



QUALICO[®] **HELPING BUILD
BETTER CITIES**[™]

Let's Talk Mental Health

June 13, 2023

Qualico's Journey

Mental Health Awareness & Action

- **Mental Health First Aid Training**
- **Employee and Family Assistance Program**
- **Mental Health Training for People Managers**
- **IQ Academy**

Mental Health & Construction

Stigma & Support



- Stigma around Mental Health and the workplace
- Support for employees during Covid-19 and after
- Manulife Wellness Sessions

Mental Health First Aid

HR Business Partners

Recognize the symptoms of mental health problems

- Substance-Related Disorders
- Mood-Related Disorders
- Anxiety & Trauma Related Disorders
- Psychotic Disorders

Provide initial help

- MHFA is the help provided to a person developing a mental health problem or in a mental health crisis
- Initial help to prevent the mental health problem from becoming more serious

Guide a person towards appropriate professional help

- Promote the recovery of good mental health
- Provide comfort to a person experiencing a mental health problem
- Provide resources and benefit options for professional help

Resilience – Employee & Family Assistance Program



Manulife Financial
For your future™

Group Benefits

Resilience® our full-service Employee Assistance Program (EAP)... offers support to help businesses and employees thrive. The program is delivered by our exclusive service provider Homewood Human Solutions™.



Qualico provides an employee & Family Assistance Plan as part of the benefits program. The EFAP plan, provided via Manulife and Homewood Health, is a full-service assistance program supporting health and work, at home and in life.

This is a confidential service for all employees, their spouse and all eligible dependents

Easy access – an online platform that features a range of health-related tools and resources that can be accessed by employees and their family members

Manulife Vitality program – a digital health and wellness program that promotes healthy living, with personalized weekly targets, intuitive actions and motivation techniques

Mental Health Training for Managers

Workplace Solutions for Mental Health

Education & Training included:

- The signs and symptoms of the most common mental illnesses
- The challenges of addressing mental illness in the workplace
- Addressing behaviour and performance issues when mental illness may be present
- Rights and responsibilities of employers in situations involving mental illness
- The most likely accommodations that are necessary for return-to-work planning
- How to manage a mental illness crisis

IQ Academy Resources

Workplace Mental Health for Managers, Overview of Mental Health Challenges

- Options for Your Employees
- Cultural Best Practices
- Risk Factors
- Warning Signs
- Making Mental Health a Priority
- Options as an Employee
- Practical Tips
- Emotional Support
- Application in the Workplace
- Coping Strategies
- Crisis Interventions
- Supporting a Co-worker