

# Prioritize County Employee Mental Wellbeing with Mental Health First Aid



**Mental Health FIRST AID**

*from* NATIONAL COUNCIL FOR MENTAL WELLBEING





Each U.S. county is unique, from the community members it serves to the people delivering those services. But one challenge that all counties face is how to best support the mental wellbeing of their communities. Have you also considered ways to support the county employees who serve your communities **and their mental health**?

**12 billion**

working days are lost annually due to depression and anxiety...equating to around \$1 trillion per year in lost productivity.

For example, do your county employees know what to do or say if they encounter a co-worker who seems to be struggling with mental health challenges? Employees can have a range of experiences and backgrounds, and it's up to you and your county's leadership team to offer the right support and resources to create healthier and more engaged employees for more vibrant communities.

## Our Partnership with NACo

To help the [National Association of Counties](#) (NACo) achieve its vision of creating healthy, safe and vibrant counties across America, the [National Council for Mental Wellbeing](#) and NACo have partnered to offer [Mental Health First Aid](#) (MHFA) trainings to county employees and community members.

This partnership will support elected officials and county staff, who are asking for help with their own mental health and wellbeing. And, by extension, it will create a framework for counties to destigmatize mental health and substance use challenges as they provide residents with more equitable access to quality mental health and substance use treatment services.

## What is Mental Health First Aid?

Mental Health First Aid (MHFA) is an evidence-based, early intervention training program that teaches learners how to identify, understand and respond to mental health and substance use challenges. With our MHFA workplace program, **MHFA at Work**, employees gain the skills and confidence to provide direct assistance and support until the person in need connects with professional or self-help resources.

**40%**

of employees have reported that their jobs have had a negative impact on their mental health.

**75%**

of employees indicated that stigma was present in their workplaces.





### By offering MHFA at Work to your county employees, you can:

- 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 or substance use concern and accessing treatment.
- Complement existing employee services and wellness programs.
- Understand and reduce stigma in the workplace.
- Recognize and help a colleague who may be experiencing a mental health or substance use challenge.
- Implement best practices for self-care and build a resilient mindset.
- Increase employee productivity, morale and retention.
- Reduce costs associated with untreated mental health challenges.
- Improve overall psychological safety.

### Who should take the training?

- County employees at all levels.
- Elected officials.
- Human resources and benefits partners.
- Senior leaders and managers.

**81%**

**of employees said that they will consider  
how employers support mental health  
in future job hunts.**

### What content will be covered?


- Common signs and symptoms of substance use and mental health challenges.
- Mental health or substance use concerns conversations, and how to navigate them.
- Crisis situations where someone may be at risk of harm, and how to respond.
- What recovery looks like and how to support it.
- Mental health and substance use literacy.
- Principles of psychological safety and privacy.
- Resilience and strategies to alleviate burnout.
- Relevant Employee Resource Groups, employee benefits and HR initiatives.





# Learning Options

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

	<b>MHFA at Work General Awareness</b>	<b>MHFA at Work Mental Health Essentials</b>
<b>What is it?</b>	A practical, efficient workplace mental health training solution for people managers.	Live seminars covering specific mental wellbeing or substance use challenge topics or trends for the workplace.
<b>Duration</b>	4 hours	60-90 minutes
<b>Maximum number of participants</b>	30	300
<b>Applicable audiences</b>	All suitable employees dedicated to mental wellbeing, team building and resilience.	All employees, at all levels, who want to advance their training on a specific topic.
<b>Delivery method</b>	Virtual or in-person	
<b>MHFA certification?</b>	No	No
<b>Pricing*</b>	In-person: \$6,800+ Virtual: \$6,050+	In-person: \$4,500 (up to 300 participants) Virtual: \$4,050

*\*NACo members and affiliates will benefit from a 3% discount applied to our standard retail pricing. Final contract values will be determined based on scope of work, and tiered discounts will be applied for high-volume implementers.*

Each MHFA at Work course is customizable to meet your county's needs. We will work with you to address your county and workforce's specific concerns and reinforce existing corporate benefits and resources that support workplace wellbeing.



## Client-trusted, evidence-based curricula

**85%**

of learners saw an increase in overall confidence (including recognizing signs and reaching out to help) after the training.

**94%**

of learners agree, after completing the training, mental health challenges can happen to anyone and recovery is possible.

**96%**

of learners agree that the knowledge they learned will be useful in their work.

**98%**

of learners in 2021 said they would recommend the training to a colleague.

Mental wellbeing is key to a healthy, productive workforce and community. But each year, [nearly 1 in 5 American adults](#) experience a mental health challenge that impacts them at home and work. This is why leading companies and U.S. counties are creating a healthier and more engaged workforce by prioritizing mental wellbeing.

More than 400 companies champion mental wellbeing in the workplace with MHFA at Work. Since 2018, MHFA at Work has trained more than 60,000 individual employees and certified more than 10,000 Mental Health First Aiders.



ROCKDALE COUNTY  
GEORGIA



King County



### Ready to get started?

By focusing on prevention and early intervention with MHFA at Work training, you can help create a workplace where everyone can flourish.

Scan the QR code to schedule time with **Rob Rader, Sr. Client Development Manager, Mental Health First Aid**, to learn more about bringing MHFA training to your county.

**Questions? Email** [MHFA\\_NACo@TheNationalCouncil.org](mailto:MHFA_NACo@TheNationalCouncil.org).

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.