

BRIDGING THE WORKPLACE MENTAL HEALTH GAP

Many employees face exhaustion, anxiety, and low productivity, while organisations struggle to provide effective mental health support. To foster a healthier, more resilient workforce, Mental Health First Aid (MHFA™) plays a crucial role in equipping employees and leaders with the literacy and skills to recognise, support, and guide colleagues in need.



The Workplace Mental Health Gap (Employers)

- <50%** feel they provide appropriate mental health support
- <30%** feel they can effectively identify sources of workplace stress

(WTW APAC Wellbeing Diagnostic Report, 2024)



Mental Wellbeing Struggles Are Real (Employees)

- 49%** report exhaustion
- 39%** experience anxiety
- 33%** feel a decline in efficacy

(Milieu Insight Surveys, 2024)



Employees Seek Support from Colleagues

- 45%** turn to colleagues
- 82%** who receive workplace support report higher job satisfaction
- 80%** report better work-life balance

(Milieu Insight Surveys, 2024)

TESTIMONIALS

What C-Suites, Managers, Employees, and Communities Say About MHFA™



Medical Director,
Parkway Shenton

"Managers and supervisors should be equipped with knowledge and skills to better identify staff with mental health needs, respond to these supervisees with open communication and active listening, offering appropriate support and encourage them to seek professional help promptly."

"I learnt how to communicate with a person with mental health problem in a more comfortable way and helpful to them."

Manager at IHH

"The material was very helpful and the role play scenarios really helped us to practice what we have learnt."

Singapore Police Force

"The strength of the course is raising awareness of mental health issues and the difference a First Aider can make to the person in need. The framework is also applicable when we want to interact and get to know the challenges or issues that people are facing in our daily lives."

Employee at Cartus

WHY INVEST IN MHFA™?



Strengthens organisational resilience and reduces risk of burnout, disengagement, and business disruption



Builds leadership capability to support mental wellbeing and foster psychological safety



Empowers a proactive culture of care and support for long term impact

SIGN UP FOR MHFA™

Be part of a world where everyone can support people with mental health problems. To learn how you can become an MHFAider, email mhfa@intellect.co or visit www.bit.ly/intellect-mhfa today.

CHAMPIONING INDIVIDUALS, EMPOWERING COMMUNITIES

Mental Health First Aid™ (MHFA™) is a globally recognised accredited training designed to equip individuals with the knowledge, skills, and confidence to support those experiencing mental health challenges. Delivered in 29 countries with over 8 million people trained, MHFA™ empowers communities with practical, early-intervention strategies to foster inclusive, resilient, and stigma-free environments where everyone can thrive.

As the exclusive licensed provider of MHFA™ International in Singapore, Intellect is proud to champion mentally healthier workplaces and communities. To date, Intellect has certified 1,800+ MHFAiders across 60+ organisations, equipping them to provide timely, informed, and compassionate support.

KEY OBJECTIVES



Develop mental health literacy and learn to recognise early signs of mental health issues



Acquire and practise skills to provide initial support and guidance towards professional support



Learn and practise communication techniques to initiate and navigate through mental health conversations with sensitivity and empathy



Enhance confidence to act as a MHFAider and champion wellbeing in the workplace



Embrace self-care practices essential for maintaining individual well-being while supporting others

MHFA™ COURSE STRUCTURE

1

Self-guided learning (6-hours)

- Understand early signs of common mental health issues
- Learn the MHFA action plan
- Identify suicidal thoughts and behaviours

2

On-site learning (6-hours)

- Engage in interactive activities and discussions with real-life scenarios
- Apply the MHFA action plan to various situations through role-playing
- Discuss how to apply mental health support within your community

3

Final Accreditation Assessment

- Pass the accreditation examination
- Attain the course completion certificate
- Connect with the support network

TRUSTED BY LEADING ORGANISATIONS

MarshMcLennan

KPMG

PRUDENTIAL

VF

Fidelity

Certified 1,800+ MHFAiders
From 60+ organisations

BAIN & COMPANY

IHH Healthcare

hp

CapitaLand

Jardines

EVERY DENNISON

Air Liquide

Deutsche Bank

AON

GE Aerospace

cartus

klook

lendlease

PropertyGuru

UOB

SAP

VISA

MOTUL

Schroders

NOMURA

Manulife

dyson

SWIRE SHIPPING

WELLS FARGO

PUBLIC SERVICE DIVISION

VML

Givaudan

PRIME ENERGY

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FAQs (Frequently Asked Questions)

About the MHFA™ Programme

What is the MHFA™ course about?

MHFA™ equips participants with the confidence, knowledge, and culturally-relevant skills to recognise mental health stressors, approach those in need, and guide them towards appropriate care.

How is this different from psychological first aid (PFA)?

While Psychological First Aid (PFA) focuses on crisis management, MHFA™ is preventive and focuses on practical learning and training in skills to proactively identify and address mental health changes in others.

What framework is used in the program?

MHFA™ has its own support framework, backed by quality, peer-reviewed, published research. Details can be found in the [MHFA International website](#).

How was Intellect accredited by MHFA™ International (MHFA-I)?

Through a licensing agreement, we are accredited by MHFA™ International, upholding their ethical practices and values.

Eligibility and Accessibility

Who should attend/sign up for this course?

We encourage leaders, HR teams and anyone interested in supporting wellbeing to join. It's also beneficial for adult education communities, schools, non-profit organisations or anyone in the community.

What countries/Languages is this available in?

The course is currently available in English and selected APAC languages. Virtual training options can be arranged for other countries upon request.

Pricing and Packages

What is the price of the MHFA course?

The MHFA programme is sold in packages of 15 attendees for US\$3,750 (S\$5,062.50). For requests where the number of attendees exceed 15, add-on bundles are available.

Programme Structure and Delivery

How is the MHFA™ course offered?

The 12-hour MHFA™ Blended Course consists of two portions, a 6-hour self-guided learning and a 6-hour live training session offered face-to-face or virtually. After completing the accreditation assessment, you'll receive a valuable 3-year Mental Health First Aider Certificate of Accreditation.

What happens if one of our attendees are unable to make it for the session?

In the instance where an attendee is unable to make it for the MHFA live training session, the remaining seat(s) can be used at any of our monthly public MHFA classes.

What is the minimum class size?

On-site classes require a minimum of 10 pax to proceed.

Are the instructors certified?

Yes, all our instructors undergo rigorous training and are accredited by MHFA™ International.

What if individuals fail the final accreditation exam?

In case of difficulty, we work with participants to support their learning and ensure they understand how to apply the knowledge. Another attempt at the quiz/exam may be offered.

How long does the certification last?

Certification is valid for 3 years from issuance.

Why MHFA™ Matters

Why equip your employees or community with MHFA™ certification?

- Build a more resilient workforce or community with improved outcome.
- Enable early awareness and action to proactively address mental health issues.
- Enhance communication of employee and community member's concerns or limitation.
- Adopt innovative well-being practice at the workplace or within the community.
- Align with global standards and scientific evidence for mental health support.
- Be recognised as an organisation or community that prioritises wellbeing and provides a safe environment.

What's next after MHFA™?

Stay Connected & Supported: The MHFAiders Community (Complimentary Access)



MHFAiders Regular Newsletters

providing key information and strategies to advocate for workplace mental health.



MHFAiders Community Forum

allowing them to connect, share experiences, and exchange best practices for ongoing learning.



Exclusive Invite to MHFAider Gatherings

bringing MHFAiders together to expand their network and foster a sense of community.

Sustaining & Maximising MHFA Impact (Add-On Services)

MHFA Refresher

Equips MHFAiders with updated MHFA knowledge, skills and information, renewing their accreditation by 3 years.

MHFA Huddles

Designed to reinforce MHFAiders' skills, foster ongoing learning and community support.



#1: Post-MHFA Check-in



#2: Skills & Practice



#3: Advocacy

Organisational Wellbeing Consulting

Completing Mental Health First Aid™ training is the first step in building a mentally healthy workplace. We go beyond training by helping organisations implement MHFA effectively.

Our consulting services support organisations in:



Wellbeing Champions Development

Empower internal advocates to drive mental health initiatives.



Wellbeing Strategy & Roadmap

Create a structured, long-term workplace wellbeing plan.



Leadership Enablement

Equip leaders to foster psychological safety and role-model wellbeing.