



CMHA CERTIFIED PSYCHOLOGICAL HEALTH AND SAFETY ADVISOR TRAINING

■ Course Description

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.

■ Learning Objectives

This certification training includes the following four key modules:

■ Introducing the Standard

Advisors need to have a strong understanding of the Standard as well as key issues related to mental health in the workplace. This module will give Advisors the fundamental knowledge they need to speak with employers about the Standard as well as some common language to use when discussing the issue of mental health.

■ Presenting the Business Case

This module focuses on helping leaders and other key workplace stakeholders see the value of adopting the Standard and improving psychological health and safety. Advisors will learn to formulate effective messages that articulate the benefits not just for employees, but for the bottom line as well.

■ Preparing for Assessment

Advisors will learn to help employers understand the scope, process, and necessity of collecting data, both as a baseline and as a continuous practice for adherence to the Standard. This module will focus in the practicalities of assessment, including the tools available and recommended processes.

■ Making Recommendations

Analyzing the assessment findings and recommending an action plan must be done with knowledge of the organization's constraints, competing demands, and current realities. To be successful in sustaining implementation, Advisors will learn to recommend actions that are both valuable and manageable for employers.

Provider: Canadian Mental Health Association, Ontario

Duration: 2 Full Days
(8:30 am - 4:00 pm each day)

Cost: \$1500.00
(includes course materials and meals for both days)

National Development Sponsor

THE
Great-West Life
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Canadian Mental
Health Association
Mental health for all

Association canadienne
pour la santé mentale
La santé mentale pour tous

■ Frequently Asked Questions

Who should take this certification training?

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.

Are there any pre-requisites for this training?

There are no pre-requisites for this training. However, it is important for participants to have good working knowledge of the Standard prior to registering.

Is there pre-work for the training?

Yes, there will be 2-4 hours of pre-work before the training. Participants will receive a list of required and recommended reading a few weeks prior to the training dates. They will be required to pass a knowledge test based on this reading in order to participate.

How is the training structured over the two days?

Using a case study approach, each participant will work in a small group to complete various hands-on activities in each learning module. Each group will be tasked with presenting its results to the rest of the participants through both formal and informal presentations.

Is there a final exam at the end of the training?

No, there is not a final exam at the end of the training. Participants will be scored on their proven ability to achieve specific objectives for each module.

Do I have to attend the full two day course?

Yes. In order to receive certification, and to fully benefit from the training, all participants must complete the two day consecutive training program.

How will the Advisors stay connected to the Collaborative after the training?

Advisors will be part of an exclusive CMHA Certified PH&S Advisor community of practice. Through the Collaborative, Advisors will receive new information about CMHA workplace initiatives including events, tools, and resources.

Contact [Lawrence Blake](mailto:lblake@ontario.cmha.ca), Program Manager of Mental Health Works at lblake@ontario.cmha.ca or visit www.cmha.ca for more program details.