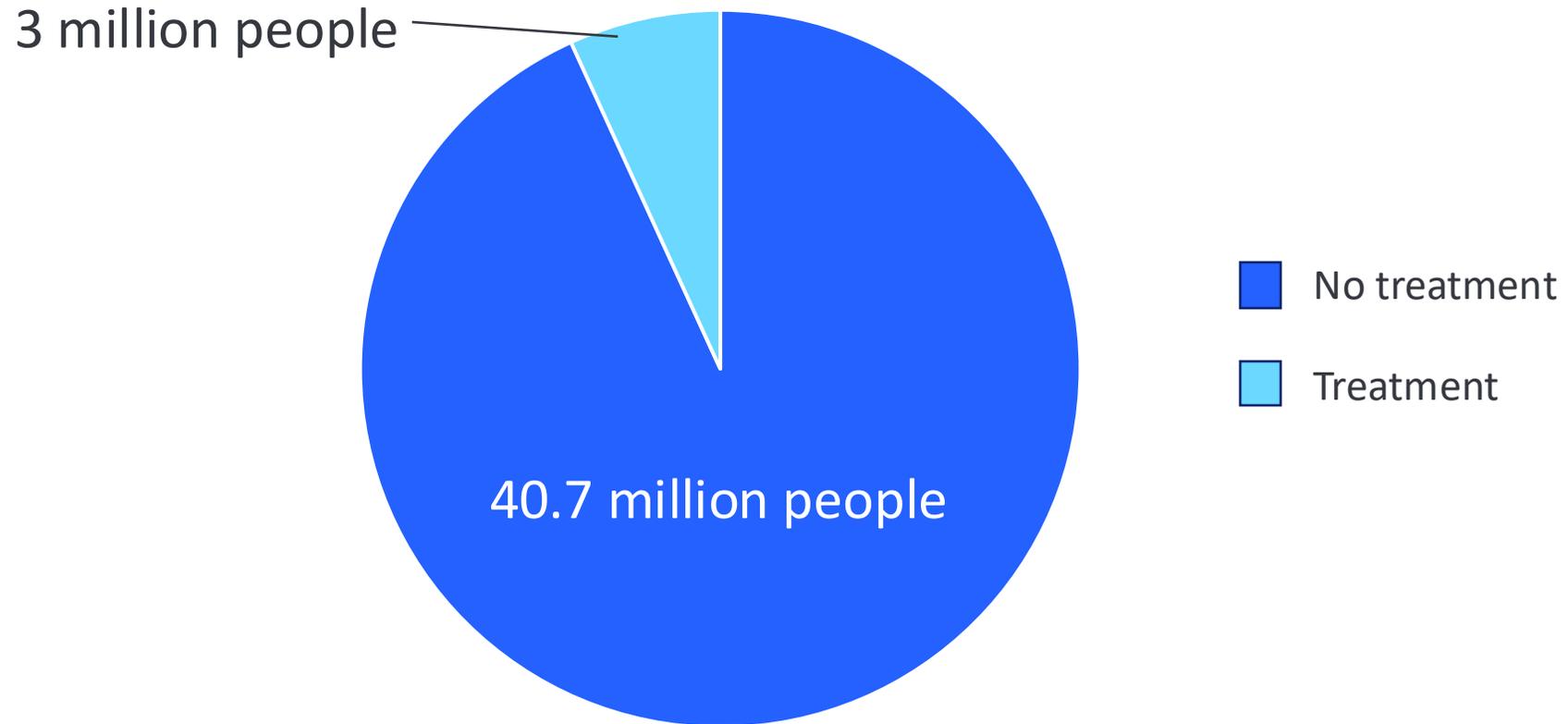
In 2021, only 6% of people with a substance use disorder (SUD) received help for their SUD.



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

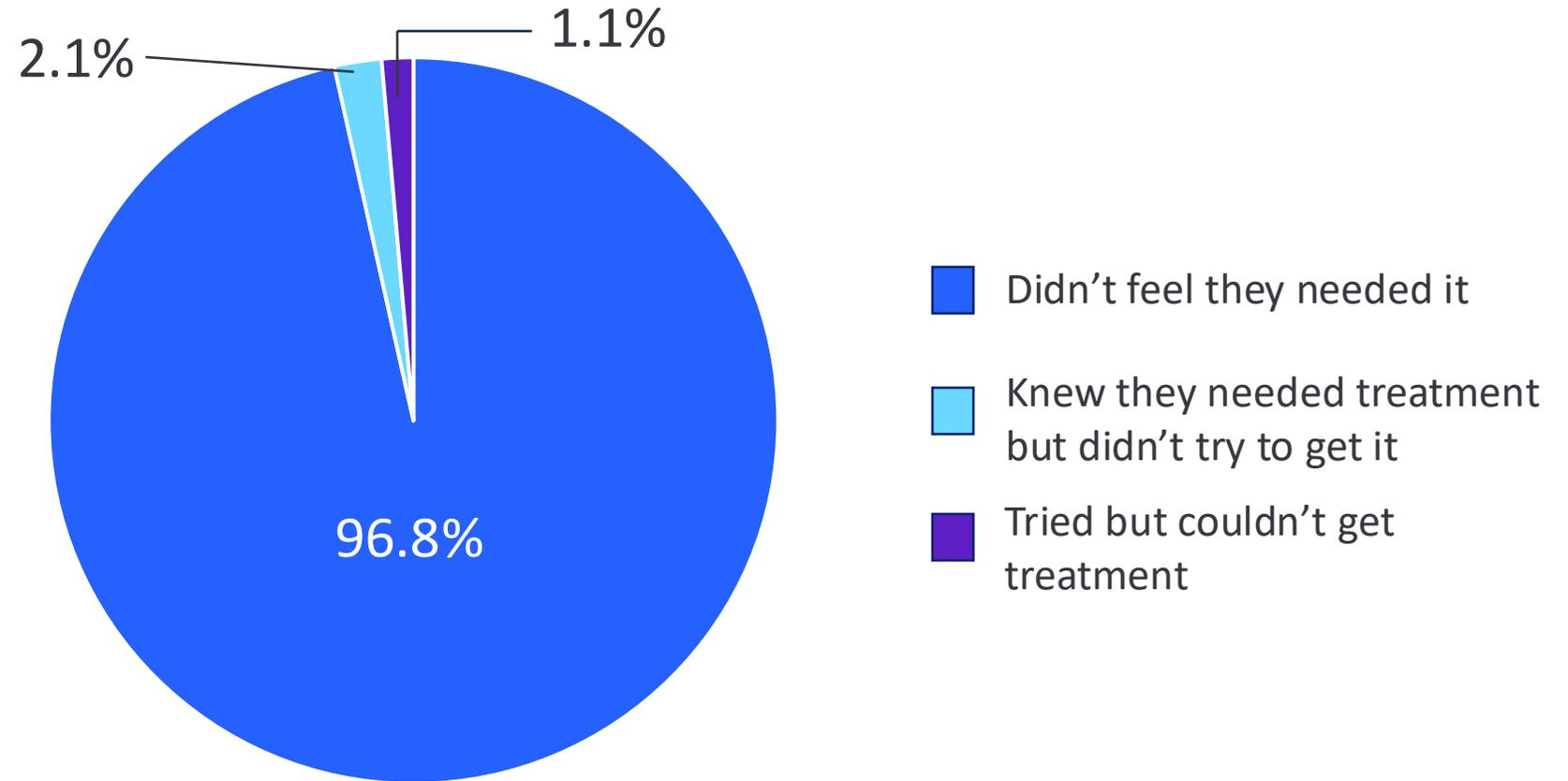
<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

43.7 Million in Need of Treatment



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.
<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

Why Don't People Receive Treatment?



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.
<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

Poll Question

- The main reason for the “treatment gap” in behavioral health is lack of access (true or false)

Industries with the highest risk of suicide have the following factors...

- A male-dominated workforce
- A widespread substance abuse problem
- A shift work system
- Access to a lethal means for suicide
- Fearlessness in a risk-taking environment

12%

of construction workers have an alcohol use disorder

20%

of Americans who die by suicide are construction industry workers

25%

of fatal opioid overdoses among workers are from the construction industry

80%

of construction workers have experienced stress at work

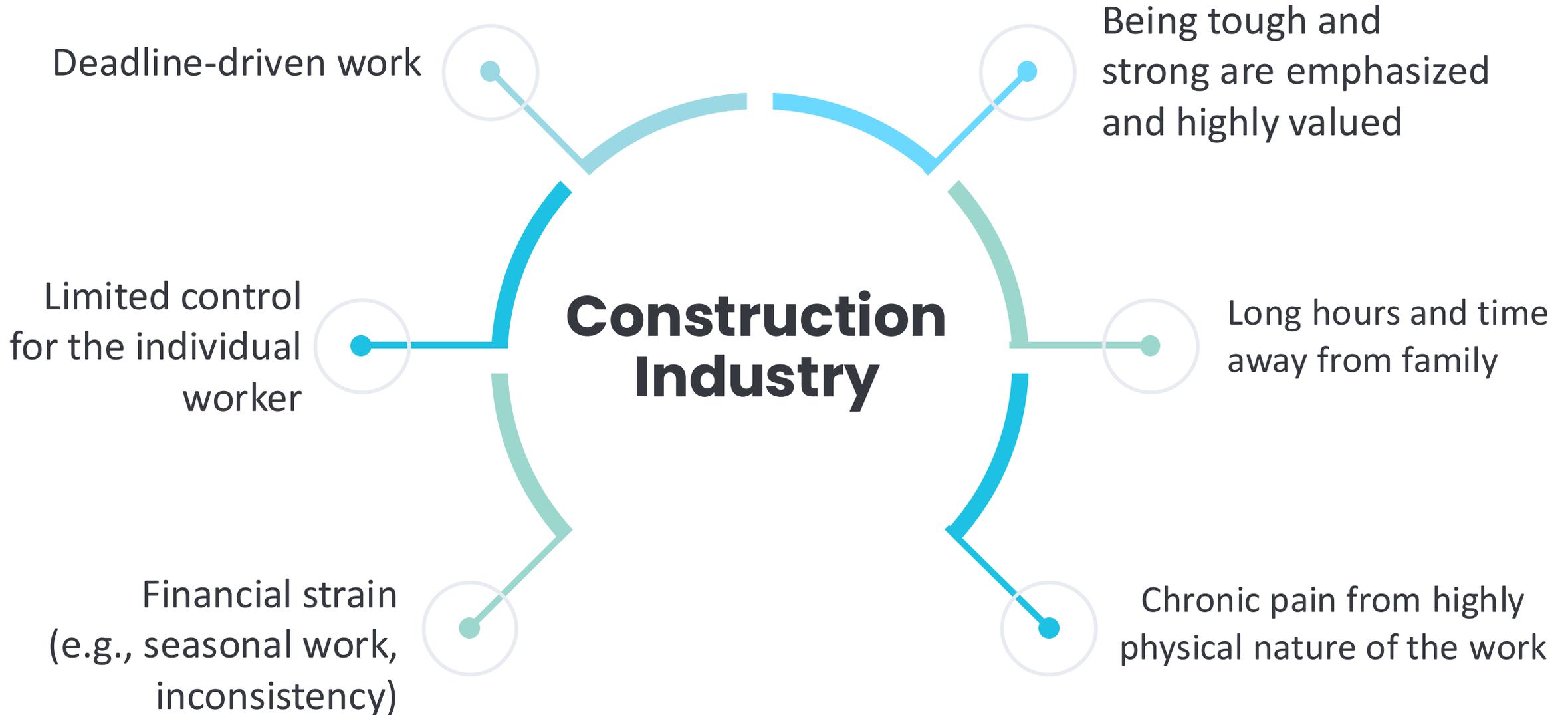
“A record-breaking 105,000 people died of an overdose in 2021 in the midst of the COVID-19 pandemic, the U.S. government reported...”¹

- Translates to an average of more than **250 people dying each day**, or roughly **12 every hour**

The odds of dying from an opioid overdose are now greater than those of dying in a car crash.

NSC survey shows that 75% of workplaces are impacted by opioid use.

75% of people with a Substance Use Disorder are in the workforce



Employer Impact

Employers spend, on average,
over
\$15,000 more a year
on employees who experience
mental distress

*Statistics According to the National Safety Council

SUD

Mentally distressed workers
are nearly
3 ½ times more likely
then their peers to have
substance use disorders

ROI

For every
\$1 invested in mental health
treatment,
there is a **\$4 return** in improved
health and productivity

*New
studies
project
a \$7:\$1
ROI.*

Asking for Help

- Only a small percentage of individuals ever reach out for help
- What about those struggling that will never reach traditional support or treatment?

Family Support

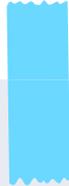
- Overall, the family is not well supported
- The focus is on the individual (which makes sense), but there is a tremendous need for family support

Engagement

- 75% of people who remain engaged (no matter what treatment modality) will reach recovery or remission
- Problem: People do not remain committed and engaged in the process

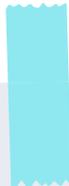
Best Practices: Taking a Comprehensive Approach

Observe behaviors, appearance, feelings, and thoughts



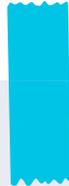
Behaviors:

Coming in late,
leaving early, arguing,
disengaging,
canceling,
withdrawing



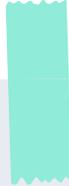
Appearance:

Disheveled clothing,
unkept, looking tired



Feelings:

Worrying excessively, sad,
irritated, no longer
interested in hobbies,
hopelessness



Thoughts:

Concentration or
focusing issues, being
very indecisive, self-
blame or criticism,
hopelessness

- Review Workplace Drug Policy
- Provide Employee Education on Behavioral Health
- Update Policies and Programs Annually to Reflect Key Initiatives
- Ensure Your Organization is Deriving Engagement and Outcomes from Programs in Place

- **Identify, promote, and measure** existing programs in place
- **Recognize diverse needs** and desires for support among employees
 - Conduct needs assessments and explore the needs of employees when possible
- Ensure that resources are **easily accessible for all** (e.g., different age groups, cultures, education levels, etc.)
- Explain **HOW resources are confidential** and how they are protected
- Leverage **multiple engagement techniques** (e.g., toolbox talks, training, wallet cards, stickers)

Poll Question

- True or False: It is best to wait for a person to hit bottom before trying to help. Otherwise the person will refuse to get help and you will become frustrated.

Innovative Ways to Change the Game

Asking for Help

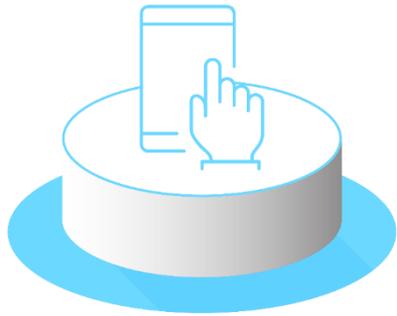
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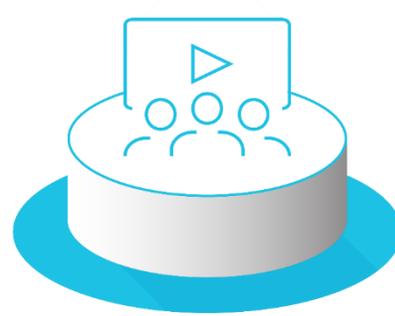
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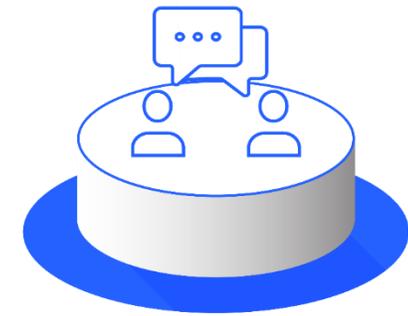
Engagement

- 3-5 minutes per video
- 35+ courses (stress management, recovery 101, etc.)
- 300+ lessons
- 24 critical conversations
- Resilience Capital Index (RCI)



ACE Peer Coaching

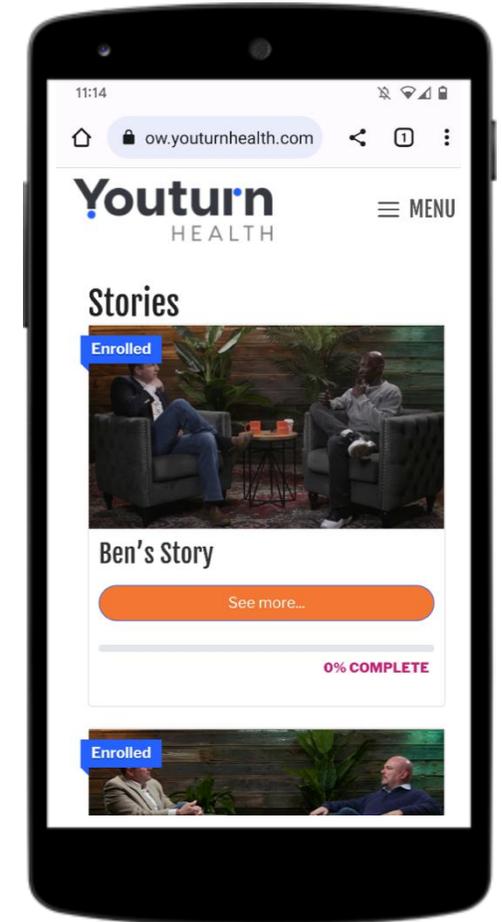
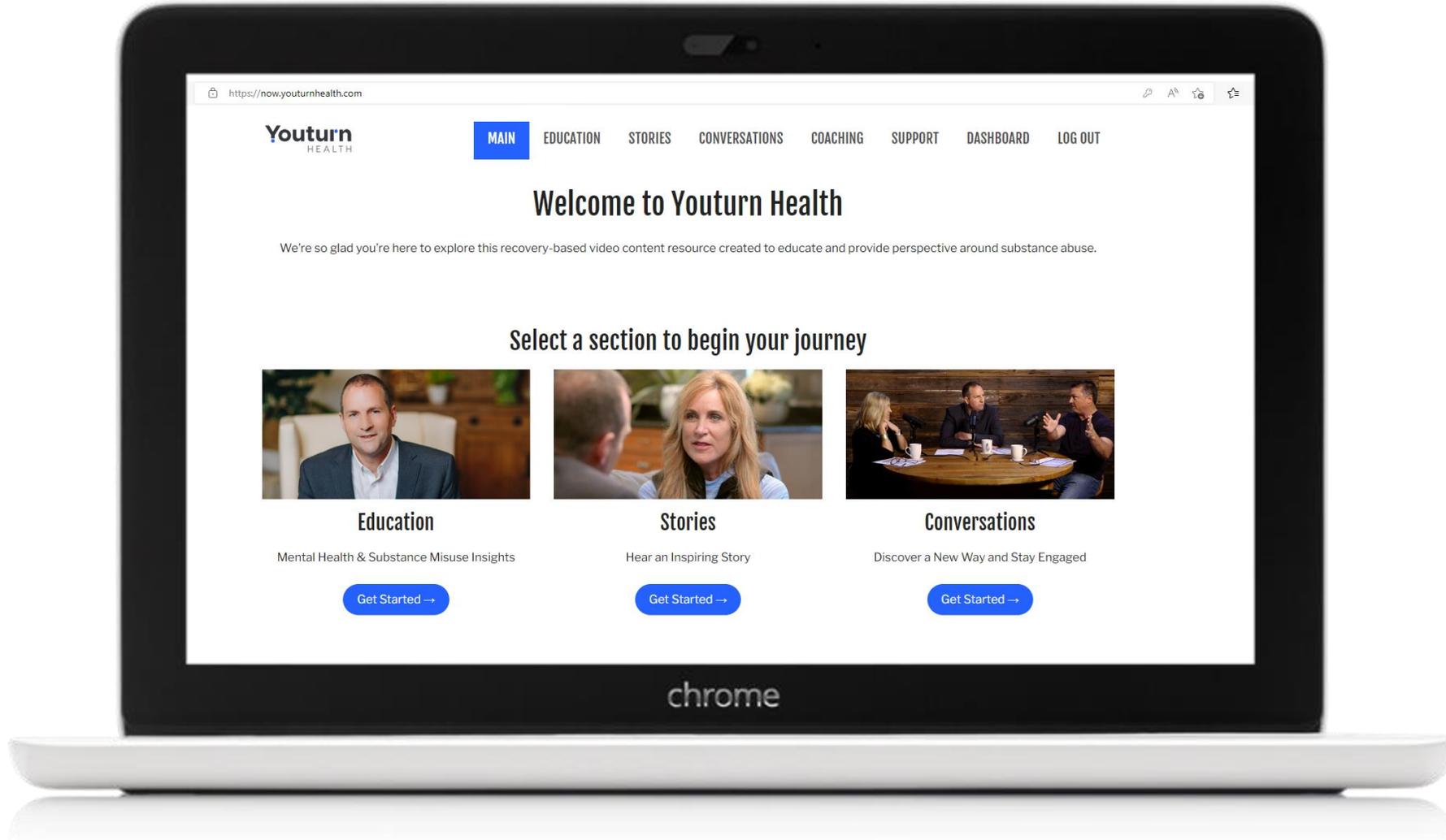
- Confidential
- Coaches paired on lived experience and demographics
- Ongoing communications
- Work with schedules via phone, text, FaceTime
- Connect in the moment
- Stick and Stay



Family Support

Engage | Educate
Empower | Encourage

- Family support is complimentary and includes specific marketing and engagement techniques to target family members.



Coaching Credentials

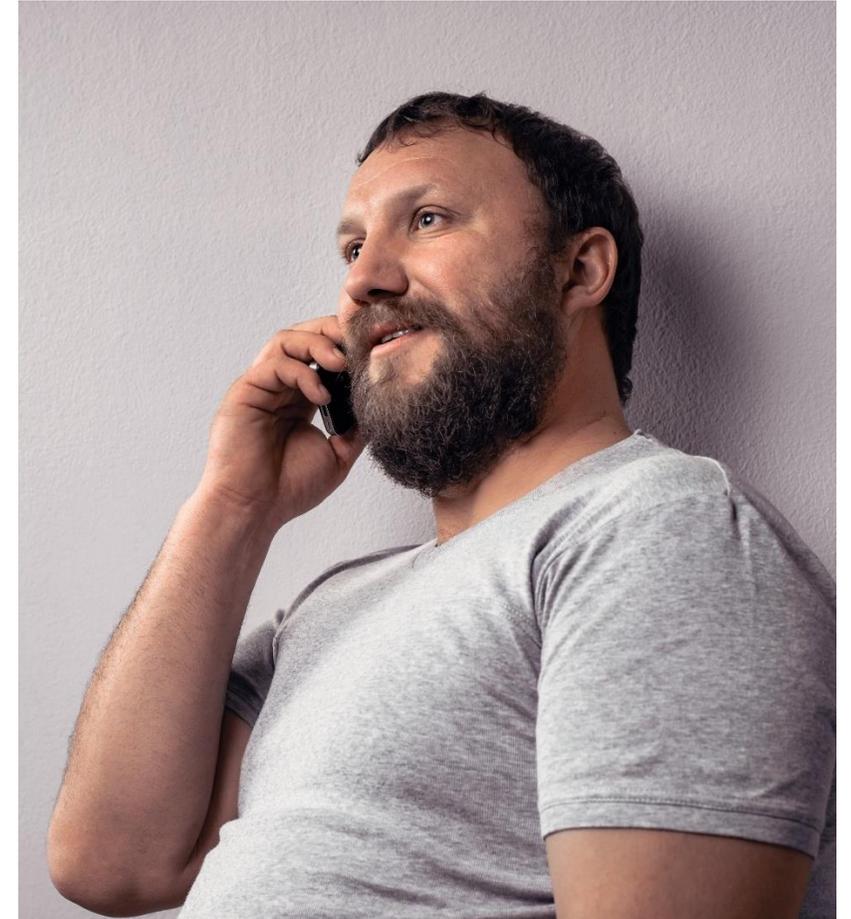
- National Certification with NAADAC
- Assertive Community Engagement (ACE) Coaching
- Dedicated and Credentialed Family Coaches
- Adherence to CFR-42 confidentiality laws and HIPAA privacy/reporting laws at federal and state level

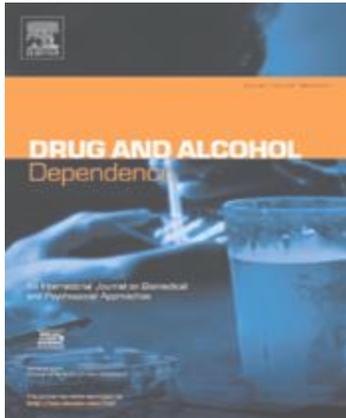
Strategies

- Regular and consistent touchpoints with participant
- Referrals to providers and treatment
- Help high-risk/crisis cases
- Participant and Family Engagement
- Paradigm shift: The professional is responsible for the engagement of the participant

Engagement

- Establish consistent contact at appropriate level for participant
- Meet participant where they are at
- Collaborate with participant and family



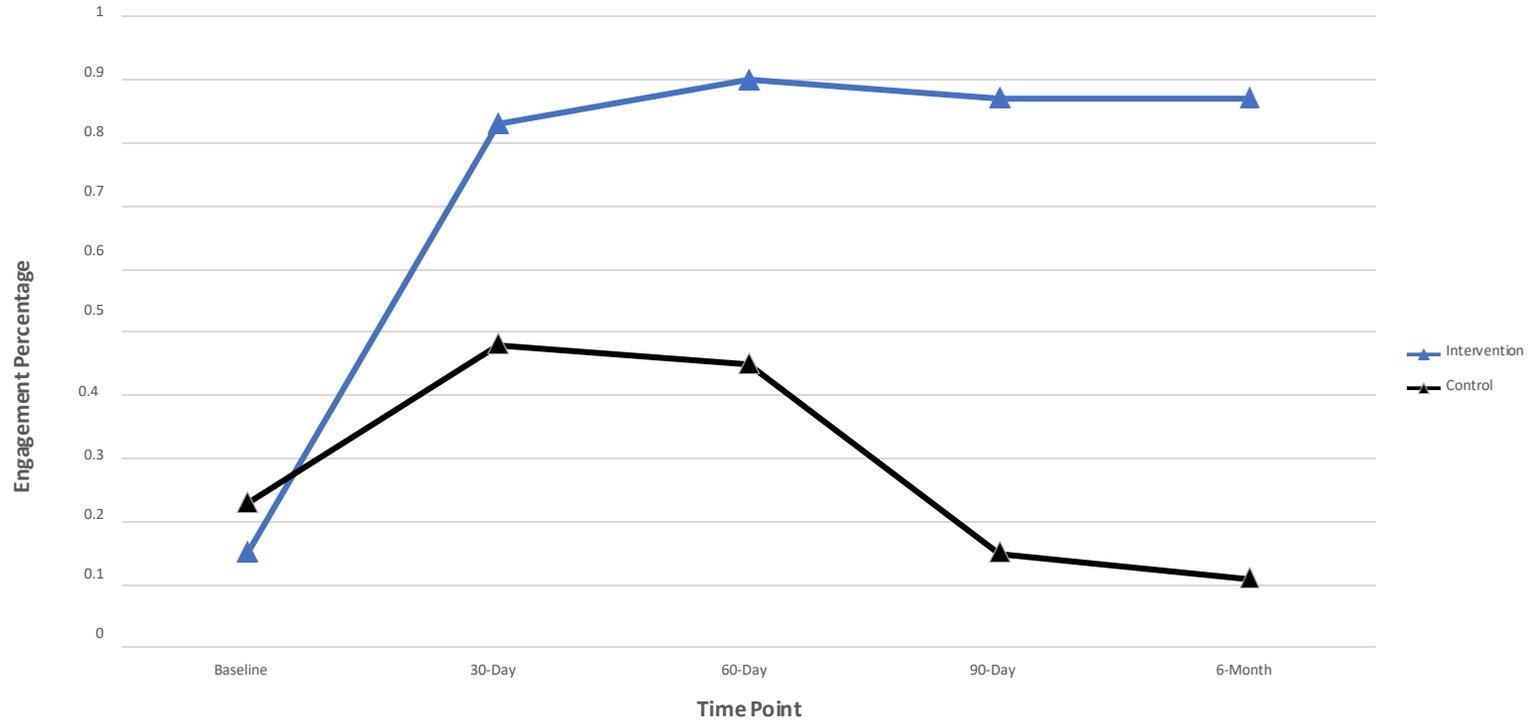


Results

Engagement rate over the six-month post-discharge time period was higher for participants in the recovery coaching intervention (84%, 95% CI: 78% to 91%) compared to the standard of care control condition (34%, 95% CI: 25% to 44%), log OR = 28.95, p<.001.

Conclusion

SUD is a chronic, relapse-prone disease, and the most important factor for predicting improvement at five years post-discharge is ongoing engagement (Weisner et al, 2003). This study demonstrates that inpatient linkage to recover coaching services improves engagement rates and can feasibly be implemented in a single large hospital system. This intervention is promising for both short-term and long-term engagement in recovery support services.



Randomized Control Trial Results
When paired with a coach, participants had an 89% engagement in recovery versus traditional treatment at 10%.

Kaileigh A. Byrne, Prerana J. Roth, Krupa Merchant, Bryana Baginski, Katie Robinson, Katy Dumas, James Collie, Benjamin Ramsey, Jen Cull, Leah Cooper, Matthew Churitch, Lior Rennert, Moonseong Heo, & Richard Jones | *Clemson University, Prisma Health-Upstate, University of South Carolina School of Medicine Greenville*

Poll Question

- The Pittsburgh Steelers are the greatest sports franchise in the history of the world. True or True? I mean true or false? 😊

For More Information

Please complete form



Q & A



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