

# Health and Well-Being Tools

## Training Opportunities to Share With Managers



Managers, human resources team member or occupational health and safety representative

### Key terms

**intergenerational trauma:** The transmission of historical oppression and its negative consequences across generations.

**Inuit Nunangat:** The homeland of Inuit in Canada, encompassing Inuvialuit, Nunavut, Nunavik, and Nunatsiavut across Yukon, the Northwest Territories, Nunavut, Quebec, and Newfoundland and Labrador.

**pijitsirniq:** “Serving and providing for family and/or community.”<sup>1</sup>

**pilimmaksarniq/pijariuqsarniq:** “Development of skills through observation, mentoring, practice and effort.”<sup>2</sup>

### Learning to help

It’s important for everyone in the workplace to develop skills to support people with mental health challenges, since issues like burnout increases the likelihood of certain health conditions, such as cardiovascular issues and Type 2 diabetes.<sup>3</sup>

Employers are showing that it’s important for everyone to contribute to a psychologically healthy workplace too. In a recent study, 58 per cent said they offer mental health awareness training to managers.<sup>4</sup>

Inuit believe in lifelong learning through pilimmaksarniq/ pijariuqsarniq (developing skills) and pijitsirniq (serving community). Mental health literacy helps colleagues support one another. In Inuit Nunangat, these skills are especially important for managers and Inuit employees, who can provide peer support to other Inuit colleagues.<sup>5</sup>

The following table is an overview of training related to workplace mental health, including workshops on dealing with intergenerational trauma, suicide prevention, and mental health first aid. These resources address key topics shared by research participants from Inuit Nunangat. They are evidence-based, delivered by reputable providers, available virtually, and/or supported by published studies.

This resource is for managers to use directly—to guide their own learning or share with the team to build their mental health literacy.

This resource is also for human resources staff, who can schedule a learning opportunity for their organization or curate options for managers.

This is not an exhaustive list. Please add training you are aware of that is specific to your region, organization, and staff needs.

1 Government of Nunavut, *Public Service Annual Report 2020-21* (Iqaluit: Government of Nunavut, 2022), 4, <https://www.gov.nu.ca/human-resources/documents/2020-21-public-service-annual-report>.

2 Ibid.

3 The Conference Board of Canada, *Future-Proofing Investments in Workplace Mental: Health Meeting Employees’ Evolving Needs* (Ottawa: CBoC, 2022), <https://www.conferenceboard.ca/product/future-proofing-investments-in-workplace-mental-health-meeting-employees-evolving-needs/>.

4 The Conference Board of Canada, *Future-Proofing Investments in Workplace Mental: Health Meeting Employees’ Evolving Needs* (Ottawa: CBoC, 2022), 10, <https://www.conferenceboard.ca/product/future-proofing-investments-in-workplace-mental-health-meeting-employees-evolving-needs/>.

5 NVision Insight Group Inc., *Executive Summary: Addictions and Trauma Treatment in Nunavut* (Ottawa: NVision Insight Group Inc., August 2018) 5, 27, 67, [https://www.gov.nu.ca/sites/default/files/gn\\_att\\_executive\\_summary\\_summary\\_report\\_-\\_final\\_-\\_english.pdf](https://www.gov.nu.ca/sites/default/files/gn_att_executive_summary_summary_report_-_final_-_english.pdf).

<b>Skill</b>	<b>Program name</b>	<b>Organization</b>	<b>Virtual (Y/N)</b>	<b>Facilitated or self-guided</b>	<b>Time commitment</b>	<b>Cost</b>	<b>Website link or contact</b>
Suicide prevention and persuasion skills	QPR Online Gatekeeper Training; individual certification, active for two years	QPR institute	Yes	Self-directed	60 minutes	\$29.95 per person	1-888-726-7926 <a href="https://www.qprinstitute.com/individual-training">https://www.qprinstitute.com/individual-training</a>
Suicide prevention and persuasion skills	QPR Online Gatekeeper Training for organizations	QPR institute	Yes	Self-directed	60 minutes	Bulk online: 200+ is \$5/ training  250–500 is \$14.95  500+ is \$9.95	<a href="https://www.qprinstitute.com/organization-training">https://www.qprinstitute.com/organization-training</a>
Suicide prevention and persuasion skills	Certified QPR+ Pathfinder Gatekeeper Training	QPR institute	Yes	Self-directed	14 hours	\$495.00	<a href="https://www.qprinstitute.com/qpr-pathfinder">https://www.qprinstitute.com/qpr-pathfinder</a>
Communication and response strategies	Motivational interviewing (MI) foundations of practice	The Centre for Addiction and Mental Health (CAMH)	Yes	Self-directed	13 hours	\$300	416-535-8501 ext. 36732  <a href="mailto:courses.help@edu.camh.ca">courses.help@edu.camh.ca</a>
Recognition and response to addictive behaviour	Fundamentals of Addiction Online Course	The Centre for Addiction and Mental Health (CAMH)	Yes	Self-directed	8 weeks, online	\$425	<a href="mailto:courses.help@camh.ca">courses.help@camh.ca</a>
Mental Health First Aid: Recognize changes in behaviour and respond with confidence and appropriate resources	Workplace programs: Mental Health First Aid in Your Workplace	Mental Health Commission of Canada	Yes	Group training			1-866-989-3985  <a href="mailto:bd@mentalhealthcommission.ca">bd@mentalhealthcommission.ca</a>  <a href="https://mhfa.ca/en/workplace-programs">https://mhfa.ca/en/workplace-programs</a>
Designed by Inuit, for Inuit: Recognize change in behaviour and respond with confidence and appropriate resources	Mental Health First Aid–Inuit	Mental Health Commission of Canada	Yes	Blended: self-directed and facilitated	3 days/ 9 hours	Upon request	<a href="https://mentalhealthcommission.ca/training/mhfa/inuit/">https://mentalhealthcommission.ca/training/mhfa/inuit/</a>
Psychological first aid	Caring for Others	Canadian Red Cross	Yes	Self-directed	90 minutes	\$20	<a href="https://www.redcross.ca/training-and-certification/course-descriptions/psychological-first-aid">https://www.redcross.ca/training-and-certification/course-descriptions/psychological-first-aid</a>
Psychological first aid: Prevention and coping strategies for various mental health issues	Psychological First Aid Certification Course	Canadian Red Cross	Yes/blended	Blended	12 hours in class OR 45–90 minutes online with 7 hours in class	Upon request	<a href="https://www.redcross.ca/training-and-certification/course-descriptions/psychological-first-aid">https://www.redcross.ca/training-and-certification/course-descriptions/psychological-first-aid</a>

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