



Mental Health & Wellbeing 24/7 - 365

ACEC/PA Fall Conference
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Presenters

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- Vice President

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- VP, Health, Safety & Security

Mental Health & Wellbeing 24/7-365

- What's so important about mental health & wellbeing in the workplace?
- Keys to Managing Mental Health & Wellbeing at Work
- Employer/Employee Resources
- Example programs for smaller firms – Traffic Planning and Design, Inc.
- Example programs for larger firms – Michael Baker International, Inc.

What is Mental Health & Wellbeing?

- **Mental Health** - includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices.
- **Wellbeing** - the combination of feeling good and functioning well;
 - positive emotions such as happiness and contentment
 - development of one's potential,
 - having some control over one's life
 - having a sense of purpose
 - experiencing positive relationships

Impact – By the Numbers

Statistics

- **46% of American workers** reportedly suffer from mental health issues *
- **3 in 5 (59%)** of employees report they experienced negative impacts of work-related stress in the past year *
 - **More than 3x** as likely to say they intend to seek employment elsewhere in the next year *

Left Work for Mental Health Reasons **

Age Group	2019	2021
Millenials	50%	68%
Gen Z	75%	81%

- **39% increase** in cases of suicide at work from 2014-2019 ***
- **\$51 Billion** annual estimated cost to American employers associated with employee mental health issues **
- **\$4 return on every \$1 spent** on employee mental health & wellness benefits **

* American Psychological Association 2021 study

** Mindshare Partners Mental Health at Work Report 2021

*** US DOL Bureau of Labor & Statistics (2020)



Contributing Factors

- Inadequate policies controlling risk
- Poor communication and management practices
- Failure to support employees
- Performance pressure
- Job insecurity

Effects in the Workplace

- Lack of engagement with work and co-workers
- Productivity and performance suffers
- Reduced physical and mental capacity for daily functioning
- Misaligned communication
- Poor decision-making

Regulatory

- **OSHA General Duty Clause**

- *"Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."*

– Section 5(a)(1) of the Occupational Safety and Health Act of 1970

Consensus

- **ISO 45003 (2021)**

- Substandard of ISO 45001 (2018) – Occupational Health & Safety Management System
- Psychological Health & Safety at Work
- International Best Practices:
 - Identify Risk & establish policy
 - Leadership commitment & employee engagement
 - Operational control and assessment

Keys to Managing Mental Health and Wellbeing at Work



Wellbeing in the Workplace

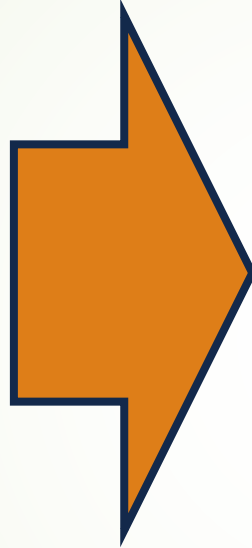
TPD's mission is to improve the quality of life for the public which also includes our employees. Our goal is to design a company culture, benefits package, and wellness program that embodies all the key elements of wellbeing to ensure that we are improving the quality of life for our employees and their families.

- ▶ Social - having meaningful relationships with co-workers and a sense of belonging.
- ▶ Career - enjoying work, feeling stimulated by the work that you do, having autonomy in work, and having the ability to set and achieve goals.
- ▶ Physical - having the energy and strength to tackle challenges.
- ▶ Community - enjoying where you work and the relationships you form with others.
- ▶ Financial - money management that eases the stress of uncertain times.

Wellness at TPD

Objectives

- Empower employees with health and financial education
- Improve employee health and wellbeing
- Increase employee morale, productivity, and satisfaction
- Continue to raise our reputation as one of the best places to work.



Policies and Practices

- Human Resources
- Leadership Support
- Wellness and Health Benefits and Policies

Worksite Based Resources & Activities

- Workshops, Classes
- Wellness Challenges
- Workout classes with an on-staff certified personal trainer

Clinical Services and Resources

- Employee Assistance Program (EAP)
- Adequate behavioral health coverage
- Family coverage

Policies and Practices: Human Resources

- Develop and oversee wellness program.
 - How to Establish and Design a Wellness Program: SHRM
- Conduct an Employee Benefits Survey to find out which benefits are the most important to your employees and where they would like to see changes.
- Answer employees' questions about benefits.
- Provide employees with additional resources and benefits.
 - Employee Assistance Program
 - Travel Assistance Program
 - Healthcare Coverage Resources
 - Mental Health/Coaching Apps: Happify, Ginger, or Iprevail
 - Healthy Rewards: Discounts on gym memberships, massage therapist, acupuncture, chiropractor, etc.



Policies and Practices: Leadership

- Need leadership's support to implement a culture that supports wellbeing and wellness.
- Ability for employees to anonymously submit comments/suggestions to leadership.
- Managers are on the front lines and need resources and education to help their direct reports get the care/resources they need.



Policies and Practices: Benefits

- ▶ Flex Time/Flexible Hours
- ▶ Remote/Hybrid work arrangements
- ▶ Work-Life balance priority
- ▶ Paid Time Off (PTO)
 - Employees are encouraged to take time off.
 - Not a use it or lose it.
 - Ability to earn additional PTO at employment milestones.
- ▶ Paid Time Off Donation
 - Anonymous donations for employees who have undergone an emergency
- ▶ Family Benefits:
 - Paid Parental Leave
 - Phased return to work.



Policies and Practices: Benefits (Continued)

- ▶ Education Assistance to assist staff with the cost of higher education
- ▶ Healthcare insurance flexibility
 - No waiting period
 - Plan options
 - Employer contribution to HSA
- ▶ Personal Wellness:
 - Wellness program that focuses on keeping you motivated all year long by giving the option to participate in team and individual challenges and win prizes
- ▶ Community Enhancement: One of TPD's corporate values is "*The commitment to bettering our surrounding communities through charitable work and giving.*" Volunteering time, as opposed to simply writing a check, can have a far greater impact to the recipient and our employees
- ▶ Company Sponsored Events:
 - "Quality of Life" Trips; to keep employees connected and engaged
 - Seasonal Office Events: ice cream socials, potlucks, lunches, etc.
 - Team Building Events: golfing, bowling, escape rooms, etc.



Worksite Based Resources & Activities: Workshops and Classes

- ▶ CPR/AED Training: Allocated money from our wellness budget to get employees CPR and AED certified
- ▶ Virtual Workout Classes
 - There are two certified personal trainers on our HR team who instruct a weekly virtual class for employees
- ▶ Behavioral Health Education Series: Virtual seminars on various topics such as:
 - Eating disorders
 - Autism
 - Children and families
 - Substance abuse
- ▶ Financial Wellness and Education
 - Retirement planning
 - Financial consultations with a licensed advisor
 - Partnerships with various local credit unions

Worksite Based Resources & Activities: Wellness Challenges

The wellness program is geared to aid with overall health, employee enjoyment, and recognition. TPD Budgeted to give out over \$8,000 in prize money to staff who have voluntarily participated in the wellness program.

- 45% of all TPD employees have participated in at least one Wellness Challenge in 2022.
- Nine Wellness Challenges for 2022.
 - Team and individual challenges
 - Challenges last usually two weeks or one month
 - The goal is to establish healthy habits that employees will carry on after the challenge is over.
- Most popular challenge is our annual step challenge: This is a 30-day team challenge in which employees must work together to hit a daily step goal.
- Flu-Shot clinic: Employees can voluntarily get their flu shot for the chance to be entered in a raffle.
- Preventative Care Visit/Biometric Screening Event: We team up with Quest Diagnostic to make it easy for employees to complete their annual physical or preventive lab work.
- We also use the app Yammer to connect and engage employees through wellness challenges.

Clinical Services and Resources: Employee Assistance Programs (EAP)

- An employee assistance program (EAP) is a work-based intervention program designed to assist employees at no cost in resolving personal problems through counseling/coaching for various reasons.
 - Alcohol or substance misuse
 - Child or elder care
 - Relationship challenges
 - Financial problems
 - Legal problems
 - Wellness
 - Traumatic Events
- EAP services are usually made available not only to the employee but also to the employee's spouse, children and non-marital partner living in the same household as the employee.
- Ensuring that these resources are easily available to employees and managers.
 - HR frequently sends out mass communication regarding the EAP and other benefit resources



What Can Employers Do

- Be aware of mental health issues
- Promote well-being
- Encourage use of Paid Time Off and respect when employees are on their time off by not calling them or requesting responses to emails when they are out of the office
- Be understanding and flexible to the needs of employees, understanding their personal situations
- Encourage open discussion in the workplace on wellness and mental health



What Can Employees Do

- Practice self-care
- Take breaks
- Seek help when you need it
- Maintain and enhance your social networks
- Engage in regular exercise and leisure activities
- Use your Paid Time Off – it's available for good reason!
- Talk to your employer about your mental health needs and resources that may be available
- Look out for each other!



Michael Baker International Wellness Program

- ▶ All employees are eligible for the Wellness Program regardless of Medical Plan enrollment.
- ▶ Over 1,500 employees enrolled in the Program.
- ▶ Robust Program that includes:
 - ▶ Activity challenges
 - ▶ Educational tools
 - ▶ Resources
- ▶ Partnered with Motion Connected.

Motion Connected

- Download app on phone.
- Access to tools and resources to help manage health and wellness goals.
- Program provides opportunities to achieve wellness points through:
 - Activity
 - Awareness
 - Healthy Choices
 - Prevention

Program Opportunities

Activity

- ▶ Daily step count or active minutes total.
 - ▶ Total Wellness Challenge, Bingo Card

Awareness

- ▶ Educational modules focus on key health topics such as:
 - ▶ Heart health
 - ▶ Stress Management
 - ▶ Healthy sleep habits

Program Opportunities

Healthy Choices

- Participating in health coaching programs.
 - Diabetes, smoking cessation, weight loss
 - Opportunity to engage with a counselor or with EAP

Prevention

- Preventive care is an essential way to manage overall health and well being.
- Encourage yearly routine medical exams, award points toward program.
 - Physical Exam
 - Dental Exam
 - Immunizations

Award Program

- Employees that earn 400 points within the given timeframe qualify for monthly reduction on their Company medical coverage premium.
- All employees can enroll, but reduction is only provided to employees with Company medical coverage.
- 2,500 employees with Company medical coverage
 - 1,500 of covered employees enrolled in Wellness Program.

Wellness Connection

- Newsletter sent out via email to all employees.
- Short reads that emphasize the four categories in the program.

Investing in You

Wellness Connection
JUNE 2022

Health Benefits of the Great Outdoors

Studies show that spending time in nature can help improve both your physical and mental health. In honor of Great Outdoors Month, learn why getting some fresh air can make a big impact on your overall health and well-being.

Feel Happier – Spending just 15 minutes a day outside can boost your mood and improve feelings of happiness. Time in nature is associated with increases in positive social interactions and a sense of meaning and purpose. It can also lessen feelings of loneliness and isolation.

Reduce Stress – Feeling stressed or overwhelmed? Head outside to soak in the relaxing effects of nature. Connecting with nature can help lower your heart rate and reduce feelings of anxiety and depression.

Improve Cognitive Function – Exposure to nature is linked to benefits such as improved memory, attention and focus and increased empathy and cooperation. Research also suggests that spending time outside can improve your creative thinking skills. When your mind is experiencing information overload, the sights and sounds of the great outdoors can provide a much-needed refresh.

Stay Active – Whether you're walking, running, biking or hiking, spending time outside is a great way to increase your overall physical activity. Staying active can help you lose weight and lower your risk of heart disease, high blood pressure and other chronic diseases. Increased physical activity also contributes to higher energy levels and better sleep.

Boost Vitamin D – Getting 15-20 minutes of sunlight exposure each day helps your body create more vitamin D. Increased levels of vitamin D support strong bones, immune health and muscle function. So soak in that sunshine – and don't forget the sunscreen!



Energize Your Morning Routine

Does your morning routine have you hitting snooze?

Keeping Your Brain Sharp

Your lifestyle plays a critical role in your brain health. Everything from nutrition and exercise to socialization and sleep is key to keeping your brain healthy and sharp. Try these tips for keeping your brain in shape.

Prioritize Physical Health – Your physical health profoundly impacts your cognitive health. Research shows that those who exercise regularly are less likely to experience a decline in

Wrap It Up



5 Ways to Wellbeing *



TALK & LISTEN,
BE THERE,
FEEL CONNECTED



DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD



REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY



EMBRACE NEW
EXPERIENCES,
SEE OPPORTUNITIES,
SURPRISE YOURSELF



Your time,
your words,
your presence

Dial 988 – Suicide & Crisis Lifeline

**Suicide is the 2nd
leading cause of death
among young people**



- Replaced 1-800-273-8255 on July 16, 2022
- Calls have tripled
- Trained counselors will listen, understand how their problems are affecting them, provide support, and connect them to resources as necessary

THANK YOU

Mental Health
And Wellbeing
24/7-365