

Mental Health Peer Support for Young Adults in the Workplace

WHAT

Assess the evidence for Mental Health Peer Support in the workplace, with a particular focus on support for young adults who have experience with depression and/or anxiety



Mental Health Peer Support is mutual support involving the sharing of experiential knowledge, skills, and social learning to assist with mental health recovery

HOW

Science-Informed Review
25 articles
NYU



Practice-Informed Review
4 program authorities
26 peer supporters
7 practice documents
MHI



Youth-Informed Review
17 young adult workers
NAMI
National Alliance on Mental Illness
New York City Metro

FINDINGS



Positive outcomes for individuals and organizations as a result of workplace peer support programs (PSP) include:

- ✓ Increases hope, empowerment, self-efficacy, self-esteem, quality of life, stability in employment and education
- ✓ Contributes to employee retention
- ✓ Decreases anxiety and depression
- ✓ Decreases absenteeism
- ✓ Decreases sick leave
- ✓ Decreases stigma

- ✓ Conduct Organizational Readiness (Culture Assessment)
- ✓ Develop Policies and Structure
- ✓ Promote the Program (Communications Strategy)
- ✓ Recruit and Select Supporters Based on Established Competencies
- ✓ Train and Educate
- ✓ Support the Supporters
- ✓ Consider Remuneration (Global Compensation)

There are systematic guideposts that are consistent among organizations regarding how to successfully develop and implement a sustainable PSP



Younger workers welcome and are receptive to a PSP when trust exists within the organization and when the internal culture supports the PSP initiative

RECOMMENDATIONS



We encourage workplaces to adopt a mental health peer support program as a means of reducing mental health stigma and improving the productivity, quality of life, and overall wellness of young adults.

More research is needed on workplace peer support and existing peer support programs must be evaluated.



We recommend that peer supporters be selected based on established core competencies and provided with adequate training and that young people receiving peer support are assured privacy and confidentiality.

Established best practices can guide the implementation of peer support programs to ensure success.



A mental health peer support program requires dedicated resources and sustained organizational commitment to be successful.

Corporate culture, trust, leadership support, and stigma are important to address in order for peer support programs to be successful with young adult workers.

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