



## Administration

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### MEMO

TO: County Commission

FROM: Robert W. Wilson

Date: December 1, 2022

Subject: Mental Health First Aid - National Council for Mental Wellbeing

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At the National Association of Counties (NACo) Annual Meeting in July there were several discussions about a partnership NACo formed with the National Council for Mental Wellbeing to deliver a Mental Health First Aid curriculum to counties. NACo staff and several counties I interact with have completed the training and provided positive feedback about its effectiveness and value.

Mental Health First Aid is skilled-based training that teaches people how to identify, understand and respond to signs and symptoms of mental health and substance use challenges. Simply put, this gives Department Heads - and all employees - a better idea of the tools and strategies available to help each other if someone observes concerning behavior.

There are two elements to the training: Mental Health First Aid at Work and Mental Health Essentials. Mental Health First Aid at Work is a 4-to-6-hour training session designed for Department Heads and supervisors that teaches participants how to notice and support fellow employees who may be having challenges. Mental Health Essentials is designed to educate all employees about general mental wellbeing.

Being conscious that this is a non-budgeted item, I have worked with the National Council for Mental Wellbeing to develop a fiscally responsible way to introduce this training and evaluate its effectiveness for Cass County. The last slide of the attached PowerPoint includes three service options provided to Cass County. I do not believe the two most intensive options are cost effective, nor should they be considered.

It is my recommendation that the option including one General Awareness/Mental Health First Aid at Work training (for Department Heads and supervisors) and two semi-annual Mental Health Essentials seminar (all employees) should be considered. The cost is \$15,050. Because this is an unbudgeted expense, I am also recommending the Commission approve an adjustment to the 2023 Administration Budget in the amount of \$15,050.

**SUGGESTED MOTION: Authorize the Chair to sign agreement with the National Council for Mental Wellbeing for Mental Health First Aid training in the amount of \$15,050 and approve a budget adjustment in the 2023 Administration Budget in the amount of \$15,050.**



**Mental Health FIRST AID**

*from* NATIONAL COUNCIL FOR MENTAL WELLBEING



# Supporting Wellness for County Employees

Cass County, ND



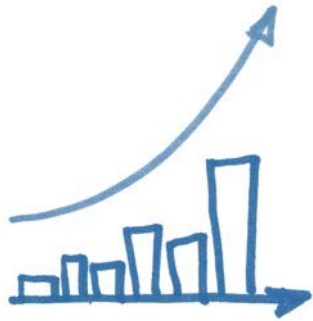
# MENTAL HEALTH FIRST AID AND NACo

**Mental Health First Aid<sup>®</sup>** is a skills-based training that teaches people how to identify, understand and respond to signs and symptoms of mental health and substance use challenges.

*Mental Health First Aid<sup>®</sup> does not teach people to diagnose or to provide treatment.*



# MHFA Longitudinal Research and Evidence

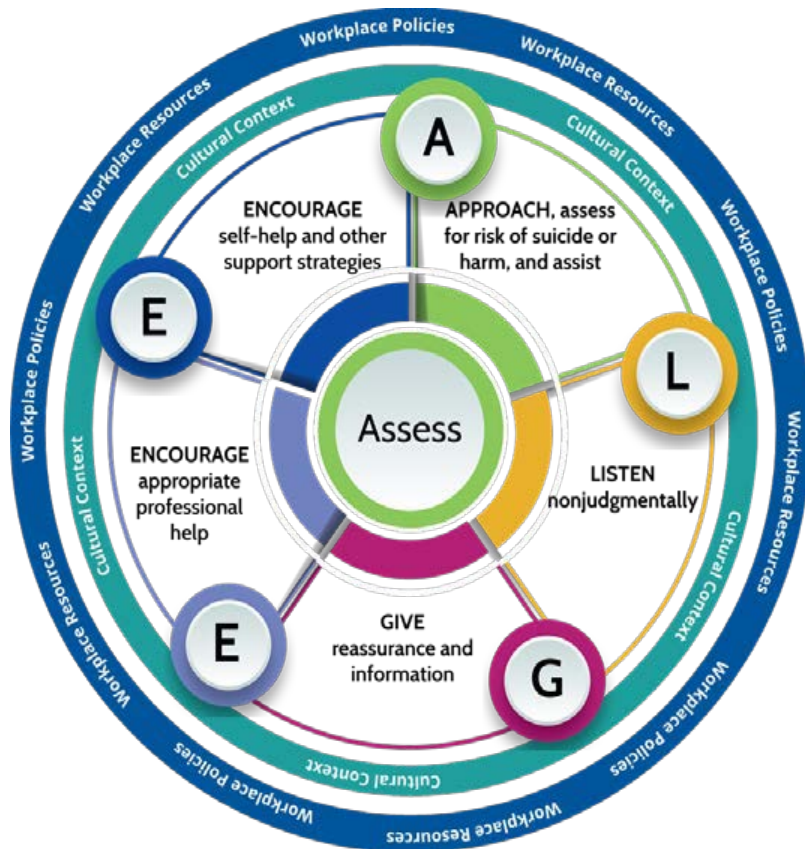


*3 and 6  
months  
post-training*

- ▲ Increases in **confidence** and **likelihood** to perform the Mental Health First Aid Action Plan.
- ▲ People with minimal or no past mental health training **gained the most knowledge**.
- ▲ Increases in **referrals** and **assessing suicidality** and **safety**.
- ▲ Positive change in their attitudes and beliefs towards mental illness, demonstrating a **reduction in stigma**.



# MHFA at Work Overview



- Designed to support **internal-facing** teams
- Employees gain the skill and confidence to **provide direct assistance** and support to a person in need. When necessary, employees learn how to reach out for emergency services on the other's behalf.
- Each training program is **customized** specifically to the audience with collaborative case studies, relevant policies/procedures, and resources/employee services.





# MHFA Awareness + Essentials

## Mental Health First Aid at Work

### *Training Solutions*

A skills-based and experiential training program that teaches participants how to notice and support fellow employees who may be experiencing a mental health or substance use issue. It also informs employees how to connect fellow employees in need with appropriate company resources.

 4-6 Hours

 15-25/course



# Who should take MHFA at Work – General Awareness

## DEPARTMENTS

- Transportation & infrastructure
- Public Safety
- Human Safety
- Community Health
- Call center staff

## ROLES AND TITLES

- Human resources and benefits partners
- Senior leaders and front- line managers
- Clinical and wellness staff
- Call center staff

**General Awareness** focuses on recognizing the patterns of thoughts, feelings, behaviors, and appearance that show there might be a challenge rather than on a specific disorder. Participants learn the MHFA Action Plan and how to apply to non-crisis and crisis situations. By the end of the course, participants will be able to:

- Describe the purpose and role of Mental Health First Aid.
- Identify the impact of mental health challenges and recovery on the well-being of adults in the workplace.
- Describe the principles of workplace safety and privacy.
- Recognize the signs and symptoms of mental health challenges and how they impact the workplace.
- Explain and practice the 5 steps of the Mental Health First Aid Action Plan (ALGEE).
- Discuss appropriate methods of self-care for individuals in the workplace.

*The course does not certify any participant as a Mental Health First Aider.*

# MHFA at Work – Mental Health Essentials

## VIRTUAL DELIVERY

- Mental Health Essentials sessions are delivered in **60 to 90-minute sessions** for groups of up to 300 participants\*
- All virtual participants are highly encouraged to open video to ensure a rich learning environment

*\*Mental Health Essentials is designed for the entire workforce and can be delivered to small and large groups of employees. Larger groups can be accommodated with prior notice.*

**Mental Health Essentials** seminars provide a high-level introduction to workplace wellbeing and reinforce the principles of MHFA to foster peer support and engagement. The session includes information on best practices in the workplace and guidance on how to support each other and ourselves during this crisis, with a focus on the impact of trauma, the importance of team engagement, self-care, and mindfulness.

Participants will learn how to:

1. Define and increase our awareness of mental wellbeing, mental illness and recovery.
2. Identify common signs and symptoms of mental health challenges in the workplace.
3. Explore strategies to help reduce stigma, build resiliency, and make wellness a priority so we can move forward together.



# Cass County Implementation Scenarios

General Awareness (30 participants) \$6,050 Virtual / \$6,800 In-Person	MH Essentials Seminar (open to entire workforce) \$4,125 Virtual	Total Implementation Cost (Not to exceed amount)	Rollout Focus
10 trainings (300 participants)	4 Quarterly Seminars	\$84,500	Entire Workforce + Quarterly Overviews
5 trainings (150 participants)	2 Semi-Annual Seminars	\$42,250	Department Heads + Middle Level Managers + Semi Annual Overviews
1 training (30 participants)	2 Semi-Annual Seminars	\$15,050	Department Heads + Semi Annual Overviews