

Mental Health First Aid Training



Employer Guide for Hosting

TABLE OF CONTENTS

1. Mental Health First Aid training overview
2. Importance of training and delivery options
3. Considerations for success, how to schedule and promote

Mental Health First Aid Training

Empowering individuals to make a difference as we work to destigmatize mental health challenges.

WebMD is offering Mental Health First Aid (MHFA) from the National Council for Mental Well-Being, because we believe that emotional health is a vital dimension of well-being. MHFA training gives individuals the skills to recognize the signs and symptoms of mental health or substance use challenges, offer and initiate help, and guide them to appropriate care if necessary.

MHFA is not therapy, a support group or training to become a therapist. It is intended to provide information and build skills similar to a standard first aid course. The training guides individuals to offer initial support to someone until they can access professional help, and it empowers them to serve as a vital link to mental health resources. The training covers strategies for helping people in both crisis and non-crisis situations.

Proven skill building for your population

Studies show that MHFA trained individuals have:

- increased mental health literacy
- the ability to spot signs, symptoms, and risk factors
- improve confidence and likelihood of helping individuals in distress
- the ability to identify and provide professional and self-help resources
- reduced stigma and increased empathy

Mental Health First Aid Training

Why is MHFA necessary for the workplace?

- 51% of employees said they've experienced a mental health issue
- 41% don't feel motivated at work
- 43% don't feel like their employer talks about the importance of mental health
- 80% of employees are confident they can find a new, more empathetic employer

Curriculum for MHFA

WebMD offer two delivery methods of this trainings with no out-of-pocket costs for the employer or employee, and any employee is welcome to complete the training. Before signing up to host a training, select the delivery method that best meets the needs of your workforce.

Curriculum includes:

- 2 hours of self-paced pre-work, lays the foundation for virtual training
- 8 hours of instructor-led training, split into two 4-hour trainings

Instructor-led training can be delivered 100% online OR in-person, employer can select option that works best.

- 1 hour of self-paced post-work, required to earn certificate

Mental Health First Aid Training

Considerations for success

Choose a champion or wellness committee member to spearhead this initiative.

Consider someone who is passionate and invested in fostering a workplace culture that prioritizes mental health education.

Get leadership support and buy-in for offering the MHFA training.

Leadership involvement will help contribute to the program's success and demonstrate to employees that mental health is a top priority. Check with leadership to determine if employees can participate on work time, which is recommended for implementation.

Choose the best time to host the training for your employees.

Consider factors such as peak hours, seasonal variations and staff availability.

Collaborate with internal communication staff.

Develop a shared plan for marketing and promotion that incorporates the customized flyer Well Wisconsin team will provide to help you promote the training. Be sure to clarify the purpose of the training, emphasizing how it equips employees with a proactive tool to contribute to a supportive workplace culture.

Consider rolling out the MHFA training to managers and supervisors first.

Then offer the training more broadly to employees across your worksite(s).

Promote the MHFA training.

Once your training is scheduled, the WebMD team develop a customized promotional flyer to help you get the word out about this opportunity.

How to schedule a training or request support

Email the WebMD team at wellwi-employersupport@webmd.net to express interest in offering this training and identify dates and times that would work well for your workforce. Additionally, you can email WebMD to schedule a meeting to learn more about this training. You can also request to have the Mental Health Program Manager attend a meeting with your leadership or wellness committee to provide more details about mental health resources available through Well Wisconsin.