

In Bloom Project Case Study | Mental Health First Aid



1 The Problem: Mental Health in the workplace



64 percent of U.S. and 69 percent of Australian respondents would turn down a promotion to preserve their mental health.

- Every Australian business has a **legal responsibility** to provide a safe and healthy workplace environment.
- Yet, most **frontline managers are not enabled with the tools to assist a co-worker who is developing a mental health problem.**
- As a result of this, **Mental illness is the leading cause of sickness absence and long-term work incapacity.** It equates to \$17 billion lost to Australian businesses each year.

2 The Approach: Mental Health First Aid Training

"By increasing awareness of mental health, our people have increased empathy and better understanding on how to manage challenging situations and limit harm to the individual, themselves and other guests."

Naomi Myers, Head of People and Culture

- To connect people together, and to enrich the lives of all are important pillars of YHA's mission.
- Wanting to support their leaders, they knew the MHFA training would lead to:
 - Improved knowledge of mental illness
 - Confidence to help someone
 - Reduce unhelpful stigmatising attitudes that can prevent people from seeking help early

3 The Payoff: Managers with confidence and tools to help

"Getting the steps of the ALGEE framework mixed up can easily happen in conversations, the exercises and guidance from the facilitator made it easier to stick to the steps.

I really enjoyed the live zoom sessions; they were engaging and the knowledge/tools from these are relevant and easy to implement into the workplace"

Bren Joyce, Property Manager

4 The Investment: \$400/Person, or \$250/Person virtually

- The most comprehensive research ever conducted about mental health in NSW workplaces found that businesses which invest in workplace health promotions can get a return of more than \$4 for every \$1 invested from reduced absenteeism and better productivity (Source here).
- At \$400 / Manager in person, or less online, the course is not a big investment, and can easily be rolled out in your workplace.

"Providing our team members with the rights skills and engaging training is important to enable our people with knowledge they will find valuable in the personal and professional lives.

The cost of the training is insignificant when one considers the cost of managing a psychological workers' compensation claim. Most importantly, we are helping to destigmatise mental health issues in a world where we can all flourish together."

Naomi Myers, Head of People and Culture



Open to a conversation about it?

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