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PRODUCTIVITY AND THE
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Minding Our Future: Supporting the Mental Health of Apprentices

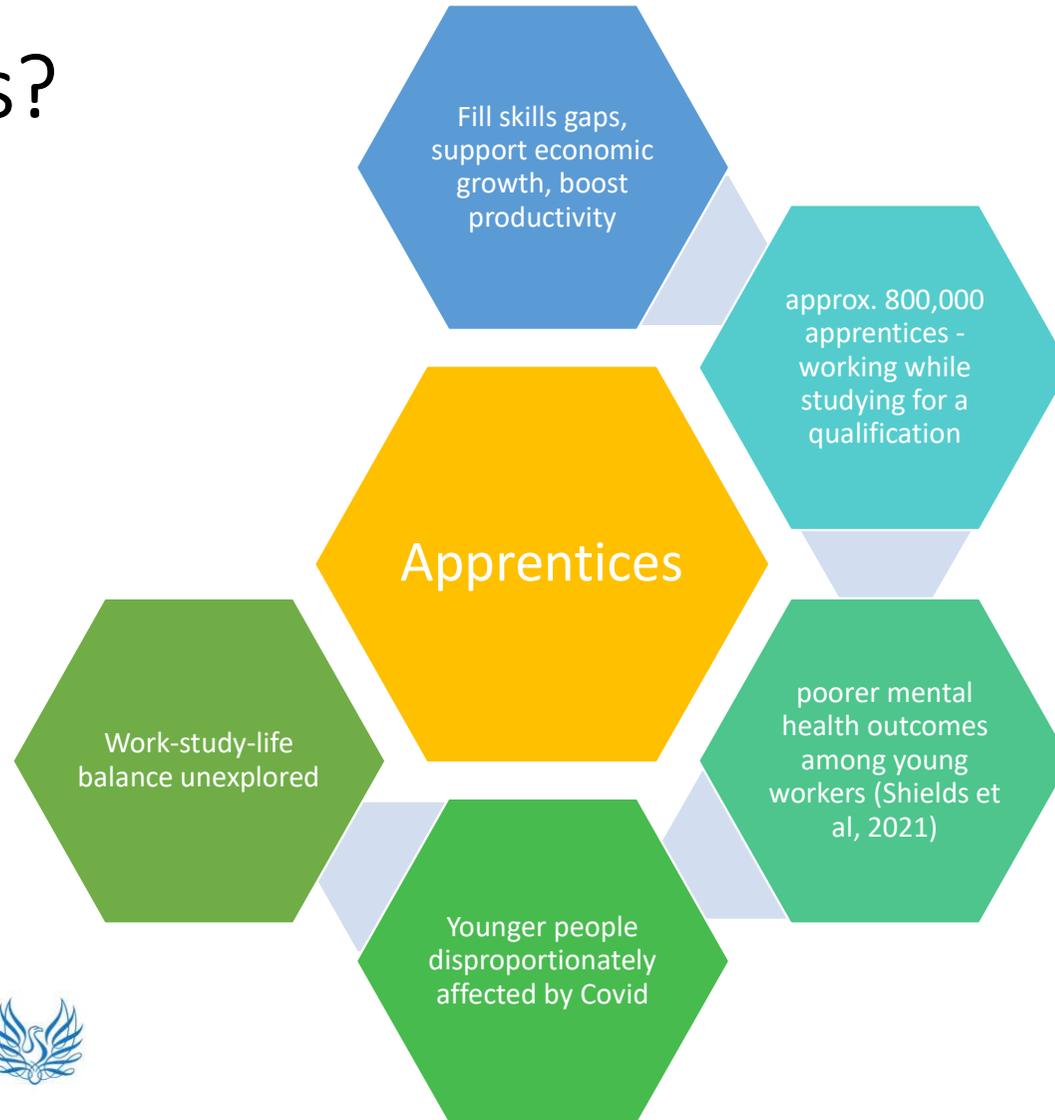
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(Co-Director of the Warwick Centre for Mental Health and Wellbeing Research)

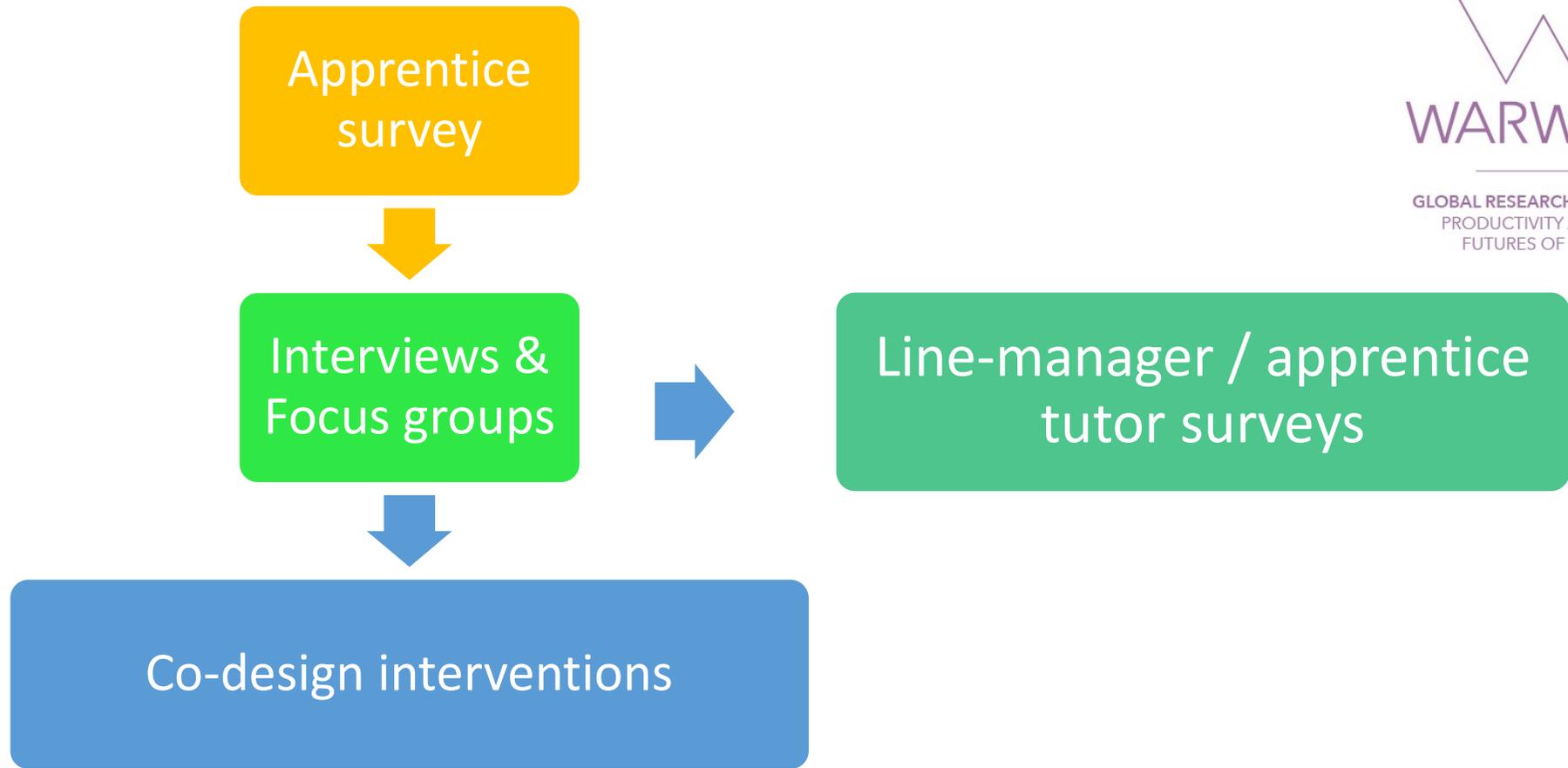
Sean Russell, Coventry University



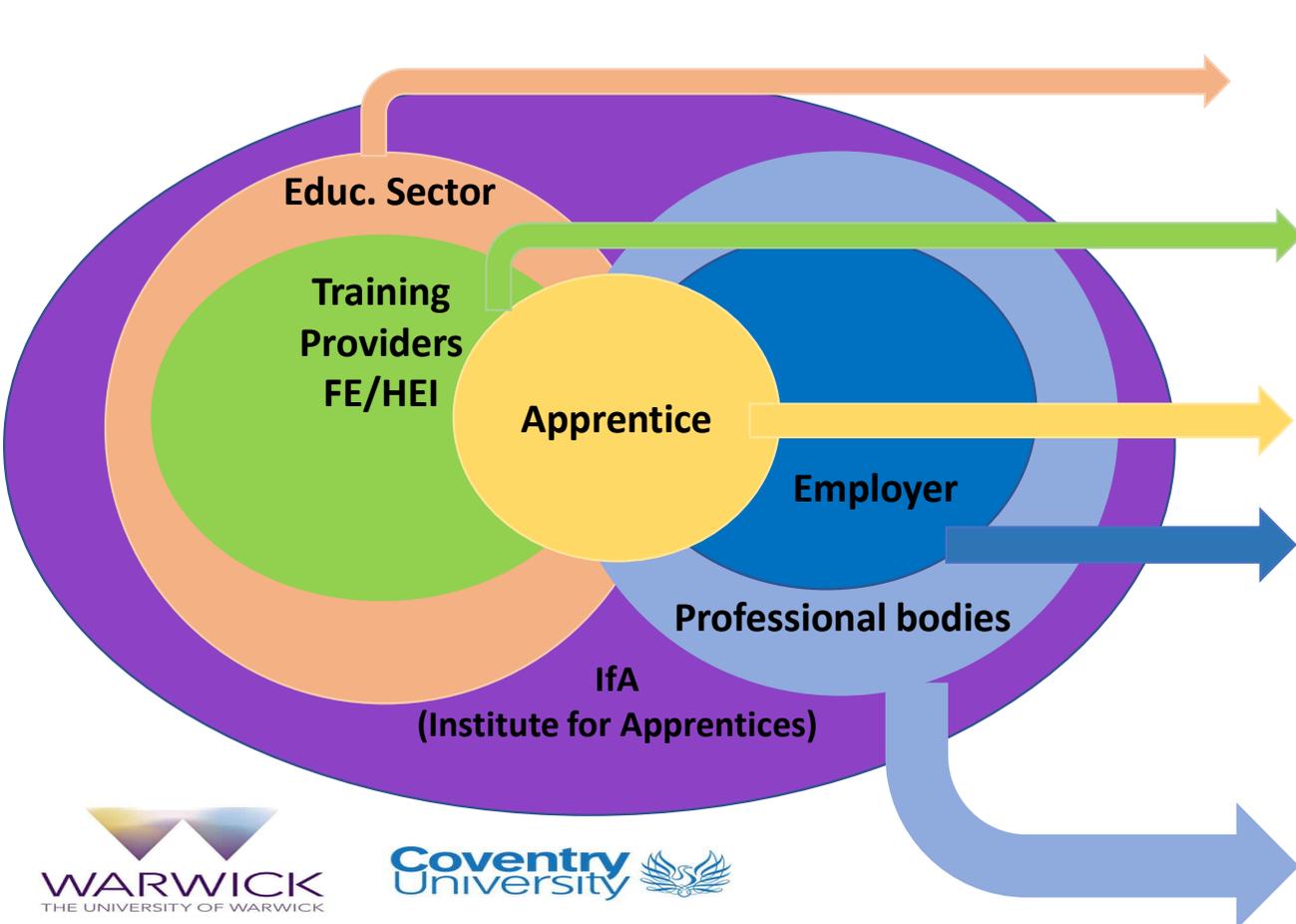
Why apprentices?



How?



Wellbeing support for apprentices Today



Sector-wide initiatives e.g
IoC Mental Health report,
charter, Student Minds

Some training providers
committed to mental health
charters

The voice of apprentices is
being listened to e.g IfA
Panel

Some employers have
processes & are responsive
to wellbeing needs of
apprentices

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The future

Ensure the apprentice voice is
reflected in wellbeing
strategies for all providers

More in-depth research
findings on challenges for
apprentices

Incorporate apprentice
mental health into existing
processes e.g training/
education



Mental Health and Productivity Pilot



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Taking the first step

Ready to think about a mental health and wellbeing strategy for your organisation?



A structured accredited route – we guide you through steps



Make a commitment - access resources in your own time

Not ready to develop a strategy?



Different tools to help employers and employees



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Speak to one of our [Regional Contacts](#) to find the right tools & approaches for your organisation



The Future Model creating sustainability

1. **Consolidate** the existing work packages within the pilot and create an Institute of Workplace Mental Health. This Institute will operate as a collaborative and build a strong link between business and research.
1. **Amplification** of the existing work packages including Thrive at Work, Mind Mental Health at Work Commitment, scale up novel interventions where appropriate to a national scale.
2. **Develop** new intervention with existing and new partners to provide a more coherent workplace public mental health approach aligning to NICE Guidance QS147, recently published ISO 45003 Psychological Safety at Work aligned to ISO 45001 Health and safety at Work and the overarching Thriving at Work Standards as set out in the Stevenson / Farmer 'Thriving at Work' Report (2017)

This development will also include several proposed new topic areas including mental wellbeing for:

- **Women at work** - to include current impact post Covid in relation to flexible and agile working capability and scoping the impact of anxiety and depression linked to the menopause for working women.
- **Young people** at work 16-24yrs – resilience building and reducing the stigma for future generations
- **Line managers** – programme to support learning and creating confidence to have a mental wellbeing discussion
- **Pre-employment** – developing models for Further Education, Higher Education and Apprenticeships as part of transition to work planning

Creating hope and thriving workplaces

