



Achieving Lower Medical Spend

By Investing in Employees' Mental Health

Mental health and substance abuse are costing employers up to \$105 billion each year. Construction has the highest suicide rate of all industries and nearly twice the rate of substance abuse as the national average.

Why Construction?

There are multiple factors that contribute to higher substance abuse, mental health concerns, and suicide rates in the construction industry.



High Stress & Deadline Driven Work



Long Work Hours



Job Insecurity



Shame & Stigma



Injuries & Chronic Pain



Hard Labor

When individuals struggle with mental health but do not seek help or express their feelings, **they are more likely to resort to unhealthy coping mechanisms, increasing their health risks.**

Program Outcomes

This data represents over 1,400 employees spread over multiple locations in multiple states. Population is characterized by employees who work long hours and with limited access to email.

Improving Mental Health

- 54% Life Dissatisfaction
- 53% Distress
- 32% Presenteeism
- 27% Negative Health Perception
- 11% Poor Sleep

Improves Lifestyle Choices

- 72% Alcohol Binge Drinking
- 37% Not Enough Fruits/Veggies
- 30% Tobacco Smoke
- 23% Excess Processed Foods
- 22% Inactivity

Improved Biometrics

- 39% Hypertension Stage 2
- 25% Hypertension Stage 1
- 22% High Total Cholesterol
- 22% Metabolic Syndrome
- 12% Low HDL

Lower Medical Spend \$

Per Participant Per Year:

Low (0-2 Risks) \$3,644

Medium (3-4 Risks) \$5,238

High (5 or more Risks) \$9,360

Wellness Workdays is committed to improving employee mental health by providing effective wellness initiatives to help you achieve your desired outcomes. Using best practices to provide strategic direction and a hands-on approach means that, together, we will make wellness integral to your organization.