



Introducing the Construction Mental Health Alliance

PROTECTING THE PEOPLE WHO BUILD OUR WORLD

By Joseph Whiteman

In construction, some of the most effective solutions start outside of the boardroom. They take shape in the field, coming from the people closest to the work — our craft professionals, supervisors, safety professionals, and company leadership, working through real challenges and learning from experience.

When those ideas are shaped through collaboration across roles and organizations, they evolve into practical tools that can be applied across all types of work and company sizes. That's exactly how the Construction Mental Health Alliance (CMHA) came to be.

AN INDUSTRY NEED; NOT A SINGLE-COMPANY SOLUTION

Over the past several years, the American Society of Concrete Contractors (ASCC) Safety & Risk Management Council (SRMC), a group of safety and operations professionals from across the concrete construction industry, has spent significant time discussing the evolving challenges facing the workforce. While hazards like falls, struck-by incidents, and equipment risks remain critical, it has become increasingly clear that mental health, fatigue, substance misuse, and overall worker well-being are just as important to address.

These aren't separate issues; they are directly connected to safety, performance, and the long-term sustainability of our workforce. Through these discussions, one theme consistently emerged: The industry isn't short on information or strong efforts, it's challenged by how fragmented those resources can be, and the difficulty in bringing them together in a way that is accessible, credible, and practical for the construction environment.

BUILT BY THE INDUSTRY, FOR THE INDUSTRY

What started as an SRMC-driven conversation has grown into a broader industry initiative. The Construction Mental Health Alliance (CMHA) is a collaborative effort developed by industry professionals, associations, and aligned partners who recognized the need for a more coordinated and practical approach to mental health and worker well-being in construction.

This isn't a top-down program or a one-size-fits-all solution. It's a resource shaped by:

- Contractors and safety professionals working in the field
- Input from multiple organizations across the industry
- Real-world challenges faced on jobsites every day

The goal is simple: Provide practical resources that help companies take meaningful, actionable steps to support their workforce.

A SHARED VISION FOR THE INDUSTRY

At its foundation, CMHA is guided by a clear vision:

A safer, stronger, and more supportive construction industry where mental health, emotional well-being, and psychological safety are valued as highly as physical safety and embedded into every jobsite and every role.

This vision reflects a broader shift already underway across the industry which recognizes mental health not as a separate initiative, but as a fundamental component of safety, performance, and workforce sustainability.

A CENTRAL RESOURCE FOR WORKER WELL-BEING

At its core, CMHA serves as a centralized clearinghouse of curated resources, available at: www.constructionwellness.org. The platform brings together practical tools, guidance, and information focused on key areas impacting today's construction workforce, including:

- Mental health awareness and support
- Suicide prevention
- Opioid and substance misuse awareness
- Fatigue and recovery
- Head injury awareness and overall worker well-being

Rather than requiring companies to search across multiple sources, CMHA provides a single, credible location where these resources are organized and accessible. Most importantly, the content is designed to be practical and usable, supporting application across the entire organization, from the jobsite to the C-suite.



CONSTRUCTION MENTAL HEALTH ALLIANCE

CUTTING THROUGH THE NOISE

The resources available at [constructionwellness.org](https://www.constructionwellness.org) are not aggregated at random — they are thoughtfully curated and vetted by industry professionals and organizations actively engaged in this space. The focus is on providing content that is:

- Relevant to construction environments
- Practical and applicable across all levels, from the jobsite to executive leadership
- Grounded in real-world experience

This approach helps ensure that those seeking information and support can do so with confidence, knowing they are accessing resources that have been reviewed, aligned, and built with the industry in mind.

A MODEL FOR SHARING WHAT WORKS

This approach is not entirely new for ASCC or the Safety & Risk Management Council. Several years ago, what began as an internal effort to better understand and evaluate head protection evolved into what is now known as the Hardhats to Helmets (H2H) initiative (see page 52). As that group dug deeper into the research and available data, it became clear that the information being developed had value well beyond a single organization.

Rather than keeping it internal, the decision was made to make those resources available to the broader construction industry, creating a centralized, accessible platform that could help drive informed decisions and improve worker protection across all sectors.

A similar path led to the development of the Construction Mental Health Alliance. What initially began as an effort within the SRMC (to support Total Worker Health concepts for ASCC members) quickly revealed something important: There was already a wealth of strong resources available across the industry. The need wasn't to reinvent programs or create new materials — it was to organize, vet, and connect people to what already exists in a meaningful and practical way.

That realization shifted the focus. It quickly became clear that this effort was bigger than any one organization. The challenges it aimed to address, and the approaches being developed, were shared across the entire industry.

Recognizing its broader value, the decision was made not to keep it internal, but to develop it as an industry resource, one which could support companies of all sizes and help advance a more consistent, unified approach to worker well-being.

In many ways, it reflected a simple reality: The need

was too widespread, and the opportunity too important, to limit its reach. Much like H2H, it was designed to serve anyone looking to better support their workforce. At its core, this reflects a shared belief: *There should be nothing proprietary about helping workers become safer, healthier versions of themselves.*

A SHARED EFFORT ACROSS THE INDUSTRY

The American Shotcrete Association (ASA), along with other industry organizations, plays an important role in advancing safety and supporting its members. By sharing resources like CMHA, the ASA strengthens alignment across the industry and ensures that companies, regardless of size or specialty, have access to tools that can make a real difference.

This is not an ASCC-only initiative. It is a shared industry resource, built to support the construction community as a whole.

MOVING FORWARD

The challenges facing our workforce are complex. Efforts like CMHA represent a continued evolution in how we think about safety, recognizing the full scope of what it means to protect our people. Because safety today isn't just about managing hazards; it's about protecting the person behind the hard hat. It's about protecting the people who build our world.

LEARN MORE

To explore available tools and resources, visit:

www.constructionwellness.org



Joseph Whiteman, CSP, CHST, is the Director of Safety Services for the American Society of Concrete Contractors (ASCC), bringing more than 20 years of construction safety experience to the job. He's had leadership roles with Turner Construction and Morley Construction, both with a strong focus on structural concrete. Joseph has supported ASCC's mission since 2018, helping contractors build safer jobsites and stronger safety cultures while leading and contributing to several industry-wide initiatives to advance worker safety, health, and total well-being. A U.S. Marine Corps combat veteran and Purple Heart recipient, he is also an advocate for mental health and suicide prevention in the construction industry. Joseph maintains CSP and CHST certifications and holds a degree in occupational safety and health.