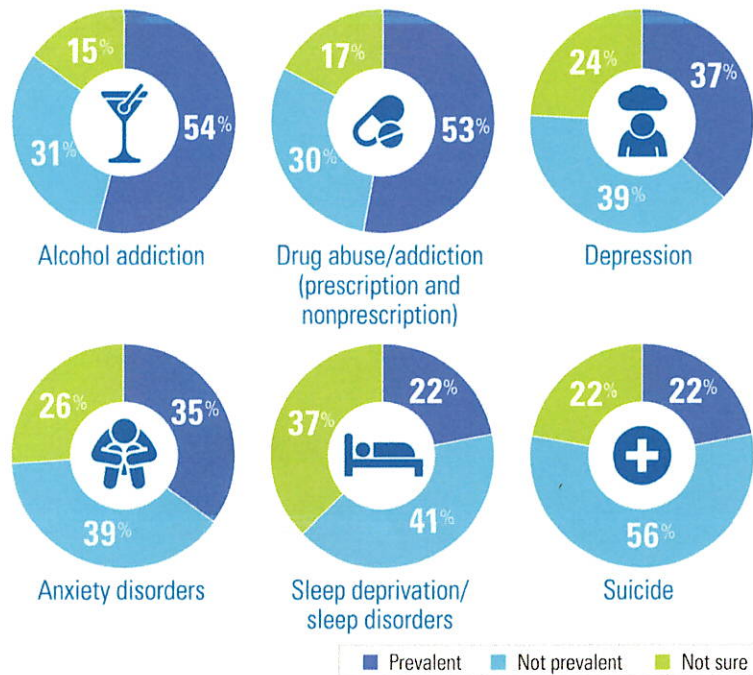


U.S. Apprenticeship Programs: Mental Health and Substance Abuse

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.



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%**

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 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.

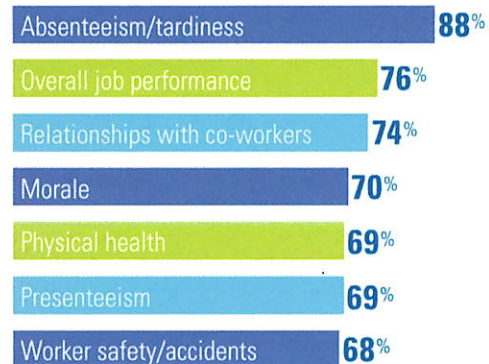


One in five (22%) **programs reported the prevalence of suicide.** Another 22% were not sure if suicide was an issue facing their apprentices.

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:



Download the full report in February at www.ifebp.org/apprenticeship.



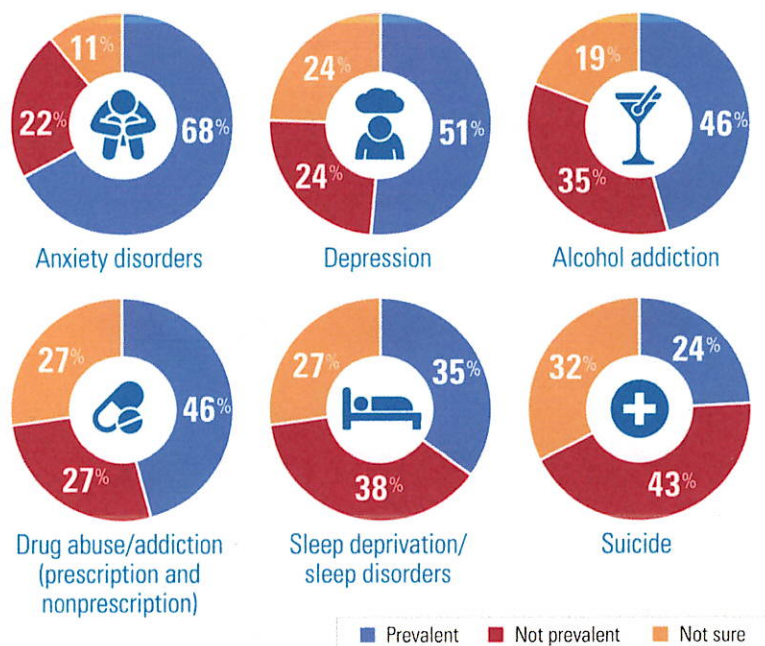
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Canadian Apprenticeship Programs: Mental Health and Substance Abuse

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.



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%**

Prevalence and Awareness

Anxiety disorders are the most prevalent mental health/substance abuse issue reported among Canadian training programs; 68% of participating programs indicated they are somewhat or very prevalent among 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.



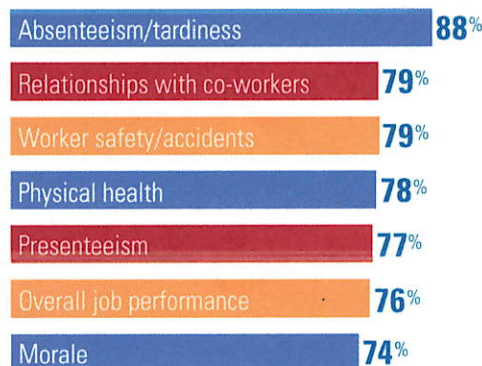
One in four (24%) programs reported the prevalence of **suicide**.

One in three were not sure if suicide was an issue facing 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:



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