

# WORKPLACE MENTAL HEALTH TRAINING COURSES



**Canadian Mental  
Health Association**  
CMHA Newfoundland-Labrador  
*Mental health for all*

## Applied Suicide Intervention Skills Training (ASIST)

Applied Suicide Intervention Skills Training (ASIST) is a two-day, in-person workshop featuring powerful audiovisuals, discussions, and simulations. You'll learn how to recognize when someone may be thinking about suicide, and how to provide a skilled intervention and develop a safety plan with the person to connect them to further support. You will also consider how personal and community attitudes about suicide affect someone's openness to seek help and your ability to provide it. This workshop will increase your willingness, confidence, and capacity to provide suicide first aid.

- ✓ Minimum Participants: 8 (Age 16+)
- ✓ Cost: \$210.00 per person
- ✓ Duration: In-Person Only 2 Days (15 hours total)



## safeTALK

safeTALK is a training that prepares anyone over the age of 15 to identify persons with thoughts of suicide and connect them to suicide first aid resources.

safeTalk participants will learn to:

- Notice and respond to situations where suicide thoughts may be present.
- Recognize invitations for help that are often overlooked.
- Apply the TALK steps: Tell, Ask, Listen, Keep Safe.
- Connect someone with thoughts of suicide to appropriate community resources for further suicide-safer help.

- ✓ Minimum Participants: 10 (Age 15+)
- ✓ Cost: \$65.00 per person
- ✓ Duration: In-Person Only (3.5 hours total)





# Mental Health First Aid Basic

Mental Health First Aid (MHFA) is the help provided to a person developing a mental health problem or experiencing a mental health crisis. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved.

The MHFA Canada program aims to improve mental health literacy, and provide the skills and knowledge to help people better manage potential or developing mental health problems in themselves, a family member, a friend or a colleague.

This two day workshop with a participant's manual will teach participants to:

- Recognize the signs and symptoms of mental health problems.
- Provide initial help.
- Guide a person towards appropriate professional help.

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✓ Duration: 2 Days (12 hours)    ✓ Cost: \$200.00 per person

## Mental Health First Aid for Adults who Interact with Youth

Mental Health First Aid for Adults who Interact with Youth focuses on the basics and more specifically on mental health problems and first aid for young persons aged 12–24. The course is designed for Teachers, Social Workers, Counsellors, Law Enforcement, Coaches, Babysitters, First Responders, Healthcare Providers, Community Leaders, Parents and Family Members.

The aims of the course are to:

- Recognize the symptoms of mental health problems or crises as they develop in youth, including eating disorders and non-suicidal self-injury.
- Provide initial help when facing a mental health problem or crisis.
- Guide youth and/or adults who support them toward appropriate professional help.
- Learn how to accommodate young people who are in distress or are recovering from a crisis.

✓ Duration: 2 Days (14 hours)    ✓ Cost: \$200.00 per person

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## Mental Health First Aid for Seniors

Mental Health First Aid Seniors trains participants to effectively respond to an emerging mental health problem or crisis, until the situation is resolved or appropriate treatment is found. Adults 65 years and over with mental health problems and illnesses can account for as many as one-quarter of emergency department visits.

The aims of this 14 hour training are:

- Recognize the symptoms of mental health problems or crises as they develop.
- Provide initial help when dealing with a mental health problem or crisis.
- Guide a senior and/or caregiver toward appropriate professional help.
- Provide strategies and resources to support both seniors and their caregivers.

Who should train in MHFA Seniors - Service Providers, Informal Caregivers, Family Members, Friends and Neighbours

✓ Duration: 2 Days (14 hours)    ✓ Cost: \$200.00 per person

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# Mental Health First Aid Standard – Virtual

Mental Health First Aid (MHFA) is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis. Course participants will learn how to:

- Recognize signs that a person may be experiencing a decline in their mental well-being or a mental health crisis.
- Have conversations that encourage a person to: Talk about declines in their mental well-being.
- Discuss professional and other supports that could help with recovery to improved mental well-being.
- Reach out to these supports.
- Assist in a mental health or substance use crisis.
- Use MHFA actions to maintain one's own mental well-being.



Duration: This 8-hour course opens with a 2-hour self-directed module (Module 1) that focuses on the information and strategies that participants will discuss and practice throughout the two 3-hour virtual classroom modules (Modules 2 and 3).



Cost: \$220.00 per person

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## Mental Health First Aid Supporting Youth - Virtual

Mental Health First Aid (MHFA) Supporting Youth is the help provided to a person who may be experiencing a decline in their mental well-being or who might be in a crisis. The course is designed for adults who have frequent contact with young people, for example, parents and guardians, teachers and other school staff, sports coaches, and youth workers. Course participants will learn how to:

- Recognize signs that a young person may be experiencing a decline in their mental well-being or who might be in a mental health or substance use crisis.
- Have conversations that encourage a young person to talk about their mental well-being.
- Discuss professional and other supports that could help with recovery to improved mental well-being.
- Reach out to these supports.
- Assist in a mental health or substance use crisis situation.
- Check in with one's own mental well-being and take action as needed.

**Upon registration, participants receive a link to the “MHFA Reference Guide” that outlines MHFA actions for developing mental health and substance use problems, and mental health crises.**



Duration: This 10-hour course opens with a 2-hour self-directed module (Module 1) that focuses on the information and strategies that participants will discuss and practise throughout the virtual classroom modules (Modules 2 and 3).



Cost: \$220.00 per person

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## CMHA Certified Psychological Health and Safety Advisor Training

CMHA's Certified Psychological Health and Safety Advisor Training program will help individuals who are working to address the issue of mental health in workplaces by implementing the National Standard of Canada for Psychological Health and Safety in the Workplace. This in-demand certification provides employees, managers, and leaders with an intensive learning experience focused on eliminating barriers and building the case for a mentally healthy work environment. Employers will see those with this certification as skilled change-makers, having the practical expertise to help move organizational wellness strategies forward and implement the Standard in their workplaces.

This certification training is geared towards a variety of individuals who may be tasked with addressing psychological health and safety in the workplace including professionals in human resources, occupational health and safety, health and wellness, or disability management. Leaders and organizational champions for mental health in the workplace are also encouraged to register.



Duration: Four 3.5-hour webinars (14 hours)



Cost: \$1,250.00 per person

## Mental Health Works

Mental Health Works is a nationally available program of the Canadian Mental Health Association that builds capacity within organizations to effectively address the many issues related to mental health in the workplace. This workshop is targeted towards managers, supervisors, Human Resource personnel and Occupational Health and Safety Representatives, and Union Representatives who are responsible for managing employees.

This one-day workshop:

- Promotes positive mental health for all, and effectively reduces the stigma around mental illnesses.
- Teaches practical skills to help address mental health problems at work.
- Provides a holistic understanding of mental health and mental illness.
- The workshop is made up of four modules. The modules touch on awareness building, responding skills and collaborative change.



Duration: 1 Day (7 hours)



Cost: \$165.00 per person



## Resilient Minds for Community Workers

This evidence-based, trauma- and violence-informed course is designed to enhance the psychological well-being of frontline workers in social service agencies. The course aims to build psychological resilience and protect the mental health of individuals working in potentially distressing environments. Participants will gain the knowledge and skills needed to proactively address stress, recognize its effects in themselves, peers, and clients, and apply practical strategies for resilience. Through case scenarios, they will practice using the 4R Action Toolkit® to communicate effectively with colleagues and support clients in distress, fostering a proactive and responsive approach to mental well-being.



Duration: 1 Day (7 hours)



Cost: \$160.00 per participant up to a maximum of 15





# The Working Mind

The Working Mind is an educational program aimed at improving mental health in the workplace and reducing the stigma around mental illness. Based on the Department of National Defence's Road to Mental Readiness (R2MR), it provides employees with tools and strategies to support their mental health and well-being. The program's goals include fostering an inclusive, supportive workplace where all employees, including those with mental health challenges, can thrive and perform at their best. It encourages employees to seek help when needed and promotes respect and understanding of mental health issues in the workplace.

- Objectives:
- Understand the impact of mental health problems and illnesses in the workplace.
- Help employees recognize signs of poor mental health in themselves and others.
- Raise awareness about mental illness stigma and treatment barriers.
- Introduce the Mental Health Continuum Model.
- Review mental health rights and responsibilities for employees, managers, and employers.
- Provide strategies to help employees maintain good mental health.



Duration: 1 Day (7 hours)



Cost: \$160.00 per person



The Working Mind

## Co-Workers First

This training is designed to provide leaders within a workplace-environment with the necessary information and strategies to build positive mental health for all employees while effectively supporting individual employees with mental health concerns.

The program is divided into four modules, allowing workplaces to select topics based on their specific needs.

- 1) Exploring the Mental Health Continuum - Mental Health & Mental Illness, The Continuum, Understanding Stigma, Addiction and Mental Health & Vulnerability.
- 2) Mental Health & Illness in the Workplace - Workplace Mental Health. Workplace Stress, The Stress Response, Work-Life Balance.
- 3) Practical Strategies for Support and Communication- Effective Communication, Strategies to Provide Support, Flexibility & Accommodations, Healthy Work Environments and
- 4) Burnout/Crisis, Suicide, and Community Resources- Preventing Crisis and Suicide, Addressing Burnout, Self-Care Community Resources, Questions, Evaluations



Duration: 1-3 hour workshops



Cost: \$300 - \$500 per session



Co-Workers | Les collègues  
First | D'abord

# Compassion Fatigue and Burnout Prevention

This presentation explores compassion fatigue and provides practical strategies for maintaining mental health while managing the stresses of everyday work. Participants will gain an understanding of what compassion fatigue is, how to recognize its symptoms, and the risk factors associated with it. The session also addresses common barriers to seeking help and emphasizes the importance of building an individualized self-care plan. Designed for employers, employees, and volunteers, this presentation is particularly beneficial for first responders, clergy, teachers, counselors, social workers, healthcare professionals, veterinarians, and others who are often the first point of contact during crises or disasters. A Q&A session will conclude the presentation, allowing participants to address specific concerns and apply what they've learned to their roles.

✓ Cost: \$500.00 for groups up to 25

✓ Duration: 2 hours



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## Customized Training Design

With our extensive network of subject matter experts across the country, CMHA is equipped to design a customized training experience for any organization, tailored to the unique learning needs of employees, people leaders, managers, or executives. Formats could include one-on-one, large group, small group, train-the-trainer, or webinar.

Topics range from a basic understanding of mental health and illness in the workplace, to advanced topics for leaders like strategy development, emotional intelligence, and leading with vulnerability.

✓ Duration and cost: Negotiable



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## Lunch & Learn Sessions, Workplace Mental Health Presentations

Topics:

- Anxiety
- Depression
- Workplace Stress, Burnout
- Life Work Balance
- Workplace Mental health

✓ Duration: 1 - hour sessions

✓ Cost: \$300.00 up to 25 people

