

Work-Life Balance:

Wellness & Well-being in the Construction Industry

Impact Suicide

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Agenda

- Intro
- Video
- Overview of research
- Methods
- Findings / Conclusions
- Recommendations / Take-aways
- Q&A

Intro

*“While a career in construction is incredibly rewarding and fulfilling path for many around the world, workers are also experiencing severe issues like stress, depression and anxiety. As a result, too many workers turn to **substance abuse or even suicide** to cope with their day-to-day pain.”*

—Grace Ellis—

Video (I need you)

www.youtube.com/watch?v=6yYNiC3vP_A



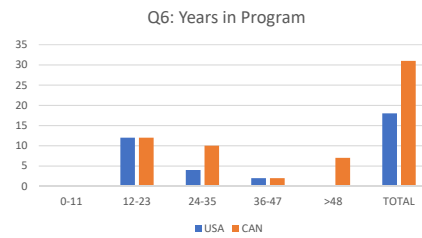
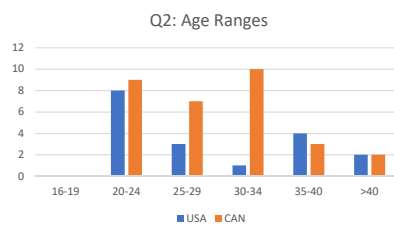
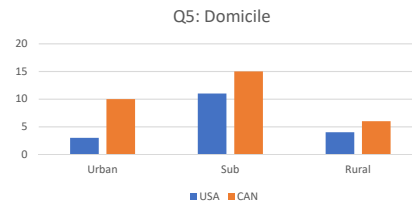
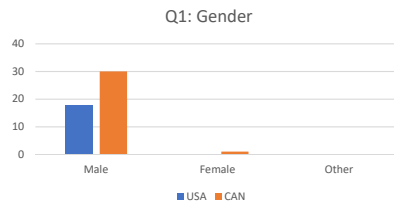
Overview

- BMH = Safety
 - TWH
 - Finl Lit
- Survey of 49 apprentices
 - 18 = USA
 - 31 = CAN
- Work-Life Balance
 - Wellness: Org level
 - Well-being: Individual level
- Factors that contribute to stress
 - Coping & Resilience Strategies

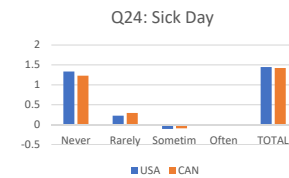
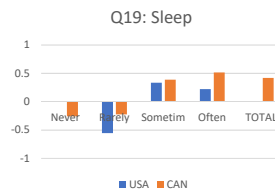
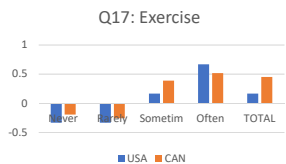
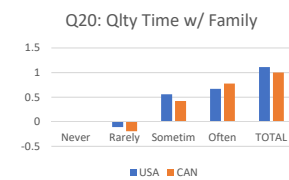
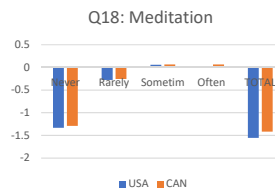
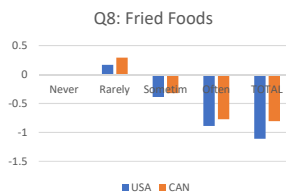
Methods

- Pilot study
 - Test the waters
 - Cast a wider net
- Face Validity
 - NCADA (USA: 2)
 - SEB-BHR (CAN: 1)
- Quantitative
 - T-test
 - FIG Model

Findings (Demographics)



Findings (Personal Habits)



Findings (Personal Habits)

BAD:

- 75% of the participants Sometimes to Often eat unhealthy foods
- >40% exercise Rarely to Never
- >90% Rarely to Never meditate
- >40% Rarely to Never get at least seven hours of sleep

GOOD:

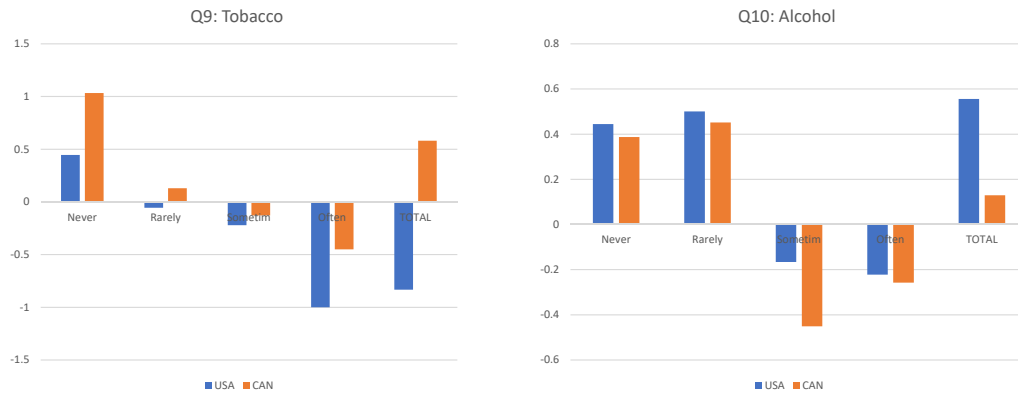
- >80% of the participants Sometimes to Often have contact with their family or friends
- *90% have Rarely to Never taken a sick day in the past three months?*

Conclusion (Personal Habits)

- *Proper diet/exercise/sleep, learning meditation techniques, and staying socially connected = coping & resiliency*

Bennett, J. (2014). *Raw coping power: From stress to thriving*. Organizational Wellness: Fort Worth, TX.

Findings (Gateway Vices)



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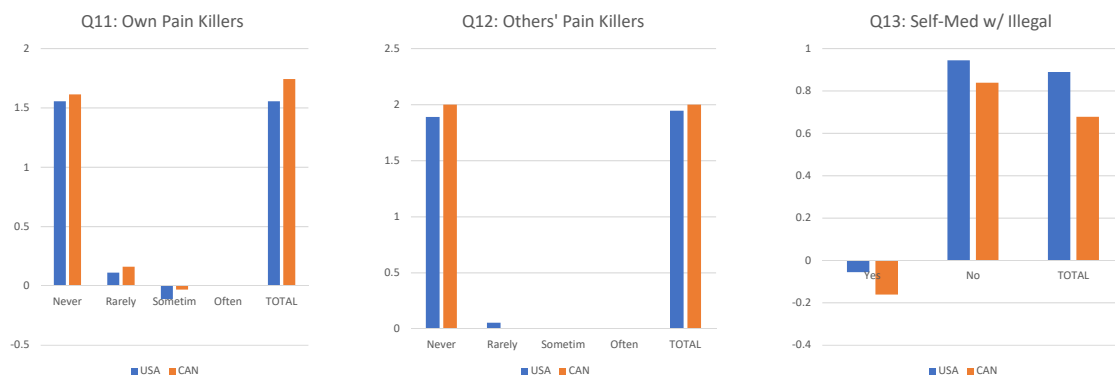
- <50% of the participants use tobacco products Sometimes to Often
- ~1/3 Sometimes to Often partake in alcohol

Conclusion (Gateway Vices)

- *Substance use disorder...changes normal behaviors and interferes with the ability to work, go to school...*
- *Workers in the construction industry...report higher than average rates of at-risk alcohol use, illicit drug use, and moderate to heavy smoking*

Strickland, J., Smock, N., Casey, C., Poor, T., Kreuter, M., & Evanoff, B. (2015, February). Development of targeted messages to promote smoking cessation among construction trade workers. *Health Education Research*, 30, 107-120.

Findings (Drug Use)



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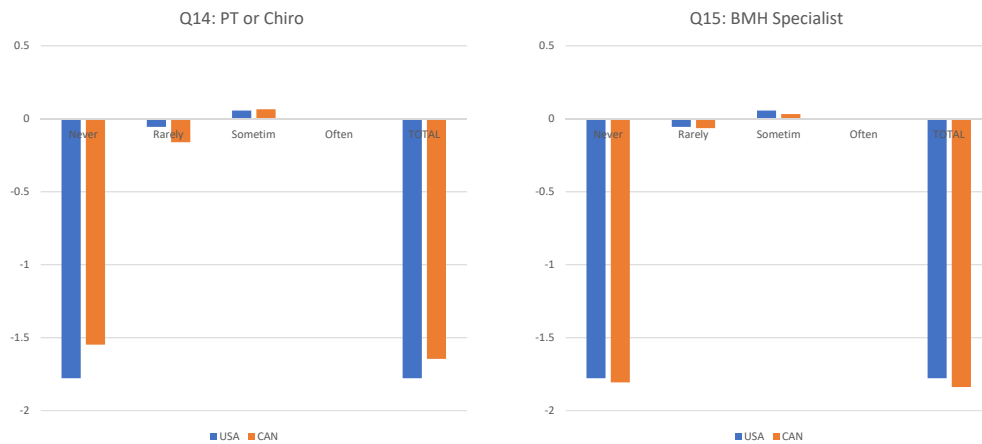
- >90% of the participants Rarely to Never use prescription pain killers
- ~100% Rarely to Never use someone else's pain killers
- ~90% have not self-medicated with any type of illegal substance in the past 3 months

Conclusion (Drug Use)

- *Opioid use—and abuse—among construction workers = industry's silent crisis*

Gregerson, J. (2018, June 20). Construction industry tackles the opioid crisis. *ENR*. Retrieved From: <https://www.enr.com/articles/44720-construction-industry-tackles-the-opioid-crisis>

Findings (Self-care)



Findings (Self-care)

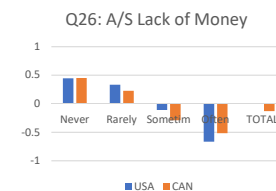
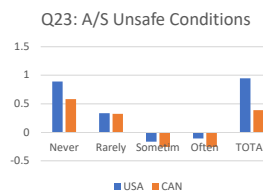
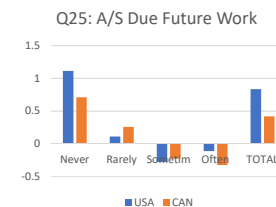
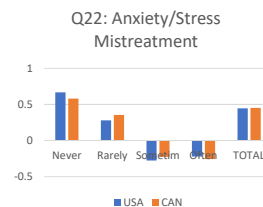
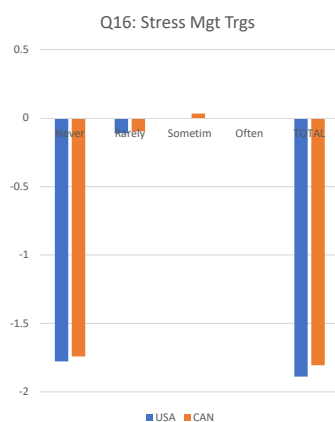
- >90% of the participants Rarely to Never have sought physical or mental forms of therapy

Conclusion (Self-care)

- *Pain in human beings—acute or chronic—has both physical and psychological components*
- *Range of therapies—as stand-alone or in combination—including but not limited to:*
 - **Physical Therapy**
 - *Relaxation (i.e., Mindfulness, Prayer, etc.)*
 - Yoga
 - **Acupuncture**
 - **Chiropractic**
 - **[CBT]**
 - [Acupressure]

Leung, L. (2012, September). From ladder to platform: a new concept for pain management. *Journal of Primary Health Care*, 4, 254-258.

Findings (Stress)



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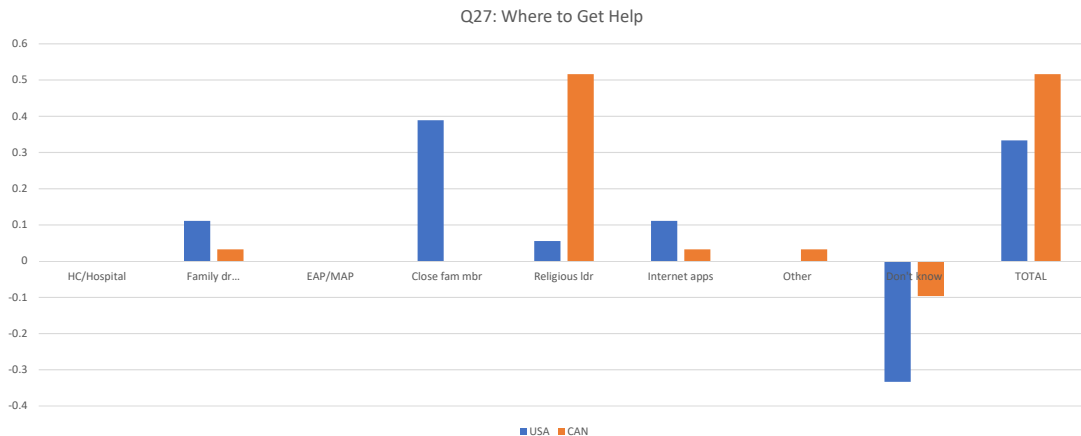
- ~100% of the participants have not been exposed to stress management trainings
- >1/3 are Sometimes to Often stressed by mistreatment within the apprenticeship program (i.e., jobsite, school, and/or union hall)
- >30% Sometimes to Often have anxiety concerning unsafe jobsite conditions
- 1/3 of the participants are Sometimes to Often stressed over not knowing where they will be working in the near future
- <50% are Rarely to Never stressed due to a lack of money to cover essentials
- *90% of the participants indicate they Rarely to Never have taken a sick day in the past three months*

Conclusion (Stress)

- *Mistreatment within industry...*
 - *1/3 of apprentices experience bullying*
 - *intimidation*
 - *verbal abuse*
 - *harassment*
 - *name-calling*
 - *damage to personal property*
- *...hardy individuals maintain better health practices while experiencing stress vs nonhardy*

Wiebe, D. and McCallum, D. (1986). Health practices and hardiness as mediators in the stress-illness relationship. *Health Psychology*, 5, 425-438.

Findings (Help)



Findings (Help)

Worrisome:

- ~20% of the participants do not know where to go to find stress management assistance

Concerning:

- 0.0% did not consider their local hospital/clinic as available resource
- 0.0% EAP/MAP (Employees Assistance Program/Member Assistance Program) as available resource

Conclusion (Help)

- *Four reasons why employees don't use EAP*

- *Not confidential*
- *Stigma = Weakness*
- *Need permission from boss...*
- *Don't know it exists*

Albrecht, S. (2014, February 7). Why don't employees use EAP services. *Psychology Today*. Retrieved from: <https://www.psychologytoday.com/us/blog/the-act-violence/201402/why-dont-employees-use-eap-services>

Recommendations / Take-aways

- **Industry sectors must embrace the importance of proactively attending to employees' mental health needs...on and off the job;**
- **Secondary and post-secondary CTE/TVET programs should coordinate mental health training efforts with respective industry partners;**
- **Stay abreast of the latest work-life balance, wellness, and well-being practices; and**
- **Break the silence.**

Gaal, J. (pending). Work-Life Balance, Wellness, & Well-Being: How might CTE/TVET Play a Role? *International Journal of Vocational Education and Training*.

Q&A

Thank you!

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