

Impact Report

2023-24



**MENTAL HEALTH
FIRST AID[®]**
INTERNATIONAL



Acknowledgement of Country

Mental Health First Aid International acknowledges the Traditional Owners and Custodians of Country throughout Australia and pays our respect to Elders past and present. We extend our respect to all Aboriginal and Torres Strait Islander peoples and recognise their continuing culture and connection to lands, waters and communities.



Recognition of Lived Experience

Mental Health First Aid International wishes to recognise people with lived and living experience of mental health problems and suicidality, and their loved ones who care and support them. With diverse identities, challenges and life experiences, each journey is unique and invaluable. Thank you to those who have courageously shared stories to help educate the global community.

We recognise, value and celebrate diversity and act in the spirit of inclusion.

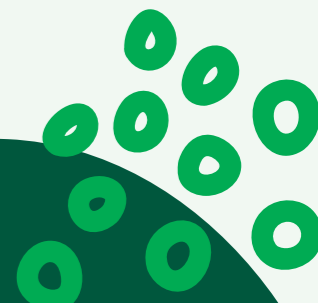


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Front cover: Namira is one of the 8 million MHFAiders trained across the world. Read more on page 22



Message from the Chair

Krystian Seibert,
Chair, Mental Health First Aid International



On behalf of the Mental Health First Aid International Board, I am pleased to present our 2023–24 Impact Report celebrating the collective achievements of our organisation over the past 18 months.

We surpassed 8 million people trained in Mental Health First Aid across 30 countries, including 14 million here in Australia. We also welcomed two new international partners to our global movement, with people in Taiwan and Singapore now able to gain new skills and confidence to have conversations about mental health.

This period also included important changes for our organisation. Shannon Anderson stepped down as CEO, having led Mental Health First Aid International for over four years. A highly dedicated, effective and skilled leader, Shannon leaves behind a strong legacy and platform for us to build upon.

We were also very fortunate to welcome Angus (Gus) Clelland as our new CEO. Gus's experience as a mental health sector and not-for-profit leader, and proven record of driving outcomes to support improved mental health, is already making a significant impact. I extend my deep gratitude to Shannon, Gus and their senior leadership team for their work in driving our vision forward during this time. And a special thank you to Ebony Whitehouse, Director of the Australian Program, who acted in the role of interim CEO between June and October 2023.

Our Board also saw important transitions. We thanked two directors for their service, with Darren Abbruzzese and Kerry Ryan stepping off the Board. And we welcomed Evan Dukas, Vanessa Ferguson and Simon Stafrace as new directors.

Their skills and experience are an important addition to our Board, as we work to shape the next chapter of our organisation's story.

Developments in 2023-24 have also reinforced Mental Health First Aid International's role as a cornerstone of early intervention and community-led mental health support worldwide. Returning to our roots as Mental Health First Aid International during this time reflects our renewed commitment to growing our global movement dedicated to providing evidence-based mental health first aid education to everyone. Elevating our engagement with our international partners and expanding our movement to new places, is a key priority, as we strive towards our vision of a world where everyone has the skills and confidence to support those experiencing mental health problems.

The journey of Mental Health First Aid, from its origins in Canberra nearly 25 years ago – sparked by the vision of Betty Kitchener AM and Professor Tony Jorm – to the global movement it is today, continues to inspire us all. This would not be possible without the collective action, dedication and passion of all who champion our purpose each day. Thank you to our staff, and to our incredible community of instructors, trainers, MHFAiders, partners and supporters. It is through your efforts that we are reducing stigma, increasing mental health literacy, and encouraging open conversations about mental health, in Australia and around the world.

Message from the CEO

Angus Clelland
CEO, Mental Health First Aid International



I am thrilled to have been appointed as the CEO of Mental Health First Aid International at such a pivotal time in the organisation's history.

I would like to thank my predecessor Shannon Anderson, whose legacy is closely tied to the remarkable growth of MHFA, particularly during a time when the world shifted to digital and the recognition of the need for MHFA in schools, workplaces and communities worldwide soared. I also thank Ebony Whitehouse, Director of the Australian Program, who led the organisation as Interim CEO from June to October 2023.

I am deeply grateful to our staff, instructors, Board, international partners, funders and global community of MHFAiders for your continued dedication to our vision and purpose. Your collective efforts continue to make a positive difference in families, schools, workplaces and communities worldwide.

The world is undeniably facing an ongoing mental health crisis with far-reaching impacts on individuals, families, communities, workplaces and economies. The pandemic, natural disasters, and the cost-of-living crisis have all contributed to increased psychological distress and growing mental health concerns.

Mental Health First Aid is playing a role in addressing this crisis by building the capacity of individuals to recognise, understand and respond to mental health problems, supporting early intervention and prevention efforts. In 2023–24, our national network of more than 3,000 instructors delivered 13,140 courses, equipping over 187,000 participants with the skills, knowledge and confidence to provide initial support to someone experiencing a mental health problem or crisis.

However, persistent systemic gaps remain that hinder access to timely, appropriate supports for individuals experiencing mental health problems. MHFA is one part of a broader, multifaceted sector working to improve mental health outcomes. It is through collective action, where each of us understands our role and works together, that we will have most chances of improving mental health outcomes, whether in Australia or globally.

A new focus for Mental Health First Aid has been on building partnerships and advocating for government investment not only in MHFA and supporting priority populations, but also in whole-of-sector reform. Our work achieved in 2023–24 is laying the groundwork for greater advocacy and action moving forward.

Looking ahead, 2024–25 is set to be an extraordinarily busy year. It will mark the launch of a new Strategic Plan to guide us into 2030, as well as the celebration of the 25th anniversary of MHFA. I look forward to working with our global community to continue to build on the legacy and impact of the past 25 years.

About us

Mental Health First Aid International is a global purpose-driven, not-for-profit organisation that provides mental health first aid education and training.

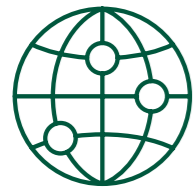
Established in Australia in 2000, our purpose is to provide high-quality, evidence-based, accessible mental health first aid education, guided by the voices of lived experience.

We aim to improve mental health literacy, reduce stigma, and build capacity to provide support for people experiencing mental health problems.

For almost 25 years Mental Health First Aid International's evidence-based training courses have

equipped people with the practical skills, knowledge and confidence to recognise and respond to someone experiencing a mental health problem or mental health crisis, until appropriate professional help is received, or the crisis resolves.

From a grassroots organisation established in Canberra, Mental Health First Aid has inspired an international movement:



30

countries delivering MHFA



8 million

people trained worldwide



60,000+

Instructors worldwide



1.5 million

Australians trained



3,200+

Instructors in Australia



Our strategic priorities

Our Strategic Plan 2021–2025 was created to provide clarity of purpose and focus and to help guide our work and enhance our impact over a five-year period.

The plan identifies four key interconnected areas that will help us achieve our vision of a world where we all have the skills to support people experiencing mental health problems.

1. Education and community development

- Increase the reach of Mental Health First Aid
- Increase recognition globally as the authority on mental health first aid education
- Grow, educate and engage our MHFAider community
- Reduce stigma relating to mental health problems and actively promote mental health education

2. Research and evaluation

- Develop programs and courses that are evidence-based and evidence-informed and centre the voices of people with lived experience
- Demonstrate positive impact through high quality, evidence-based courses that are recognised and respected.

3. Quality program delivery

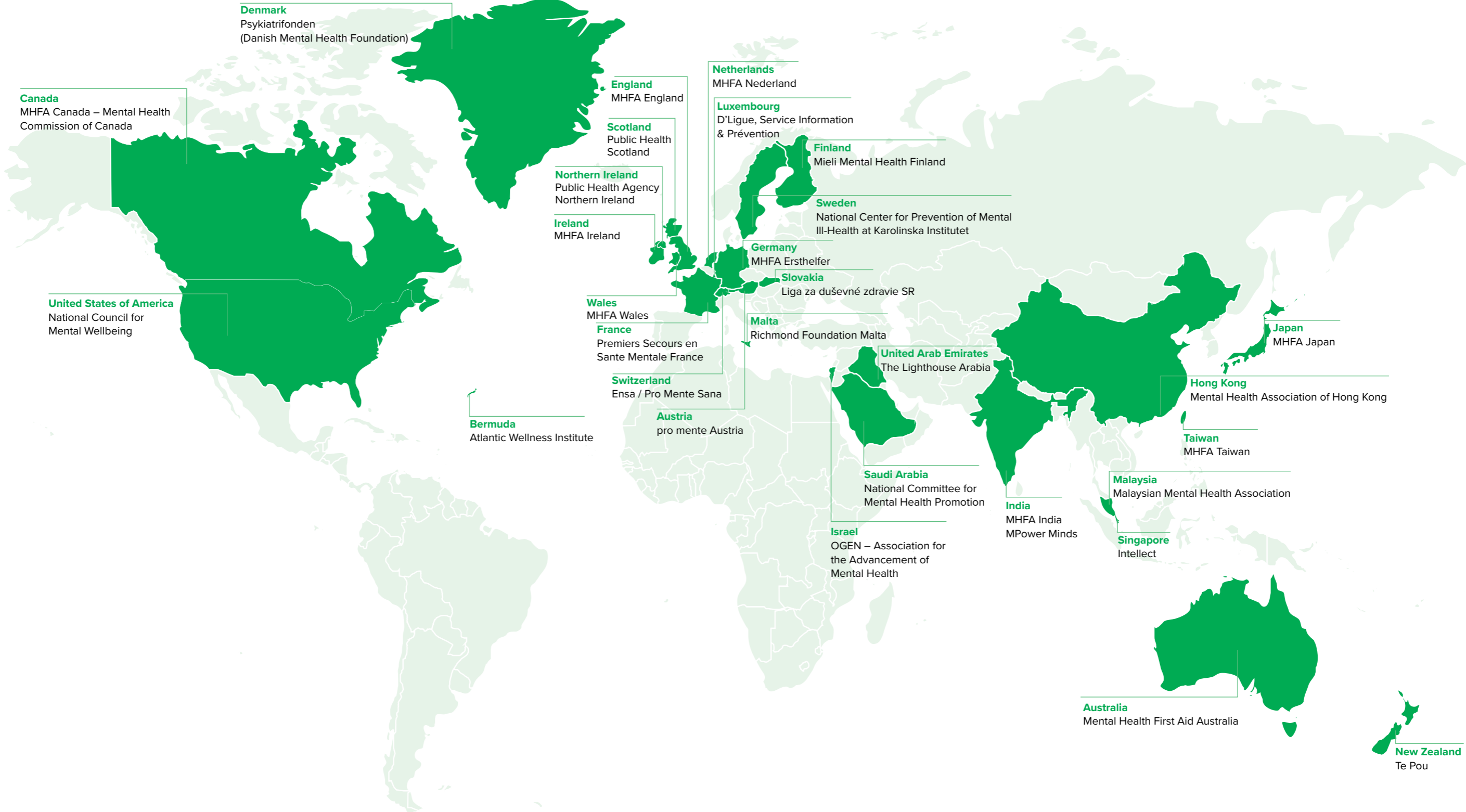
- Deliver high quality courses across all settings and communities
- Attract, develop, and retain high quality Trainers and Instructors
- Evaluate course delivery and outcomes ensuring quality, safety and impact
- Ensure quality standards for course consistency and fidelity, resulting in positive participant experiences

4. Sustainable operations and growth

- Ensure our leadership, culture and ways of working benefit our organisation, stakeholders and staff
- Advance our work through diverse and sustainable income
- Increase our reach and impact through technology
- Support sustainable operations and growth through the effective use of our organisational assets

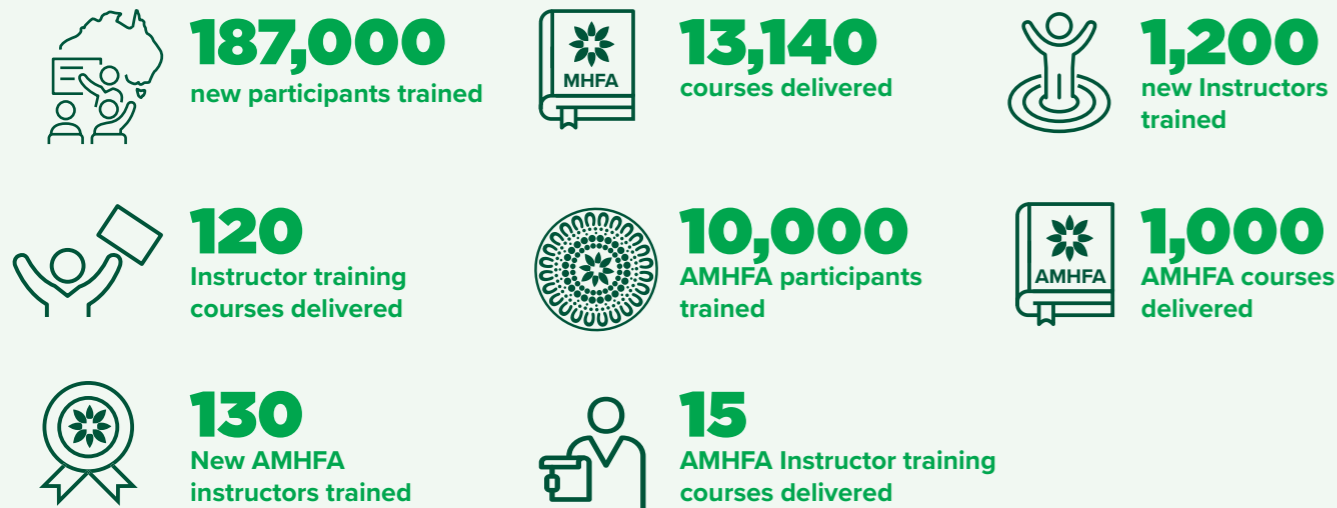
Global community

Mental Health First Aid is a global program delivered in 30 countries.



2023–24 in review

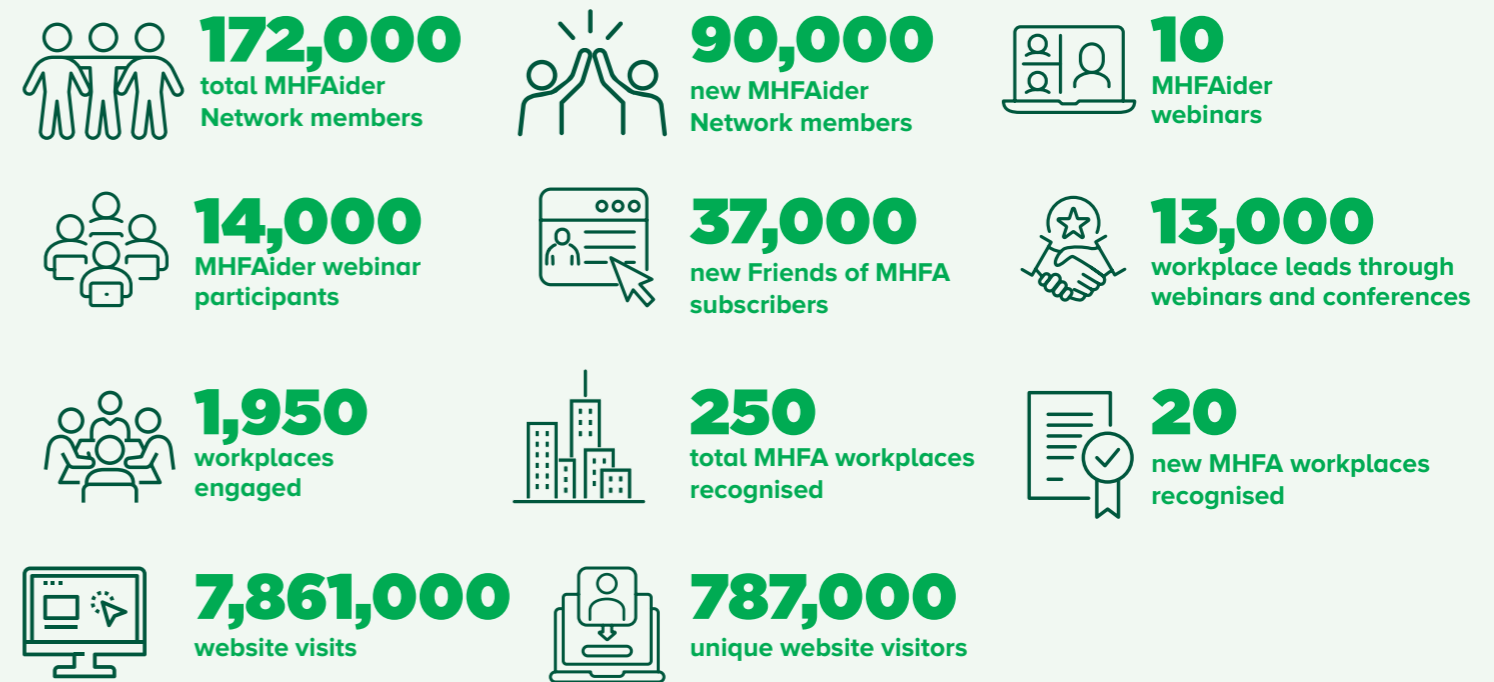
Program delivery and reach (Australia)



Program delivery and reach (Global)



Community impact and reach



Research and curriculum



Research and curriculum

Inaugural international research summit drives global collaboration and research innovation

In February 2023, the inaugural MHFA International Research Summit took place virtually over two evenings, convened by Associate Professor Amy Morgan (University of Melbourne) and Dr Claire Kelly of Mental Health First Aid.

The summit included presentations from international and Australian researchers who presented on their recent MHFA research.

Fourteen research papers were presented, the first day focusing on culturally diverse communities and middle-income countries, and the second day on workplaces and youth settings. Nearly 100 attendees participated, including international partners, researchers, and stakeholders.

This online event marked a return to international collaboration after COVID-19 disrupted previous summits. The diverse program highlighted the versatility and global relevance of MHFA, with researchers sharing insights into how it is being adapted and evaluated across various international settings and contexts.

Additionally, A/Prof Amy Morgan and colleagues showcased their newly developed valid and reliable Mental Health Support Scale.

Summit program

Keynote paper: Measuring Mental Health First Aid skills

A/Prof Amy Morgan,
University of Melbourne

Evaluation of Mental Health First Aid training with the Nepalese community in Australia

Bharat Nepal,
University of Western Sydney

Community-based Suicide Prevention in LMICs and Humanitarian Contexts: Gatekeeper Trainings on Suicide First Aid Guidelines

A/Prof Erminia Colucci,
Middlesex University London

Mental Health First Aid in Wales, UK: the journey so far

A/Prof Julia Terry,
Swansea University and Cathie Robins-Talbot, Deaf Mental Health First Aider, Independent Consultant

The validation and refinement of a contextually-responsive suicide prevention gatekeeper training program designed to identify and support people from asylum-seeking and refugee backgrounds: A mixed-method design

Steven MacDonald Hart,
Middlesex University London

Mental Health First Aid training for China: Protocol for a randomised controlled trial

Prof Nicola Reavley,
University of Melbourne

Adaptation of five mental health first aid guidelines to the Chilean and Argentinian context

Dr Martín Agrest,
Proyecto Suma Argentina

Reflections on embedding and evaluating MHFA training in primary care curricula

Dr Sarira El-Den and A/Prof Claire O'Reilly,
University of Sydney

Exploring the role, experiences, and perceived outcomes of Mental Health First Aid Officers in Australian workplaces: A qualitative study

Brendan Odesnik, Sarah Soon,
Jason Booth, and Sehaj Johal,
University of Western Australia

What we know and don't know about mental health first aid in the workplace

Dr Nataly Bovopoulos,
Grosvenor Performance Group

Conversations about Suicide trial in Men's Sheds

Dr Anna Ross,
University of Melbourne

Mental Health First Aid for Supporting Children: Research and Evidence for developing the new training program for adults of 5-12-year-old children

Dr Laura Hart,
University of Melbourne

Associations of mental health first aid intentions and helping behaviours among adolescents: findings from a longitudinal study

Dr Shurong Lu,
University of Melbourne

Conducting Research in high schools

Karen Gregg,
University of Melbourne

New course for health professional students

A new government-funded program will see more than 115,000 pre-service doctors, nurses, midwives and allied health professionals trained in Mental Health First Aid over the next four years.

In an initiative led by Medical Deans Australia and New Zealand and funded by the Department of Health and Aged Care, the program centres on a new, online MHFA for Health Professional Students course that aims to boost students' mental wellbeing, increase skills for self-care and peer-to-peer support, and prepare students to build a healthy career in healthcare.

Developed by Mental Health First Aid International in collaboration with the three councils (Medical Deans, the Australian Council of Deans of Health Sciences and the Council of Deans of Nursing and Midwifery), the online course features content showcasing insights from subject matter experts, health professionals and individuals with lived experience.

The eLearning modules use best-practice instructional design methods to enhance accessibility and learner experience. Collaboration with the Aboriginal and Torres Strait Islander MHFA Programs team has also helped to ensure the cultural safety of the program from a First Nations perspective.

An instructor-led component was also completed, which included the development of an accessible set of Teaching Notes designed to meet the needs of both online and face-to-face instruction, an updated PowerPoint with original design, and new worksheets and activities. The funding includes Instructor Training Courses for up to 110 university staff, with participating university can decide whether to proceed with the instructor-led component of the course.

At a time when youth mental health has risen to the fore, this landmark program opens the door to future partnerships with peak tertiary bodies and councils to not only build capacity for peer-to-peer support during studies, but to ensure those in high pressure careers can enter the workforce well-prepared and equipped to contribute to a mentally healthy and resilient health workforce.



Research and evaluation

Our courses are grounded in rigorous evidence and evaluation. This steadfast commitment to research and evaluation makes us global leaders in the field of mental health education. In 2023-24, a series of research papers were published by Mental Health First Aid:

Conversations about NSSI uncontrolled evaluation

This uncontrolled trial assessed the MHFA Conversations about Non-Suicidal Self-Injury course's impact on knowledge, confidence, stigma, and helping behaviours among 137 Australians. Significant improvements were observed in knowledge, confidence, and helping behaviours, with reduced stigma and social distance. Participants found the course highly acceptable, supporting its effectiveness in addressing NSSI¹.

Conversations about gambling qualitative study

Gambling poses public health risks, affecting individuals, families, and communities. This study found that the MHFA Conversations About Gambling course reduces stigma and builds confidence in providing support. It also found strong collaboration with industry partners critical for program uptake, highlighting the need for subject-specific consultation to optimise delivery for societal factors².

A qualitative evaluation of the blended-online delivery mode

In response to COVID-19, MHFA shifted to online delivery via video conferencing. Interviews with 20 Instructors revealed favorable experiences, with online delivery seen as effective and acceptable despite specific challenges. The study highlights implications for future implementation of MHFA Blended Online courses³.

Redeveloped guidelines for substance use problems

This study aimed to redevelop broader and more comprehensive guidelines for supporting people experiencing or developing a substance use problem. The guidelines provide more detail on knowledge about and recognition of substance use problems, approaching and assisting people who want to change or are not ready to change, harm reduction, community-based supports and professional help, but have less on physical first aid actions⁴.

Redeveloped guidelines for eating disorders

In 2023, Mental Health First Aid International redeveloped guidelines for eating disorders using input from three international expert panels, including individuals with lived experience, supporters, and professionals. Statements from prior guidelines and systematic research were rated over three survey rounds to ensure comprehensive, evidence-based recommendations for inclusion. The researchers are currently writing an article to be submitted to a peer-reviewed academic journal.

¹ Bond, K. S., Lyons, J. N., Cottrill, F. A., Sabo, A. V., Baillie, S. E., Rossetto, A., Kelly, L., Kelly, C. M., Reavley, N. J., Jorm A. F., Morgan, A. J. (2023). Evaluation of the conversations about non-suicidal self-injury mental health first aid course: effects on knowledge, stigmatising attitudes, confidence and helping behaviour. *International Journal of Environmental Research and Public Health*, 20(4), 3749.

² Baillie, S. E., Lyons, J. N., Sabo, A. V., Chalmers, K. J., Rossetto, A., Bond, K. S., & Reavley, N. J. (2023). Investigating factors that impact on the uptake of Mental Health First Aid Australia's Conversations About Gambling course: a qualitative study engaging stakeholder perspectives. *Advances in Mental Health*, 1-17.

³ Chalmers, K. J., Wilson, A., Rossetto, A., Kelly, C. M., Lyons, J. N., Sabo, A. V., Baillie, S. E. & Reavley, N. J. (2024). Instructors' experience and acceptance of online mental health training: implementation considerations. *Advances in Mental Health*, 1-18.

⁴ Wright, J., Chalmers, K. J., Rossetto, A., Reavley, N. J., Kelly, C. M., & Jorm, A. F. (2024). Redevelopment of mental health first aid guidelines for substance use problems: a Delphi study. *BMC psychology*, 12(1), 70.

Program quality and delivery

Instructor Reference Group launched to build instructor voices into our work

Our national network of more than 3,000 instructors forms the backbone of Mental Health First Aid courses, delivering our courses in workplaces, schools, tertiary institutions and communities across Australia.

In May 2024, recognising the important role they play in our work, we established our inaugural Instructor Reference Group, aimed at strengthening collaboration and consultation with our instructor network.

A key focus of the group was achieving broad representation to bring a diversity of perspectives into our discussions. The group includes First Nations instructors who deliver the Aboriginal and Torres Strait Islander MHFA program, as well as Instructors who deliver MHFA training in workplaces, educational settings, and community groups nationwide.

With instructors both embedded in organisations and those operating as sole traders, this group brings together diverse insights that reflect the varied contexts in which MHFA is delivered, while also taking into account important cultural perspectives.

All core MHFA courses receive SPA accreditation

In line with our mission to improve mental health literacy and early intervention support, several MHFA courses achieved accreditation from Suicide Prevention Australia in 2023.

This accreditation reflects our commitment to the highest standards in suicide prevention, ensuring our courses are safe, effective and grounded in best practice.

Courses that received this accreditation include Standard, Youth, Teen, Older Persons and Aboriginal and Torres Strait Islander MHFA, as well as Conversations About Suicide, Conversations About Non-Suicidal Self-Injury, Talking About Suicide and Talking About NSSI.

Each of these programs met the comprehensive criteria outlined in the Suicide Prevention Australia Standards for Quality Improvement, 2nd Edition. This includes rigorous evaluation of each program, spanning program framework and management, outcomes, and methods of knowledge sharing.

Strengthening our focus on Aboriginal and Torres Strait Islander populations

We first introduced the Aboriginal and Torres Strait Islander MHFA program in 2007, in recognition of the significant cultural contexts needed to address the mental health of First Nations peoples.

The program's flagship course, developed in collaboration with First Nations people, teaches participants how to provide culturally safe and appropriate support to Aboriginal and Torres Strait Islander adults. The program has since expanded to include a focus on developing skills to support Aboriginal and Torres Strait Islander young people aged 12–18, as well as specialised courses focusing on supporting First Nations people who may be experiencing suicidal thoughts, non-suicidal self-injury, and harm from gambling.

Through this program, more than 1,000 Aboriginal and Torres Strait Islander instructors have been trained to deliver courses. Those instructors have gone on to deliver over 6,500 culturally informed and tailored courses, equipping more than 30,000 MHFAiders with the skills, knowledge and confidence to support Aboriginal and Torres Strait Islander peoples when it matters most.

But the disproportionately high rates of psychological distress and suicide amongst Aboriginal and Torres Strait Islander peoples, and ongoing impacts of intergenerational trauma, warrant far greater investment. Now more than ever we need to engage in meaningful action to prioritise and promote Aboriginal and Torres Strait Islander mental health and social and emotional wellbeing.

To help achieve this, the program was this year elevated from a team within our Australian Program portfolio into our organisational structure as an independent portfolio. This will be instrumental in expanding the Aboriginal and Torres Strait Islander MHFA program and workforce, ensuring it is culturally capable and responsive to the needs of First Nations peoples.

'It is not unusual to deliver an Aboriginal and Torres Strait Islander MHFA course in a community, and while I am there, be told of an instance where the information I have taught, that day or the previous day, has saved a life.'

Aboriginal and Torres Strait Islander MHFA Instructor

Building stronger foundations for mental health at Fulton Hogan

The construction industry faces a significant mental health crisis, with workers six times more likely to die by suicide than from workplace accidents.

Fulton Hogan, a major Australian civil contractor, is committed to changing this narrative through its comprehensive mental health strategy.

Sarah Marshall, Executive General Manager of People, Safety and Sustainability, says: 'MHFA training has helped us create a network of trusted peers for someone to reach out to, have a conversation with, and encourage them to seek professional help early. In doing that, we may save someone's life.'

Since launching its strategy in 2020, Fulton Hogan has trained over 580 employees, including 80% of its CEOs and General Managers. 'The overwhelming consensus was that people left the training equipped with the tools needed to assist people across the organisation,' says Romy Sullivan, National People and Culture Manager.

The reality is, in most cases, individuals need someone that they can trust to be there so they can vocalise how they are feeling to make it real and seek help.

'Traditionally in construction, we have teams all over Australia that don't have easy access to support services. They only have each other,' says Sarah. 'The reality is, in most cases, individuals need someone that they can trust to be there so they can vocalise how they are feeling to make it real and seek help.'

Fulton Hogan's efforts have earned recognition, including the 2023 Suicide Prevention Australia LiFE Award. 'We're incredibly proud to be leading the way in improving mental health in the workplace,' Sarah concludes.



Education and community development

Dr Claire Kelly receives SPA LiFE Award for outstanding contribution

In May 2024, Dr Claire Kelly of Mental Health First Aid International and Dr Laura Hart of the University of Melbourne were awarded Suicide Prevention Australia’s 2024 National LiFE Award for Outstanding Contribution for their pioneering work on Teen Mental Health First Aid (Teen MHFA).

Developed through a collaboration between Mental Health First Aid International and the University of Melbourne, the Teen MHFA program combines research-backed insights and lived experience voices to empower young people aged 12–16 to assist friends experiencing mental health problems, guide them to professional help, and seek adult support when needed.

Since launching in 2014, the program has been delivered to nearly 100,000 students in over 4,700 courses across almost 600 Australian schools and has expanded globally, with partners in 17 countries. In the USA, support from Lady Gaga’s Born This Way Foundation has helped train over 100,000 teens.

This recognition highlights the significant impact of Teen MHFA and the dedication and contribution of Dr Kelly, Dr Hart, and the entire MHFA instructor community who are responsible for delivering the course in schools and communities.



‘Would you know what to say?’ campaign raises awareness of mental health first aid

In May 2024, we launched a public awareness campaign focused on the importance of informed conversations about mental health.

Funded by the Department of Health and Aged Care’s National Suicide Prevention Leadership and Support Program (NSPLSP), the campaign aimed to empower and mobilise everyday Australians with the skills, knowledge and confidence to recognise the signs of mental health problems and respond with understanding and compassion.

The campaign encouraged the public to reflect on whether they’d know what to say during a mental health crisis, encouraging them to sign up for a free e-guide offering practical tips on providing mental health support to others.

In addition to reaching audiences via digital marketing, this marked the first MHFA campaign to feature on ‘out-of-home’ advertising billboards, helping to increase visibility in public spaces as people headed to work, school, or went about their day.

Key campaign achievements include reaching 6.8 million people, generating 7 million impressions, driving 30,000 visits to the campaign page, and empowering 6,000 Australians with the knowledge to support people experiencing mental health problems.

The campaign aimed to empower and mobilise everyday Australians with the skills, knowledge and confidence to recognise the signs of mental health problems.



New series tells the real-life stories of MHFAiders in action

Lived and living experience has been at the centre of what we do since we were established in 2000.



The launch of the new Mental Health First Aid Stories series in early 2024 aimed to amplify the lived experiences of Mental Health First Aiders (MHFAiders) and Instructors who are making a difference in their homes, educational settings, communities and workplaces across Australia.

Featuring a blend of written and video narratives of connection, conversation and support, this series captures the power of mental health first aid in action. MHFAiders and instructors share how they've used their skills to support others, guide them to professional help, and reduce stigma through open, honest conversations about mental health – as well as how mental health first aid has helped them navigate their own lived

experiences with mental ill-health.

The series recognises that every story, and every conversation, has the potential to build understanding, foster hope, break down stigma, and be the catalyst for someone to seek the help they need.

'It's nerve-wracking when someone you care about says, "I'm not okay". But having the skills, and having the resources, makes that conversation a lot easier.'

Cecilia,
MHFAider and instructor



A conversation that changed a life – Kellie's story

Living in a small country town in Victoria, Kellie is passionate about using her skills as an MHFAider to break down stigma and support those around her.

When her housemate came home from work one day, Kellie could tell something wasn't quite right. Late that night, she noticed their bedroom light was still on at 3 am and decided to check in. Despite their initial reluctance to open up, Kellie's gentle persistence led to a difficult conversation and life-changing intervention.

That night, the two housemates called a mental health triage line together, which allowed a trained professional to intervene and provide crucial guidance and support. 'They walked us through step by step what would happen and how we would deal with this,' Kellie remembers. The next day her housemate had an appointment with a therapist.

'They came home from that therapy session and looked like the world had been taken off their shoulders. Not because their problems had gone away, but because they didn't have to hold them all in anymore.'

'They cried with me again, but they were different kind of tears – they were tears of relief.'

'I'm really grateful that I still get to have this person in my life. Being a Mental Health First Aider helped me change their life for the better.'



Partnerships



Department of Veterans' Affairs

In 2023–24, Mental Health First Aid International has been working closely with the Department of Veterans' Affairs to develop Mental Health Protect, a fully funded national mental health and suicide prevention training program for the veteran community. This partnership builds on previous work completed with

Open Arms that saw the development of bespoke curriculum and training materials specifically for the veteran community. The partnership also includes collaboration with leading suicide prevention training provider LivingWorks Australia.



Medical Deans Australia and New Zealand

In 2020, the Australian Government provided funding to Medical Deans Australia and New Zealand (Medical Deans) to train up to 8,000 medical students in MHFA. The announcement of a further \$6.7 million in funding in 2023 has allowed for this program to expand to include nursing, midwifery and allied health students, through the development of a new MHFA

for Health Professional Students course. Our team has worked closely with Medical Deans, as well as the Australasian Council of Deans of Health Sciences, and the Council of Deans of Nursing and Midwifery.



Reconciliation Australia

Mental Health First Aid International is proud to collaborate with Reconciliation Australia on the development of our first Reconciliation Action Plan (RAP). This collaboration reflects our commitment to prioritising and promoting the mental health

and social and emotional wellbeing of Australia's First Peoples, and promoting cultural awareness and capabilities of the whole MHFA community and broader public. We look forward to launching our Reflect RAP in 2024–25.



University of Melbourne

The partnership between Mental Health First Aid International and the University of Melbourne represents a cornerstone of excellence in research and education. By combining MHFA's practical expertise with the University's world-class research capabilities, this collaboration ensures that MHFA programs remain evidence-

based, impactful, and globally relevant. This synergy not only strengthens the credibility of MHFA's initiatives but also fosters innovation in mental health education, creating programs that empower individuals and communities to respond to mental health problems effectively.

Sustainable growth and operations

New course management system and website

In recent years, Mental Health First Aid International has seen significant growth. More than one-third of the 1.5 million Australians trained in MHFA completed their training in the past five years, reflecting the growing momentum of the MHFA movement.

As our reach expanded, it became clear that our old course management system (CMS) could no longer keep pace with the demand. To ensure sustainable growth, we launched a new CMS at the end of 2023 to modernise processes, enhance the user experience, and ensure we had a secure system that could efficiently and effectively manage scaled growth.

Key benefits include improved data management, enhanced tracking and reporting, and streamlined communication with users. The system's scalability and customisation capabilities are designed to support MHFA's unique operating model. Ongoing optimisation will continue to enhance the user experience of MHFAiders, instructors, organisations, and staff.

Reducing stigma and building capacity through NSPLSP

The 2022–2025 National Suicide Prevention, Leadership & Support (NSPLSP) grant, administered by the Department of Health and Aged Care, continued to fund our work.

This funding supports our efforts in actively addressing suicide prevention and reducing stigma through the development and delivery of:

- campaigns and online resources to raise awareness and reduce stigma around mental ill-health and suicide.
- activities that support and strengthen our delivery platform and our network of Instructors and MHFAiders, to achieve a sustainable, whole-of-community benefit.

During the 18-month period, this grant helped us to increase our impact in these areas through the development of:

- 42 articles
- 25 case studies
- 37 videos
- a x 6-week awareness campaigns
- 16 community of practice events for Instructors
- 22 online events to connect, upskill and build the capacity of our MHFAiders.

Empowering our people – Emerging Leaders program

Building on the success of the ‘Cultivating Authentic Leadership’ program delivered to the leadership team in 2022, we introduced the ‘Emerging Leaders’ a 12-month program this year to support the leadership growth of a group of staff across the organisation.

This initiative aimed to equip a cohort of 10 staff with essential leadership skills. Through a combination of workshops, in-house mentorship, culminating in a graduation celebration where staff presented their leadership style and philosophies, this training focused on empowering individuals to lead with authenticity and agility, demonstrate our values and contribute to an inclusive work culture.

Through this program, we invested in continuing to build leadership capability at all levels of the organisation, developing staff members’ skillsets and ability to make meaningful contributions to our shared goals and strategic priorities.

This training focused on empowering individuals to lead with authenticity and agility.



Financial statements

Mental Health First Aid International Statement of profit or loss and other comprehensive income

For the year ended 30 June 2024

	6 months to 30 June 2024	12 months to 31 December 2023
	\$	\$
Revenue		
Training revenues	3,029,365	6,162,314
Government grants	970,195	1,292,009
Sales of materials and merchandise	1,302,373	2,021,646
Royalty income	886,960	1,764,883
Dividend income	101,469	539,459
Other income	292,108	398,952
Total revenue	6,582,470	12,179,263
Expenses		
Cost of sales	(1,280,729)	(2,665,721)
Professional services costs	(513,169)	(1,614,232)
General office expenses and core platform costs	(633,265)	(1,596,842)
Advertising and marketing	(276,621)	(291,419)
Employee benefits expense	(3,608,148)	(7,110,818)
Depreciation and amortisation expense	(284,909)	(574,019)
Other expenses	(152,351)	(102,498)
Finance costs	(30,445)	(73,714)
Total expenses	(6,779,637)	(14,029,263)
Deficit for the year attributable to the members of Mental Health First Aid International	(197,167)	(1,850,000)
Other comprehensive income		
Items that may be reclassified subsequently to profit or loss	746,293	1,437,716
Gain on revaluation of financial assets at fair value through other comprehensive income	746,293	1,437,716
Total comprehensive income/(loss) for the year attributable to the members of Mental Health First Aid International	549,126	(412,284)

Note: Mental Health First Aid International has transitioned to a financial year running from July to June (previously calendar year). As 2024 is a transitional year, it includes an additional six-month reporting period.

Mental Health First Aid International Statement of profit or loss and other comprehensive income

As at 30 June 2024

	30 June 2024	31 December 2023
	\$	\$
Assets		
Current assets		
Cash and cash equivalents	3,268,932	3,186,924
Trade receivables	1,882,897	519,776
Inventory	357,875	405,860
Other current assets	956,356	308,055
Total current assets	6,466,060	2,442,190
Non-current assets		
Financial assets at fair value through other comprehensive income	13,544,585	15,336,814
Property, plant and equipment	210,183	267,391
Right-of-use assets	1,107,535	1,302,982
Intangible assets	70,901	95,744
Other assets	297,711	283,308
Total non-current assets	15,230,915	17,286,239
Total assets	21,212,442	21,705,522
Liabilities		
Current liabilities		
Trade and other payables	818,288	647,128
Lease liabilities	391,651	376,024
Employee benefits	469,098	385,932
Unexpended government funding	305,794	134,937
Receipts in advance	1,647,294	392,514
Total current liabilities	3,632,125	1,936,535
Non-current liabilities		
Lease liabilities	804,667	1,003,922
Employee benefits	58,353	135,268
Total non-current liabilities	863,020	1,139,190
Total liabilities	4,495,145	3,075,725
Net assets	17,201,830	16,652,704
Equity		
Reserves	2,224,621	1,478,328
Retained surpluses	14,977,209	15,174,376
Total equity	17,201,830	16,652,704



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