



Wellness @Work

Example Past Initiatives:

- Covered cost of paid certification trainings including Mental Health First Aid, safeTALK, and ASIST (Applied Suicide Intervention Training).
- Four-week Mindfulness-Based Stress Reduction program followed by monthly group discussions on mindfulness.
- Mental health related workshop followed by a group book club to further support learning and knowledge mobilization.



Grant Program: Mental Health Training

Description of Grant (\$3000 max): Initiatives are aimed to address the employee's resilience, increase mental health literacy and self-care strategies through offering workshops and learning opportunities. Focus can support burnout prevention or increase competence in navigating mental health related conversations to foster a mentally healthy workplace.

The Benefits

- Employees trained in mental health education and information reported improved ability to manage their work environment, greater clarity in their perceptions of stressful job characteristics, and reduced emotional exhaustion and somatic complaints.
- Increased mental health literacy has been found to improve emotional exhaustion and increase levels of personal accomplishment for participants (Elkin et al., 2025).
- Strengthens employee well-being by improving mental health knowledge, reducing stigma, recognizing concerns and offering appropriate help, and increasing the likelihood that staff use practical support skills in real conversations by identifying supports and encouraging help-seeking (Syed, 2020).
- In a research study by Kitchener and Jorm (2004), a Mental Health First Aid training course was favourably evaluated, showing improvements in participants' mental health literacy, including knowledge, stigmatizing attitudes, confidence and help provided to others.

Key Considerations

Contact Wellness@Work Advisor, Isidora Nezic, nezici@uoguelph.ca for support in:

- Identifying training needs.
- Assessing if internal consulting services can be offered to offer a customized training related to workplace mental health.
- Leveraging existing internal offerings or recommending external experts to support with training.