



# PRIORITIZING MENTAL HEALTH

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# MENTAL HEALTH VS MENTAL ILLNESS

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## Mental Health:

- Emotional, psychological, and social wellbeing
- Affects how we think, feel, and act
- Helps determine how we handle stress, relate to others, and make healthy choices



## Mental Illnesses:

- Conditions that affect a person's thinking, feeling, mood or behavior, such as depression, anxiety or bipolar disorder.
- May be occasional or long-lasting (chronic) and affect someone's ability to relate to others and function each day
- Among the most common health conditions in the United States - more than 50% of Americans will be diagnosed with a mental illness or disorder at some point in their lifetime

# WELL-BEING AT AMEREN

At Ameren, well-being is about the whole-person. It extends beyond the traditional definition of health to include 4 key areas: physical, emotional, financial, and social well-being. Well-being not only addresses each area on its own, but the interconnectedness necessary to live one's best life.













# WHY IS CO-WORKER HEALTH A BUSINESS ISSUE?

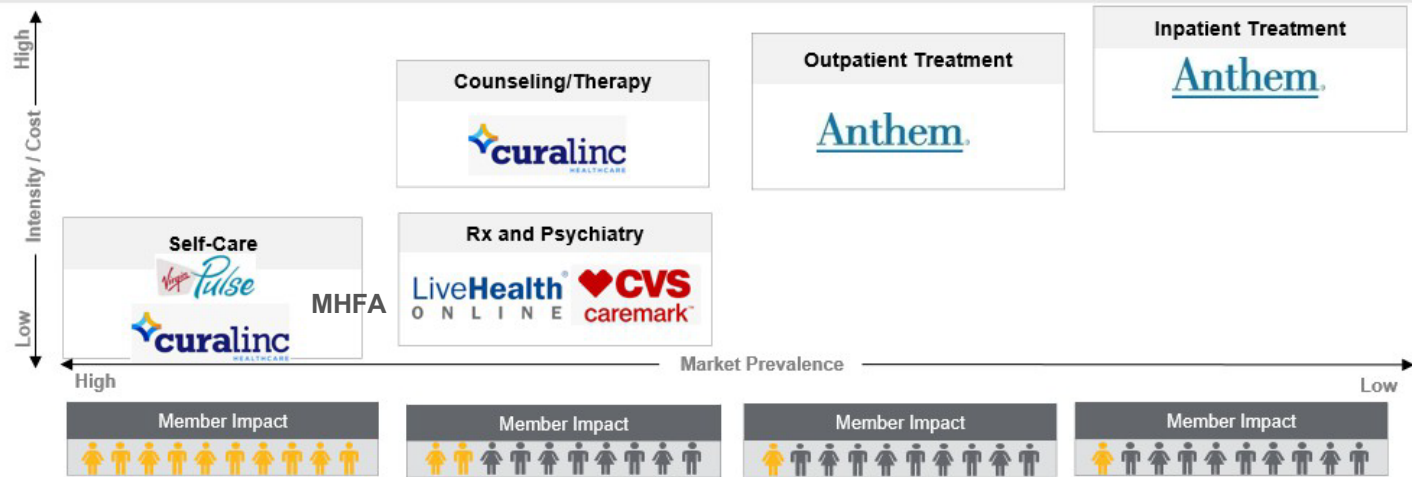
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Safer Workforce	• Healthier, more focused = injured less, heal faster
Lower costs	• Reduced medical trend and disability costs
Fewer absences	• Fewer sick days translates to more <u>hands on</u> deck and lower OT
Increased productivity	• Healthy co-workers are more productive and higher performing
Increased engagement	• Happy/healthy co-workers = more engaged workforce
Enhanced corporate image	• Positive public reflection of the company
Improved recruitment and retention	• Attracts new recruits and helps to retain current co-workers.

**Goal: Empower and inspire co-workers to live their best lives both at work and at home.**

# Ameren's Mental Health Services

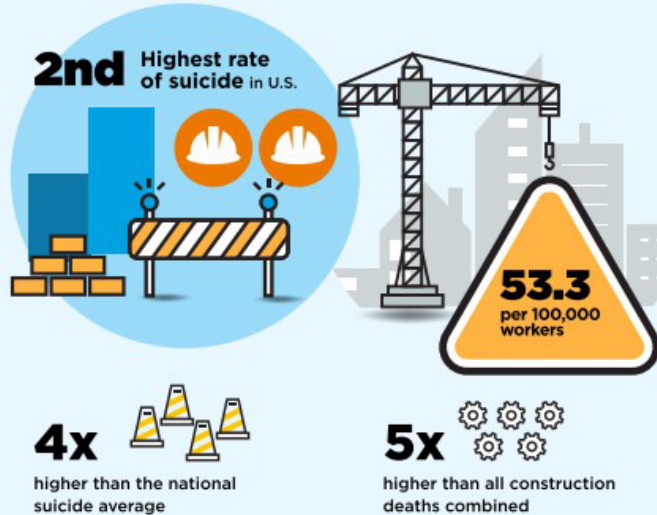
Healthy	Mild	Moderate	Severe	
<ul style="list-style-type: none"><li>▪ Stress and Resilience</li><li>▪ Sleep</li><li>▪ Work/Life Balance</li><li>▪ Financial Planning</li></ul>		<ul style="list-style-type: none"><li>▪ Anxiety, Depression, OCD</li><li>▪ Family Issues</li><li>▪ Substance Abuse</li><li>▪ Drug Therapy</li></ul>	<ul style="list-style-type: none"><li>▪ Substance Abuse</li><li>▪ Eating Disorders</li><li>▪ Severe Mental Illness</li><li>▪ Developmental Disorders</li></ul>	<ul style="list-style-type: none"><li>▪ Suicidal</li><li>▪ Acute Mental Illness</li><li>▪ Detoxification</li></ul>
				
Treated through a variety of treatment approaches				
Preventative Care	Periodic Outpatient Services	Intensive Care	Crisis Care	
				
Supported by a number of vendor resources				



# WHY MENTAL HEALTH?

Source: Center for Disease Control (CDC)

The construction industry has the



*The construction industry has one of the highest rates of suicide at 53.3 per 100,000 U.S. workers. That rate is four times greater than the national average and five times greater than that of all other construction fatalities combined.*

# MENTAL HEALTH FIRST AID

- Four Blue Hats attended the University of Missouri facilitator three-day training
- Created internal training classes with at least one person from each location.
- Program has expanded to multiple business segments.
- First Aid classes contain a mix of bargaining unit and non-bargaining unit employees.



**Mental Health FIRST AID**  
from NATIONAL COUNCIL FOR MENTAL WELLBEING

**MENTAL HEALTH FIRST AID**

**WHY MENTAL HEALTH FIRST AID?**

Mental Health First Aid (MHFA) teaches you how to identify, understand and respond to signs of mental health and substance use challenges among adults.

On average,

**130**

people die by suicide every day.

Source: American Foundation for Suicide Prevention

From 1999 to 2019,

**841,000**

people died from drug overdoses.

Source: Centers for Disease Control and Prevention

Nearly

**1 IN 5**

in the U.S. lives with a mental illness.

Source: National Institute of Mental Health

**WHO NEEDS TO KNOW MENTAL HEALTH FIRST AID**

- Employers.
- Police officers.
- Hospital staff.
- First responders.
- Caring individuals.

**WHAT IT COVERS**

- Common signs and symptoms of mental health challenges.
- Common signs and symptoms of substance use challenges.
- How to interact with a person in crisis.
- How to connect a person with help.
- Expanded content on trauma, substance use and self-care.

**THREE WAYS TO LEARN**

- **In-person (2nd Edition)** – Learners receive their training during a 7.5-hour, Instructor-led, in-person session.
- **Blended** – Learners complete a 2-hour, self-paced online course, and participate in a 4.5- to 5.5-hour, Instructor-led training. This Instructor-led Training can be:
  - A video conference.
  - An in-person class.

**Learn how to respond with the Mental Health First Aid Action Plan (ALGEE):**

- A**ssess for risk of suicide or harm.
- L**isten nonjudgmentally.
- G**ive reassurance and information.
- E**ncourage appropriate professional help.
- E**ncourage self-help and other support strategies.

Sources

American Foundation for Suicide Prevention. (n.d.). Suicide statistics. <https://afsp.org/suicide-statistics/>

Centers for Disease Control and Prevention. (n.d.). Drug overdose deaths. <https://www.cdc.gov/drugoverdose/deaths/index.html>

National Institute of Mental Health (NIMH). (n.d.). Mental illness. <https://www.nimh.nih.gov/health/statistics/mental-illness>

To find a course or contact a Mental Health First Aid Instructor in your area, visit [MHFA.org](https://MHFA.org) or email [Hello@MentalHealthFirstAid.org](mailto:Hello@MentalHealthFirstAid.org).

# BEST PRACTICES

## Mental Health First Aid Training

- ✓ Identify person or persons to become Mental Health First Aid instructors
- ✓ Attend in person or virtual training sessions
- ✓ Identify a mix of management and bargaining unit to attend to become Mental Health First Aiders
- ✓ Create Mental Health First Aid training schedule
- ✓ Continue to share success stories and talk about mental health in the workplace





# QUESTIONS?

## 988 Suicide & Crisis Lifeline

We can all help prevent suicide. The 988 Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.

