

# The Benefit of Mental Health First Aid in the Workplace

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Behavioral Health Initiatives

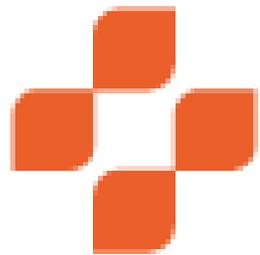


## We're Experiencing a New Era for Mental Health at Work

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- Approximately 10.8 million full-time workers have a substance use disorder
- As many as 200 million workdays are lost each year to mental health challenges
- In May of 2022, the Associated Press reported that estimates show that untreated mental illness may cost companies up to \$300 billion annually, largely because of productivity, higher absenteeism, and increases in medical and disability expenses
- Less than 10% of employees feel their workplace is free of stigmas about mental health

# What can employers do to support mental well-being and empower their employees?



**Mental Health FIRST AID**

*from* NATIONAL COUNCIL FOR MENTAL WELLBEING

**Mental Health First Aid** is the initial help offered to a person developing a mental health or substance use problem, or experiencing a mental health crisis. The first aid is given until appropriate treatment and support are received or until the crisis resolves.



# WHY CHOOSE MENTAL HEALTH FIRST AID?

Mental health problems are <b>COMMON</b> .	Learn how to <b>NOTICE</b> when someone needs help
<b>STIGMA</b> is associated with mental health problems	Promote <b>UNDERSTANDING</b>
<b>PROFESSIONAL HELP</b> is not always on hand	Encourage colleagues to <b>SUPPORT ONE ANOTHER</b>
Individuals with mental health problems often <b>DO NOT SEEK HELP</b>	Help more people <b>GET THE HELP THEY NEED</b>
Many people are not well informed and don't know <b>HOW TO RESPOND</b>	Learn how to <b>INTERVENE</b> . You might <b>SAVE A LIFE</b>

# THE RESEARCH

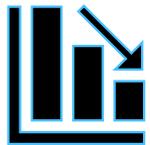
Peer Reviewed studies have been conducted around the world and show that individuals trained in the program:

- Grow their knowledge of signs, symptoms and risk factors of mental illnesses and addictions.
- Can identify multiple types of professional and self-help resources for individuals with a mental health or substance use challenge.
- Increase their confidence in and likelihood to help an individual in distress.
- Show increased mental wellness themselves.

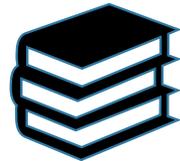
# What Participants Learn

- **Risk factors and warning signs**
- **Information**
- **A 5-step action plan**
- **Resources**

## Mental Health First Aid training in the workplace supports leaders and individual contributors



Reduces  
Stigma



Increases  
employees'  
mental  
health and  
substance  
use literacy



Increases likelihood that  
employees will reach  
out to someone who  
may be facing a mental  
health or substance use  
challenge.



Teaches employees  
how to connect a  
distressed person  
with the appropriate  
resources, in  
accordance with  
company policies.

# Blue KC offers Mental Health First Aid to our local employer groups free of charge

Since its initial offering, Blue KC has been able to certify over 500 individuals in Mental Health First Aid with seven employer groups.

<p>\$20 = </p>	<p><b>MANUALS</b> Each participant manual for the Mental Health First Aid course costs \$20.</p>
<p>\$75 = </p>	<p><b>SUPPLIES</b> The cost of supplies for one Mental Health First Aid course is approximately \$75. Supplies include pens, paper, markers and other office supplies necessary for the teaching of the course material.</p>
<p>\$170 = </p>	<p><b>ONE NEW FIRST AIDER</b> The total cost of training one new Mental Health First Aider is \$170.</p>
<p>\$1,800 = </p>	<p><b>ONE NEW INSTRUCTOR</b> The cost of training one new instructor is \$1,800. Each new instructor goes on to train hundreds of people in the potentially life-saving skills of Mental Health First Aid.</p>

When speaking of Mental Health First Aid, hear what Haley Prophet, Senior Wellbeing Specialist at Garmin International had to say:

*“By incorporating Mental Health First Aid course offerings we emphasize not only that we care about our associates’ mental health and well-being, but that we are willing to talk about it within a workplace environment. We are not seeking to find only a single solution when it comes to individual mental and emotional health, rather guide individuals to the necessary resources, tools and programs available to best suit their needs at that time. To break the stigma around discussing mental health in the workplace and openly within our communities begins with each of us. All of this combined is building trust and authentic relationships in the workplace which translate to higher performing individuals and higher contributing members of our community.”*

Lindsay Colbolt of Pembroke Schools had this to say after staff at Pembroke Hill took the course: *Knowing that 30 members of our community voluntarily engaged with MHFA training this summer has inspired confidence in various stakeholders that our school values the mental health of our community. Our leadership team has begun to discuss building on their knowledge to strengthen resources for employee mental health support. I've heard many people acknowledging their own work to be intentional in the language they use so as to contribute to a reduction of stigma related to mental illness and mental health care. Finally, there is increased interest in offering more training opportunities both for MHFA and also for additional learning opportunities. This training was inspirational, practical and foundational to our work this school year.*

## THREE WAYS TO GET CERTIFIED IN MENTAL HEALTH FIRST AID:

- ❖ **In-person** (2nd Edition) – Learners receive their training during a 7.5-hour, Instructor-led, in-person session.
- ❖ **Blended** – Learners complete a 2-hour, self-paced online course, and participate in a 4.5- to 5.5-hour, Instructor-led training.
- ❖ This Instructor-led Training can be:
  - ❖ A video conference.
  - ❖ An in-person class.

## FIND A MENTAL HEALTH FIRST AID COURSE:

- ❖ Blue KC Employers: Reach out to **Emily.Snow@BlueKC.com**
- ❖ Find a course through the National Council on Mental Wellbeing at [www.mentalhealthfirstaid.org](http://www.mentalhealthfirstaid.org)
- ❖ Take a course through the Missouri Department of Mental Health: [www.mhfamissouri.org](http://www.mhfamissouri.org)
- ❖ Contact Jamie Katz at Johnson County Mental Health at **Jamie.Katz@jocogov.org**

# THANK YOU

