INTRODUCTION
This study is a partnership between WSPS and 13 Ontario Public Health Units* (PHU). The project is aligned with the Ministry of Labour’s Mental Health program priority, and specifically focuses on fostering psychologically healthy workplaces. The project has leveraged the Canadian National Standard for Psychological Health and Safety in the Workplace (CSA-Z1003-13) to provide insight and direction to employers and Health and Safety Consultants. Continued analysis and understanding of existing barriers and enablers will provide insight and direction to employers and Health and Safety Consultants. This information will support the adoption of a workplace mental health program, creating psychologically safe and healthy workplaces.

AIM
The objective of this project is to increase the capacity of Ontario employers to promote and protect the psychological health and safety of workers. By leveraging the information from the Canadian National Standard for Psychological Health and Safety in the Workplace (CSA-Z1003-13), this project has developed and delivered practical knowledge that allows employers to effectively identify, manage and prevent risks to worker psychological health and safety. Through a series of strategically crafted workshops, participants will learn to leverage mental health training in the workplace.

In order to investigate organizational change, specifically changes in attitude towards mental health in the workplace, research analysis will be conducted at 6, 12, and 18 months following participation in the Investing in Healthy Minds @ Work series of workshops.

METHODOLOGY
Participating Public Health Units were responsible for recruiting organizations to attend six half-day workshops over six-month timelines. Organizations with an interest and commitment to develop psychologically safe and healthy workplaces were accepted into the program. Three hundred and thirty-three participants attended the workshop series representing 226 organizations across Ontario. The workshop series were hosted in two separate cohorts between January 2017 and February 2018.

For evaluation purposes, the High-Impact Evaluation® methodology was used. It is a predictive, evidence-based approach which incorporates Kirkpatrick’s Four-Level Evaluation Model. Participants were surveyed at the conclusion of the training (Capability, N=107) as well as six months after (Transfer, N=101) to gauge the degree of knowledge transfer to the workplace as well as to identify enablers and barriers to the implementation of training within the workplace. A five-point scale was used - choices 1 and 2 were displayed as red; choice 3 was displayed as yellow and choices 4 and 5 were high and displayed as green.

To further understand each organization’s workplace implementation journey, five impact surveys will be sent out to participants in three month intervals until project completion.

INTERIM RESULTS

The following results are based on 53 completed questionnaires and a 48% response rate. The results from questionnaires completed immediately after the conclusion of training indicate that the course addressed participants’ personal skills / knowledge gaps to a high, or very high degree, in 70% of the respondents. They also felt capable and motivated to implement the course learnings to a high or very high degree (70-80%). But they felt less confident that they would be able to implement the course information at their workplace. Furthermore, the perceived value of the course was high or very high. Only 20% of the respondents felt that their organization had high or very high readiness to implement a program addressing workplace mental health.

Figure 3 demonstrates that the course changed attitudes about the stigma associated with workplace mental health. After about 6 months following the completion of the course, respondents indicated that their job performance improved (30-45% of respondents indicated to a high or very high degree) because of their attitude shifts about mental health and increased dialogue and networking opportunities.

REFERENCES
3. CAN/CSA-Z1003-13/Std 9700-03/2013 Psychological Health & Safety in the Workplace – Prevention, promotion & guidance to achieve implementation, January 2013

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