

BEYOND SILENCE

Workplace Mental Health Training for Healthcare Workers



Research
Project Report

2018-2020



PSHSA.ca



Beyond Silence Education


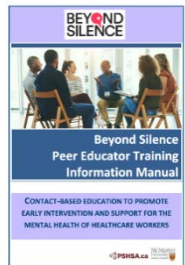

Workplace Mental Health Training for Healthcare Workers

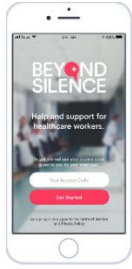
The Beyond Silence Champion Training Program is a 2-day mental health training program customized for healthcare workers. The program is led by trained peer-educators and is based on the principles of contact-based education and adult learning. The program was designed by Dr. Sandra Moll in partnership with Susan Jakobson and supported through funding from the Ontario Ministry of Labour. The program was successfully launched in 2018 and many trainings were offered across Ontario over a 2-year period. In addition to the 2-day training, trainees were also able to participate in ongoing monthly webinars on various topics around workplace mental health as well as access to an online site populated with information and resources specifically for the champion trainees.

Project Goal

To implement and evaluate the innovative approach to workplace mental health training for healthcare workers in small, community-based organizations.

Beyond Silence Program Elements

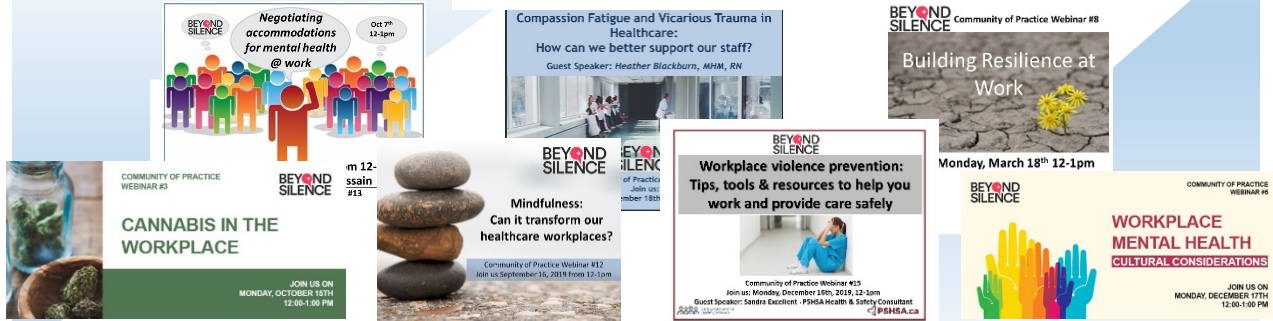
Element	Description
	<p>Champion Training Program</p> <p>This evidence-based 2-day course is designed to engage healthcare employees in a dialogue regarding mental health issues at work, and how to identify and support workers who are struggling. The program combines information sharing and skill development with strategies for stigma reduction.</p>
	<p>Peer Educator Training</p> <p>The two-day training includes small group discussion and hands-on practice. Content of the program includes foundational principles of Beyond Silence facilitation, best-practice evidence regarding anti-stigma education and the power of personal stories, application of adult learning and group theory principles.</p>
	<p>Online Community Of Practice</p> <p>Fifteen evidence-based monthly webinars on mental health topics were created in order to promote continued learning and connection following the in-person training. The recorded webinars are available on the online community of practice website: beyondsilencecop.slack.com</p>



Beyond Silence App

The Beyond Silence App is a mental health “coach in your pocket” that is an accessible, evidence-based resource that is available to employees when and where they need it. It increases mental health literacy, and promotes a psychologically healthy and safe workplace, which can lead to increased morale, staff retention, productivity, and quality of care. Visit www.beyondsilence.ca/app

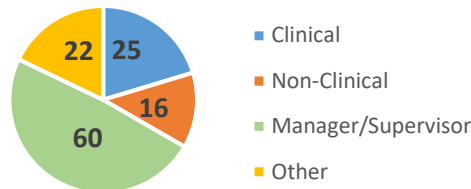
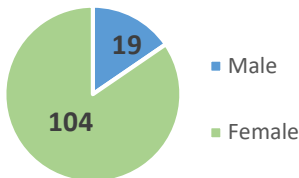
Sample Webinars



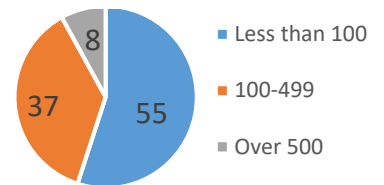
Beyond Silence Training Data

Through the scale-up project, we were able to offer 10 champion trainings from May, 2018 to May, 2019 in various regions across Ontario. We had 129 participants who attended the trainings with the majority of the attendees being female with an average age of 46 years old. Over half of the people who came to the trainings were managers and 55% were from centers who had under 100 employees.

Demographic Information



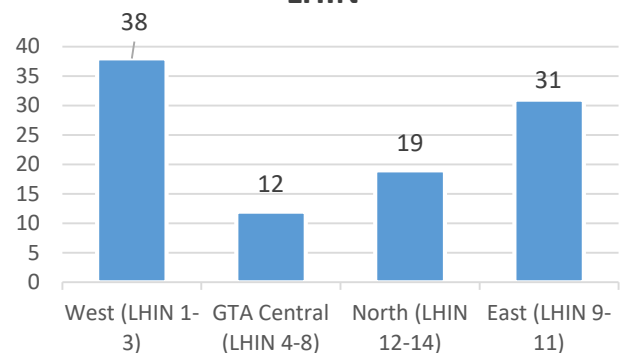
Size of Organization - %



Training Locations



LHIN





Research Project Data

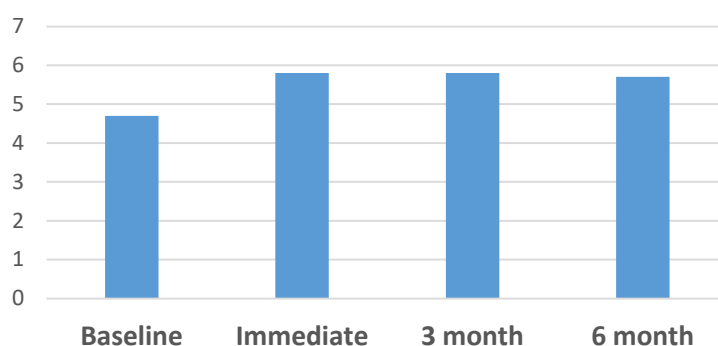
The educational initiatives proposed in this project were designed to build mental health literacy, reduce stigma, and promote help-outreach to employees who are struggling. Participants who attended the trainings were asked to participate in the research and complete pre, post, 3-month and 6-month questionnaires. We wanted to measure the impact of the program on mental health knowledge, literacy, stigmatized beliefs and help outreach and skill. We also looked at the program reach, adoption, fidelity and feedback.

Key Findings

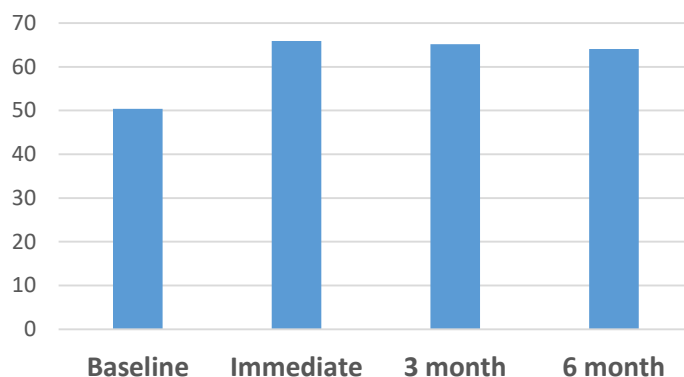
The results of the data collection showed there were significant improvements across all of the outcomes. There was significant and sustained improvement in mental health knowledge and mental health literacy, as well as increase in help-outreach confidence and behaviours. There was a significant and sustained decrease in stigmatized beliefs. We also found there was some non-significant improvement in organizational awareness of the need for psychological health and safety, motivation to support employee mental health and resources to support workplace mental health initiatives. According to the regression analysis, these gains were similar across all of the programs, regardless of location or leaders. In addition, demographic variables (age, gender, job tenure, previous history of mental illness) did not predict outcomes. The greatest improvements were seen among participants who had the most to gain.

"I found the information & tools very useful. I appreciate the lists of tangible follow up resources. I enjoyed all the scenario examples, and could find similar ones in my workplace...."

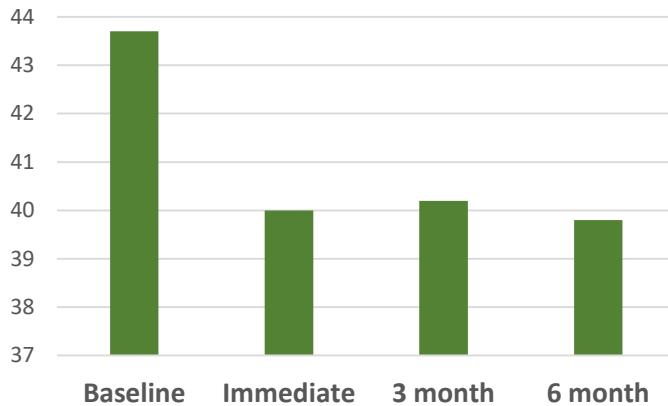
Mental Health Knowledge



Mental Health Literacy



Stigma

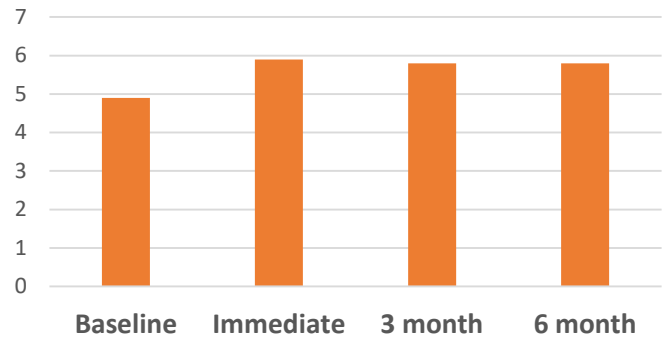


"The most valuable thing I gained was the tools and sharing of personal experience. I don't think people realize that mental health touches everyone at some point"

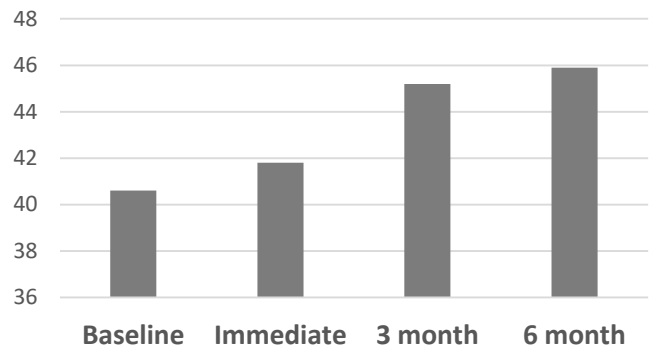
"[I gained] confidence in being a mental health champion and motivation to make a difference in our organization"

I gained an "increase confidence in approaching staff, reminder to check in more often with staff, resources to provide to staff as well so they can focus and be proactive with their own mental health"

Help Outreach Confidence



Help Outreach Frequency



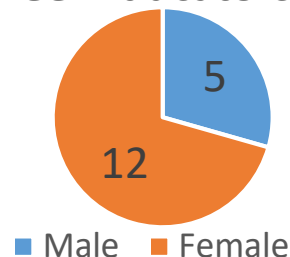


Peer Educator Trainers

Sustainability for the program has been a key focus and we have 17 peer educator trainers who are now qualified to provide the champion training to healthcare workers in their region and beyond.



Peer Educators



What's Next?

The Public Services Health and Safety Association (PSHSA) will continue to offer the Beyond Silence Trainings in Ontario for the next 2 years. If your organization or other healthcare workers are interested in the training, please check the beyondsilence.ca website to see upcoming training dates and locations. PSHSA can also arrange for a peer educator trainer to offer the training at your organization or workplace.

To continue to build capacity, champions are eligible to attend the 2-day peer educator training and become certified to offer the Beyond Silence program. Participants must have personal experience with mental health recovery, have strong communication skills and be willing to offer at least 2 training programs per year. Check the website for upcoming dates for the peer educator training.

Thank you!

We are grateful to all of the participants who agreed to participate in the evaluation of the Beyond Silence Training Program and who completed the questionnaires and provided us with valuable feedback. We would also like to thank all of our amazing peer educator facilitators who continue to be champions for the program. Thank you to our Advisory Team: Kim Slade (PSHSA), Glen Cullen (PSHSA), Ann Lennarson (CUPE), Lisa Gilmour (HHS), Laurie Brown (ONA) and Terri Szymanski (OPSEU), as well as our research team: Lisa Wolfe, Luciana Macedo & Sheila Addanki. We would also like to thank our Project Partner, Public Services Health and Safety Association (PSHSA).

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