

Safety On The Inside

Behavioral health in asphalt industry

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Richard Jones is an experienced therapist, clinician, and healthcare entrepreneur operating primarily in the behavioral health space. Richard has wide-ranging professional experience across nearly all behavioral health domains, including mental health, substance use disorders, co-occurring disorders, and intellectual disabilities.

He has over 20 years of management experience and has been instrumental in the launch and rebuild of multiple programs nationwide. Richard is passionate about providing quality care and supporting people in need. He has been the founding CEO of two non-profit organizations and two for-profit business dedicated to disrupting the behavioral health space for the betterment of people in need.



Professional Credentials

- Masters Arts (MA) Sociology with Concentration in Addiction Studies
- MBA with Concentration in Healthcare Management
- Licensed Clinical Addiction Specialist (LCAS, # 4752)
- Certified Co-Occurring Disorder Professional (CCDP, # 5492)
- Certified Clinical Supervisor (CCS, # 4752)
- Internationally Certified Advanced Alcohol and Drug Counselor (ICADC, #114793)
- Internationally Certified Clinical Supervisor (ICADC, # 600033)
- Internationally Certified Co-Occurring Disorders Professional (ICADC, #300087)
- Department of Transportation Substance Abuse Professional (SAP, #13546)
- Certified ARISE Interventionist
- Certified Employee Assistance Professional (CEAP, #48034)
- Certified EMDR Trauma Therapist

Underlying principles

Myths

- Only certain people (therapists, doctors, licensed counselors) can help a person struggling with behavioral health issue.
- 10% to 40% (max) are even touched by the “professionals” EVER...
- The most important qualification is “degree” and license.

No one cares how much you
know until they know how
much you care.

The problem is not (always)
obvious

You may never know what's going on
“inside” another person...

Unless you ask...



ACAF 2024 FLORIDA ASPHALT EXPO AND CONFERENCE TOGETHER WE SHINE





“Change in baseline behavior...”

Behavioral Health

- Refers to mental health and substance use disorders, life stressors and crises, and stress-related physical symptoms. Behavioral health care refers to the prevention, diagnosis and treatment of those conditions.
 - Enables people to realize their abilities, learn well, and work well
 - Not simply the absence of mental illness/substance use disorder
 - Exists on a continuum
 - Our mental health influences – everything:
 - How we think
 - How we act
 - How we feel
 - How we manage stress
 - How we relate to other people

The Numbers per 100,000

9.4

National
Construction
Fatality Rate (BLS)

53.3

Deaths by Suicide
(CDC)

5X

(4X-14)

162.6

Deaths by
Overdose
(CDC)

17X

(5X-34)

BLS & CDC.gov

SQUARE FEET

Construction Industry Grapples With Its Top Killer: Drug Overdose

Construction workers are more likely to die of overdose than workers in any other occupation, forcing the industry to rethink its approach to safety.

 Share full article





 56

 Read in app



Figure 76. Two Milligrams of Fentanyl - A Potential Lethal Dose



Source: Network Environmental Systems (NES)

Can you spot the fake?

Counterfeit

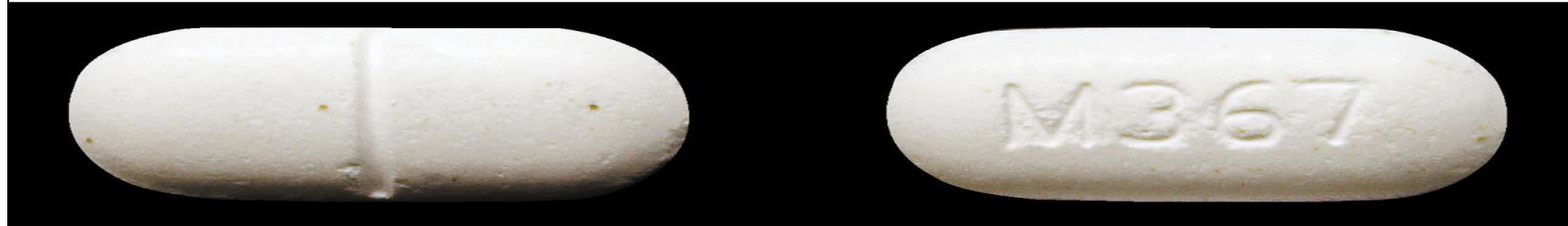


Photo courtesy of California Poison Control System, San Francisco Division

According to the DEA, this pill is a replica. Analysis of a tablet from the same batch indicated that it contained fentanyl, promethazine, acetaminophen and trace amounts of cocaine.

Real



Photo courtesy of Mallinckrodt PLC

This legitimate prescription pill made by Mallinckrodt PLC contains hydrocodone bitartrate and acetaminophen.

THE WALL STREET JOURNAL.

What's the “real” problem?



In 2021, 94% of people with a substance use disorder (SUD) did NOT receive help for their SUD.



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>



In 2021, only 6% of people with a substance use disorder (SUD) received help for their SUD.



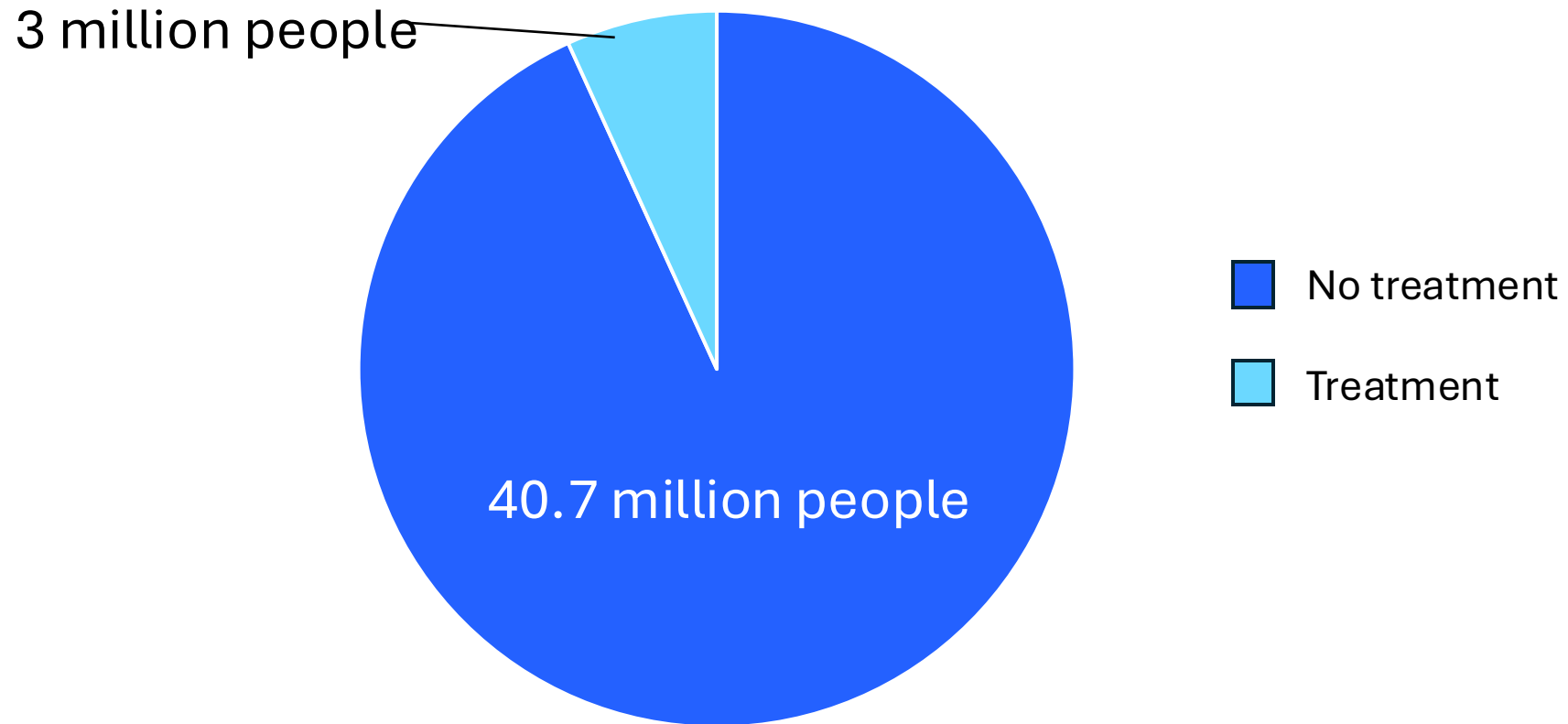
Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

Myth

- The main reason for the “treatment gap” in behavioral health is lack of access.

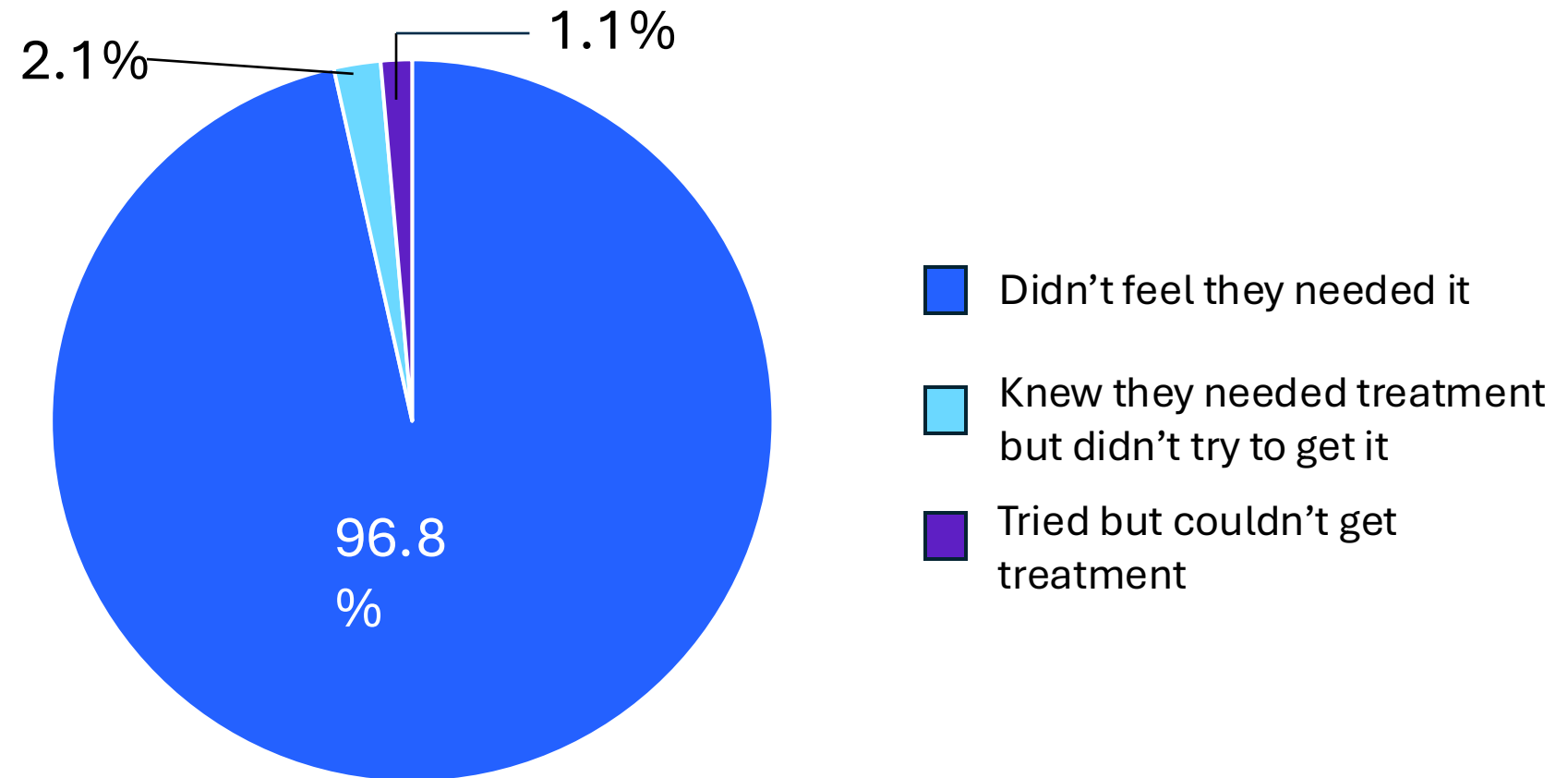
43.7 Million in Need of Treatment



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

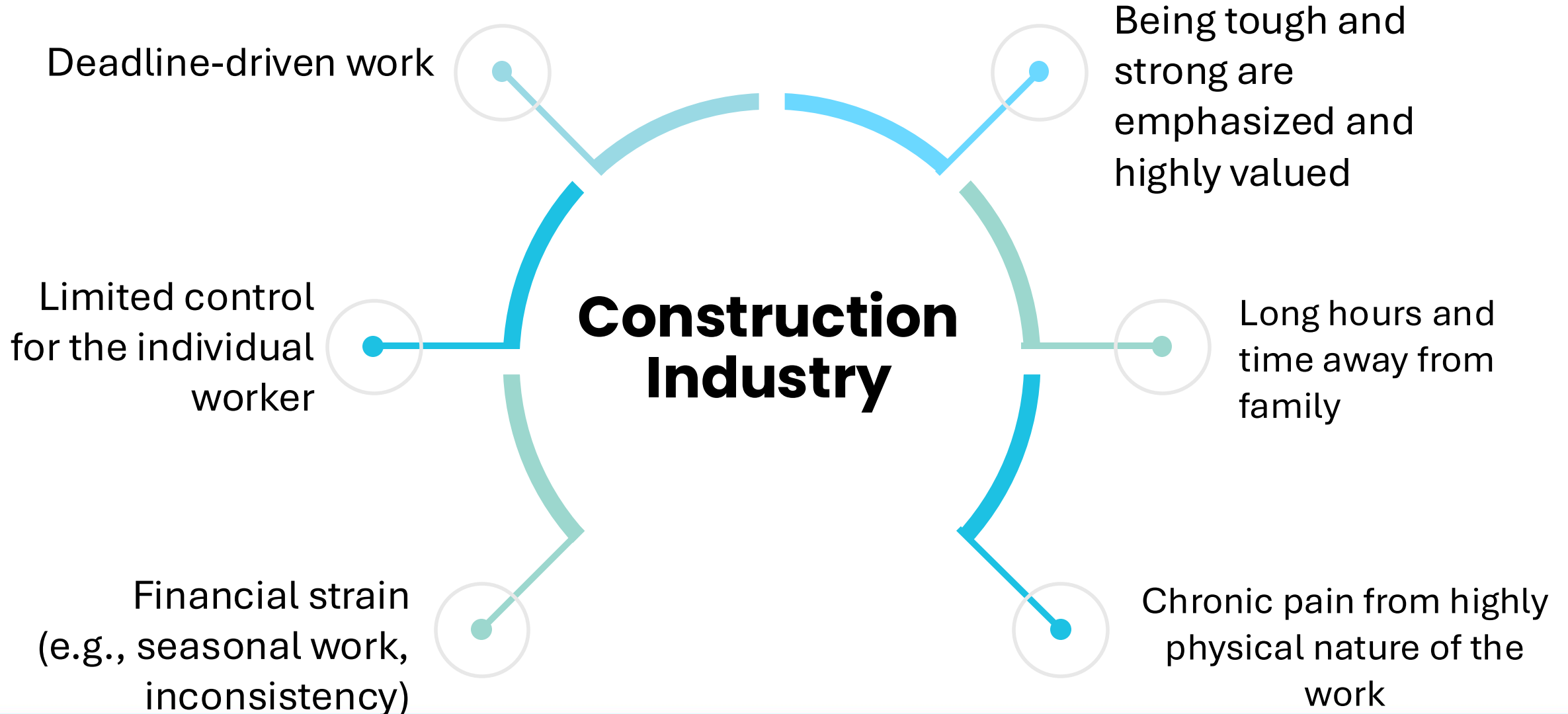
Why Don't People Receive Treatment?



Source: SAMHSA National Survey of Drug Use and Health (NSDUH), January 4, 2023.

<https://www.samhsa.gov/data/release/2021-national-survey-drug-use-and-health-nsduh-releases>

Cultural Influences



The Impact

Employer

Employers spend, on average,
over

\$15,000 more a year

on employees who
experience mental distress

SUD

Mentally distressed workers
are nearly

3 ½ times more likely

than their peers to have
substance use disorders

ROI

For every

\$1 invested in mental health
treatment,

there is a **\$4 return** in improved
health and productivity

*Statistics According to the National Safety Council

*New
studies
project
a \$7:\$1
ROI.*

Myth

- Addiction and depression is a character flaw. Get up, get moving and knock that s**t off ...

Myth

- It is best to wait for a person to hit bottom before trying to help. Otherwise the person will refuse to get help and you will become frustrated.



Too much dopamine...

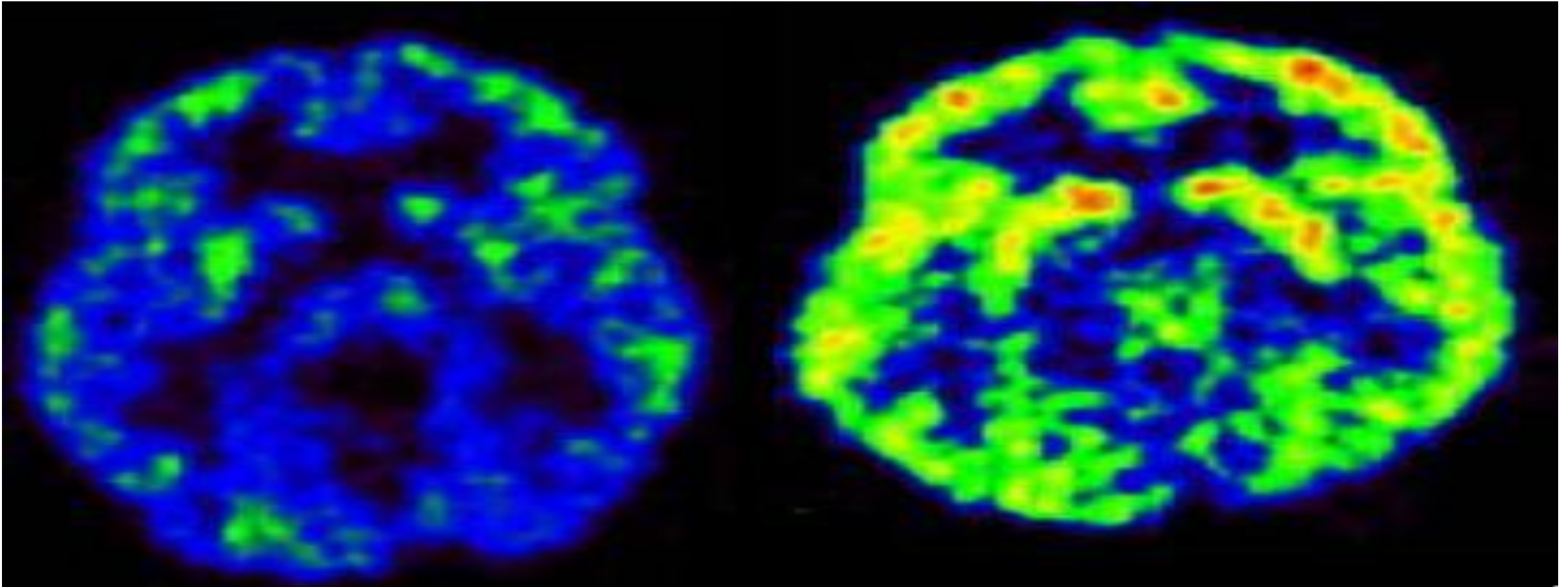
How much dopamine does an activity release?

Various activities cause the brain to release more dopamine than usual. Enjoying food brings a 50 percent boost to dopamine levels in the brain, for instance. Video games and sex also increase dopamine, and drug use does so significantly. It's not reasonable to equate the brain response to drug use with that of video games.





“It’s all in your head”...



Chronic Substance Use—Substance Use Disorder Severe. Happens over time dependent on substance, hereditary issues, age of first use.

No chronic use of substances. Healthy brain.

Gaps in the Treatment of Behavioral Health

Asking for Help

- Only a small percentage of individuals ever reach out for help
- What about those struggling that will never reach traditional support or treatment?

Family Support

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

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

Key Signs of a Behavioral Health Challenge

Identify: Observe behaviors, appearance, feelings, and thoughts



Behaviors:

Coming in late,
leaving early,
arguing, disengaging,
canceling,
withdrawing



Appearance:

Disheveled clothing,
unkept, looking tired



Feelings:

Worrying excessively,
sad, irritated, no longer
interested in hobbies,
hopelessness



Thoughts:

Concentration or
focusing issues,
being very
indecisive, self-
blame or criticism,
hopelessness

Workplace Best Practices

- Review Workplace Drug Policy
- Provide Employee Education on Behavioral Health
- Update Policies and Programs Annually to Reflect Key Initiatives
- Ensure Your Organization is Deriving Engagement and Outcomes from Programs in Place

Get Involved

- **Identify, promote, and measure** existing programs in place
- **Recognize diverse needs** and desires for support among employees
 - Conduct needs assessments and explore the needs of employees when possible
- Ensure that resources are **easily accessible for all** (e.g., different age groups, cultures, education levels, etc.)
- Explain **HOW resources are confidential** and how they are protected
- Leverage **multiple engagement techniques** (e.g., toolbox talks, training, wallet cards, stickers)

Innovative Ways to Change the Game

Gaps in the Treatment of Behavioral Health

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3 Paths to Success



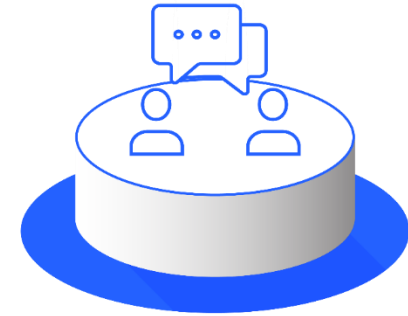
Engagement

- 3-5 minutes per video
- 35+ courses (stress management, recovery 101, etc.)
- 300+ lessons
- 24 critical conversations
- Resilience Capital Index (RCI)



ACE Peer Coaching

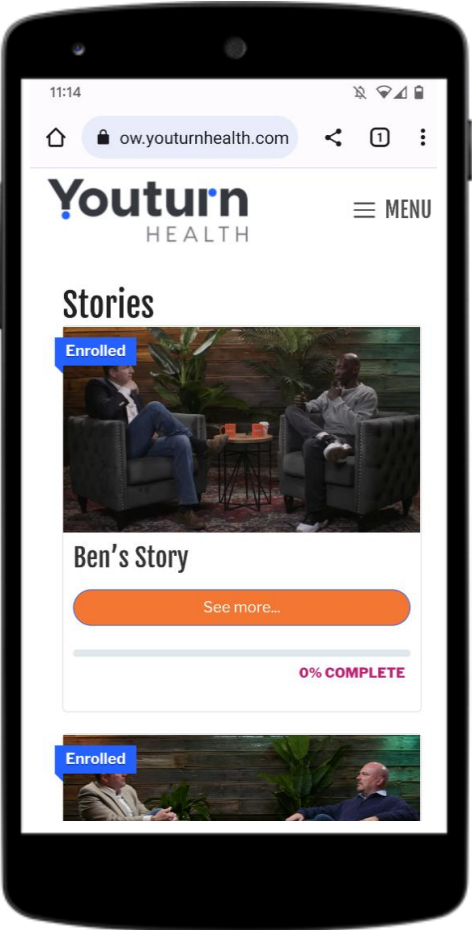
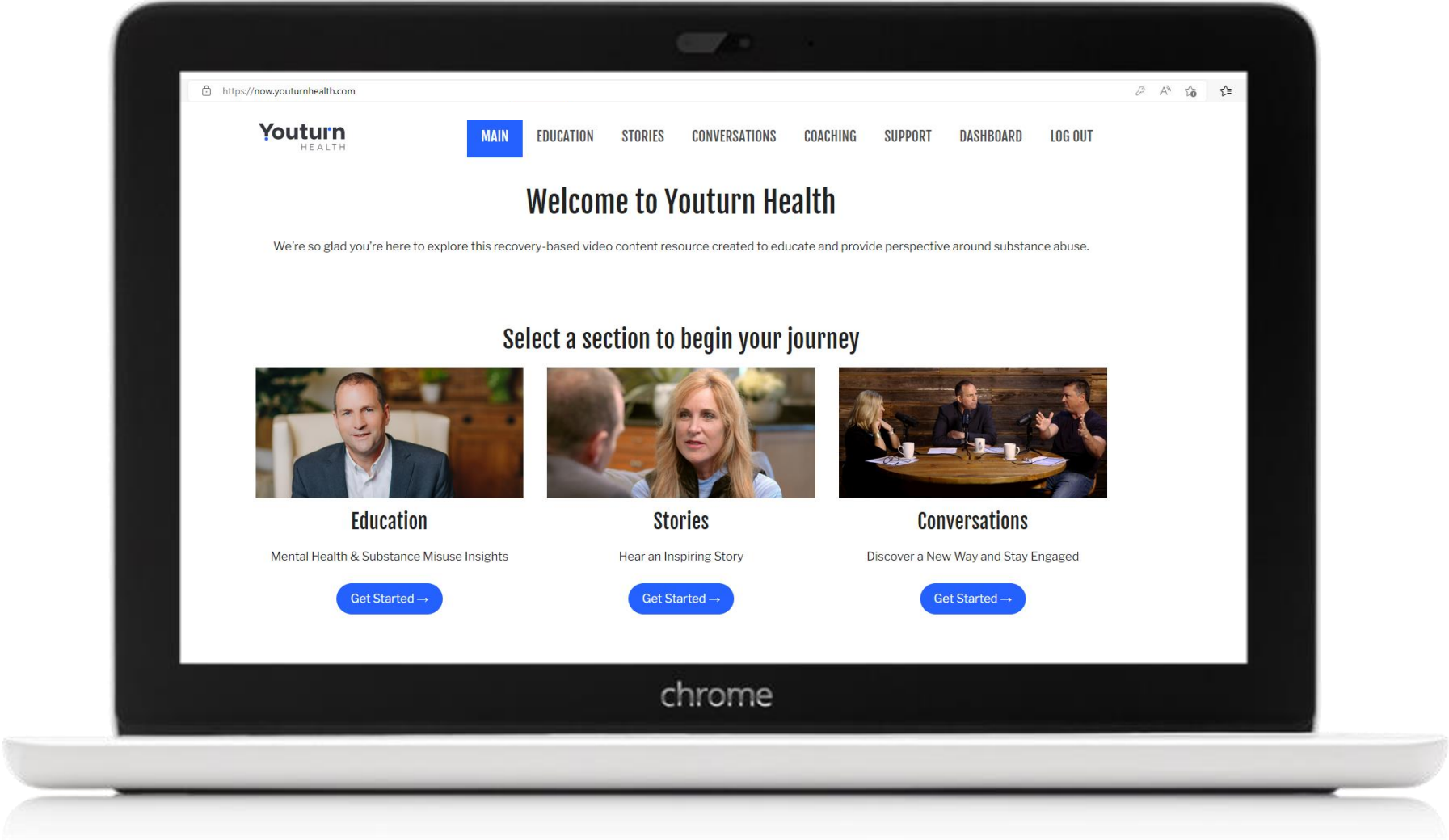
- Confidential
- Coaches paired on lived experience and demographics
- Ongoing communications
- Work with schedules via phone, text, FaceTime
- Connect in the moment
- Stick and Stay



Family Support

- Engage | Educate
Empower | Encourage
- Family support is complimentary and includes specific marketing and engagement techniques to target family members.

Online Education



ACE Peer Coaching & Family Support

Coaching Credentials

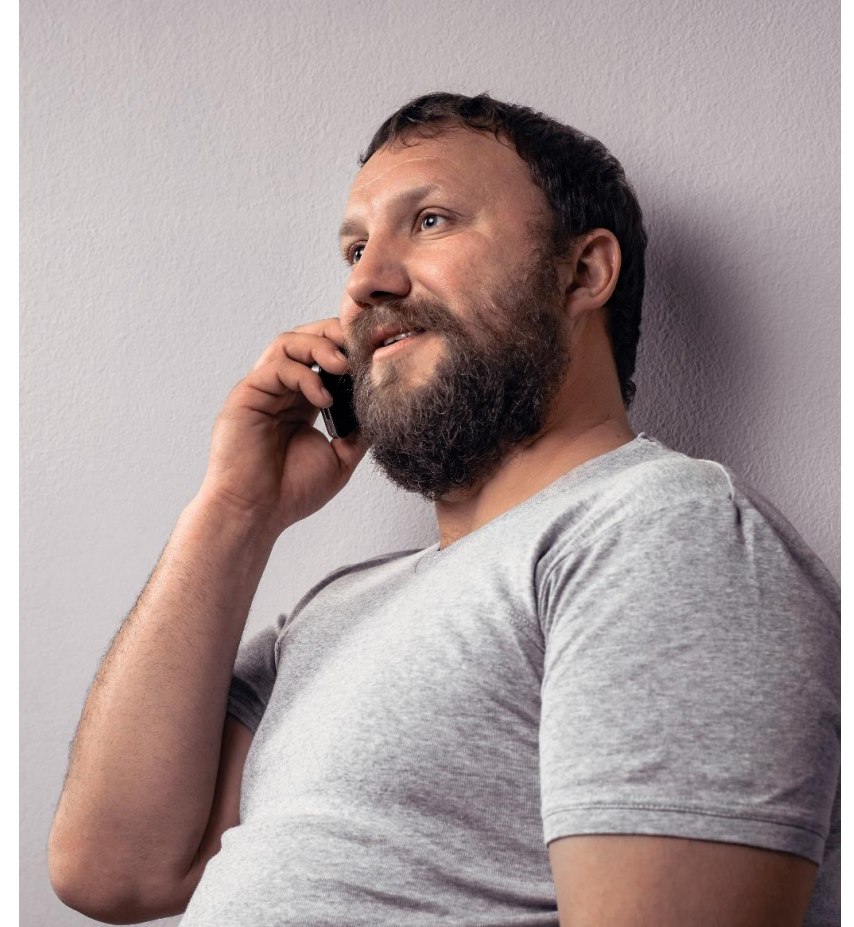
- National Certification with NAADAC
- Assertive Community Engagement (ACE) Coaching
- Dedicated and Credentialed Family Coaches
- Adherence to CFR-42 confidentiality laws and HIPAA privacy/reporting laws at federal and state level

Strategies

- Regular and consistent touchpoints with participant
- Referrals to providers and treatment
- Help high-risk/crisis cases
- Participant and Family Engagement
- Paradigm shift: The professional is responsible for the engagement of the participant

Engagement

- Establish consistent contact at appropriate level for participant
- Meet participant where they are at
- Collaborate with participant and family

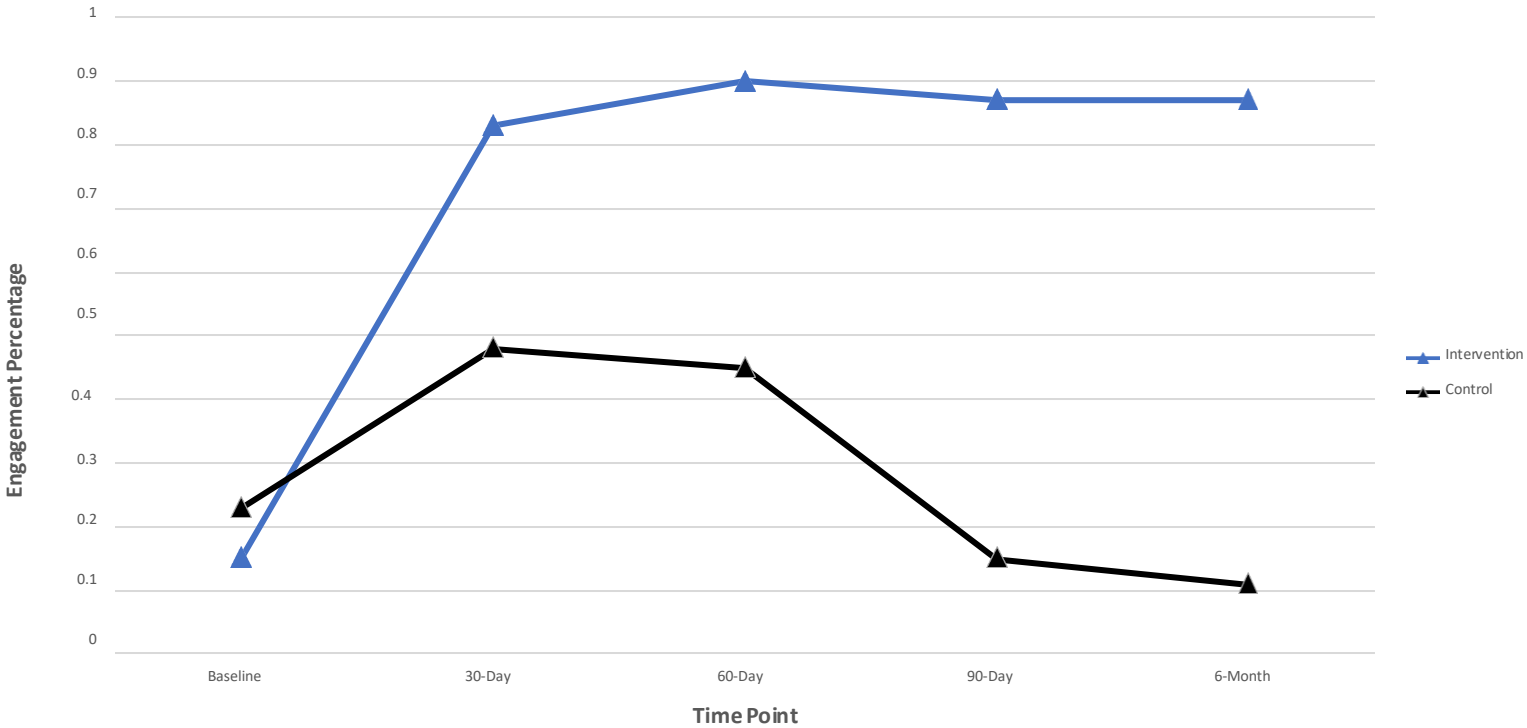


Results



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 ongoing engagement (Weisner et al, 2003). This study demonstrates that inpatient linkage to recover 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.



Randomized Control Trial Results
When paired with a coach, participants had an 89% engagement in recovery versus traditional treatment at 10%.

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 | *Clemson University, Prisma Health-Upstate, University of South Carolina School of Medicine Greenville*

Poll Question

- The Pittsburgh Steelers are the greatest sports franchise in the history of the world. True or True? I mean true or false? 😊

For More Information

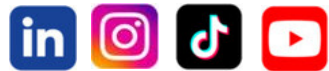
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Q & A



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