

Evaluation of Mental Health First Aid from the Perspective Of Workplace End Users – EMPOWER

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What we know

Mental Health First Aid (MHFA) is a mental health intervention that teaches people how to identify, understand and help someone who may be experiencing a mental health issue. Reviews of the implementation of MHFA found between 68% and 88% of trained Mental Health First Aiders had used their skills when in contact with someone experiencing mental health difficulties. Reviews evaluating the impact of MHFA suggest positive outcomes. However, to date there has been no systematic, rigorous evaluation of the impact of MHFA on recipients of the intervention, the organisations providing it and the cost effectiveness of MHFA overall.



Gaps we hope to address

The study aims to [1] evaluate the effectiveness, cost-effectiveness and social impact of MHFA, [2] explore participants' experience of MHFA and, [3] investigate how MHFA impacts the culture of organisations adopting it.

How do we intend to address the Gaps

We would conduct an embedded mixed methods study comprising a two-arm clustered Randomised Controlled Trial (RCT) comparing MHFA and usual practice (other mental health initiatives).

Sample: Consenting mental health first-aiders and other employees directly and indirectly receiving MHFA, working in randomly-allocated UK organizations.

Measures: Standard measures of participants' help-seeking behaviour (primary Outcome), participants' help-seeking intentions, mental health and well-being, quality of life, self-efficacy levels, and use of health and social services, and first-aiders' mental health literacy and skills.



Dealing With Your Mental Health At Work



Potential of the study

The study is the first to evaluate the effect of MHFA in the workplace on employees with direct and indirect experience of the intervention, when compared with usual practice. Being also the first to assess, systematically, the social impact of MHFA and investigate its cost-effectiveness adds to the originality of the study. The study promises to yield important data, as yet unknown, regarding the cost-effectiveness of MHFA in the workplace, implementation issues, and the sustainability of MHFA in the workplace.

References

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