MHFA at Work Convince Your Boss Letter

Hi <Insert Your Manager’s Name>!

I’m writing to request that our HR department consider bringing in Mental Health First Aid at Work training to our company. My coworkers and I would benefit from opening the conversation around mental health and substance use challenges at work. [Research has found that feeling authentic and open at work leads to better performance, engagement, employee retention and overall wellbeing](https://link.springer.com/article/10.1007/s10902-013-9413-3), and [94% of CEOs believe a health and wellness program is essential to attracting and retaining top talent.](https://blog.fitbit.com/your-boss-cares-about-your-health-and-happiness-really/)

Fewer than one-third of people with mental health challenges get the treatment they need, and this comes at a cost — to people and to companies. Failure to acknowledge an employee’s mental health [can hurt productivity](https://www.theguardian.com/society/2018/jul/23/depressed-workers-more-productive-if-they-can-talk-to-their-bosses), professional relationships and the bottom line: For example, $17-$44 billion [is lost to depression each year](https://www.cdc.gov/workplacehealthpromotion/health-strategies/depression/evaluation-measures/index.html), whereas [$4 is returned to the economy for every $1 spent caring for people with mental health issues.](https://www.weforum.org/agenda/2016/08/workplace-anxiety-costs-more-than-you-think/)

Mental Health First Aid at Work offers learning solutions for every employee at every level, so we can figure out what works best for [company name]. [**Here’s a flyer with more information.**](https://www.mentalhealthfirstaid.org/wp-content/uploads/2023/09/2023.12.18_MHFAatWork_Marketing-Flier_general.pdf) 92% of employees who have taken the training said they felt confident in communicating and supporting colleagues experiencing a mental health or substance use challenge afterwards.

It has never been more important to focus on employee mental health and substance use challenges. I know this will have a positive impact on every employee at [insert company name]. Let me know how I can help to push this initiative forward.

Thank you for your consideration!

[Insert Name]