



MENTAL
HEALTH
FIRST AID®



MENTAL HEALTH
FIRST AID TRAINING
AND EDUCATION

WORKPLACE SOLUTIONS

NATIONAL COUNCIL
FOR BEHAVIORAL HEALTH

CONTENT

Best In Class Solutions



Education and Training



What Employers Say



We Support You



Mental health and well-being are key to a healthy, productive workforce. But each year, nearly one in five American adults experiences a mental health disorder that impacts them at home and work. This is why leading companies are prioritizing mental health as well as physical health.

Mental Health First Aid Training and Education Workplace Solutions provides the tools you need to:

- Create and maintain a healthy, happy and high-performing workforce that recognizes the value of physical and mental health.
- Complement existing employee services and wellness programs.
- Help employees recognize and take responsibility for their mental health.



Mental Health First Aid at Work is a high-impact, skills-based training program that teaches employees how to identify, understand and respond to a person who may be developing or experiencing a mental health concern or crisis. Mental Health First Aid at Work trainings — available in person or virtually — are tailored to reflect your business with a custom presentation, resource guide and case studies.

Mental Health Essentials is a series of interactive, virtual seminars designed to inform and educate employees interested in learning more about mental health and addictions or substance use issues that impact all workplaces. Participants will learn key elements of mental health and addictions or substance use disorders in ways that are practical, culturally responsive and supportive of getting help.

Mental Health First Aid Training and Education Workplace Solutions can be the cornerstone in creating a mentally healthy workplace – one in which individuals feel valued, supported and respected. We have trained companies across the United States in all sectors and industries and hope that yours will be next.

CONTACT US

For more information about Mental Health First Aid Training and Education Workplace Solutions for your organization, email MHFAatWork@TheNationalCouncil.org or visit MentalHealthFirstAid.org



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BEST IN CLASS SOLUTIONS

An Evidence-based Approach

After training in Mental Health First Aid at Work, employees and leaders demonstrate increased confidence in their ability to recognize the signs and reach out to someone who is developing a mental health or substance use challenge, and connect them to appropriate resources in accordance with company policies. Of those trained to date, 100% say they would recommend Mental Health First Aid to others.

A New View of Employee Engagement

Employees who identify as having good psychological wellness, physical health and social relationships are more engaged.

Tailored for Your Workplace

We design your workplace solution to reflect your industry, culture and employee base with a customized presentation, resource guide and case studies.

Internationally Recognized

More than 3 million people around the world have been trained in Mental Health First Aid. In the United States alone, more than 2.5 million people are trained.

After training in Mental Health First Aid at Work employees have increased confidence in their ability to:



4 HOUR
TRAINING

67%

Recognize the signs of someone who may be dealing with a mental illness or substance use challenge/crisis.

56%

Reach out to someone who may be dealing with a mental illness or substance use problem or crisis.

36%

Ask a person directly whether they are considering suicide.

9%

Respect the person's confidentiality.

41%

Actively and non-judgementally listen to a person in distress.

59%

Offer basic first aid-level information and reassurance about the mental health concern.

49%

Connect a distressed person with the appropriate resources in accordance with company policies.

34%

Be aware of my own views and feelings about mental health/substance use as I encounter them.

58%

Recognize and correct misconceptions about mental illness and substance use.

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EDUCATION AND TRAINING OPTIONS

All Mental Health First Aid Training and Education Workplace Solutions educate people about common mental illnesses and substance use disorders, and teach them how to identify, understand and respond to warning signs and symptoms.

Solution 1: Mental Health First Aid at Work

Mental Health First Aid at Work is a high-impact, skills-based training program that teaches employees how to offer help to a person who may be developing or experiencing a mental health concern or crisis. As with physical first aid training, employees gain the skills and confidence to provide direct assistance and support until the person in need connects with professional and self-help resources. Employees also learn how to reach out for emergency services on their colleague's behalf when necessary.



Every Mental Health First Aid at Work training is administered by a select team of dynamic, business-minded Instructors who will work closely with you before, during and after the training to ensure organization leaders and employees have all the information and resources they need.

MHFA at Work Training	Virtual Option	Delivery Method - Virtual/In-person
Executive Overview	✓	90 minutes
General Awareness	✓	4 hours and two 2-hour sessions
Certification*	✓	8 hours in-person or 6 hours of blended learning

*Available Soon

Virtual MHFA at Work has a minimum class size requirement of 15 students.

Mental Health First Aid at Work does not teach or endorse diagnosis, encourage self-disclosure of mental illness or substance use, embolden participants to become counselors or promote the use of the Americans with Disabilities Act (ADA) or medical leave of absence.



Solution 2: Mental Health Essentials

Mental Health Essentials are interactive, virtual seminars designed to inform and educate employees who are interested in learning more about mental health and addictions or substance use issues that impact all workplaces. Participants will learn key elements of mental health and addictions or substance use disorders in ways that are practical, culturally responsive and supportive of getting help. The following topics are available:

- The Transition Back to the Workplace: Things to Consider for the “New Normal”
- Life-Work-Home Balance: How to Manage Stress in the “New Normal”
- When They Might Need You the Most: Tips and Tools for Mental Health First Aiders in the Workplace
- Social Isolation, Loneliness, and Employee Support Under Stressful Conditions
- Virtual MHFA and Remote Employees: Building Human Connections through Technology
- Stress, Anxiety, Depression: What it Looks Like at Work and How to Provide Support
- Safety and Crisis Resolution Management: How to De-escalate and Bridge to Appropriate Professional Resources.

Mental Health Essentials	Audience Size	Virtual
Topical Seminars - 60 minutes - 90 minutes	Unlimited	With or Without Q&A
Annual Webinar Series	Unlimited	Quarterly

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WHAT EMPLOYERS SAY

The National Council for Behavioral Health is training organizations across the country in Mental Health First Aid. Our Mental Health First Aid Training and Education Workplace Solutions, including Mental Health First Aid at Work and Mental Health Essentials, give people the skills to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to appropriate employee resources.



“Our employee relations team supporting the stores was looking to get training, given they are on the front lines, and were asking for my help in finding an appropriate training. I found the content to be extremely relevant, not just for our professional lives but also in our personal lives. I believe the training is critical for all HR leaders, and probably beyond that to serve the general population.” - **JANE BULCHER**, Abercrombie & Fitch



“I brought this training to my organization, because I feel that mental health is my biggest programming challenge. I wanted to offer something that was thorough and comprehensive. The training was excellent. The training will help some employees feel more comfortable discussing mental illness. The training ties in nicely with our culture and wellness program offerings. I am very happy we offered the session. Worth the cost.” - **NIKKI REYNOLDS**, SMP



“Mental Health First Aid allows employees to feel more prepared in a professional and personal situation concerning mental health. It demonstrates the organization’s support for this important topic. Mental Health First Aid at Work has provided awareness and the ability to understand that we all have a story of how mental health has impacted us.”
- **LAURA JEFFRIES**, Donor Alliance, Inc.



“We brought the training to our organization in response to a need at a specific location and to learn if it might be a good option to offer at additional locations. Our trainer was terrific, and we received very positive feedback from attendees on the content and delivery. I think it will help us think differently about how we promote programs that support mental health to our associates, and it enabled us to start the anti-stigma conversation with our HRBPs.”
- **JESSICA MUHLENBERG**, VF Corporation



“This training was a pilot for our organization as we start to raise mental health awareness throughout the company. The training was great; we had an excellent experience. It helped several of our managers understand mental health illnesses and know how to handle any issues that could potentially arise in the workplace. Mental health can affect employees at work frequently, and it is important that we know how to address things that come up or just know how to help people in general.” - **BROOKE CASTILLO**, Xylem, Inc.

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WE SUPPORT YOU

Mental Health First Aid Training and Education Workplace Solutions provide you and your team the information and tools to identify, understand and respond to signs of mental health and substance use challenges.

Mental Health First Aid at Work is a high-impact, evidence-based training program that teaches the skills you need to reach out and provide initial support to an employee, colleague or team member who may be developing a mental health or substance use problem and help connect them to appropriate employee resources.

Mental Health First Aid at Work is not a one-size-fits-all program. We'll work with you to tailor the training to reflect your business — your industry, your culture and your employee base — and provide a custom presentation, resource guide and case studies. We will help you find new ways to support existing policies, procedures and employee services that take mental health into account.

Mental Health Essentials, inspired by Mental Health First Aid, are interactive seminars that inform and educate employees about mental health and addictions or substance use issues that impact all workplaces. Participants will learn key elements of mental health and addictions or substance use disorders in ways that are practical, culturally responsive and supportive of getting help. These 60- or 90-minute virtual seminars include an optional Q&A session and cover a host of topics to help you and your employees transition back to the workplace.



Mental Health First Aid Training and Education Workplace Solutions:

- **Promote** a healthy, happy and high-performing workplace that recognizes the value of physical and mental health.
- **Empower** employees to have safe, respectful and effective conversations about mental illnesses and substance use disorders.
- **Encourage** employees to recognize and take responsibility for their mental health.
- **Address** the gap between recognizing a mental health and/or substance use concern and accessing treatment.
- **Complement** existing employee services and wellness programs.

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