**Your Health Space Information**

* Your Health Space is a free workplace mental health program developed by the Canadian Mental Health Association (CMHA), Ontario Division and funded by Ontario’s Ministry of Health.
* The program provides psychoeducational training to support health care organizations in addressing workplace stressors affecting health care staff.
* The program promotes a multidimensional approach *to organizational* well-being. Working with staff across an entire health care organization, Your Health Space helps Health Care Workers and Leaders recognize indicators of burnout and moral distress in themselves and their colleagues while embracing psychological health and safety in the workplace.
* The program aims to contribute to a cultural shift in Ontario’s health care settings where conversations about workplace mental health are encouraged and become commonplace.
* Your Health Space clients are health care *organizations*, and senior leaders must register their organizations to receive training. This was a deliberate program design choice, in recognition of the need to shift the burden of accessing resources off the shoulders of individual health care workers while subsequently working to influence organizational change.
* The program is delivered through live training (virtual or in-person), as well as through self-directed e-Learning modules. Your Health Space’s team of 20 trainers support all six Ontario Health regions.
* Although the content of program modules (workshops, webinars, e-Learning and wellness moments) is standardized, the program offers a degree of flexibility, with organizational leaders having the ability to develop a customized training package and delivery method that meets the existing needs of their organization. All program curriculum is supported by a robust evaluation process led by a team of researchers at Toronto Metropolitan University.
* Your Health Space is exclusive to health care organizations based in Ontario.
* Over 60,000 health care participants have been trained since the program’s launch in May 2022.
* 93.28% of participants found the training relevant to their own lives and work.
* 87.72% of participants said they would recommend this training to their colleagues.
* Curriculum is built on the foundation of the National Standard for Psychological Health and Safety in the Workplace (“The Standard”), developed by the Mental Health Commission of Canada.
* Your Health Space was developed in consultation with prominent health care associations, including the Ontario Hospital Association and the Registered Nurses’ Association of Ontario. The program’s advisory pool includes health care leaders from across the province who provide strategic insight on the direction of Your Health Space.
* The program is currently in the process of expanding its curricula to include two unique offerings designed to: 1) help organizational leaders support the mental well-being of physicians in their workplaces, and 2) help health care organizations implement The Standard.

**Testimonials**

* “We have just surveyed our organization in our annual Employee Engagement survey and were thrilled to see our Work Life Balance scores up by 17% (10% above the benchmark) and our Mental Health scores up by 7% (4% higher than the industry benchmark). We believe this is in part due to our partnership with CMHA Ontario [Your Health Space] so wanted to thank you and let you know that what you do matters!” – **Vice President of Human Resources, Arnprior Regional Health**
* “We were very excited to partner with Your Health Space on a unique pilot project. The trainers worked closely with us to customize training and deliver on-site micro-learning sessions to our front-line staff at 5 of our hospital sites. Their flexibility and creativity paid off – we received positive feedback from many managers and employees who participated in the sessions. Thanks YHS for working with us on this very important initiative!” – **Health and Wellness Specialist, Niagara Health**
* “I want to share with you my experience this morning with a 3-hour live workshop called Fostering Well-Being Through Leadership hosted by Mount Sinai Hospital (Toronto), Sinai Health. This in-person, highly interactive Canadian Mental Health Association, Ontario Division workshop engaged a group of about 20 managers in important and timely discussions and reflections on mental health and mental illness challenges and approaches with our health care teams. The workshop was thoroughly engaging from start to finish and the trainer was 5 star for balancing content, discussions, timing, and sharing her personal and professional experience. This workshop offered as part of Your Health Space, a free workplace mental health program for Ontario’s health care organizations” – **Provincial Program Manager, Mount Sinai Hospital**
* “These sessions were insightful, educational, and highly engaging. The information shared during these sessions was extremely useful and has provided us with practical tools and techniques to improve our overall well-being. The sessions not only helped us understand the importance of mental and physical well-being, but also provided us with actionable steps to improve our overall health and happiness. I am confident that the knowledge and skills gained during these sessions will be beneficial to us in our personal and professional lives. Once again, thank you for your work and dedication to the well-being of our staff members”– **President & CEO, Glengarry Memorial Hospital**
* “Wellness faces many barriers in a healthcare environment. Demands are high, time is limited, and capacity is exhausted. Finding innovative ways to engage staff in their well-being is challenging. Your Health Space has offered the perfect recipe to engage staff in educational opportunities that enhance workplace wellness. Working with YHS has enabled LHSC to fill a gap and has offered us an opportunity to engage our healthcare staff in topics that matter to them in ways that are most meaningful to them, by people whom they resonate with. We now have teams requesting YHS-led workshops, and webinars, and continue to meet the demand for Wellness Moments.

The implementation of Wellness Moments has been most impactful. We currently track 2 well-being indicators: 1) Perception of Stress and 2) Perception of Leader Support. Wellness Moments can help us shift both well-being indicators in a positive direction through a leader-supported wellness break and education around stress mitigation in a fun microlearning environment. This has not only been a great gateway to building team cohesion but also creates some informal relationship building with the wellness team opening the door to other programs and resources. The relationship-building aspect is what has enabled staff to be excited about engaging with the team and the content. Having the content delivered by Healthcare workers who have walked in their shoes offers a mutual respect and understanding that isn’t found in other programs or initiatives. LHSC now has Leaders who have asked for monthly standing appointments with the YHS Wellness Moment team as they see the benefit to their staff. One of those areas is our MDR Department. Wellness Moments have created a positive relationship between the team and the Wellness Department and we now have 3 Wellness Champions onboarded because of the direct relationship to a regular monthly Wellness Moment within the department.

As healthcare organizations struggle with retention and the impacts of a shortage of human health resources we highly value the relationship we have built with Your Health Space. They have been able to offer and deliver mental health education and awareness in a healthcare environment in an innovative, meaningful, accessible, and personable way that is contributing to a culture of wellness at LHSC”– **Employee Health & Wellness Specialist, London Health Sciences Centre**