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.

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 are 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:

- Absenteeism/tardiness: 88%
- Overall job performance: 76%
- Relationships with co-workers: 74%
- Morale: 70%
- Physical health: 69%
- Presenteeism: 69%
- Worker safety/accidents: 68%

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.
Canadian 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 35 training programs in Canada.

**Prevalence and Awareness**
Anxiety disorders are the most prevalent mental health/substance abuse issue reported among Canadian training programs; 88% of participating programs indicated they are somewhat or very prevalent among their apprentices.

One in four (24%) programs reported the prevalence of suicide. One in three 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:

- Absenteeism/tardiness: 88%
- Relationships with co-workers: 79%
- Worker safety/accidents: 79%
- Physical health: 78%
- Presenteeism: 77%
- Overall job performance: 74%
- Morale: 74%

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

**Preventive**
- Employee assistance program (EAP) 81%
- Wellness programs include mental health component 81%
- Mental health assessment included in health risk assessments 80%
- Stress management program 73%
- Mindfulness/meditation tools 64%

**Education and Awareness**
- Online resources and tools 97%
- Supervisor training 77%
- Mental health first aid training 77%
- Newsletters 77%
- Educational sessions offered at worksite 70%
- Positive Jobsite Culture (PJC) 66%
- QPR suicide prevention training 52%

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