



Dr. John S. Gaal, CPS, CWP, CHW-C, LAP-C

Director - Worker Wellness
Missouri Works Initiative
Ballwin, Missouri

Since March 2021, Dr. Gaal has served as the director for the MO AFL-CIO's Missouri Works Initiative's Worker Wellness Program. At the end of January 2019, after 40 years of service, John retired as the Director of Training and Workforce Development for the St. Louis-Kansas City Carpenters Regional Council. In addition, John volunteers as the Chief Learning Officer of the STLBT Wellness Coalition and Chief Research Officer of the CASPR project. As a labor representative, he continues to serve on the Postvention Committee of the Missouri Suicide Prevention Network and as a member of the International Foundation of Employee Benefit Plan's Mental Health Expert Panel. John completed a union apprenticeship in carpentry over 40 years ago and has since earned an associate's degree in construction management, a bachelor's degree in architecture, master's degree in international business, and a doctorate in organizational leadership. He also has completed post-doctoral projects at Harvard University (Trade Union Leadership, 2009) and University of Florida (Marketing & Management, 2014). John was honored with two Fulbright (Specialist) Scholarships in Labor and Industrial Relations (Tokyo, Japan; 2010 and Toronto, Canada; 2015). He has published numerous articles in peer-reviewed and professional journals on issues related to various aspects of workforce development and worker wellness. Since 2018, John has completed a variety of mental health certifications and in Q4-2023 earned his Labor Assistance Professional certification. Dr. Gaal has been married for 42 years, has four children, and has served as an adjunct professor at Webster University for more than 30 years.