



## IMPACT, INSIGHTS & NATIONAL MOMENTUM

### THE PROBLEM

THE SCOPE
TRADES & RISKS
LESSONS LEARNT
THE DATA

### THE COST OF SILENCE:

- Mental Health and Substance Use are not fringe issues
  - They are workforce safety & human issues
- Unions were built to protect
   people this is a protection issue
- Across Canada:
  - \$50B lost productivity to mental health (CAMH)
  - \$46B lost to substance use (CCSA)
- Stigma creates silence

### THE PROBLEM

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### THE HUMAN TOLL IN TRADES:

Construction workers are disproportionately impacted:

- 1 in 2 problematic MH
- 1 in 3 problematic Substance use
- High suicide & overdose rates
- In BC 55% of employed ppl worked in trades died from OD in opioid crisis
- Untreated trauma and chronic pain
- Reluctance to seek help due to job loss fears

### THE PROBLEM THE SCOPE TRADES & RISKS LESSONS LEARNT THE DATA **BUILDING SOLUTIONS** BUILDING SUCCESS

### **THE STATS WE CAN'T IGNORE:**

- · In BC:
  - Construction workers 7x> likely to die from OD
- Annual Cost to Industry
  - \$847M lost to MHSU
  - \$317M lost taxation
- This is NOT a general workforce issue,
   it's losses to TRADES specifically

### THE PROBLEM THE SCOPE TRADES & RISKS LESSONS LEARNT THE DATA **BUILDING SOLUTIONS BUILDING SUCCESS**

#### THE NOVA SCOTIA REALITY

- Nova Scotia's construction workforce ~30,000
- Extrapolated from BC data:
  - \$88M/yr lost productivity
  - \$33M/yr lost taxation
- No occupational death data in NS
- Construction Safety associations raising the alarm!
- Cost of doing nothing is already too high

## THE PROBLEM THE SCOPE

### **TRADES & RISKS**

LESSONS LEARNT
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BUILDING SOLUTIONS
BUILDING SUCCESS
BLUEPRINT FOR NS

## CONSTRUCTION WORKERS AT HIGHER RISK:

- High injury rates: 1 in 5 prescriptions for pain
- Remote work, long hours: "work hard play hard" culture
- Job insecurity & rotational cycles
- · 'tough it out' culture
- Limited access to confidential supports

# THE PROBLEM THE SCOPE TRADES & RISKS

### **LESSONS LEARNT**

THE DATA
BUILDING SOLUTIONS
BUILDING SUCCESS
BLUEPRINT FOR NS
RECOMMENDATIONS

## WHAT WORKS! (& WHAT DOESN'T):

- Generic EAPs underused & not appropriate
- Union branded, culturally specific services work!
- Peer-led supports reduce stigma
- Unique profile of trades workers short term supports don't work!
- Success requires multi-faceted approach

# THE PROBLEM THE SCOPE TRADES & RISKS LESSONS LEARNT

### THE DATA

BUILDING SOLUTIONS
BUILDING SUCCESS
BLUEPRINT FOR NS
RECOMMENDATIONS
TIME IS NOW

### **CIRP IMPACT IN NUMBERS:**

- CIRP Counselling Program:
  - 15,000+ calls for help
  - **810** workers served (2024)
  - 4,083 counselling apts.
  - 75% improved MH
- Pain Clinic:
  - 91% improved pain
  - 45% reported reduced substance use
- BuildStrong App:
  - 1,539 overdose timer activations
  - 979 downloads
- 140 skill building groups delivered
- 11,500 naloxone kits distributed

# THE SCOPE TRADES & RISKS LESSONS LEARNT

THE DATA

### **BUILDING SOLUTIONS**

BUILDING SUCCESS
BLUEPRINT FOR NS
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### **SO WHAT WORKS?**

- Multifaceted approach to MHSU
- Long-term supports & traumainformed care
- Opioid-free pain clinic
- BuildStrong App
- MH Stewards Program
- Overdose response training
- Multi-access: in-person, virtual, jobsite-based training

TRADES & RISKS
LESSONS LEARNT
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BUILDING SOLUTIONS

**BUILDING SUCCESS** 

BLUEPRINT FOR NS
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### **A PROVEN MODEL:**

- 45-yr union led program
- Governed 50/50 by labor and employers
- Recognised across the country by government & industry groups
- Recognised best practices
- Model rooted in an understanding of uniqueness of our members

# LESSONS LEARNT THE DATA BUILDING SOLUTIONS BUILDING SUCCESS

### **BLUEPRINT FOR NS**

RECOMMENDATIONS TIME IS NOW

## BUILD INNOVATION – STRENGTHEN PARTNERSHIPS:

- Leverage strong ties between BC & NS Building Trades
- Model proven union built solutions
- Fast-track access to established tools, models & clinical infrastructure
- Member-to-member transfer of knowledge
- Made-in-NS solution powered by national solidarity

# LESSONS LEARNT THE DATA BUILDING SOLUTIONS BUILDING SUCCESS

### **BLUEPRINT FOR NS**

RECOMMENDATIONS TIME IS NOW

### **SUPPORT TO SELF-SUFFICIENCY:**

- Phase 1: Program Launch (yr 1)
  - CIRP leads service delivery from BC
  - Clinical Assessments
  - Post-treatment counselling
  - Case management
  - NSBTU starts outreach & engagement
- Phase 2: Build Programming (yr 2-3)
  - CIRP mentors NS team
  - NSBTU hires & trains local staff
  - Infrastructure takes shape
- Phase 3: Handover (yrs 4-5)
  - CIRP shifts to advisory role
  - NSBTU runs program independently

# THE DATA BUILDING SOLUTIONS BUILDING SUCCESS BLUEPRINT FOR NS

### **RECOMMENDATIONS**

TIME IS NOW

### **RECOMMENDATIONS:**

- Establish joint TASKFORCE to tackle MHSU
- Build on research by CIRP establishing cross-country data
  - Prioritise data collection
- Raise awareness! Build safety.
   Create partnerships
- Build your business case!

# BUILDING SOLUTIONS BUILDING SUCCESS BLUEPRINT FOR NS RECOMMENDATIONS TIME IS NOW

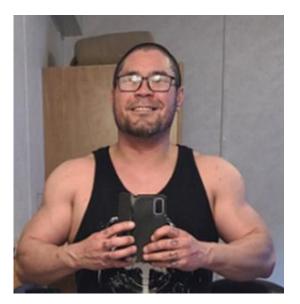
### TIME IS NOW:

- Mental health is a workforce issue, a safety issue, and a human issue
- It is a substance use issue you cannot separate them!
- NS, should and can lead the East with union-driven solutions
- CIRP offers partnerships, not a product
- NS-BC Union strong!

"The services I received from CIRP, including 1:1 counselling, WRS group, and a bed-based treatment stay, have definitely improved my mental health and sobriety. My therapist has helped me improve my communication skills and separate my emotions. I've been sober, and my therapist, has been making my life a lot easier. My emotional capacity has improved, and I've gained better communication skills, especially with the "old lady." [therapist] also got me back to work, which is a bonus!

CIRP has empowered me to face things head-on as they come and learn how to cope with different things instead of picking up and using. Overall, I feel good and more connected, especially within my work relationships. Talking to a therapist has been important—they are understanding of your needs, and they keep everything private. You guys are doing a fantastic job helping people who are in need, and emotionally, physically, and mentally, I've improved 100%."

"CIRP has empowered me to face things head-on as they come and learn how to cope with different things instead of picking up and using"

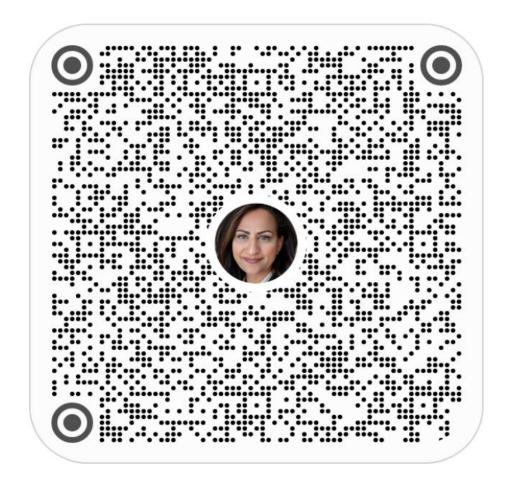


Ryan E: CMAW

### THANK YOU

Vicky.Waldron@constructionrehabplan.com

604-838-2304



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