



MENTAL HEALTH FIRST AID AT WORK

WHY MENTAL HEALTH FIRST AID AT WORK?

Mental Health First Aid (MHFA) at Work teaches employees how to identify, understand and respond to signs and symptoms of mental health and substance use challenges encountered in the workplace.

Approximately
10.8 million
full-time workers
have a substance
use disorder.

- [Substance Abuse and Mental Health Services Administration](#)

As many as
200 million
workdays are lost each year due to
mental health challenges.

- [Harvard Business Review](#)

Less than **10%**
of employees feel their workplace is
free of stigmas about mental health.

- [McKinsey Center for Societal Benefit](#)

FOUR LEARNING OPTIONS

MHFA at Work is fully customizable to each organization. We work with you to address your specific concerns and reinforce existing corporate benefits and resources that support workplace wellbeing.

- **Certification** – After six hours of virtual or in-person learning, learners become certified Mental Health First Aiders.
- **General Awareness** – Learners attend a 4-hour virtual or in-person session. This is a condensed version of MHFA at Work that does not result in certification.
- **Executive Overview** – Learners attend a 90-minute virtual or in-person session that provides a high-level overview of what MHFA at Work teaches.
- **Mental Health Essentials** – Options to participate in 60–90-minute live seminars covering the latest trends in mental wellbeing for the workplace.

WHAT IT COVERS

- Noticing signs and symptoms of substance use and mental health challenges.
- Navigating conversations about mental health or substance use concerns.
- Knowing that recovery is possible – and how to support it.
- Tackling mental health stigma in the workplace.
- Principles of safety and privacy.
- Building resilience and strategies to alleviate burnout.
- Reinforcing relevant Employee Resource Groups, employee benefits and HR initiatives.

WHO SHOULD TAKE IT

- Human resources and benefits partners.
- Senior leaders and front-line managers.
- Clinical and wellness staff.
- All employees dedicated to employee engagement, team building and resilience.

Sources:

Substance Abuse and Mental Health Services Administration (SAMHSA). (2014, August 7). 10.8 Million Full-Time Workers Have a Substance Use Disorder. *The NSDUH Report*. <https://www.samhsa.gov/data/report/108-million-full-time-workers-have-substance-use-disorder-2008-2012-nsduh>

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Coe, E., Cordina, J., Enomoto, K., Seshan, N. (2021, July 23). Overcoming stigma: three strategies toward better mental health in the workplace. *McKinsey Quarterly*. <https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/overcoming-stigma-three-strategies-toward-better-mental-health-in-the-workplace>