



Train your staff in Mental Health First Aid

Aetna Resources For LivingSM

A coworker is found crying at her desk. Your employee comes to work smelling of alcohol. A colleague seems overly anxious. Does your staff know what to do? How can your managers help? Does your organization have a policy to guide your response?

Mental Health First Aid training gives participants the tools to support a friend, family member or colleague who may be in emotional pain.

Mental health in the workplace¹

Mental health issues don't get left at home. And mental health problems can strongly influence employee performance, rates of illness, absenteeism, accidents and staff turnover. Consider these facts:

- Untreated mental illness costs the U. S. a minimum of \$105 billion in lost productivity each year
- 60 percent of Americans with a mental disorder get no treatment

- Mental illness is estimated to result in 35 million work days lost each year
- Almost 50 percent of managers have no training in managing workers with mental health issues

Mental Health First Aid helps you help others

Most people want to support someone with a mental health problem but they might not know how. Perhaps they're afraid of saying the wrong thing. By attending a Mental Health First Aid seminar, your staff can learn how to help.

Mental Health First Aid is an evidence-based approach.* Research shows the training helps participants:

- Better understand mental health and substance abuse
- Build confidence in skills that can help others
- Decrease stigma
- Increase positive beliefs about treatment
- Know about available resources and support options

Training packages

Training is available in two packages:

Eight hour Mental Health First Aid Certification program*	<ul style="list-style-type: none">• Provides a comprehensive overview of mental health and substance use disorders with an emphasis on panic attacks, trauma, substance abuse and suicide• Reviews risk factors, signs and symptoms of mental illness and substance use• Demonstrates skills to help participants listen without judgment, de-escalate and provide support in difficult situations• Gives opportunities to practice skills with 21 different case studies, scenarios and group activities• Identifies and offers practice in providing appropriate resources• Provides certification in Mental Health First Aid
Four hour Mental Health First Aid course	<ul style="list-style-type: none">• Identifies common mental health and substance use disorders• Reviews signs and symptoms of mental illness and substance use• Provides six interactive exercises and discussions, including three skills practice case studies for assessing risk, listening non-judgmentally and de-escalating difficult situations• Identifies appropriate resources

Manager versions are available for both programs. These trainings help supervisors address concerns while avoiding performance problems and liability.

Training that fits your team

Your workplace is unique. Training should fit your team's roles and your workplace culture. That's why we ensure Mental Health First Aid is matched to your industry and policies.

Upon scheduling, a Mental Health First Aid expert will consult with you to:

- Assess your workplace training goals
- Align the presentation with your company's policies and procedures
- Ensure materials correspond to your industry
- Adapt the exercises and presenter language to the audience's job function and your company culture
- Provide a resource list that includes both community and company services

Mental Health First Aid provides your staff with tools to decrease stigma and promote positive mental health awareness.

Simply call your account executive to learn more.

*To date, research evidence is based on the eight hour certification program

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