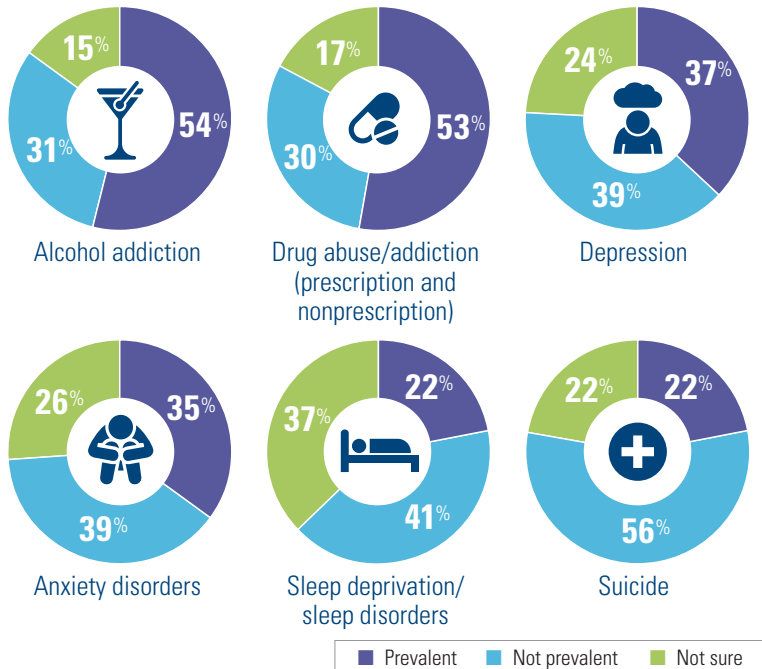


# U.S. Apprenticeship Programs: Mental Health and Substance Abuse

The International Foundation of Employee Benefit Plans recently completed the *2020 Top Trends in Apprenticeship Programs Survey*. As a part of the International Foundation’s strategic focus on mental health and substance abuse, this year’s survey included specific questions on mental health and substance abuse issues, including their *prevalence* and *impact* as well as *treatment options*. The data below represents responses from 136 training programs in the United States.



## Prevalence and Awareness

**Alcohol and drug addiction** (prescription and nonprescription) are the most prevalent mental health/substance abuse issues reported among training programs in the United States; 65% of programs reported that at least one of these three issues are prevalent among their apprentices.

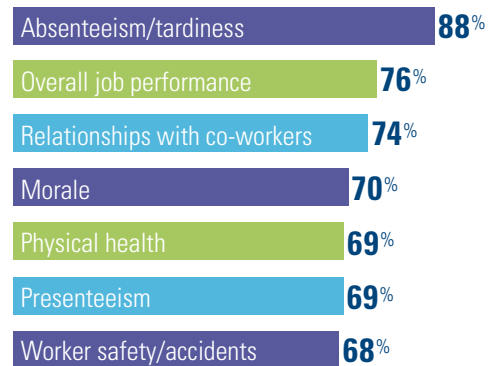
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**One in five (22%) programs reported the prevalence of suicide.** Another 22% were not sure if suicide was an issue facing their apprentices.

One of the most striking findings is that a **large share of respondents are “not sure” about the types of mental health issues trainees may be facing.** For example, nearly one in four (24%) programs is unsure about the prevalence of depression among their apprentices.

## Impact on Job Performance

Programs report that mental health and substance abuse issues impact many aspects of the workplace.

**Percentage of programs reporting that these issues are very or somewhat impactful on the following job performances:**



## Treatment

A wide range of mental health and substance abuse treatment services are available to apprentices in U.S. training programs, provided either by the apprenticeship program or by the union/employer.

### Preventive

- Employee assistance program (EAP) **79%**
- Wellness programs include mental health component **74%**
- Mental health assessment included in health risk assessments **61%**
- Stress management program **50%**
- Mindfulness/meditation tools **48%**

### Education and Awareness

- Online resources and tools **82%**
- Supervisor training **81%**
- Newsletters **69%**
- Educational sessions offered at worksite **65%**
- Positive Jobsite Culture (PJC) **58%**
- Mental health first aid training **57%**
- QPR suicide prevention training **42%**

Download the full report in February at [www.ifebp.org/apprenticeship](http://www.ifebp.org/apprenticeship).



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