Minding Our Future: Supporting the Mental Health of Apprentices

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Why apprentices?

- Fill skills gaps, support economic growth, boost productivity
- approx. 800,000 apprentices - working while studying for a qualification
- poorer mental health outcomes among young workers (Shields et al, 2021)
- Younger people disproportionately affected by Covid
- Work-study-life balance unexplored
How?

Apprentice survey

Interviews & Focus groups

Co-design interventions

Line-manager / apprentice tutor surveys
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

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
Taking the first step

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

- **thrive at work**: A structured accredited route – we guide you through steps
- **MENTAL HEALTH AT WORK**: Make a commitment - access resources in your own time

Not ready to develop a strategy?

- Different tools to help employers and employees

*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.

2. **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