



Empowering Minds Working Together

Why Employee Health and Wellbeing Matters in Business

According to the 2025 Leading Mentally Healthy Workplace Survey, psychological injury claims are still rising in Australia, despite increases in investment in mental health initiatives, with 74% of HR leaders reporting that traditional EAPs are no longer meeting the needs of modern workforces.

By embedding mental health support into daily operations through peer networks, leadership coaching and evidence-based tools, you are inviting your team to have purpose and happiness in both their work and home life.



Did you know that each year, 1 in 5 Australians face a common mental health condition? This means that daily, millions of Australian workers attend their jobs while dealing with mental health issues.

Why Mental Health First Aid

Mental Health First Aid (MHFA) is the initial help offered to someone who is experiencing a mental health problem or a mental health crisis until appropriate professional help is received or the crisis is resolved.

Why Choose MHFA

- ✓ Evidence-based
- ✓ Rigorously evaluated
- ✓ Internationally recognised
- ✓ Award-winning

MHFA Training Leads to Improved

- ❖ Confidence to support a co-worker
- ❖ Mental Health Literacy
- ❖ Workplace Culture
- ❖ Productivity



Creating and Celebrating Mentally Healthy Workplaces

Training that Comes with Ongoing Support

Our Minds at Work provides interactive, face-to-face training tailored for organisations seeking to enhance their mental health and interpersonal communication skills. The accredited Standard Mental Health First Aid course has been delivered by our team for over three years as part of our campaign to have Mental Health First Aid recognised equally with Physical First Aid.

After completing a Mental Health First Aid certification, we realised the importance of ongoing support. That's why we've taken the extra step to provide training and support for Mental Health First Aiders, ensuring they have the help they need to care for their own well-being while helping others.



Nearly all leaders, 97%, plan to implement their learnings at work. 95% of managers feel confident discussing mental health with teams. Participants felt more confident in their MHFAider role, supported by our email support, follow-up check-ins and resources.

Standard Mental Health First Aid Accredited Course

This course aims to improve mental health literacy and strengthen organisational and employee resilience. MHFA training provides individuals with the knowledge and confidence to approach or support someone who may need help or information. That first supportive conversation can have a significant impact on any individual. Accreditation is achieved after an assessment, just like Physical First Aid.

<i>Format: Interactive In Person</i>	<i>Duration: 12 hours over 2 days</i>	<i>Participants: 6 to 12</i>
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Understanding when to differentiate between performance and mental health discussions can be difficult for even the most experienced leader without recognising how mental health impacts performance.



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Introduction to Mental Health First Aid

Our Minds at Work **EKOH workshop** is customised for your industry to help your team recognise the importance of mental health, safety, and well-being at work. This training aims to enhance your workplace culture and mental health awareness, thereby reducing psychological injuries.

- When to be concerned
- Early warning signs and how to support someone informally.
- Communication tips (e.g., open vs. closed questions).
- Strategies for self-care

<i>Format: Interactive Face-2-Face</i>	<i>Duration: 120 mins</i>	<i>Participants: 4 - 16</i>
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EKOH workshops for the following Industries

Retail/Customer Service	Hospitality/Events	Hairdressing
Finance/Insurance	Warehousing / Transport	Pharmacy/Retail
Manufacturing	Construction/ Trades	Administration
Real Estate	Media / Communications	Other

An extension to support people leaders in developing confidence and skills to assist their team's mental health, engage in safe conversations during performance conversations, and cultivate a culture of care and prevention can be added to the EKOH framework workshop.

<i>Format: Interactive Face-2-Face</i>	<i>Duration: 60 mins</i>	<i>Participants: up to 6</i>
<i>Prerequisite: EKOH Workshop</i>	<i>Same day as EKOH</i>	

This course provides an excellent pathway for team members to become certified Mental Health First Aiders.

Workplaces prioritising mental health have lower compensation claims, enhanced productivity, and increased employee retention.