

Mental Health First Aid
Strategies for Success – A Plan for Action

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Compiled by a workgroup, including Anchorage Community Mental Health Services, Denali Family Services, Trust Training Cooperative at the University of Alaska Anchorage-Center for Human Development, and the Alaska Behavioral Health Association.

Executive Summary

Purpose of Plan

The purpose of this three phase plan is to layout a course of action for implementing and sustaining Mental Health First Aid in the State of Alaska.

What is Mental Health First Aid?

“Mental Health First Aid is a 12-hour course that presents an overview of mental illness and substance use disorders in the U.S. and introduces participants to risk factors and warning signs of mental health problems, builds understanding of their impact, and overviews common treatments. Those who take the 12-hour course to certify as Mental Health First Aiders learn a 5-step action plan encompassing the skills, resources and knowledge to help an individual in crisis connect with appropriate professional, peer, social, and self-help care. “National Council for Community Behavioral Health

Who will be Trained?

Phase I: Direct Service workers Bachelors level and below, including family caretakers and Peer workers that serve the Alaska Mental Health Trust Authority Beneficiary groups. (People with mental illness, People with developmental disabilities, People with chronic alcoholism, People with Alzheimer’s disease and related dementia)

Phase II: Frontline public service staff in county, state and municipal entities (Examples: Criminal Justice, School districts, Weatherization workers, library staff, faith based organizations)

Phase III: MHFA Available to general public like “CPR First Aid”

What are the expected outcomes?

- Increased number of people in Alaska’s workforce in direct service positions trained in MHFA.
- Increased number of certified Instructors in Alaska able to train others in MHFA.
- Increased availability of this training to the public over time
- Beneficiaries of the Alaska Mental Health Trust Authorities experiencing a Mental Health emergency will benefit by the direct service workforce being educated in early intervention and destigmatisation taught by MHFA

How much will this cost?

The cost to train one person in MHFA is between \$125-\$150 for the two day training (minimum class size of 12 and no travel required of the instructor) The cost to train one person in MHFA including instructor travel costs is between \$157-\$182 for the two day training

How will Training be conducted?

This plan proposes that we train Face to Face, and eventually by distance delivery. It also proposes that we train trainers in strategic areas throughout Alaska in order to make the Mental Health First Aide training as broadly accessible as possible. Finally, this plan recommends that Alaska maintain a standard of delivering trainings that include peer trainers whenever possible as is

expected by the MHFA National Council.

MENTAL HEALTH FIRST AID OVERVIEW

Mental Health First Aid (MHFA) is a 12-hour training course designed to give members of the public key skills to help someone who is developing a mental health problem or experiencing a mental health crisis. The evidence behind the program demonstrates that it does build mental health literacy, helping the public identify, understand and respond to signs of mental illness.

Internationally and in the US

Mental Health First Aid was created by Professor Anthony Jorm, a mental health literacy professor, and Betty Kitchener, a nurse specializing in health education, at the ORYGEN Research Center at the University of Melbourne, Australia.

The National Council for Community Behavioral Healthcare, the Maryland State Department of Health and Mental Hygiene, and the Missouri Department of Mental Health worked with the program's founders to bring Mental Health First Aid to the U.S.

Mental Health First Aid has a strong evidence base. Four detailed studies have been completed and nearly a dozen journal articles published on the impact of Mental Health First Aid on the public. One trial of 301 randomized participants found that those who trained in Mental Health First Aid experienced the following outcomes:

- greater confidence in providing help to others
- greater likelihood of advising people to seek professional help
- improved concordance with health professionals about treatments
- decreased stigmatizing attitudes

The study also found that Mental Health First Aid improved the mental health of the participants themselves. Findings from the other studies have echoed these outcomes.

To date, Mental Health First Aid has been replicated in 14 countries, including: England, Scotland, Finland, Canada, Cambodia, Hong Kong, Ireland, Wales and Singapore. In the US, we truly value the supporting evidence and strive to achieve fidelity to the original Mental Health First Aid program developed in Australia. In the next decade, we expect Mental Health First Aid in the US will become as common as CPR and First Aid. It has the potential to reduce stigma, improve mental health literacy, and empower individuals

Just as CPR training helps a layperson with no clinical experience assist an individual following a heart attack, Mental Health First Aid training helps a direct service/layperson identify and assist someone experiencing a mental health crisis such as depression, obsessive/compulsive behavior or suicidal thoughts. For example, a facilitator of an adult training class often holds individual meetings outside of class to support participants. Signs of mental illness are more likely to be noticed in these intimate one-on-one settings

than in a classroom group setting. The MHFA-trained facilitator will possess the tools to identify the mental health crisis and to make appropriate referrals. In both the example of a heart attack victim or a participant in a training class, the goal is to help support an individual until appropriate professional help arrives

Mental Health First Aid teaches a five-step action plan, ALGEE, for individuals to provide help to someone who may be in crisis.

- Assess for risk of suicide or harm
- Listen nonjudgmentally
- Give reassurance and information
- Encourage appropriate professional help
- Encourage self-help and other support strategies

Participants in the training are introduced to risk factors and warning signs for mental health or substance use problems, while they engage in experiential activities that build understanding of the impact of illness on individuals and families and learn about evidence-supported treatment and self-help strategies.

MHFA In Alaska

The process of vetting this training and its applicability in Alaska has included

- A pilot project funded by the Alaska Mental Health Trust Authority which included a community training offered and carried out by Denali Family Services
- The formation of an active MHFA planning group that presented to policy level stakeholders and to provider forums about MHFA to determine if this training was wanted and applicable in Alaska.
- The coordination of a planning effort.
- The formation of a broader policy level group to consider costs and budgets target audiences, time lines and sustainability.
- Parallel with the state process has been the Alaska Native Tribal Health Consortiums plan to train behavioral Health Aides in Mental Health First Aide.

Role of the Trust Training Cooperative The Trust Training Cooperative is serving as the coordinator of the Mental Health First Aide planning process as well as assisting in individual training coordination as requested. The TTC and its unique collaborative mission has been available to work across provider groups to determine demand and supply for this training, coordinate meetings, research and to incorporate lessons learned into the planning process.

As the plan progresses, the TTC will be the main fiscal oversight/administrator for this training. The TTC's Learning Management System will be used as this training's registration and tracking tool. The TTC will also be collecting Post/ Pre evaluations for each training it supports.

Role of the Alaska Peer Support Consortium

The Alaska Peer Support Consortium and the Trust Beneficiary Project Initiative is currently training two trainers for Instructor certification in MHFA with the intent to grow a Peer trainer group that infuses the peer perspective into all community trainings. In the following plan the intent is that MHFA be trained with a peer trainer whenever possible and that an equal number of persons selected to train as trainers identify as a peer in one of the Trust Beneficiary Groups.

The Role of the National Council (NC)

The National Council is the national coordinator of MHFA. Its primary role is to train trainers and provide ongoing technical assistance. The NC also maintains an active online resource community with updates to training materials as they are developed and collects online evaluations of all trainings.

WHO AND HOW WE TRAIN

See the following Plans

MHFA: WHO WE TRAIN

	TTC Role (Including advisory Council)	Trainers/ Stakeholder Role	National Council Role	Projected Timeframe
Phase 1				
Direct Service workers Bachelors level and below, including family caretakers and Peer workers that serve the Trust Beneficiary groups and as additionally defined by the Trust Training Cooperative Advisory Council	1. Training Coordination 2. Marketing and registration in the LMS to target audience. 3. Data collection on # trained and trainings held. 4. Evaluation using Post/Pre	1. Planning with TTC 2. Conducting Trainings 3. Maintaining Certification (<i>minimum of two trainings per year</i>) 4. Administer follow-up survey of persons trained (NEED TIME FRAME)	1. Updating and maintaining records of all Alaska Trainers. 2. Providing ongoing updates to trainings and materials. 3. Delivering Distance version of MHFA.	SFY2011-2013
Phase 2				
Frontline pubic service staff in county, state and municipal entities (Examples: Criminal Justice, School districts, Weatherization workers, library staff, faith based organizations)	1. Same tasks as phase one with ongoing system implementation planning 2. Designs a system in place a system to help and track frontline staff/community (Non Trainers) members maintain their certification. (It has to be renewed every three years).	1. Planning with TTC 2. Conducting Trainings 3. Maintaining Certification (<i>minimum of two trainings per year</i>) 4. Administer follow-up survey of persons trained (NEED TIME FRAME)	1. Updating and maintaining records of all Alaska Trainers. 2. Providing ongoing updates to trainings and Materials. 3. Delivering Distance version of MHFA.	SFY2013-2015
Phase 3				
Evaluate community training reception/ saturation and continued demand for training. Access for applicability MHFA	Same as Phase 1 and 2 with evaluation report to TTC Advisory Council on Post/Pre data collected and determination	1. Planning with TTC 2. Conducting Trainings	1. Updating and maintaining records of all Alaska Trainers. 2. Providing ongoing updates to	SFY2015-

of basic training for any employee such as CPR and First Aid.	of continued training plan	3.Maintaining Certification (<i>minimum of two trainings per year</i>) 4. Administer follow-up survey of persons trained (NEED TIME FRAME)	trainings and Materials. 3. Delivering Distance version of MHFA.	
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MHFA: HOW WE TRAIN

	TTC Role	Trainer / Stakeholder Role	National Council Role	Projected Timeframe
Phase 1				
1. Face to Face 2. Distance delivery Pilot due SFY 2012 possible public availability late SFY 2012	1. Coordinate/broker three collaborative cross trainings in Alaskan communities per year 2. IN SFY2012, Coordinate and hold quarterly trainers teleconference	1. Train face to face on road system and in community of origin 2. Trainers will administer National Council Evaluation	1.Support Trainers with national listserv and materials update. 2. National Council online training evaluation.	Ongoing SFY2011-2013
Phase 2				
1. Three Face-to-Face MHFA Trainings in each region) 2. Distance delivery ongoing	1.Coordinate/broker cross trainings in AK community. 2.Coordinate and hold quarterly trainers teleconference. 3. Coordinate and track distance training delivery	1.Each trainer agrees to hold three community trainings per year providing data on persons trained to TTC and the National Council. 2.Maintain active training status. 3.Provider agencies agree to open any empty slots in trainings to other providers.	1. Support Trainers with national List serve and materials update. 2. National Council online training evaluation.	Distance delivery Pilot due SFY 2012 possible public availability late SFY 2012-
Phase 3				
1. Monthly Face to Face	1.Coordinate, collect data and monitor face to face	1.Each trainer hold three community trainings per year providing data on persons trained to	1. Support Trainers with national List serve and	SFY2013-2015

2. Distance delivery	distance delivery. 2. Generate data report for Stakeholders and Funders	TTC and the National Council. 2.Maintain active training status. 3. Provider agencies agree to open any empty slots in trainings to other providers.	material update. 2. National Council online training evaluation.	
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MHFA: Financial Plan COST OF TRAINING and Administrative Costs

	TTC Role	Provider Stakeholder Role	National Council Role	Projected Timeframe
Phase 1				
1. Grant Funded (AMHTA, Agency Trainer time donated Denali Family Services, ACMHS, TTC Coordination and planning) 2. Fee for Service sliding scale \$125 break-even. (Non travel) (With grant scholarships to lower costs)	1. Use LMS for all community training tracking, and fees training 2. Investigate possible Local grant funding opportunities for scholarship. 3. Serve as fiscal intermediary for materials fees, grant funded scholarships, training stipends 4. Provide coordination admin.	1. Provide Trainers, and when possible space for trainings, 2. Participate in ongoing cost effectiveness planning.		2011-2013
Phase 2				
1. Cost of distance delivery to be determined 2. Minimal fee with Trainers/ Agency MOA of 4 community trainings to be provided in exchange for Trainer training costs. (see attached MOA)	Working with planning group seeking grant opportunities for scholarships to cover cost of Training materials, travel (if necessary) etc.			2013-2015

3. Grant opportunities for low or no cost trainings, stipends and scholarships.				
Phase 3				
				SFY2015-

Draft Budget of Trainings Held in Alaska (without projected travel costs)

The following costs are based a minimum of 12 participants with food, one trainer and no travel costs. Note that \$125 per person tuition will cover these expenses:

- 1. Manual \$180 (\$15.00 per person @ 12 participants)
- 2. Food \$300 (\$25.00 per person - optional, can be a brown bag)
- 3. Supplies \$120 (\$10.00 per person)
- 4. Venue \$0 (donated if at all possible)
- 5. Trainer \$900 per two-day training (based on one trainer)

TOTAL: \$1,400

These costs are based on estimations of the core Mental Health First Aid planning group, which consists of three community trainers. The Trust Training Cooperative and Alaska Behavioral Health Providers Association assume the following:

- The minimum amount of participants for a training with one trainer is 12; the maximum amount 16
- It is recommended that two trainers offer this training when there are 16 to 25 participants

This draft budget is based on the understanding that there are a limited number of MHFA trainers in Alaska and that if community demand for this training increases there will be a need to increase the number of trainers in the community strategically.

Draft Budget of Trainings Held in Alaska

The following costs are based a minimum of 12 participants with food, one trainer and approximated travel costs. Note that \$182 per person tuition will cover these expenses:

- 1. Manual \$180 (\$15.00 per person @ 12 participants)
- 2. Food \$300 (\$25.00 per person - optional, brown bag)
- 3. Supplies \$120 (\$10.00 per person)
- 4. Venue \$0 (donated if at all possible)
- 5. Trainer \$900 per two-day training (based on one trainer)
- 6. Air fair \$400. (cost will vary, based on Anchorage to Juneau)
- 7. Per Diem \$88. per two day training
- 8. Hotel \$175. one overnight stay
- 9. Transportation \$25. taxi use

TOTAL: \$2188.00

TRAIN THE TRAINER (see following plan below)

MHFA: HOW WE TRAIN TRAINERS

	TTC Role	Trainer/Stakeholder Role	National Council Role	Projected Timeframe
Phase 1				
Use existing trainers and keep up certifications.	1. Coordinate and gather data in LMS for Existing Trainers and Trainings.	1. Participate in planning process and donate resources when possible. Such as meeting room 2. Working with planning group and engaging ANTHC, AMHTA, TTC advisory Council, AMHB, Suicide Council, DHSS, Denali Commission and Rasmuson Foundation. Seek and procure 50K in Funding to train 30 MHFA Trainers in AK.	1. Support Trainers with national listserv and material update.	Ongoing SFY2011-2013
Phase 2				
<i>Train 30 trainers in Alaska</i> Options targeted to training trainers in hubs.	Coordinate Training of Trainers with Providers and National Council. Utilize the LMS recruit register and track participants.	1. Trainers trained through TTC/community funds will sign MOA agreeing to train 4 MHFA community trainings per year for a minimum of two years. 2. Agencies will agree to contribute trainer time to hold community specific trainings. Agencies also agree to open empty spaces in internal trainings to external participants.	Two National Council Trainers to Alaska, one of which will be Larry Frick and train 30 trainers in Anchorage. Support Trainers with national listserv and material update.	SFY2013-2015
Phase 3				
Evaluate Sustainable group of Trainers	Evaluate LMS, Post/Pre data on AK training demographics, persons trained, aggregate change			SFY2015

Ongoing trainings Reassesses Market Saturation and Training Availability	in knowledge reported.			
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Approximate Costs of Training Trainers With Travel Outside of Alaska

Mental Health First Aid Training Cost Estimations

There is a potentially significant savings by conducting MHFA Trainer trainings in Alaska. The cost to send people outside for training-of-trainers is approximately \$1,800 for one week, not including travel, food and hotel. The estimated cost to bring a training of trainers to Alaska is approximately \$30,000 to train 30 people if we provide a place for training for one week, food, plus costs (largest class: 25 with two trainers).

MHFA: Funding Plan Training Trainers

	TTC Roll	Provider Stakeholder Roll	National Council Roll	Projected Timeframe
Phase 1				
<p>1. Researching and engaging State and Federal Funders group may wish to contribute to fund Training of Trainers in AK</p> <p>2. Draft Funding plan with work group including evaluation of MHFA Plan Implementation.</p>	<p>1. Working with Planning group, and engaging ANTHC, AMHTA, TTC advisory Council, AMHB, Suicide Council, DHSS, Denali Commission and Rasmuson. Seek and procure 50K in Funding to train 30 MHFA Trainers in AK</p> <p>2. Coordinate Draft Funding Plan</p>	<p>1. Working with Planning group, and engaging ANTHC, AMHTA, TTC advisory Council, AMHB, Suicide Council, DHSS, Denali Commission and Rasmuson. Seek and procure 50K in Funding to train 30 MHFA Trainers in AK</p> <p>2. Participate in funding plan meetings</p>	<p>1. Track and report national data</p>	<p>SFY2011-2013</p>
Phase 2				
<p>Fund and hold TOT in AK</p>	<p>Coordinate TOT in AK Funding Administration Begin to track with</p> <p>1. Follow-up trainer survey</p> <p>2. Numbers trained</p> <p>3. Ongoing trainings</p>	<p>Support actual TOT in AK through providing venue, supplies, travel to training for staff /community members to be trained.</p>	<p>1. Track and report national data</p>	<p>SFY2013-2015</p>
Phase 3				
<p>1. Determine sustainable number of MHFA Trainers needed in AK and Attrition rate</p> <p>2. Determine cost effectiveness of</p>	<p>Looking at data from follow-up trainer survey and numbers trained and ongoing trainings and coordinate with evaluators.</p>	<p>Follow up Surveys on MHFA trained frontline staff and community members</p>	<p>1. Track and report national data</p>	<p>SFY15-</p>

Distance delivery model VS quality of training	(Identified in phase one)			
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APPENDIX

MHFA ALASKA PROCESS FLOWCHART

