

# Mental Health in the Transportation Construction Industry

Hamilton Baiden, CEO, Youturn Health  
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## Hamilton Baiden, CEO Youturn Health

With almost three decades of experience in the healthcare industry, Hamilton brings both a vision and passion for creating innovative solutions to complex problems. He has been the driving force behind expanding the behavioral health services that Youturn Health offers and leveraged his experience and entrepreneurial spirit into creating progressive programs.

As CEO, Hamilton focuses on providing transparent leadership and expanding upon Youturn Health's vast portfolio of services and solutions; his strategic direction and initiatives will cement Youturn Health's status as one of the industry's top Integrated Health Care Managers. Hamilton's extensive knowledge of the industry will also lend itself to developing new healthcare solutions and services within the Youturn Health brand.



# What is the Problem?

**12%**

**of construction workers have an alcohol use disorder**

**20%**

**of Americans who die by suicide are construction industry workers**

**25%**

**of fatal opioid overdoses among workers are from the construction industry**

**80%**

**of construction workers have experienced stress at work**

# Why do construction industry workers struggle?

- Toughness and strength are valued, while seeking help, especially for mental health, may be seen as weakness
- Stigma and fear of consequences associated with mental health
- Shame and fear of judgment
- Chronic pain
- Seasonal and cyclical work contribute to family and financial strain
- High stress and deadline driven work
- Limited job control
- Long work hours including overtime lead to fatigue
- Separation from family when working at remote sites

## Asking for Help

- Only a small percentage of individuals ever reach out for help
- What about the individuals and family members who are struggling that will never reach traditional treatment?

## Family Support

- Overall, the family is not well supported
- The focus is primarily on the individual (which makes sense), but there is a tremendous need for family members to be supported as well

## Engagement

- 75% of people who remain engaged (no matter what treatment modality) will reach recovery or remission
- Problem: People do not remain committed and engaged in the process

# Best Practices – Taking a Comprehensive Approach

- Discuss how employees and their families can get help through an Employee Assistance Program (EAP), a health and wellness program, employer-sponsored health care coverage, or other channels.
- Discuss prevention resources such as health and wellness programs, helplines, and other community resources. Explain how to seek assistance. Share resources available to the employee's family.
- Motivate your employees to support the policy and the available programs by creating a shared sense of responsibility for the success of a drug-free workplace policy that support a drug-free workplace, health, and wellness.
- Provide information about mental health, substance misuse, the symptoms of drug misuse, and their effects on performance.

- Identify gaps in your current Employee Assistance Program (EAP).
- Seek out alternative programs and solutions that will integrate well into your current program.
- Use tools that provide a different entry point aside from traditional programs.
- Develop a process to continually review and update your policies as well as the strategies and programs that support a drug-free workplace, and the health and wellness of your employees.

- Get buy-in from company executives and leaders to support mental health programs from the top down
- Train managers to identify stress, mental health, and substance misuse issues before they become a problem
  - Arm them with specific steps to take and provide guidance on how to approach someone from a place of concern
- Reduce stigma surrounding mental health by making it a part of the corporate wellness strategies
  - Provide easy-to-access resources for people to get support
- Build a comprehensive plan to support employee mental health and suicide prevention
  - Digital tools, education, peer coaching, care management

# Youturn Health

Impactful Support for Behavioral Health that Employees will Utilize



### Education

Our online learning management system is the largest video library of education, inspiring stories, and insights about substance abuse and suicide prevention.



### Care Management Platform

The Care Management Platform provides a quick and secure way to communicate with health professionals while streamlining suicide and substance use risk.



### Peer Coaching

State-certified Assertive Community Engagement (ACE) coaches are NAADAC-credentialed and understand which community resources and programs best fit any situation.

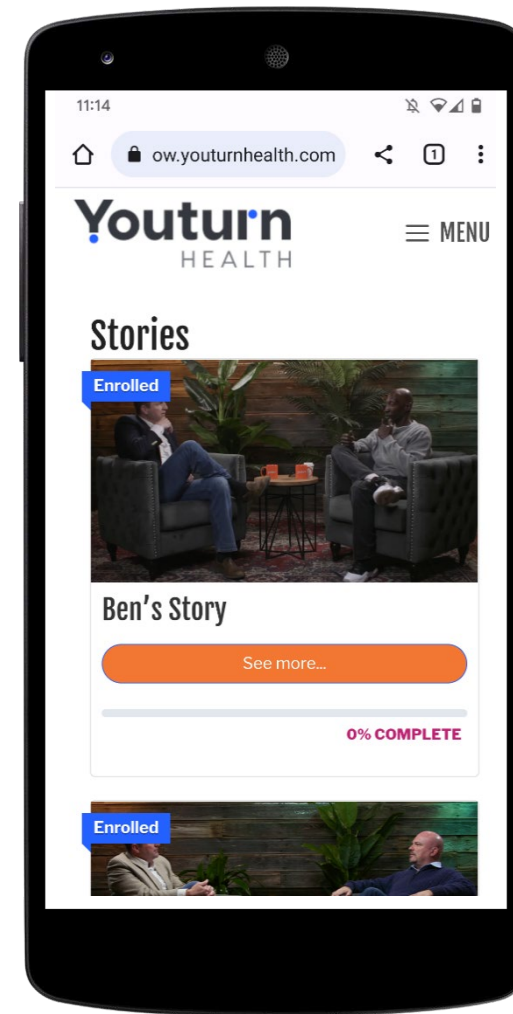
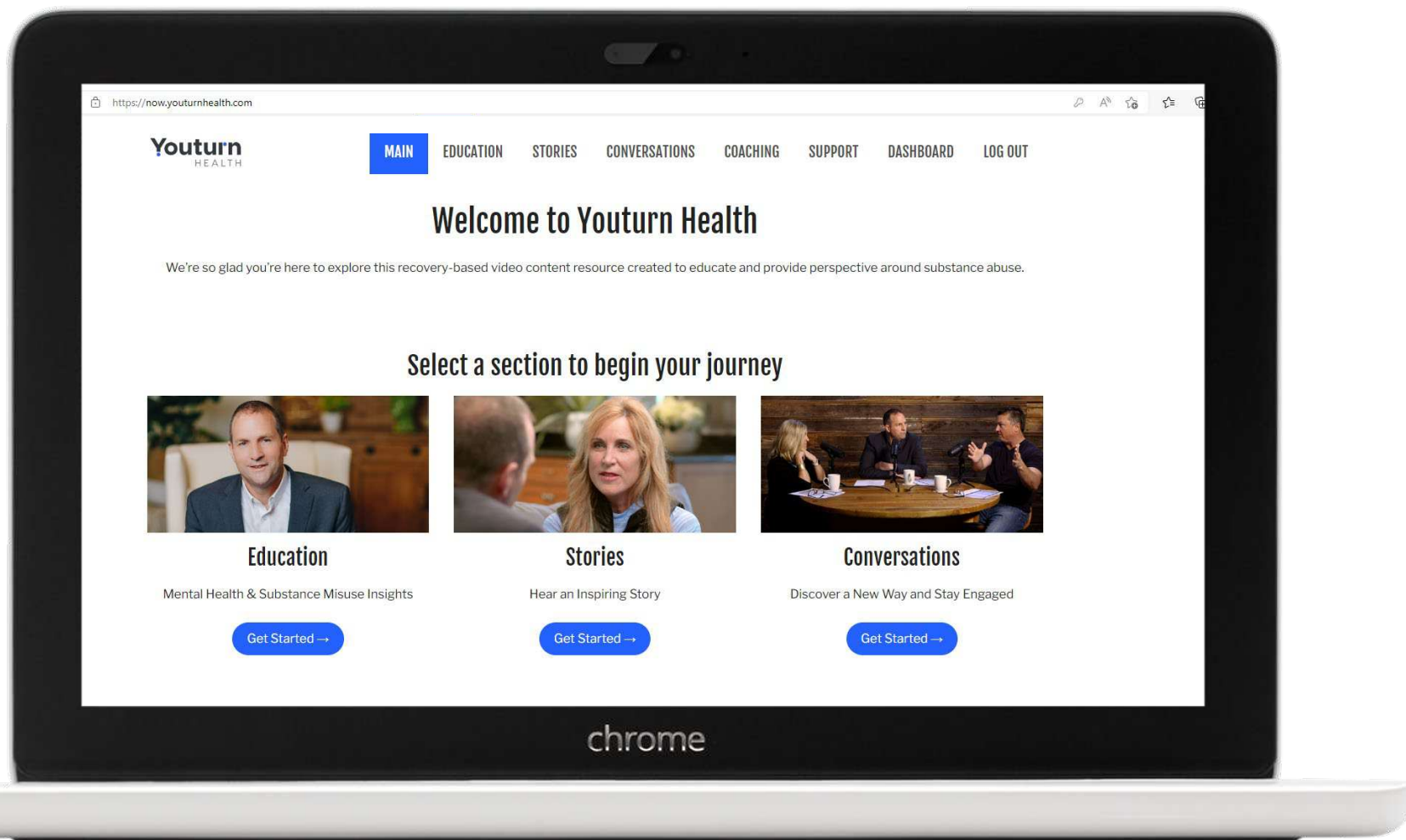
**Youturn Health is confidential and evidence-based. We focus on harm reduction and behavioral modification to encourage taking the first step towards recovery. We also provide supportive care for suicide risk.**



## Education

The Youturn Health learning management system contains the most extensive collection of video content about substance abuse. It provides confidential support to individuals struggling with addiction and suicidal ideation through targeted video series that uses education and live conversations with real people to aid in the journey to recovery.







# Peer Coaching

## Certified Professionals

State-certified ACE coaches are NAADAC-trained and understand maintaining a high level of engagement will achieve recovery goals.

## Accomplish Recovery Goals

Harm reduction and motivational interviewing are the foundation for all coaching activities. Integration of family and community programs into the recovery planning process is provided to clients and their families.

## Develop New Behaviors

Proactive coach outreach helps maintain a positive outlook on the recovery journey by developing new behaviors and increasing social support which will sustain accountability.



- Meet the participant Wherever they are in this journey
- Refer for Clinical Support
- Stick and Stay
- Paradigm Shift: The Professional is responsible for the Engagement of the Participant

## Inpatient Link to Peer Recovery Coaching: Results from a Pilot Randomized Control Trial

### Results

Engagement rate over the six-month post-discharge time period was higher for participants in the recovery coaching intervention (84%, 95% CI: 78% to 91%) compared to the standard of care control condition (34%, 95% CI: 25% to 44%), log OR = 28.95,  $p < .001$ .

### Conclusion

SUD is a chronic, relapse-prone disease, and the most important factor for predicting improvement at five years post-discharge is on-going engagement (Weisner et al, 2003). This study demonstrates that inpatient linkage to recovery coaching services improves engagement rates and can feasibly be implemented in a single large hospital system. This intervention is promising for both short-term and long-term engagement in recovery support services.

Kaileigh A. Byrne, Prerana J. Roth, Krupa Merchant, Bryana Baginski, Katie Robinson, Katy Dumas, James Collie, Benjamin Ramsey, Jen Cull, Leah Cooper, Matthew Churitch, Lior Rennert, Moonseong Heo, & Richard Jones

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# DRUG AND ALCOHOL Dependence

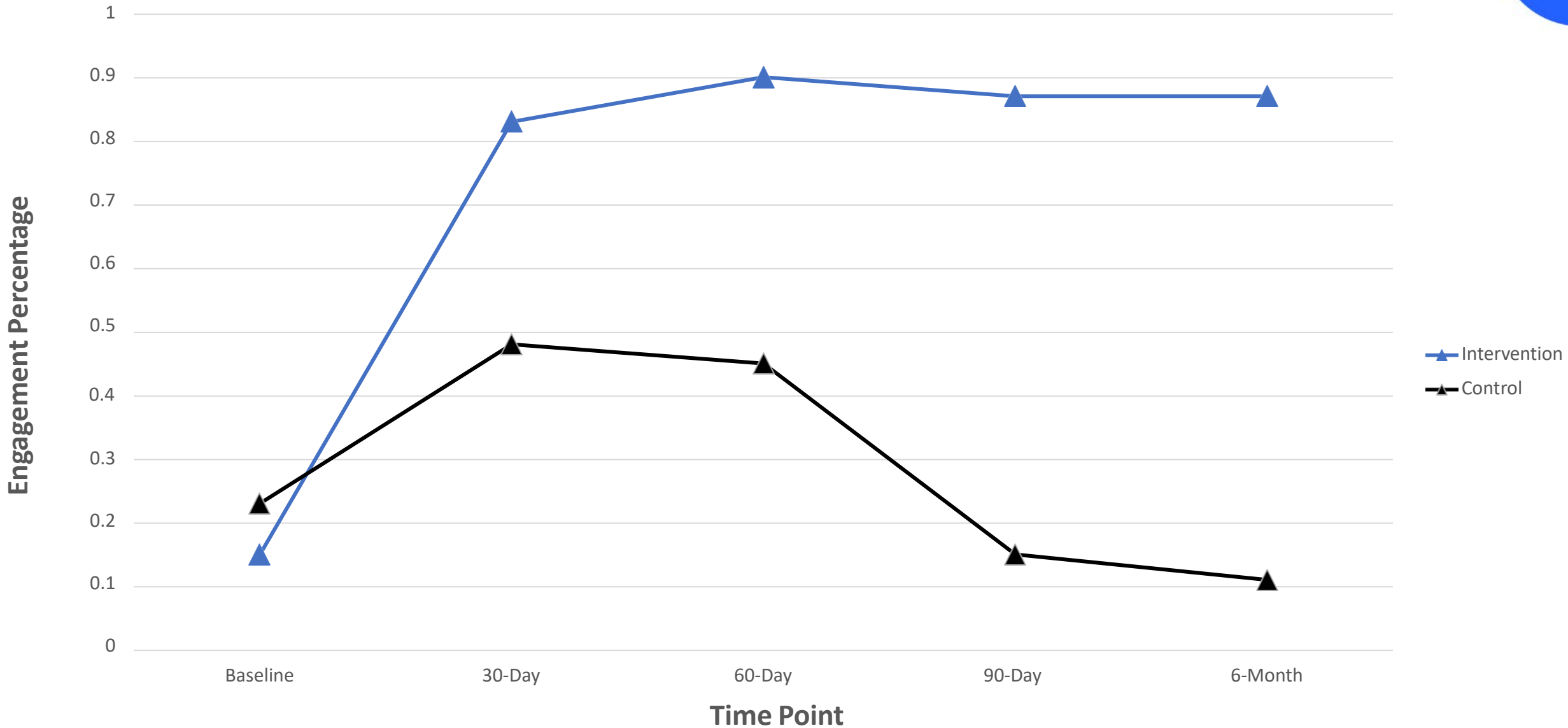
An International Journal on Biomedical  
and Psychosocial Approaches

DRUG and  
ALCOHOL  
DEPENDENCE

Sponsored by the  
COLLEGE ON PROBLEMS OF DRUG DEPENDENCE

This journal has online submission at:  
<http://ees.elsevier.com/dad>

# Percentage of Participants Engaged in Recovery Care Services by Condition: All Participants



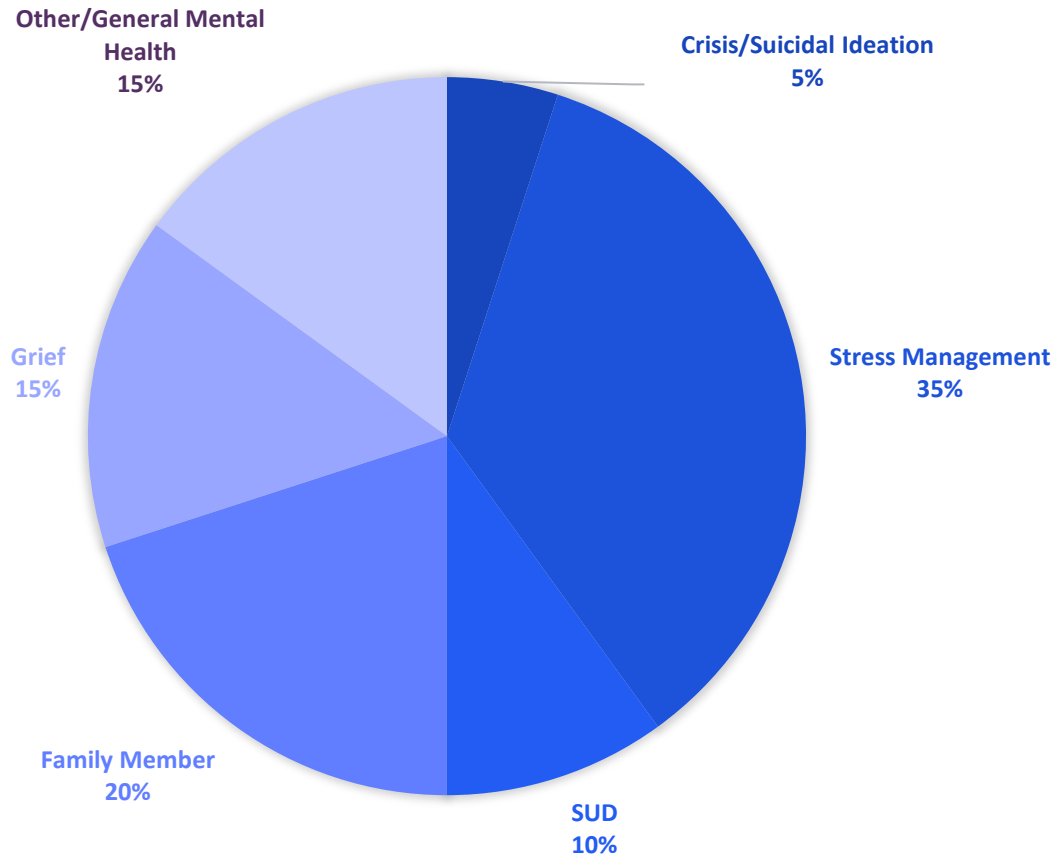
# AGC CO Pilot Results

## Pilot Overview

- 800 employees across 9 companies
- Launched June-August
- NSC Mental Health Calculator identified 57 employees and 112 family members would be impacted in the pilot population
- Customized communications including flyers, posters, digital signage, contact cards and toolbox talks

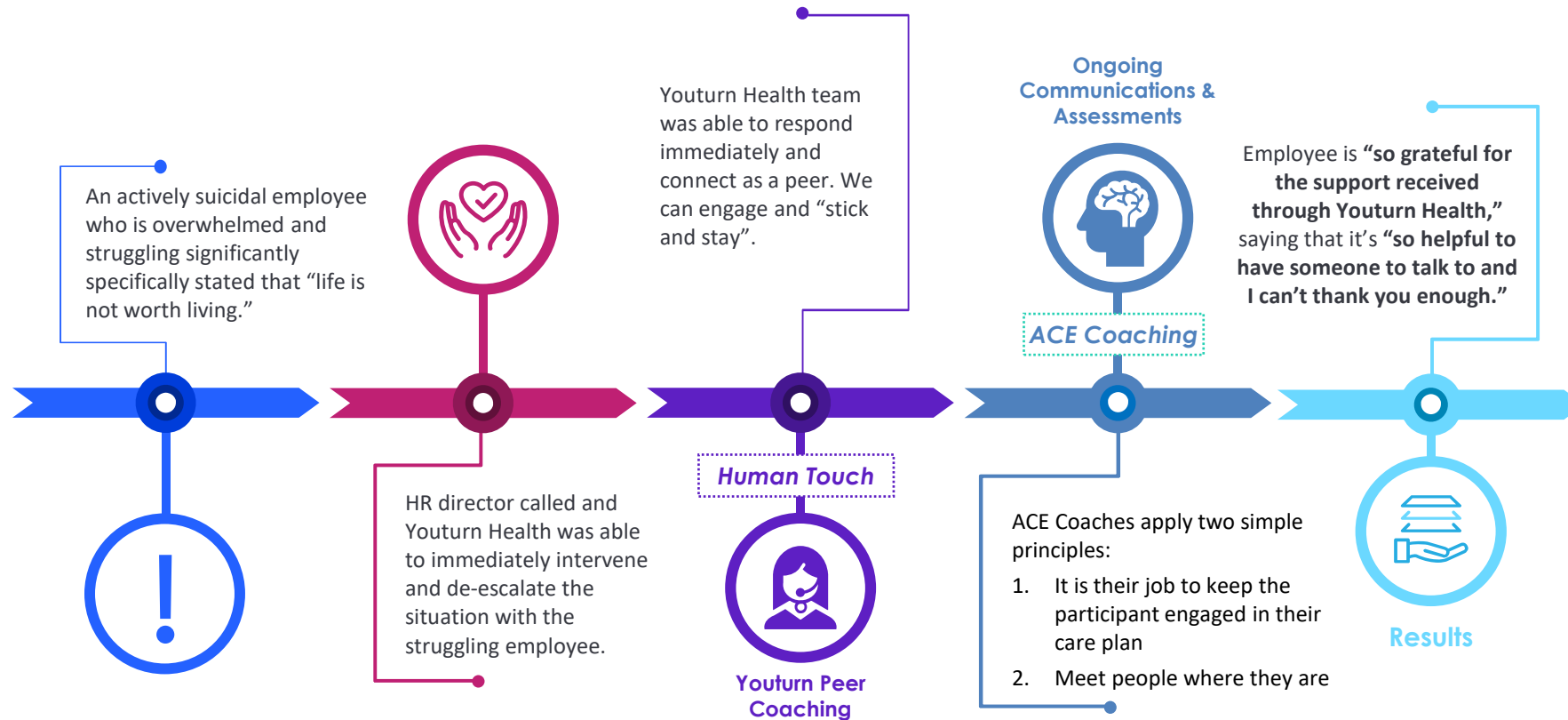
## Pilot 6 Month Results

- 12% Coaching Utilization
- 44% Youturn Registrations
- 4 Months: Average length of engagement
- The most successful engagement tactics are: HR Referrals, on-site events and webinars



## Positive Feedback/Themes:

- Scheduling flexibility
- Common sense/real world advice
- Someone to listen and understand
- Crisis Support: Immediate connection and continued support



**The participant is currently stable and remains one of our ongoing cases.**

# Thank you for your time!

## Questions?

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