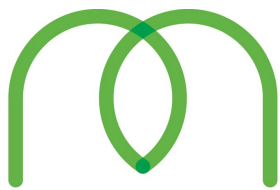


# Summary of evaluations of Mental Health First Aid

Updated November 2018



**MHFA England**

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## What is Mental Health First Aid?

Mental Health First Aid (MHFA) is an international mental health awareness and skills programme developed in Australia in 2000 and now internationally recognised in over 25 countries. Mental Health First Aiders learn how to spot the signs and symptoms of a range of mental health issues. They are taught how to provide help on a first aid basis and effectively guide the person towards the right support services. Globally, nearly three million people have been trained in MHFA skills.

MHFA came to England in 2007 and was developed and launched under the Department of Health: National Institute of Mental Health in England (NIMHE) as part of a national approach to improving public mental health. In 2009 we became a Community Interest Company (CIC).

Our vision is to normalise society's attitudes and behaviours around mental health, by developing the skills we need to look after our own and others' wellbeing. To date we have trained over 1,800 instructors in England who have delivered MHFA training to over 300,000 people in a wide range of communities. We also offer in-house training and consultancy directly to organisations through our Commercial Team.

We continually develop our training products to keep them at the cutting edge of research and best practice. Our robust quality assurance processes ensure that instructors deliver training of the highest quality.

Repeated evaluations have shown that the skills learnt on MHFA courses:

- Increase both knowledge and confidence in how to support someone experiencing a mental health issue
- Improve attitudes towards mental health issues, reducing stigma whilst normalising mental ill health to promote more empathetic approaches
- Are used by between 68.5% - 88% of Mental Health First Aiders if they encounter someone experiencing mental ill health after attending a course, with many providing support to more than one person
- Have a direct positive impact on attendees' own mental health and wellbeing, with many reporting an increased ability to manage their own mental health

You can find a summary of these studies below and some are available to download at [mhfaengland.org/mhfa-centre/research-and-evaluation/](https://mhfaengland.org/mhfa-centre/research-and-evaluation/)

## Evaluations of Adult MHFA

Adult MHFA courses are designed for the general adult population and teach people how to support friends, family, colleagues and community members. Adult MHFA includes two day, one day and half day courses, all of which are delivered in a range of community and workplace settings.

### **Fessey V, James G, Pengelly T | Mental Health First Aid: Equipping the nurses of the future | British Journal of Nursing | August 2016**

This study set out to evaluate the effectiveness of Adult MHFA Half Day ('Lite') training for nurses in managing both their own wellbeing and that of the patients they work with. Nurses are under increasing amounts of stress and are also likely to encounter many patients with both diagnosed and undiagnosed mental health issues.

Second year nursing students at Coventry University were asked to self-evaluate their confidence levels in supporting people with a mental health issue both before and after attending the half day MHFA course. They reported a marked improvement in confidence, knowledge and skills for helping people in emotional distress

Qualitative comments on what they had learnt included:

- "Everyone experiences a mental health problem differently."
- "Be careful of language used, don't stigmatise."
- "Not to be worried about discussing self-harm and suicide."
- "Strategies to improve own resilience."

The study concluded that the introduction of MHFA training into current nursing curricula is a step towards encouraging nursing students to develop a more person-centred approach to care.

### **Kroll H | Mental Health First Aid: addressing mental health as a public health priority | Perspectives in Public Health | January 2015**

This feature article examines the role and evidence for MHFA training as a tool in improving public health priorities on the basis of existing research.

**Moffitt J, Bostock J, Cave A | Promoting well-being and reducing stigma about mental health in the fire service | Journal of Public Mental Health | June 2014**

This study examined the effect of three different mental health focused training conditions on 106 managers within the fire service in Northumberland, one of which was MHFA. It found that:

- MHFA training resulted in a statistically significant improvement in attitude to mental health problems, as well as an increased ability and confidence to help someone experiencing mental ill health. By comparison, a combined leafleting and Q&A session did not achieve a similar result
- MHFA was considered from both quantitative and qualitative evaluations to be an appropriate tool to address issues around stress in the fire service; to promote understanding of workplace influences on stress; increase awareness of how colleagues and managers can help and promote more positive approaches to mental health

**Hawkins N | The use of Mental Health First Aid in supporting people working in the Prevent agenda | Birmingham and Solihull Mental Health Foundation | December 2013**

This study examined the use of MHFA as a resource within the context of establishing the Preventing Violent Extremism agenda, a collaboration between West Midlands Counter Terrorism Unit and Birmingham and Solihull Mental Health Foundation Trust to prevent especially vulnerable adults from being radicalised through mentoring support. Training was offered to such mentors across two MHFA courses.

Feedback from these courses was overwhelmingly positive and highlighted gaps within police officer training, including comments from delegates such as:

“The training was excellent and should be rolled out to all frontline workers alongside the standard & mandatory first aid training. It was the first time in 22 years that I was given what to me was an in-depth explanation of mental health problems.”

**Patterson P, Pearson L | Mental Health First Aid England: is improving the mental health literacy of the population contributing to a public health priority? | University of Birmingham & Coventry University | Presented at Public Health England annual conference | September 2013**

This large-scale study analysed the course evaluations from 11,502 delegates who attended MHFA courses between October 2011 and December 2012. It found that:

- Mean personal confidence of how to best support others with a mental health issue increased on average by 3.5 points (from 4.49- 7.99/10)
- Mean knowledge and understanding of how to best support others with a mental health issue increased on average by 3.78 points (from 4.42-8.2/10)
- Both pre- and post-course confidence in how to help someone were highly correlated with knowledge of how to support others (correlation of .89 and .8 respectively)
- 96.6% of delegates further rated the training as very good/good

The study concluded that MHFA training met public health priorities by increasing mental health literacy.

### **Khaliq F | Evaluation of Mental Health First Aid Training for Voluntary and Charitable Services working with Black and Minority Ethnic individuals in Bristol | Avon and Wiltshire Mental Health Partnership Trust | November 2011**

This evaluation was produced in the context of Bristol's mental health promotion strategy 2008- 2011 which included an emphasis on supporting delivery of race equality in mental health care whilst reducing stigma and encouraging help-seeking behaviour. The aim of this project was to build capacity within Black and Minority Ethnic (BME) organisations and voluntary and charitable services working with BME communities in Bristol.

Six courses were delivered to 81 delegates over a year. Trainers, content, materials, learning exercises and environment were predominantly rated by delegates as "excellent/very good" and "good". The report recommended further rollout within BME communities on the basis of this feedback.

### **Borrill J | Mental Health First Aid England and North East Mental Health Development Unit Partnership Project | University of Westminster | March 2011**

This study examined the effect of MHFA courses delivered to 382 people across 23 venues in North East England. Delegates were asked to rate on a scale of 1-5 their knowledge and confidence in supporting people with mental health issues. The study found:

- Median knowledge rating increased from 3 (limited) to 4 (good), a highly statistically significant result ( $p < .001$ ) The percentage rating their own knowledge as good/excellent increased from 32% to 90%

- Median confidence rating increased from 3 (limited) to 4 (good); a highly statistically significant result ( $p < .001$ ) The percentage rating their own confidence as good/excellent increased from 27% to 90%
- From a qualitative perspective, the researchers highlighted that:
- There were “many comments provided on how training had changed their attitudes to people with mental health problems”, on the basis of “better understanding, normalisation, and reduction in fear and stigma”
- Participants planned to “be more compassionate and supportive, listen more, identify signs and use skills and tools learned”
- “A number of participants also described how training would help them in their personal lives, within their families and as carers”

**Potter G | How are the skills learnt on Mental Health First Aid training used to help people with mental health problems? | University of Brighton MSc in Public Health Dissertation | February 2011**

This qualitative study was completed as an MSc in Public Health dissertation. It examined how attendance on an MHFA course affects support provided by health professionals (health trainers with no prior training in mental health) to people experiencing mental health issues. Three health trainers were interviewed before taking the course and three months after taking the course. It found that:

- Participants more readily recognised mental health issues in clients and were more at ease with discussing mental health issues post training
- Participants had a higher awareness of mental health services on offer and established better referral pathways within their practice
- and concluded that:
- “MHFA training appears to increase the help and support provided by health trainers to clients living with mental health problems, through the provision of a more comfortable environment for clients to discuss mental health problems and the provision of help and guidance towards appropriate support”
- MHFA should be considered as training for frontline health professionals with no prior mental health training

**Brett-Jones J | NHS Camden Mental Health First Aid Programme Review | October 2010**

This evaluates the rollout of MHFA training to 69 trainees across six courses in the London Borough of Camden. It found that:



- 88% of the 34 participants who said they had been in contact with someone with mental health issues post course had offered help or advice to them, i.e. given Mental Health First Aid. Many of these had offered help to more than one person, with 48 total instances of giving Mental Health First Aid
- At six months post training, over 50% of participants felt that the course had a moderate or substantial positive impact on their own mental health. Only 14% felt it had none
- Self-assessment in confidence on helping someone increased from a range of 20-68% rating themselves as quite/very confident to 93-100%, dropping to 83-100% six months post training. Self-assessment in knowledge of mental health issues also increased, and higher percentages responded correctly to true/false statements testing for mental health knowledge six months post training

### **Borrill J | Mental Health First Aid Training: Initial Evaluation by Private Sector Participants | University of Westminster | August 2010**

This evaluation examined the impact of MHFA courses delivered to 29 managers within the private sector. It found that self-reported confidence in ability to support a person with mental health issues increased from a median of 3/10 to 8/10 post training. This was highly statistically significant.

### **Robson J, Bostock J | Evaluation of Mental Health First Aid Training with Northumberland Fire and Rescue Service | May 2010**

This study evaluated the effects of MHFA courses delivered as mandatory training for 41 managers within Northumberland's Fire and Rescue Service, with another 65 managers randomly allocated to either a leafletting or other training session. It found that:

- MHFA training was significantly more effective than a leaflet session at promoting more positive attitudes towards people with mental health issues
- MHFA participants showed statistically significant differences in attitudes towards people with mental health issues ( $p < .0001$ ) and knowledge of mental health issues ( $p < .001$ )
- Participants also had increased confidence in their ability to manage their own stress, as well as increased belief in their ability to help others with a mental health issue and an increased desire to help others



### **Zilnyk A | Mental Health First Aid: A life skill we should all have? | Perspectives in Public Health | March 2010**

An overview of MHFA England training programmes published by the Royal Society for Public Health which includes a brief review of existing evidence around MHFA training at that time.

### **Brandling J | Evaluating Mental Health First Aid Training for Line Managers working in the public sector | Mental Health Research & Development Unit, School for Health, University of Bath | March 2010**

Evaluated the delivery of MHFA training to 55 individuals, largely line managers and frontline staff working within the public sector, using a wide range of quantitative and qualitative measurements. It found:

- Statistically significant increases ( $p < 0.01$ ) in knowledge and confidence in helping someone experiencing mental ill health, as well as perception of mental health issues
- Positive changes in attitudes and understanding of mental health, as analysed through semi-structured interviews and use of the Mental Health Problems Perceptions Questionnaire (MHPPQ)
- Positive themes in semi-structured interviews focused around supporting one another, stigma and attitude change, and increased knowledge

### **Heer B | Mental Health First Aid training evaluation | NHS Islington | January 2010**

A survey was sent out to past participants on MHFA England courses within the London Borough of Islington and 136 surveys were completed. The results showed:

- 68.5% said they had used MHFA skills to help or at advise at least one person post training; many had helped more than one
- Most help given was a combination of the skills learned on the course, with an emphasis on listening, giving reassurance and providing information; over 50% had encouraged professional help to be sought
- Over 80% said the training had helped them improve their knowledge of mental health issues quite well or fully

**Macdonald K M, Cosquer C, Flockton A | An Evaluation of the Impact of MHFA Training in Kingston Upon Hull | Humber Mental Health Teaching Trust | 2008**

This study evaluated the delivery of MHFA courses during 2007-2008 in Kingston upon Hull. Follow up questionnaires were responded to by 72 participants an average of 83 days post training. These found that:

- 85% of respondents who had been in touch with someone with a mental health issue post training said they had offered help to them after the MHFA course
- 74% also reported a positive impact of the course on their personal mental health
- 93% reported an increase in their confidence in helping someone experiencing a mental health issue

**Robson J, Bostock J | Evaluation of Mental Health First Aid Training for Flood Recovery Workers | Northumberland, Tyne and Wear NHS Trust | 2008**

This evaluated the effectiveness of training flood recovery workers in MHFA skills as research indicates that flooding can impact on a person's mental health. 17 flood recovery workers were surveyed before and after training and at a three month follow up, with ten semi-structured interviews conducted for qualitative analysis. The study found:

- Improved attitudes and feelings towards people with mental health issues post training
- Increased confidence in workers in their knowledge and ability of how to help someone experiencing distress and higher likelihood of supporting those around them
- A slight increase in the group's average perceived ability to manage their own stress, both post training and three months later

## Evaluations of Higher Education MHFA

Higher Education MHFA is an intensive one day course created in consultation with student mental health charity Student Minds. The course was piloted in 16 universities and evaluated by the University of Chester.

### **Cregan K, Phipps D, Lowndes J | Higher Education Mental Health First Aid training course | University of Chester | 2016**

The evaluation of the Higher Education MHFA One Day pilot course set out to address the question: Can an MHFA course designed for higher education improve knowledge and confidence within a university in relation to a variety of mental health issues?

173 staff and 17 students from 16 universities who self-selected to attend the MHFA course took a questionnaire before and after the course. In 72% of respondents, completing the course significantly increased their understanding of mental health as well as their confidence in being able to help those with signs of mental ill health.

The study concluded that the Higher Education MHFA course is "a positive way forward in developing good practice specifically within Higher Education".

## Evaluations of Youth MHFA

Youth MHFA is a range of courses tailored for people who teach, work with, live with and care for young people aged 8 to 18. The courses focus on the issues faced by young people today and promotes protective factors and good parenting. Youth MHFA courses include two day, one day ('Schools and Colleges') and half day ('Lite').

### **Roberts-Holmes G, Mayer S, Jones P & Lee SF | Evaluation of Phase One of the Youth MHFA in Schools programme: "The training has given us a vocabulary to use." | University College London Institute of Education | 2018**

Researchers from University College London evaluated the first year of the **Youth MHFA in Schools programme**. During the first year of the programme over 1,200 school staff attended a Youth MHFA One Day course, qualifying them as Youth MHFA Champions – someone who is skilled in understanding how to spot the signs and symptoms of mental health issues in young people and who has the confidence to guide a young person to a place of support.

The study involved over 1,000 school staff and found that following the training, staff reported around a three-fold (190%) increase in confidence in knowledge, skills and awareness to support a young person struggling with their mental health.

- Before taking Youth MHFA training, only 30% of staff reported feeling knowledgeable, skilled and aware to support a young person experiencing mental ill health
- After acquiring Youth MHFA skills, 59% of staff said they felt highly knowledgeable, aware and confident to support a young person
- This increased to 87% up to three terms later, highlighting a sustained improvement as staff put their skills into practice and had time to reflect on their training

For more information see the [summary of results](#) or the [full report](#).

### **Kidger J et al. | The Wellbeing in Secondary Education (WISE) Project | University of Bristol & Cardiff University | 2016-2019**

The WISE study is an ongoing evaluation of the effectiveness of MHFA courses in secondary schools to support staff and students alike. The study consists of three parts:

- a group of school staff will be trained in Adult MHFA and will provide a peer support service for colleagues
- teachers will attend a Youth MHFA one day (Schools and Colleges) course which covers key topics around young people's mental health and wellbeing, with a strong practical focus on how to support young people experiencing mental distress
- teachers will attend a Youth MHFA half day (Lite) awareness course

The study will measure if the training has an effect on:

- Teacher wellbeing and depression
- Student wellbeing and mental health difficulties
- Teacher absence and presenteeism (self-rated poor performance at work)
- Student attendance and attainment

The project was piloted in six schools and was found to be feasible and well received. 25 schools from Bristol and the surrounding area and from South Wales are taking part in this larger study and results will be available in 2019.

### **Borrill J, Kuczynska P | Evaluation of Youth Mental Health First Aid Training in the North East of England | University of Westminster | December 2013**

This study examined the effect of Youth MHFA Two Day courses delivered to 224 delegates across 18 venues in the North East of England. It found that:

- Both self-reported confidence in ability to help young people with mental health issues and knowledge in how to support young people with mental health issues increased from a median rating of 5/10 to 8/10 (or by three points); a highly statistically significant increase ( $p < .001$ )
- A longer term follow up at three to six months post training highlighted that many of the schools involved in the training had clear implementation strategies in place to embed Youth MHFA and ALGEE into their organisation
- Analysis of open-ended responses on how delegates would respond to hypothetical scenarios around mental ill health also demonstrated continuing

ability to identify symptoms of mental ill health and provide appropriate strategies for support and care

Participant feedback three to six months post training:

- "Straight after the first session I was able to use the ALGEE technique with a student (who) had anxiety and panic attacks for a number of years. By listening, reassuring her and helping her to recognise her mental health she became more confident in discussing her concerns and we were able to give her the appropriate help during her examinations"
- "I developed observational and listening skills to pick up signs of difficulties at an early stage (and) further developed close links with external agencies"
- "I have led assemblies on mental wellbeing to raise the issue and revive my pupil drop-in and parent drop-in after school"
- "I suggested my senior coach give me the groups of kids who are shy or hyperactive; I take it as a challenge to explore the talent of those kids"
- "Confidence to challenge students and staff about their behaviours so that they feel confident to seek support"
- "Gaining more up-to-date knowledge about mental health has given me more confidence in myself. The information discussed has certainly made me look at how I can improve my practice to best support others"
- "The sessions that covered the different types of mental health disorders have all been very useful as I now have a better awareness and know what advice/help to give"
- "I have been able to ask the 'right' questions and openers to engage individuals in an honest discussion about their needs"

## Evaluations of MHFA in the workplace

Organisations of a range of sizes and sectors use MHFA training as part of their wellbeing strategy. MHFA England offers in-house training and consultancy for larger organisations, while small companies often book training through a local independent MHFA instructor. Workplaces are increasingly starting to treat mental health first aid as equal to physical first aid provision by ensuring there is a member of staff on hand who is trained to offer support.

**Narayanasamy M, Geraghty J, Coole C, Nouri F, Thomson L, Callaghan P, Drummond A | MENTAL health first aid in The wORKplace (MENTOR): A feasibility study | University of Nottingham and IOSH | November 2018**

The MENTOR study investigated employees' views on the impact of MHFA England training in their workplace. There were three parts to the study:

1. A scoping review of other courses used in workplaces to address mental health and suicide awareness, and comparison with MHFA England courses
2. A survey to investigate how MHFA training had been implemented in organisations where at least one member of the workforce had received the training
3. Interviews with participants from some of these organisations to gain richer insight into the implementation, use and utility of MHFA training in the workplace

Researchers surveyed 139 participants from 81 organisations across England. The organisations were spread across 20 different industries in the private, public and third sectors.

Participants were asked what had changed in their workplaces as a result of MHFA England training. Responses included:

- 91% said there had been an increased understanding of mental health issues in their workplace
- 87% said more mental health conversations were happening at work
- 83% had noticed an improvement in procedures for signposting to further support

The survey and interview findings also suggested that key factors for successful workplace MHFA programmes included clear rationales for introducing training,

well-motivated MHFA coordinators and the existence of Mental Health First Aider networks.

A summary of the results of the MENTOR study can be found at [mhfaengland.org/mentor-study-infographic](https://mhfaengland.org/mentor-study-infographic) and the full report can be downloaded at [mhfaengland.org/mhfa-centre/research-and-evaluation/mentor](https://mhfaengland.org/mhfa-centre/research-and-evaluation/mentor).

**Bovopoulos N, LaMontagne AD, Martin A, Jorm AF | Exploring the role of mental health first aid officers in workplaces: A qualitative study using case study methodology | International Journal of Workplace Health Management | September 2018**

This study sought to understand how workplace Mental Health First Aid Officers (MHFAOs) were trained, promoted and supported, and understand any benefits and challenges that workplaces have found in appointing and supporting MHFAOs.

Five organisations from different industries (construction, education and training, information media and telecommunications, transport and professional, scientific and technical services) were used as case studies, and several individuals within each organisation were interviewed about their experiences.

Most organisations had developed and refined procedures to select MHFAOs over time, using application and screening processes to ensure that MHFAOs had suitable personality traits, reflected principles of equality and diversity, and were present across different levels of an organisation. Most organisations promoted MHFAOs through internal resources such as induction packs, the intranet and signs on office doors or desks. Several organisations did not have structured or ongoing ways to provide support for MHFAOs.

Participants believed that MHFA training should be offered to all staff in an organisation, although they noted that this was not always practical or feasible. Participants noted several benefits of MHFAOs in their organisation including:

- Increasing support and encouraging help-seeking
- Improving knowledge, attitudes and skills
- Improving workplace culture
- As a global programme, MHFA can be implemented consistently across multinational organisations

Challenges included how to appropriately support and resource MHFAOs, how to select and promote MHFAOs within an organisation and how to support and train all staff in mental health matters. This study offers several practical recommendations for how to embed and improve MHFAO programmes within workplaces.



**Whitmore M, Stewart K, Pollard J, van Belle J, Yang M, van Stolk C | Promising practices for health and wellbeing at work: A review of the evidence landscape | RAND Europe | August 2018**

Commissioned by Public Health England and prepared by RAND Europe, this research project set out to investigate the effectiveness of health and wellbeing programmes available to employers. The study identified 117 health and wellbeing programmes, reviewed the evidence base for each and graded them according to Nesta standards of evidence, which help determine confidence that an intervention is having a positive impact.

Out of the 117 programmes studied, MHFA England training was among the top five identified as meeting the highest standards of evidence (Nesta level 3).

**Bell N, Evans G, Beswick A, Moore A | Summary of the evidence on the effectiveness of Mental Health First Aid (MHFA) training in the workplace | Health and Safety Executive | August 2018**

The Health and Safety Executive conducted a **rapid scoping review** of existing evidence which highlighted consistent evidence that MHFA training raises employees' awareness of common mental health issues and their signs and symptoms. The review also identified that there is a lack of published occupational studies on MHFA, limited evidence on adaptation of MHFA for different workplaces, and suggests there is limited evidence that MHFA training leads to sustained improvement in helping colleagues experiencing mental ill health.

**Morgan AJ, Ross A, Reavley NJ | Systematic review and meta-analysis of Mental Health First Aid training: Effects on knowledge, stigma, and helping behaviour | PLOS One | May 2018**

This study reviewed and analysed research on MHFA two day courses around the world and found that the course is effective at increasing participants' mental health knowledge, confidence and intentions to provide assistance, and is also effective at reducing stigma, up to six months after training.

The program was evaluated in several settings including workplaces, with university or health care students, members of the public, teachers, parents, and the military. Altogether the analysis comprised 18 studies and included 5,936 participants.

They found that MHFA training moderately improves mental health first aid knowledge, recognition of disorders and beliefs about the most effective forms of treatment for mental health issues. MHFA training also reduces stigma, increases

confidence in assisting someone with a mental health issue and increases intentions to provide mental health first aid to a small extent.

These effects were evident up to six months after completing the training. It is not clear whether these effects last beyond six months, and it is not clear whether MHFA training results in people providing appropriate mental health first aid to someone with a mental health issue.

## Evaluations of Armed Forces MHFA

Armed Forces MHFA is a two day course developed specifically for the Armed Forces community including veterans, serving personnel, their families, and people who work with them. It was developed following a pledge from the Ministry of Defence to improve mental health care services for its personnel, after identifying that military personnel may have particular mental health needs and are less likely to engage with mental health support than the general population.

MHFA England has approved 180 specialist instructors to deliver Armed Forces MHFA courses, who have since trained over 6,000 members of the Armed Forces community to date.

### **Crone D et al. | Evaluation of the Mental Health First Aid in the Armed Forces Community Project | University of Gloucestershire | May 2016**

The first evaluation into the effectiveness of Armed Forces MHFA found evidence that the programme:

- helps to improve mental health literacy
- reduces stigma and misunderstandings surrounding mental health
- holds the potential to provide longer term support to personnel, veterans and their families by identifying mental health issues early and enabling people to access the necessary support services

This mixed method evaluation included both quantitative (surveys) and qualitative (observations, interviews, and focus groups with an expert steering group) elements. Participants were surveyed before and after training and at a follow up after 10 months. 602 trainees completed the initial surveys and 120 completed the follow up.

Quantitative findings revealed that:

- immediately following training, trainees showed a significant increase in knowledge, attitudes, and confidence. This effect was sustained at the 10 month follow up
- there was a small but significant decrease in knowledge which occurred from post training to follow up. Despite the decrease from post training to follow up, overall, knowledge, attitudes, and confidence were all significantly higher than at baseline

Qualitative findings reported that trainees:

- increased their knowledge, understanding and confidence in talking about and communicating with people who have mental health issues
- had improved listening skills, advice giving, and confidence in asking difficult questions regarding mental health issues

Armed Forces MHFA instructors reported:

- increased learning and confidence in understanding and managing mental health through the training experience
- shared feeling with other instructors and trainees of wanting to support and help the promotion of mental health and its awareness in the Armed Forces community
- the need to manage military and civilian dynamics within the courses
- Armed Forces MHFA instructors made a number of recommendations including:
- embedding MHFA into the Armed Forces formal training schedule to ensure the sustainability of the programme
- the development of central coordination and communication including a networking facility between MHFA instructors
- the targeting of specific population groups for the promotion of Armed Forces MHFA courses, for example, service personnel, ex-service, and the families of veterans

## Evaluations of international MHFA programmes

For further reading, an additional set of MHFA evaluations from across the globe can be found at [mhfa.com.au/cms/evaluations](https://mhfa.com.au/cms/evaluations).

**Bovopoulos N, LaMontagne AD, Martin A, Jorm AF | Exploring the role of mental health first aid officers in workplaces: A qualitative study using case study methodology | International Journal of Workplace Health Management | September 2018**

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**Morgan A, Ross A, Reavley N | Systematic review and meta-analysis of Mental Health First Aid training: Effects on knowledge, stigma, and helping behaviour | PLOS One | May 2018**

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**Hadlaczky G, Hokby S, Mkrtchian A, Carli V, Wasserman D | Mental Health First Aid is an effective public health intervention for improving knowledge, attitudes, and behaviour: a meta-analysis | International Review of Psychiatry | August 2014**

A meta-analysis of international MHFA evaluations conducted in 2014 found that MHFA programmes increase participants' knowledge regarding mental health, decrease negative attitudes, and increase supportive behaviours towards individuals with mental health issues. The meta-analysis concluded that MHFA is recommendable as a public health intervention.