

Work-Life Balance:

Wellness & Well-being in the Construction Industry

SLCCC - Ameren

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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 (Prince EA & MH)

<https://www.youtube.com/watch?v=6YbWRqsnHdo>



Overview

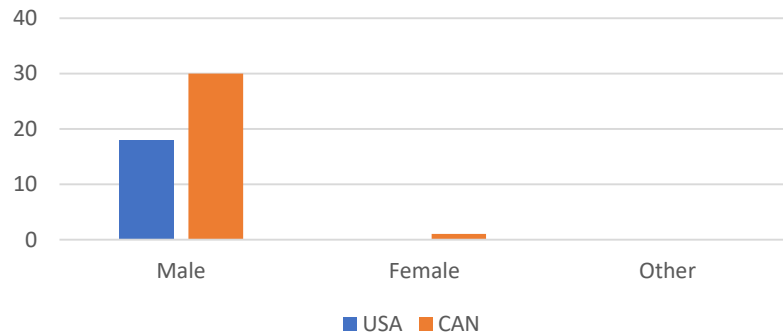
- BMH = Safety
 - TWH
 - Finl Lit
- Survey of 49 apprentices
 - 18 = USA
 - 31 = CAN
- Work-Life Balance
 - Wellness: Org level
 - Well-being: Individual level
- Factors that contribute to stress
 - Coping & Resilience Strategies

Methods

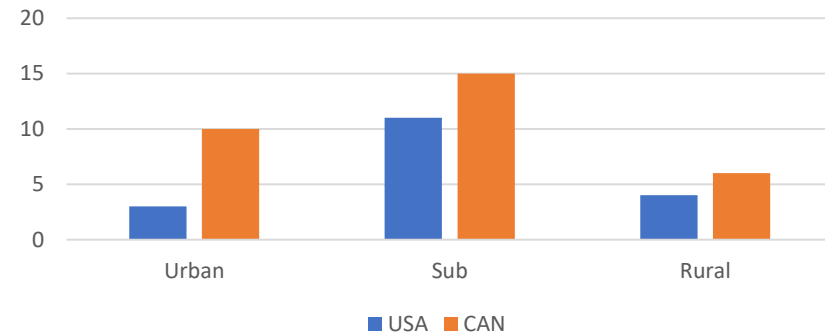
- Pilot study
 - Test the waters
 - Cast a wider net
- Face Validity
 - NCADA (USA: 2)
 - SEB-BHR (CAN: 1)
- Quantitative
 - T-test
 - FIG Model

Findings (Demographics)

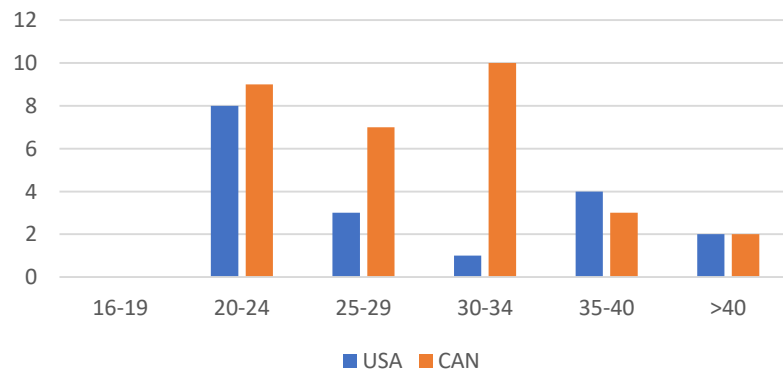
Q1: Gender



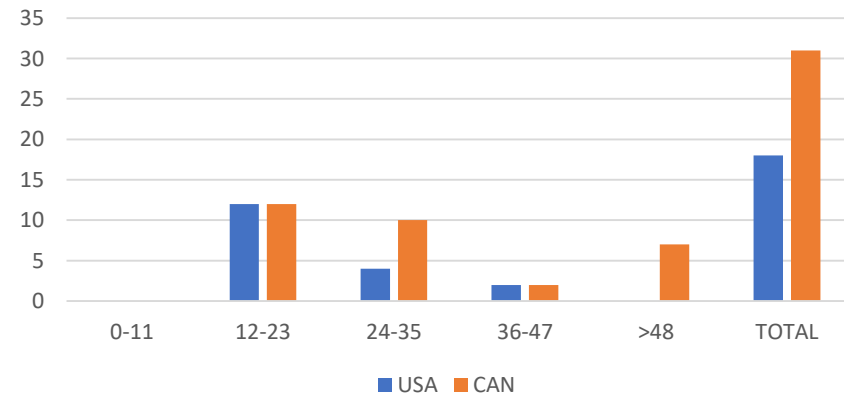
Q5: Domicile



Q2: Age Ranges

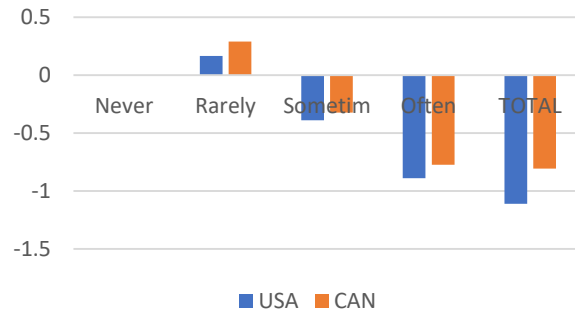


Q6: Years in Program

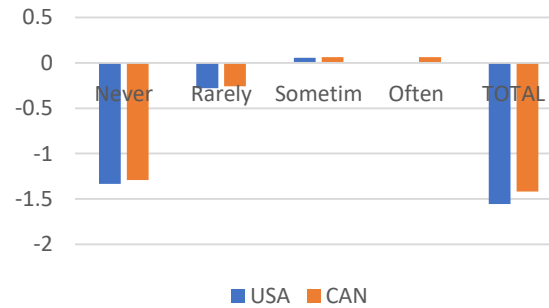


Findings (Personal Habits)

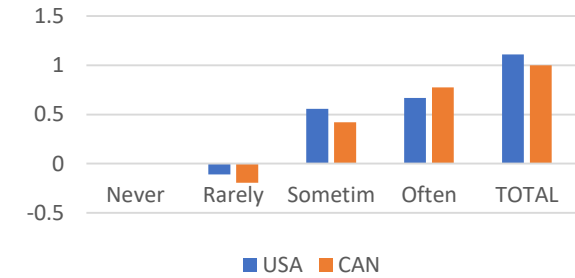
Q8: Fried Foods



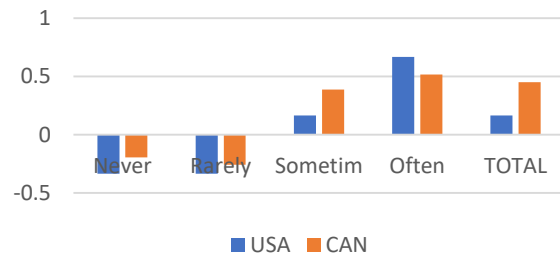
Q18: Meditation



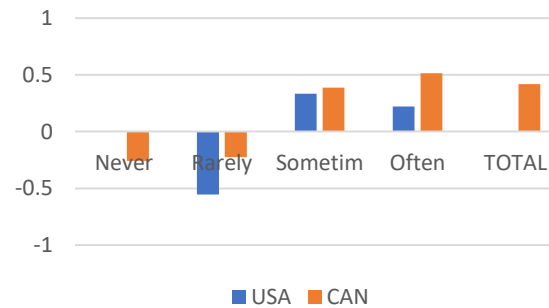
Q20: Qlty Time w/ Family



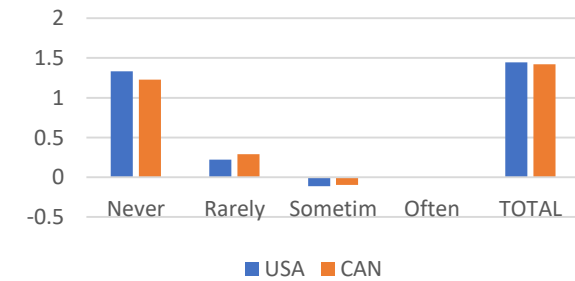
Q17: Exercise



Q19: Sleep



Q24: Sick Day



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:

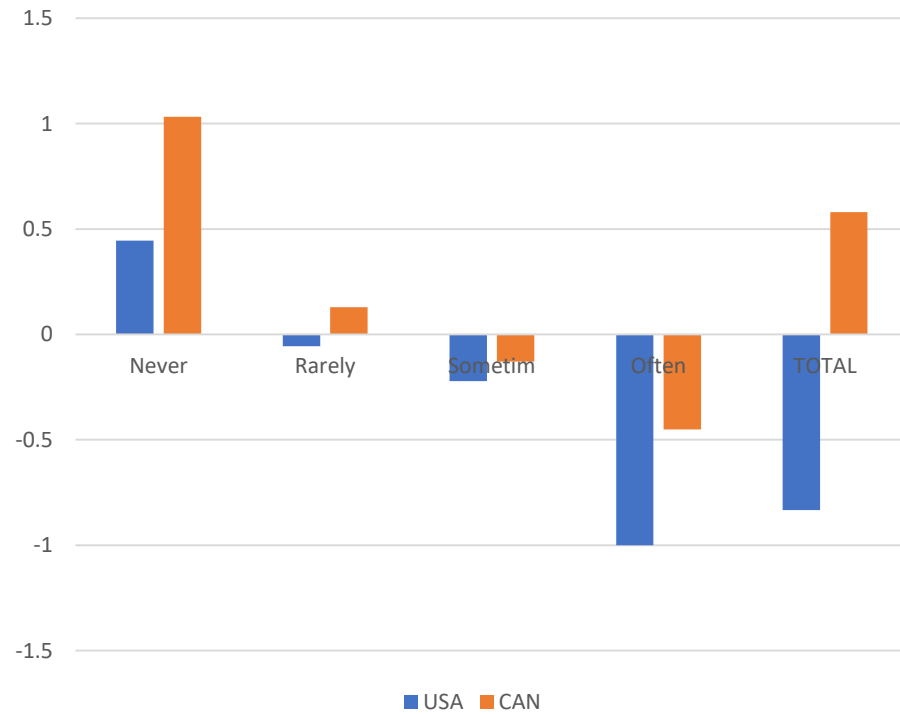
- >80% of the participants Sometimes to Often have contact with their family or friends
- 90% have Rarely to Never taken a sick day in the past three months

Conclusion (Personal Habits)

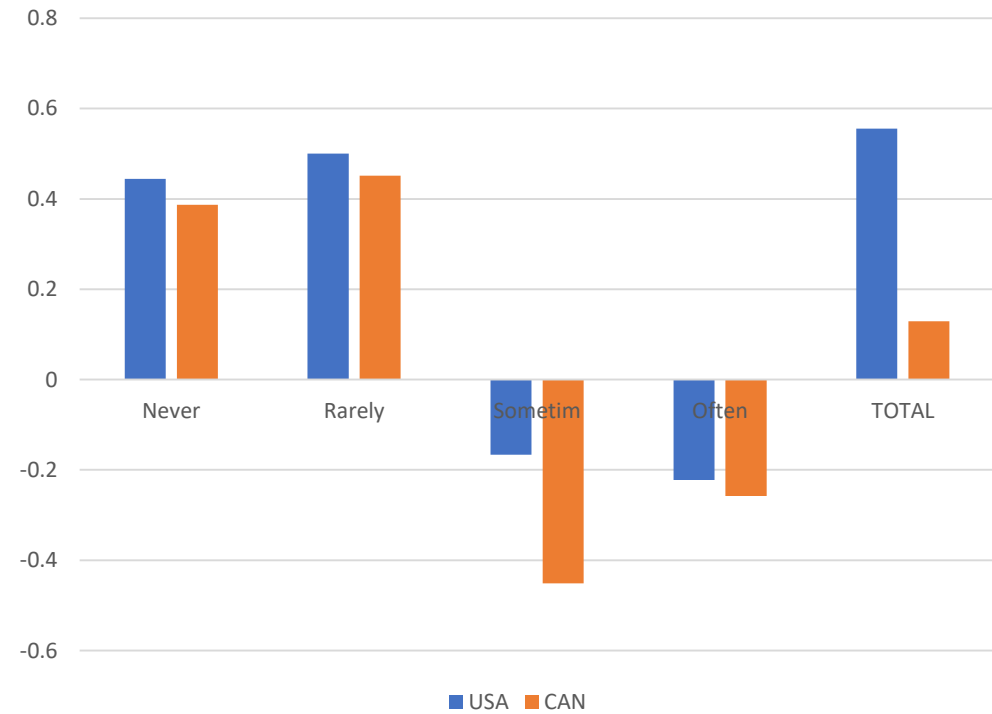
- *Proper diet/exercise/sleep, learning meditation techniques, and staying socially connected = coping & resiliency*

Findings (Gateway Vices)

Q9: Tobacco



Q10: Alcohol



Findings (Gateway Vices)

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

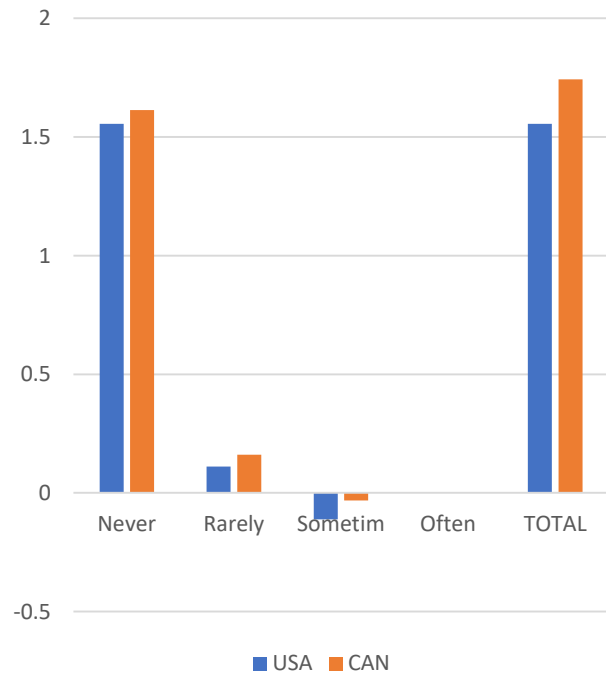
Conclusion (Gateway Vices)

- *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*

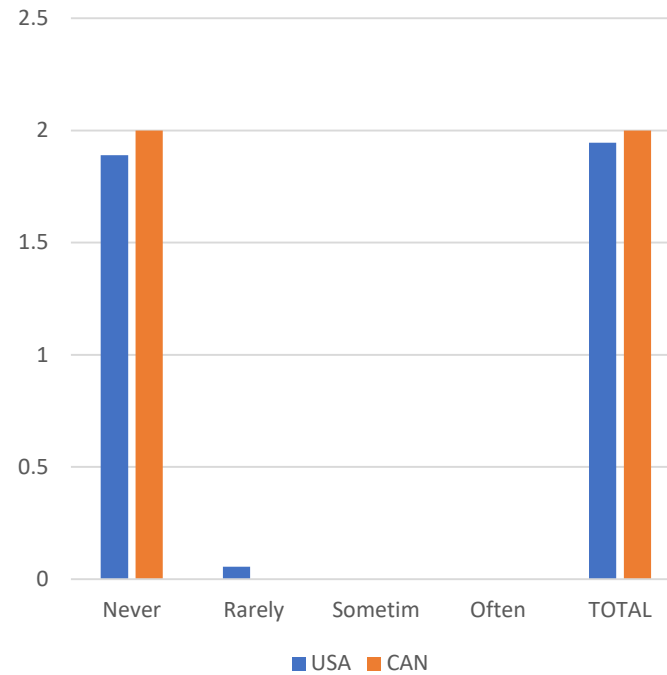
Strickland, J., Smock, N., Casey, C., Poor, T., Kreuter, M, & Evanoff, B. (2015, February). Development of targeted messages to promote smoking cessation among construction trade workers. *Health Education Research*, 30, 107-120.

Findings (Drug Use)

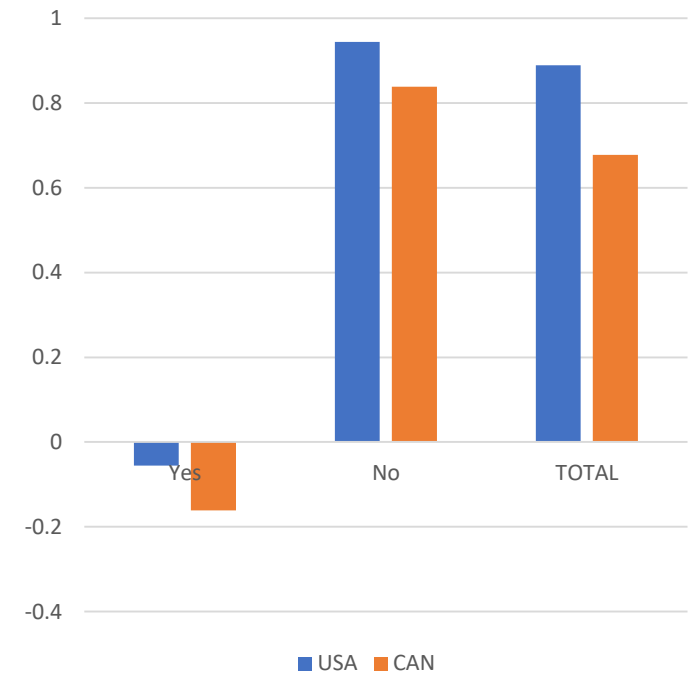
Q11: Own Pain Killers



Q12: Others' Pain Killers



Q13: Self-Med w/ Illegal



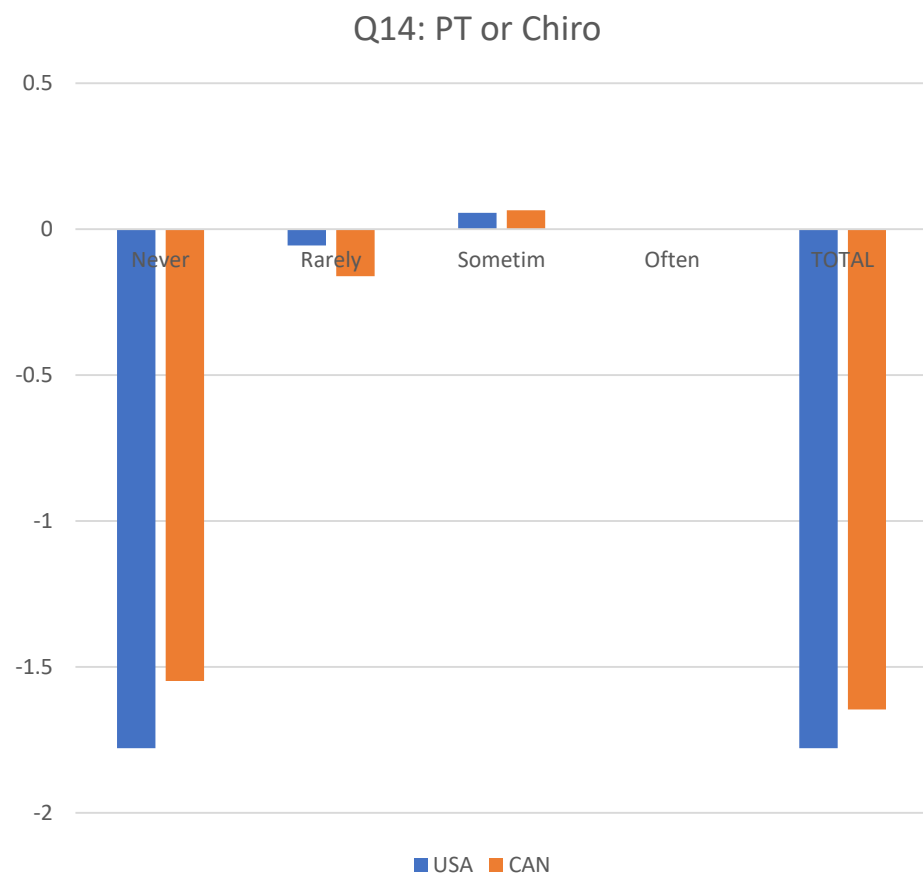
Findings (Drug Use)

- >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*

Findings (Self-care)



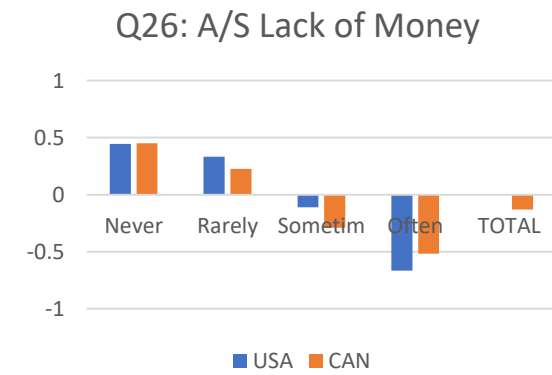
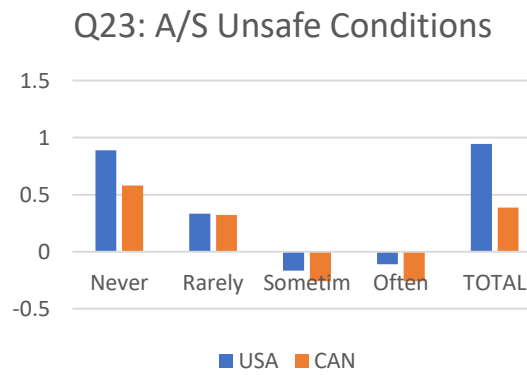
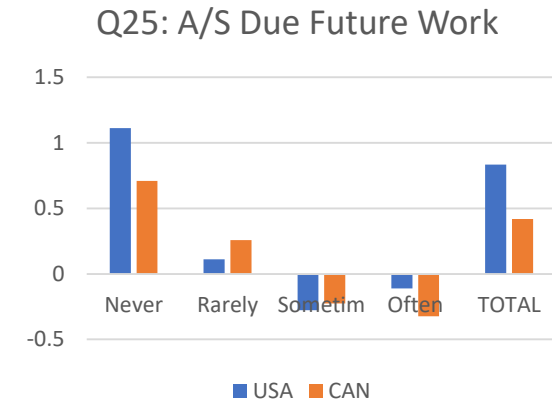
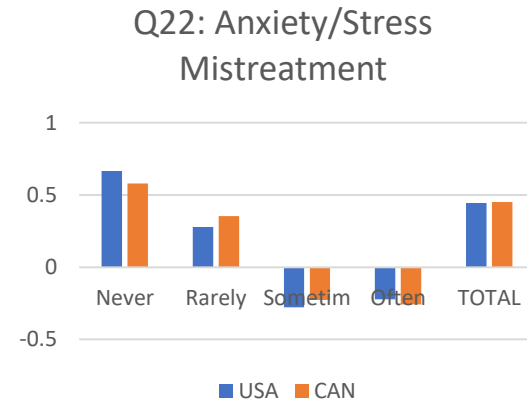
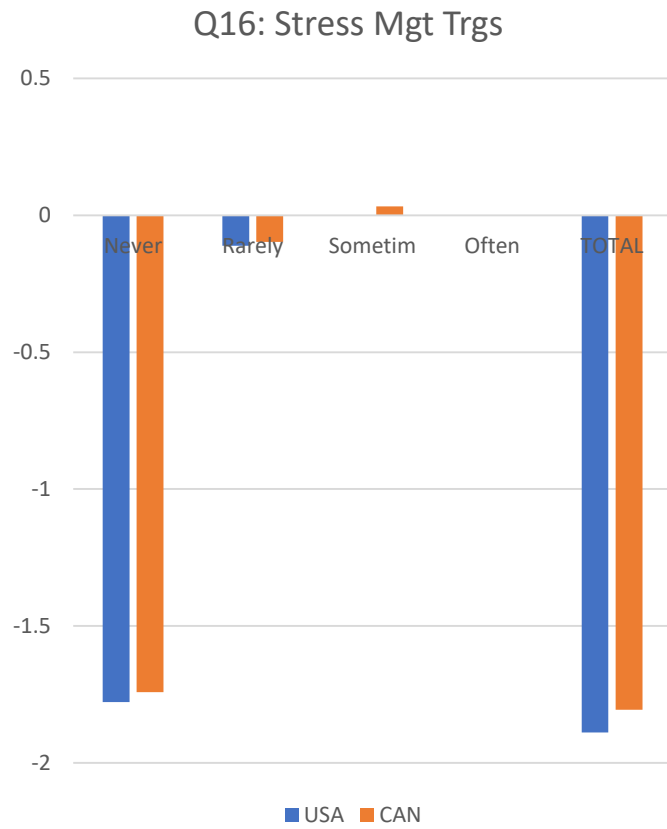
Findings (Self-care)

- >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*
 - *Yoga*
 - *Acupuncture*
 - *Chiropractic*

Findings (Stress)



Findings (Stress)

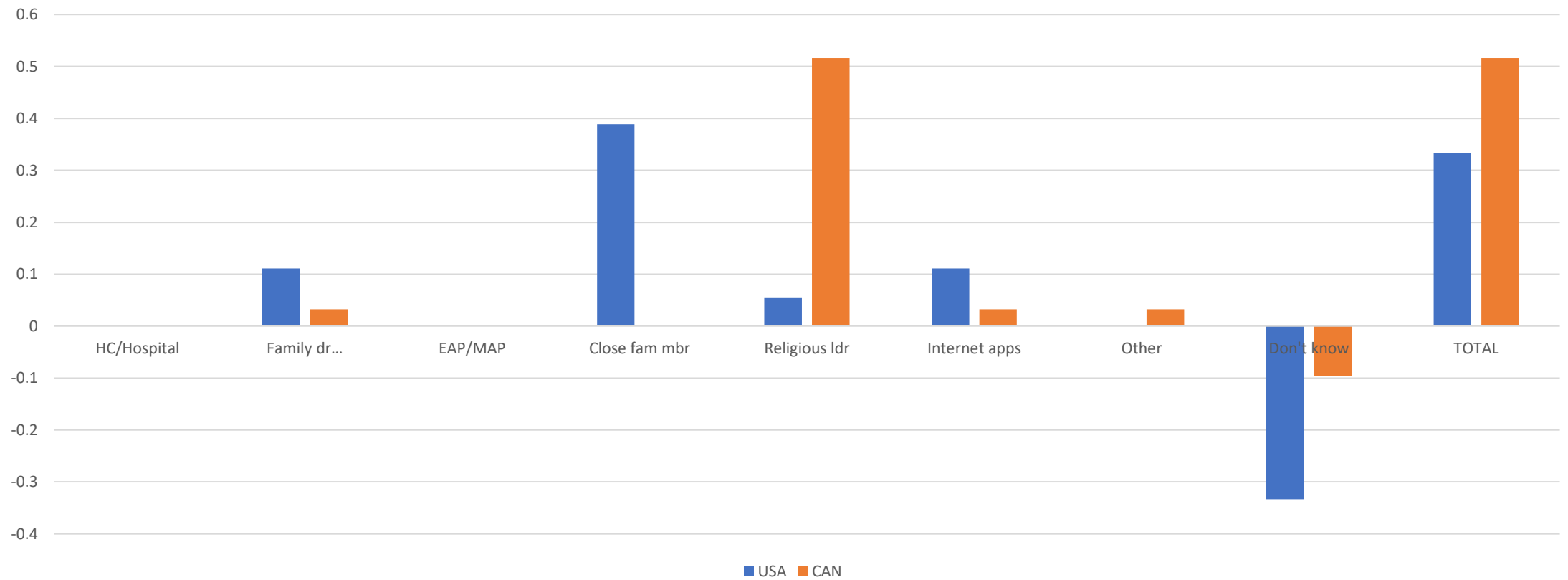
- ~100% of the participants have not been exposed to stress management trainings
- >1/3 are Sometimes to Often stressed by mistreatment within the apprenticeship program (i.e., jobsite, school, and/or union hall)
- >30% Sometimes to Often have anxiety concerning unsafe jobsite conditions
- *90% of the participants indicate they Rarely to Never have taken a sick day in the past three months*
- 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

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*

Findings (Help)

Q27: Where to Get 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.**

Q&A

Thank you!

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