

## Mental Health First Aid (MHFA) at Work



## Mental Health First Aid

- MHFA was created in Australia in 2001
- MHFA International offers training in 29 countries
- MHFA USA adapted the original program in 2008
- Has trained 4.5 million First Aiders

## National Council For Mental Wellbeing


Non-profit focusing on advocating for mental health policy and social change  
While increasing mental health literacy



## Mental Health Statistics

- In 2022, **1 in 5 U.S. adults** experienced a mental illness — that's over **59.3 million people**.
- **6% of construction workers** experienced symptoms of depression or were prescribed antidepressants.
- **14.3%** experienced symptoms of anxiety or were prescribed anxiety medications.
- **15% of workers in the construction industry** reported being impacted by substance misuse
- In 2023, more than **12.8 million U.S. adults** had thoughts of suicide.
- **79%** of all people who die by suicide are male.
- In 2021, the construction industry had the second-highest suicide rate of any major industry in the U.S.
- In 2022, **6,000 construction workers** died by suicide — a figure five times higher than all other workplace fatalities in the industry combined.

## MHFA at Work

- 
- An evidence-based, research-informed mental health training tailored to the workplace.
  - Promotes empathy, understanding, and judgment-free conversations
  - Supports mental health and substance use challenge recognition
  - Empowers individuals to support coworkers and manage their own mental wellbeing

## MHFA at Work Cont.

- MHFA at Work Intro (2-hour self-paced eLearning)
  - Understand and reduce stigma in the workplace
  - Recognize non-crisis challenges
  - Build resilience and self-care practices
- MHFA at Work Certification (4-hour instructor-led)
  - Expands on information learned in MHFA at Work Intro
  - Practice real-world response skills
  - Support coworkers in both non-crisis and crisis situations
  - Learn to connect individuals with appropriate resources

## MHFA at Work Objectives

- Describe the purpose of Mental Health First Aid and the role of the Mental Health First Aider.
- Identify the impact of mental health challenges on the well-being of adults in the U.S.
- Explain that recovery from a mental health challenge is possible.
- Explain the 5 steps of the Mental Health First Aid Action Plan (ALGEE).
- Recognize the signs and symptoms of mental health challenges and job stress and burnout that may impact adults.
- Apply the appropriate steps of the Mental Health First Aid Action Plan (ALGEE) when a person shows early or worsening signs of a mental health challenge.
- Apply the appropriate steps of the Mental Health First Aid Action Plan (ALGEE) to crisis situations.
- Choose appropriate methods for self-care following the application of Mental Health First Aid in a crisis or non-crisis situation.

## Research Outcomes

- People who are trained in MHFA:
  - Show reduced stigma and increased empathy toward those with mental health challenges.
  - Know the signs, symptoms, and risk factors of mental health and substance use challenges.
  - Show greater confidence and likelihood to help someone in distress.
  - Use their skills and knowledge as First Aiders to manage their own mental wellbeing.

## Training Strategy



- IBEW and NECA leadership
- Collaborating with various industry partners

## Contact Information

MHFA@nifmcp.com