

How does earning H.O.P.E. Certification benefit your company, organization, or agency?






Helping Our People Elevate through tough times

Who is H.O.P.E. Certification for?

Do you want to reduce the tragedies experienced by suicide, overdose, and the consequences of addiction while bolstering well-being and a culture of care?



 <p>MID- to LARGE-SIZED ORGANIZATIONS</p>	 <p>STATE-WIDE AGENCIES</p>	 <p>INSURERS AND HEALTH CARE BENEFITS PROVIDERS</p>
<p>Are you a leader of a mid- to large-sized organization (e.g., company, agency, union, or professional association representing at least 100 workers) looking for best practices in how to reduce mental health emergencies and improve worker well-being?</p> <p>Benefits of H.O.P.E. Certification:</p> <ul style="list-style-type: none"> • Demonstrate how your organization authentically cares about worker well-being • Improve your ability to recruit and retain emerging talent • Ensure a healthier, safer, and more productive workforce • Reduce your legal exposure by proving your commitment to mental health and suicide prevention • Reduce workplace stress • Improve worker access to and engagement with resources • Empower your workforce in designing and implementing a proven solution to mental health promotion and suicide prevention 	<p>Are you a state-wide mental health promotion or suicide prevention leader looking for innovative strategies?</p> <p>Benefits of H.O.P.E. Certification:</p> <ul style="list-style-type: none"> • Discover impactful ways to move your state's efforts upstream toward the prevention of unfortunate outcomes of poor mental health, addictive behaviors, and suicidal despair • Make a sustainable and strategic statewide impact with limited funding • Avert the shifting politics of your state that might interfere with the long-term goals of the vision you have for your state's well-being 	<p>Are you an insurer or health care benefits provider seeking to help your current or future clients beyond processing claims?</p> <p>Benefits of H.O.P.E. Certification:</p> <ul style="list-style-type: none"> • Demonstrate your commitment to total worker health and safety management • Give your clients effective tools that promote well-being, mental health, and psychological safety • Increase the ROI on overall health and safety prevention practices • Differentiate yourself from the competition (and potentially provide slightly lower rates to those who get certified)

H.O.P.E. Certification can help...

H.O.P.E. Certification is needed in today's world because it helps our workplaces meet the needs of total worker well-being in a time of high distress.

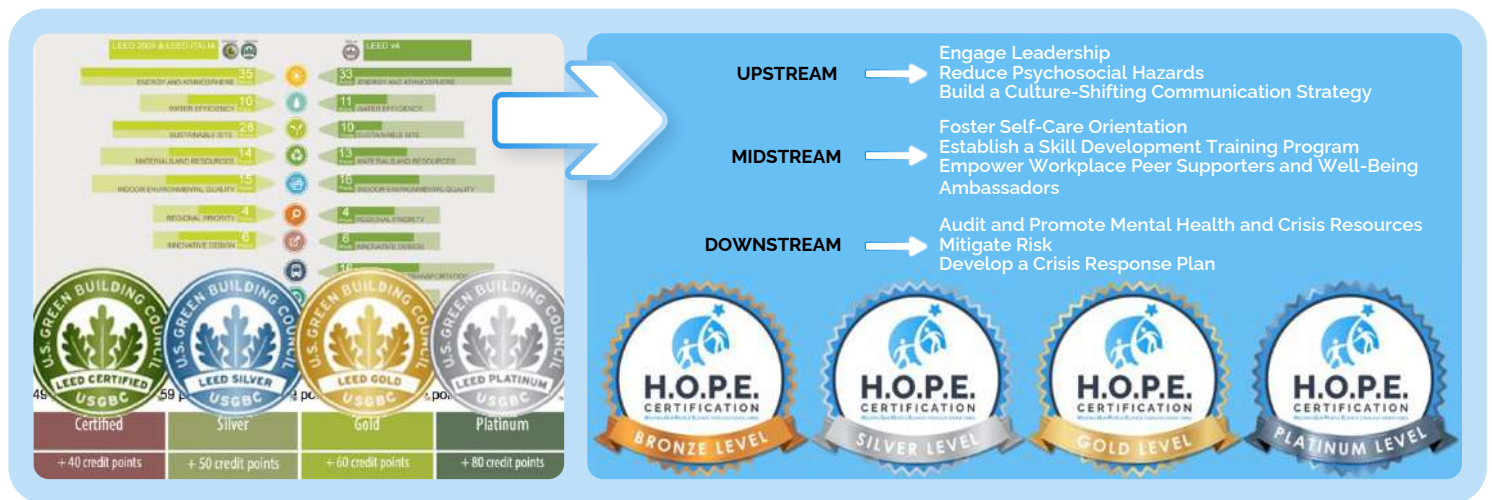
What is H.O.P.E. Certification?

By participating in H.O.P.E. Certification, you clearly demonstrate your commitment to worker well-being to your current and prospective workers.

Similar to what LEED Certification does for promoting environmental health in organizations, H.O.P.E. Certification provides a path to psychological health and safety at work.

LEED Certification

H.O.P.E. Certification



H.O.P.E. Certification is a 12-month culture-changing program with quarterly training and ongoing coaching on how to implement 9 evidence-based best practices developed from research literature and lived experience:

- 1 Engage Leadership:** Cultivate a caring culture focused on community well-being and leadership role modeling.
- 2 Reduce Psychosocial Hazards:** Assess and address job strain and toxic work contributors.
- 3 Build a Culture-Shifting Communication Strategy:** Increase awareness and understanding of mental health, addictive behaviors, and suicide while reducing fear and bias.
- 4 Foster Self-Care Orientation:** Encourage self-screening, stress inoculation planning, and self-care.
- 5 Establish a Skill Development Training:** Build a stratified skill-building approach to mental health promotion and suicide prevention across the organization and career of the workforce.
- 6 Develop Workplace Peer Supporters and Well-Being Ambassadors:** Establish informal and formal initiatives for peer allies to offer support and be a bridge to resources.
- 7 Audit and Promote Mental Health and Crisis Resources:** Evaluate the effectiveness and accessibility of resources and engage the workforce utilization.
- 8 Mitigate Risk:** Increase lethal means safety, engage in harm reduction, and understand legal issues.
- 9 Institute a Crisis Response Plan:** Support, accommodate, reintegrate, and offer postvention after mental health emergencies.

Timeline for 12-Month H.O.P.E. Certification Initiative

After a full-day orientation Summit, organizations are invited to apply to be a part of a cohort that will experience four six hour workshops, conduct a Needs and Strengths Assessment, and complete multiple deliverables around each practice as they earn Bronze, Silver, Gold, and Platinum status.

STEP 1

Teams of 3–10 people from multiple organizations attend a full-day “Workplace Well-being Summit”.

STEP 2

Interested organizations apply to be a part of the H.O.P.E. Certification cohort and complete readiness assessment.

STEP 3

Up to 10 organizations enroll in the 12-month H.O.P.E. Certification cohort in teams of 5–10 people each.

STEP 4

Teams complete four (quarterly) six hour modules over 12 months and submit deliverables,

Module 1: Needs and Strengths Assessment | Practices 1 & 2

Module 2: Practices 3–5

Module 3: Practices 6–8

Module 4: Practice 9 and final impact actions

STEP 5

Successful organizations receive designated certification awards and attend graduation celebration.

About the H.O.P.E. Certification



Vision:

We envision a world where workplaces and organizations build and uphold a culture of well-being and psychological safety.

Mission:

People: Empower everyday workers to become champions of organizational change that takes on tough topics related to mental health, addictive behaviors, and suicide prevention.

Tools: Provide strategic and customizable tools that foster systems change in a step-by-step fashion.

Reward: Recognize and reward organizations that successfully demonstrate implementation of prevention, intervention, and crisis response practices.

Values:

- Teamwork
- Courageous leadership
- Passionate perseverance

Who is the H.O.P.E. Team?

- Supported by the American Foundation for Suicide Prevention (the nation's largest suicide prevention organization) and United Suicide Survivors International (focused on empowering voices of lived experience).
- Developed and implemented by members of the national Workplace Prevention and Postvention Committee co-chaired by Dr. Jodi Jacobson Frey and Dr. Sally Spencer-Thomas.
- Certified by Evergreen Certifications (ensures 3rd party verification).
 - American Foundation for Suicide Prevention <https://afsp.org/>
 - United Suicide Survivors International <https://unitesurvivors.org/>
 - Workplace Prevention and Postvention Committee <https://workplacesuicideprevention.com/>
 - Evergreen Certifications <https://www.evergreencertifications.com/>
 - Research Evaluation Consulting <https://researchevaluationconsulting.com/>
- Evaluated by Research Evaluation Consulting.

Why Partner with the H.O.P.E. Team?

- Demonstrated leadership and proven workplace programs in the past.
- Designed to empower people to co-create culture change from within the organization.
- Intentional inclusive approaches that integrate the wisdom of people with lived experience and diverse perspectives.
- Our pilot program's success in statistically significant changes in knowledge of content, confidence in skills, and intention to share information.

Example Budget Estimation for Each Year Long Cohort

NOTE: Participating organizations should represent at least 100 workers and can be public, private, or nonprofit from any industry or occupation.

STEP 1

Identify interested key partners in a region or division that may be willing to engage in a yearlong investment in significant culture change related to worker well-being.

STEP 2

Inquire about implementation process and budget.
[CONTACT SallySpencerThomas@gmail.com]

Low cost to participating organizations

Summit registration fee

\$250 per nonprofit or government agency team of 3-10 people

\$500 per for-profit organization team of 3-10 people

Pilot cost:

\$2500 per nonprofit or government agency team of 3-10 people for 12-month program

\$5000 per for-profit team of 3-10 people for 12-month program

STEP 3

Build out implementation plan, access funding, and recruit participants.