

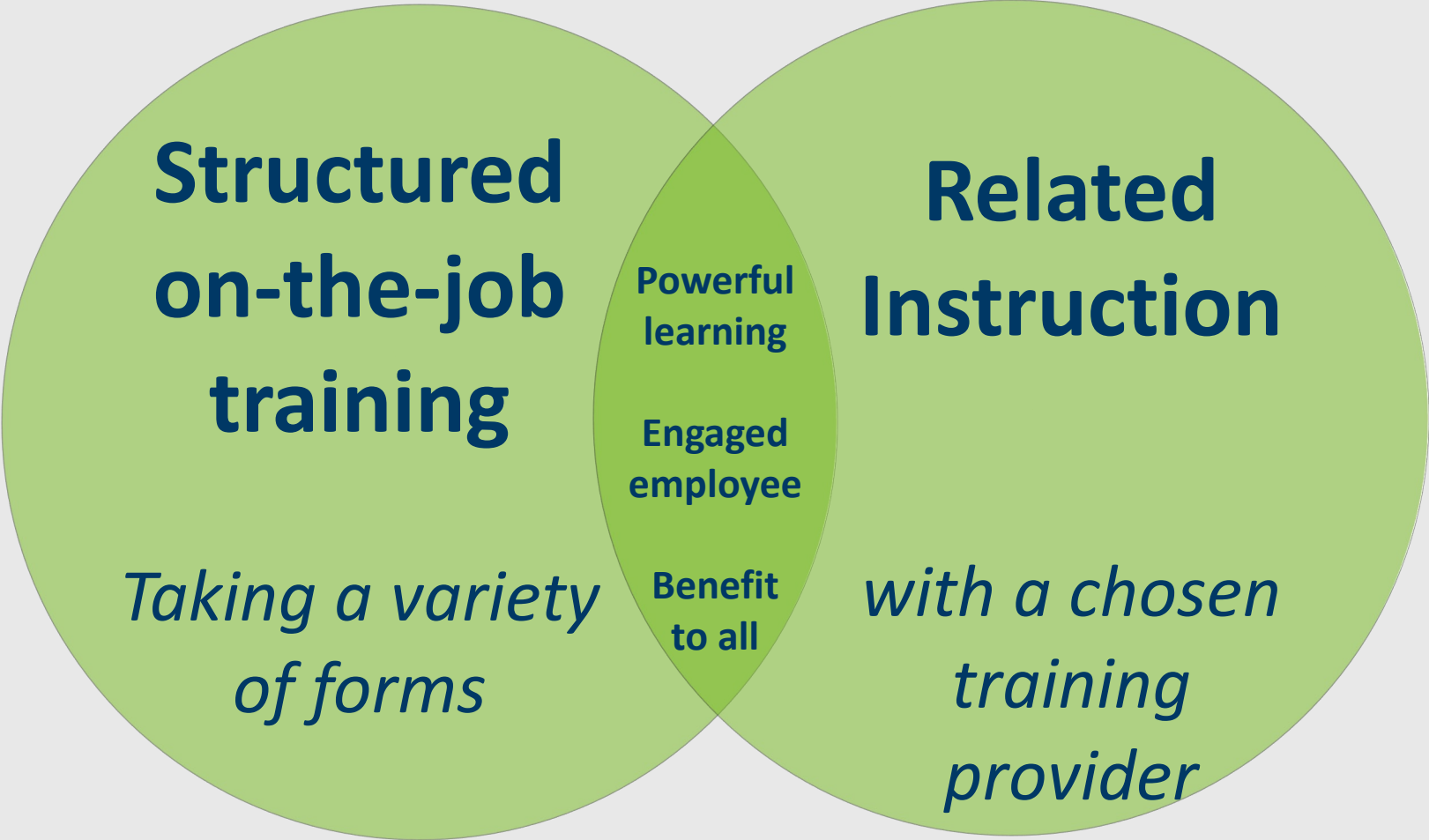
Minnesota Dual-Training Pipeline  
“Minding Your Mental Health in the Workplace”  
April 25, 2023

# What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, health care services and information technology**
- Private Investment, Public Education, Labor and Industry Experience

# Employment-Based Training



# Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the four key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

# Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Industrial Production Manager
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist / CNC Operator
- Manufacturing Engineer
- Maintenance and Repair Worker
- Manufacturing Production Supervisor
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Robotics Operator
- Safety Technician
- Solderer
- Welder

# Agriculture Occupations

- Agriculture Equipment Mechanic
- Agronomist
- Agriculture Finance/ Lender
- Application Technician
- Crop Farm Manager
- Farm Animal Manager
- Grain Merchandiser
- Horticulture Farm Manager
- Livestock Veterinarian
- Meat Cutter/Meat Processor
- Quality Assurance/Food Safety Supervisor
- Swine Technician (grow finish)
- Swine Technician (sow farm)

# Health Care Services Occupations

- Certified Nursing Assistant
- Chemical dependency and addiction technician
- Critical Care Nurse
- Community Health Worker
- Community Paramedic
- Dental Assistant
- Dental Hygienist
- Dental Therapist
- Dentist
- Electronic Health Records Specialist
- EMT to Paramedic
- Emergency Room Nurse
- Health Support Specialist
- Histology Technician/ Technologist
- Licensed Practical Nurse
- Licensed Alcohol and Drug Counselor
- Licensed Independent Clinical Social Worker
- Medical Assistant
- Medical Laboratory Assistant
- Medical Laboratory Scientist
- Medical Laboratory Technician
- Occupational therapist
- Ophthalmic Technician
- Pharmacy Technician
- Phlebotomist
- Positive Support Analyst
- Positive Support Specialist
- Psychiatric/Mental Health Technician in-patient<sup>4</sup>
- Psychiatric/Mental Health Technician out-patient
- Physical Therapy Assistant
- Radiologic Technician
- Registered Nurse
- Respiratory Therapist
- Pharmacy Technician
- Long-Term Care Facility Culinary Manager
- Surgical Technologist
- Wound, Ostomy, Continence (WOC) Nurse

# Information Technology Occupations

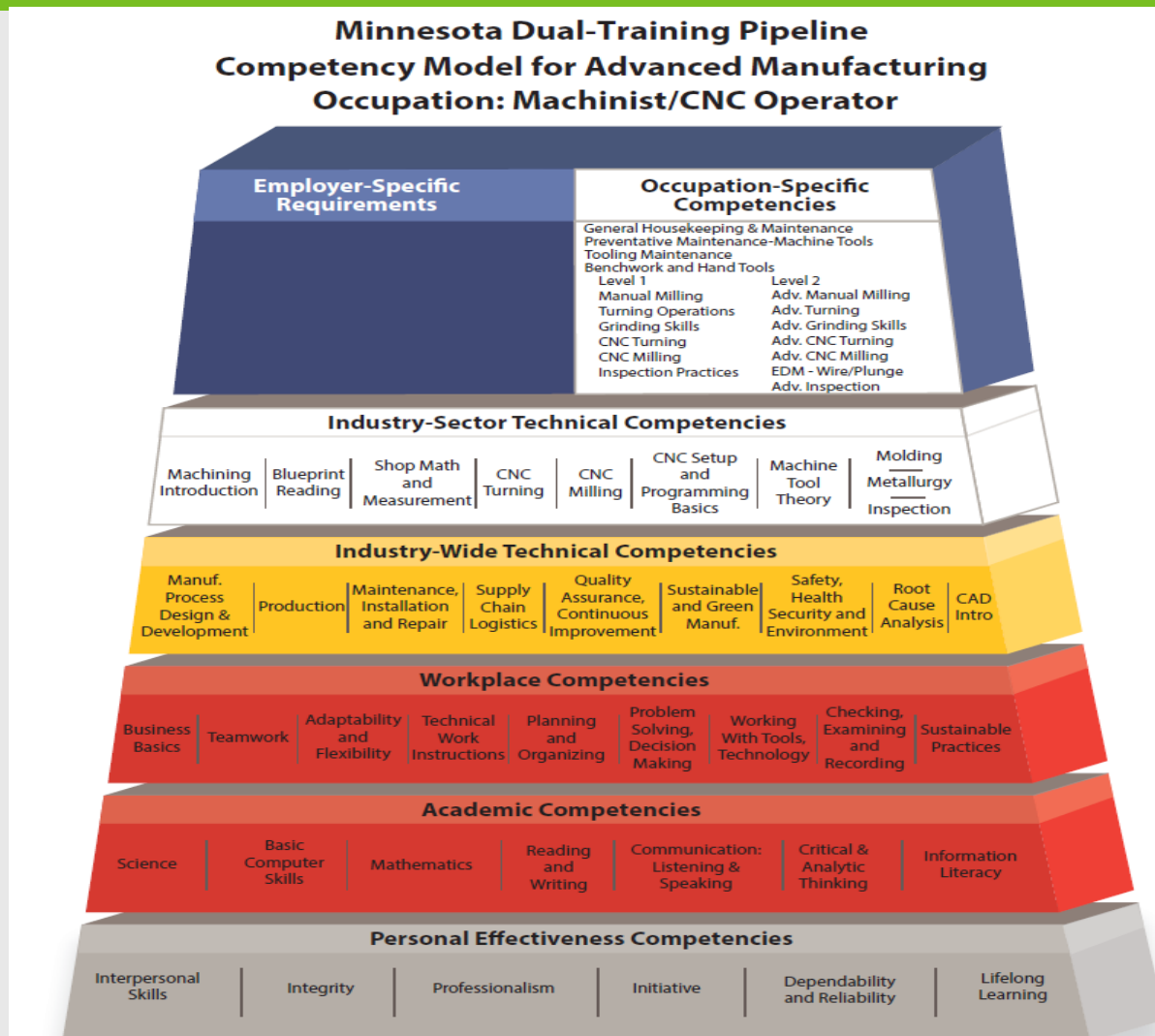
- Application Developer
- Business Intelligence Developer/Architect
- Cloud Architect
- Computer User Support Specialist
- Data Science/AI Machine Learning Specialist
- Database Administrator
- Information Security Analyst/Specialist
- IT Project Planner/Manager
- Network Engineer
- Software Engineer/Developer
- Testing and Quality Assurance Analyst
- Web Developer – Back End
- Web Developer – Front End



# New Minnesota Dual-Training Pipeline Occupations in 2023

- Livestock Veterinarian
- Industrial Production Manager
- Dentist
- Chemical Dependency and Addiction Technician
- Histology Technician/ Technologist
- Licensed Alcohol and Drug Counselor
- Licensed Independent Clinical Social Worker
- Occupational Therapist

# Minnesota Dual-Training Pipeline Competency Pyramid



Based on: Advanced Manufacturing Competency Model Employment and Training Administration, United States Department of Labor, April 2010.

\* Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

# Featured Speaker: Catherine Christianesen of NAMI





**Minding Your Mental Health  
2023 and Beyond  
Workplace**

# Learning Objectives

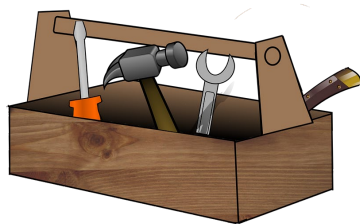
Learn these three things you can do to mind your mental health:

- Recognize the impact of current events on everyone's mental health
- Learn the steps that can be taken to promote good mental health, and how to manage expectations as we adapt to the new normal
- Know the warning signs of poor mental health and suicide, and know what to do



# Think About...

- Think about, or write down, what you may struggle with – sleep, anxiety, lethargy, etc.
- As we move through the presentation, consider what you would/could do for self care, build your toolbox...



# Mental Health & Mental Illnesses

- Mental Health: A state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community
- Mental Illnesses: Disrupts a person's thinking, feeling, mood, ability to relate to others and daily functioning



# Pre-COVID: Mental Illnesses

- 1 in 5 adults (1 in 25 for serious)
- Specifically:
  - Anxiety (18%)
  - Depression (7%),
  - Bipolar Disorder (3%)
  - Schizophrenia (1%)
- PTSD, eating disorders, Borderline Personality Disorders
- Associated with other health care conditions such as diabetes, heart surgery, MS

# Impact of Current Events

- Burnout, fatigue
- Scarcity
- "Panger"
- New normal, or *next* normal
- High prices - gas, food, inflation
- Violence
- Rollercoaster of change and emotions

While we're in the same ocean, we're not in the same boat...



## This Has Led To

- Adults struggling with their mental health
  - Depression and anxiety increased from one in ten, to one in three
- Adults report difficulty sleeping, difficulty eating
- Increase in alcohol use
- Worsening of chronic conditions
- More women than men struggling
- More younger adults with suicidal ideation

## This Has Led To

- Increased use of alcohol & drugs
  - Alcohol related deaths increased 25% in 2020
  - Opioid related deaths increased 38% in 2020
  - 55% increase in deaths involving synthetic opioids
- Compounded for people already living with a mental illness
- 34% of people recovering from COVID-19 experiencing depression or anxiety

# Creates Stress

- Stress is your body's reaction to a challenge or demand
- Stress can be positive, such as when it helps you avoid danger or meet a deadline. Short bursts = *acute stress*
- When stress lasts a long time, it may harm your health = *chronic stress*
- *Good stress, or eustress, is the type of stress you feel when you're excited*

# Impact of Stress

- Impacts Mental Health
  - Depression
  - Anxiety
  - Mood swings, irritability
- Impacts Physical Health
  - Headaches, stomach aches, sleeplessness, anger, low energy
  - Can lead to diabetes, heart disease, high blood pressure



## ***WHAT DO YOU DO?***





# Steps You Can Take To Better Health



# Work Life Harmony

- Manage expectations. How are you measuring up to your own and others' expectations? Are they realistic? Are you promising more than you can do?
- Control what you can
- When do you work best – morning, afternoon? How can you structure your day to reflect this?
- What do you do well, how can you build on that?

# Creating Your Routines

- Do you need to create a new routine? Consider boundaries.
- Take charge of your time.
- Find purpose:
  - Helps us use more effective coping strategies, such as seeing a big picture, finding a silver lining, engaging in family or religious rituals.
- Be purposeful:
  - What do I care about? What's important? What do I value?
  - Helps us manage emotional fear

# Time Management

Plan timely meals,  
consistent sleep timings,  
adequate physical activity,  
and relaxation time.

Set aside breaks at regular  
intervals to destress, and  
rejuvenate, during work  
hours.



# Nutrition

- Have nutritious snacks easily available
- Drink more water
- Eat more veggies and fruits
- Balanced meals
- Avoid too much alcohol
- Be attuned to emotional eating



[Food Shelves](#)



# Sleep

*Sleep optimizes physical, mental and emotional functioning – including cognitive functioning*

- Go to bed at the same time
- Keep a routine for how you go to bed
- Check on the conditions that help you sleep better (temperature, lighting, no technology, mattress comfort, etc.)
- Insomnia Coach App –Veterans Affairs (VA)
- Use an eye mask

# Move

30-60 minutes a day

- Dance
- Walk
- Run
- Bike
- Sports
- Yoga
- Trauma Informed Yoga
- Tai Chi
- Jazzercise



# Find Your Quiet Place

- Set aside a space to relax
- Use aromatherapy
- Take time to be grateful
- Share and celebrate good things that happen
- Being in nature can help



# Breathing Exercise

- Close your mouth and inhale quietly through your nose to a mental count of 4
- Exhale completely through your mouth, making a whoosh sound, exhale for 6
- Slow, deep, belly breaths. Exhale more than inhale, focus on how you are breathing

# Grounding

## 5-4-3-2-1 Grounding

5. **See** FIVE things
4. **Feel** FOUR things
3. **Hear** THREE things
2. **Smell** TWO things
1. **Taste** ONE thing

# Journaling and Reflection

- Write down your joys and fears
- Keep a gratitude journal
- Connect to your sense of purpose

# Technology Boundaries

- Don't look at your phone/laptop during meals or while watching TV
- Block off time to do emails, stop after a certain time
- Don't set up technology in the bedroom, avoid devices an hour before bed. Try not to use as an alarm
- Turn off or block notifications at night. Try a technology break for a day, weekend, or week

# Gratitude Awareness

- Name three things you are grateful for before you get out of bed in the morning
- Watch an uplifting or funny movie, read a good book, do something that makes you laugh or smile
- Do something that gives you joy



# Volunteer/Give Back

We feel better when we help others. Help with a food drive, write a kind note to someone, donate blood.

*When you carry out acts of kindness you get a wonderful feeling inside. It is as though something inside your body responds and says, yes, this is how I ought to feel.* Harold Kushner

# Faith, Spirituality and Culture

Staying connected to your faith community, spirituality and culture...

- Gives you a sense of purpose so you focus on what is important
- Makes you feel more connected to things outside of yourself
- Connects you to a “higher power” which can make you not feel so responsible for all things in your life
- Connects you to a community of people
- Connects you to your culture and healing practices, creates a sense of belonging, and strengthens your sense of self

# Grieve

- Acknowledge grief
- It's ok to grieve about things we've lost
  - Deaths
  - Ambiguous loss
  - Change in routines
  - Constant pivoting
  - Returning to the office

[Grief events and support groups](#)








What do you do for self-care?

# What do I do for self-care?

2015-03-18c


 Get plenty of sleep


 Tidy

 Enjoy sunshine


 Read


 Cook


 Read about people whose lives are more complicated


 Write or draw (think out loud)


 Garden

 Talk to myself

 Get a hug

 Cuddle cats

 Walk or bike (esp. in a park)

 Talk to select people

# What Employers Can Do

- Foster understanding and compassion
- Increase awareness about symptoms & promote early identification and intervention
- Publicize EAP benefits & wellness activities frequently
- Educate managers about accommodations
- Check your mental health benefits
- Refer people to NAMI

# Difficult Interactions

- Don't take it personally, they're responding to the situation not you
- Respond, don't react - keep your cool, ratio of using brain vs. heart
- Practice distance and focus; breathe
- Keep anger on one side, only allow facts you need
- Individual needs your help, no matter how they express it

# Foster Understanding and Compassion

- How we talk about mental illnesses
- Putting up signs and information about mental illnesses
- Educating staff about mental illnesses to increase understanding
- Sending cards, hot dishes, reaching out

# How We Talk about Mental Illnesses



Think of slang words for mental illness...



Crazy,	Mad
Nuts	Cracked
Insane	Kookie
Wacko	Loony
Psycho	Maniac
Demented	Berserk
Deranged	Daft

# Use Respectful & Accurate Language

- Use “people first” language
  - “a person living with schizophrenia”
  - “people experiencing mental illnesses”
- Recognize each illness is different
  - Say, “mental illnesses” or “a mental illness”
- Avoid negative language
  - Instead of “suffering from” use “experiencing”
  - Instead of “life-long” or “chronic illness” use “treatable” or “serious illness”

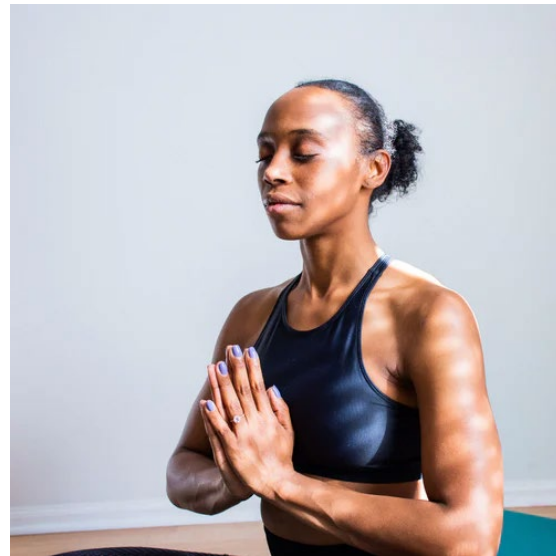


# Workplace Thoughts to Consider

- What do we need in the workplace to be able to care for ourselves, each other, and our members?
- How does our workplace make it easier and harder to care for our mental health?



# When You Can't Find Peace & Calm...



# Increase Awareness of Symptoms

- Overly emotional, short tempered, bursting into tears, angry
- Difficulty concentrating, memory issues
- Difficulty screening out stimuli
- Patterns of tardiness or absences

# Increase Awareness of Symptoms

- Changes in stamina or pace, decreased productivity, reduced interest in one's work/hobbies, no pleasure in life, low self-esteem, hopeless
- Difficulty handling time pressures, stress, schedules and multiple tasks
- Physical problems: headaches, stomach aches, racing heart, back pain

# Seek Help

- Reach out to primary care providers
- Get help – check out therapists who are in your network
- Learn what resources (EAP) are available to you
- Tell your manager if you are struggling
- Use your support system to help reduce your stress level

# Resources

- [Resources for Communities of Color](#)
- [Inclusive Therapists](#)
- [Black Mental Wellness](#)
- [Autistic Women & Nonbinary Network](#)
- [Disability and Philanthropy Forum](#)
- [Disability Justice](#)
- [NAMI Wellness in Color Podcasts](#)



# How You Can Help Others

- Arm yourself with information, contact HR or EAP, know resources
- Share concerns: “I’ve noticed...Is something going on?”
- Offer support: “How can I best support you right now/today?”
- Reach in
- Avoid using judgments: “Toughen up...snap out of it.”



# Preventing Suicide

- To save a life:
  - Express empathy, offer hope
  - Ask– asking doesn't increase the risk
  - Listen non-judgmentally. Let them know you care and will assist them in getting help
  - Don't try to do it all yourself ~ get mental health professionals and others involved
  - Don't promise secrecy and don't worry about being disloyal
  - If persuasion fails, call a hotline or emergency services

# Help for those in Crisis

- **988 Suicide & Crisis Lifeline**
  - call or text 988
  - chat  
[988lifeline.org/chat](https://988lifeline.org/chat)
- **Crisis Text Line**
  - Text “MN” to 741741
- **Mobile Crisis Teams in Minnesota**
  - Dial \*\*247747 on a mobile phone
- **Call 911** for immediate danger of harm
  - Clearly say “This is a mental health emergency”
  - Ask for a **Mobile Crisis Team**
  - OR ask for a **CIT Trained Officer**
- Find your **local county crisis number**:
  - follow the links at [mn.gov/dhs/crisis](https://mn.gov/dhs/crisis)

# Compassion



Think the best of people

Give people grace and space

Give yourself grace and space



# We Discussed

- The impact of the pandemic and current events on everyone's mental health
- Learned steps that can be taken to promote good mental health, and how to manage as we move into the new/next normal
- Discussed the warning signs of poor mental health and suicide, and know what to do

# What We Do

- Education classes, booklets and fact sheets
- Suicide prevention
- Support groups, Helpline
- Public awareness presentations
- Legislative advocacy
- NAMIWalks - 4th Saturday in September
  - Saturday September 23, 2023

# Support NAMI Minnesota

- Advocate for a better Mental Health System
  - Attend an event
  - Join an affiliate
  - Be a sponsor
  - Volunteer
- 
- Sign up for a newsletter
  - Become a member and/or donor

**SUPER SATURDAY:  
EDUCATIONAL CONFERENCE  
FOR PARENTS & CAREGIVERS**

Join NAMI Minnesota for a free, in-person workshop for parents and caregivers of children & youth living with mental illness. This event includes presentations on mental health, wellness, trauma and self care, resource booths, and community building activities with lunch.

**Saturday  
April 29<sup>th</sup>**  
08:30 AM-03:15 PM

**Black Hawk  
Middle School,**  
1540 Deerwood Drive  
Eagan, MN, 55122

Childcare is available via pre-registration only  
**REGISTER TODAY**

Sponsored by Dakota County

Questions?

Comments?





# Contact Information

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1-888-NAMI-HELPS  
[www.namimn.org](http://www.namimn.org)  
[Employer Newsletter](#)

April 2023

# The Connection to Dual Training

- Knowing about the current mental health landscape and practicing understanding and empathy for trainees as well as trainers and current employees will help your organization's culture.
- We use respectful language when we train people---doing the same around mental health is also key to improving culture and togetherness at work.
- Mentoring in dual training builds relationships ***and*** the more relationships at work, the more you know your employees, pick up on symptoms quicker when they are having mental health challenges and provide resources to help quicker.
- Dual training allows a culture of collaboration and asking for help when you need it...Carrying that same concept through for taking care of employee mental health will see similar benefits to overall employee morale and culture.

# Upcoming Minnesota Dual-Training Pipeline Events

**Save the Date –**

**Upcoming All-Industry Forum**

**Morning of June 13, 2023 --- More details to come soon!**

# Thank You!



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