

WPA COURSE PROPOSAL
25th WPA World Congress of Psychiatry
October 5, 2025

Name of the course: Workplace Mental Health: Changing Culture

Course Director: Vedrana Hodzic, M.D.

Course Co-Directors:

Vedrana Hodzic, M.D.

Betsy Schwartz, MSW

Course Faculty/Speakers:

Rawle Andrews, Esq: Executive Director American Psychiatric Association Foundation

Vedrana Hodzic, M.D.,

Dr. Altha Stewart

Theresa Miskimen, M.D. President American Psychiatric Association

Betsy Schwartz, MSW, Senior Director, Center of Workplace Mental Health, American Psychiatric Association Foundation

Sarah Akhter, PhD – Senior Psychologist The World Bank Group

Course Objectives

By the end of this course, participants will be able to:

1. Identify global trends of workplace mental health and wellness
2. Be knowledgeable about data that supports workplace wellness
3. Have an increased awareness of workplace best practices such as Notice, Talk, Act at Work
4. Understand comparative workplace wellness challenges and solutions

Brief Description

The course, organized by the Center for Workplace Mental Health at the American Psychiatric Association Foundation, will describe the latest global workplace mental health trends and strategies that employers are utilizing to increase employee engagement and access to mental health care. The course will specifically explain a workplace mental health awareness initiative in the U.S called Notice, Talk, Act at Work (NTA). NTA provides managers and all employees with tools to recognize mental health problems among colleagues, how to respond appropriately, and how to link to services.

The training is available in 10 languages and is a 45-minute eLearning class. The course will showcase the actual content. It is especially valuable for global companies as employees in different companies have access to the same tools. The faculty includes a hospital wellness officer who will address the specific challenges and solutions for addressing healthcare professionals' stress, burnout, and reluctance to access available resources.

Course Outline:

I. Introduction of Presenters and Participants 10 minutes

II. Welcome and Overview of Session & Learning Objectives Rawle Andrews, Esq 10 minutes

III. Setting the Stage: Psychiatrists as employees, as managers, as clinicians
Teresa Miskimen 15 minutes

IV. World Workplace MH Trends: PPT Betsy Schwartz 15 minutes

V. What influences Culture: Wellbeing and Engagement: Define the Connection:
Vedrana Hodzic 15 minutes

VI. Break 10 minutes

VII. When do we go from wellness and engagement to high acuity needs of employees?
Dr. Das 20 minutes

VIII. Group Discussion: 15 minutes

X. NTA as Best Practice: Betsy Schwartz and Vedrana Hodzic 30 minutes

NTA Video

Overview of NTA Process

Review elements of NTA curriculum

Group discussion of other training for managers and colleagues

XI. Interview a Corporate Leader in a Discussion of Workplace Best Practices: Dr.
Stewart interviews TBD

30 minutes

Employee Benefits and ERG's

Break 10 minutes

XII. Break out(s):

Divide by industry: Global Crowd Source: What problems are you seeing in your clients related to their workplace?

Inventory of Global Workplace Issues

20 minutes

Report Out Discussion: 30 minutes

Wrap Up: 5 minutes: Rawle Andrews

Methods and materials

PowerPoint presentations, recommended readings, interactive discussion, video.

Reference List:

Attridge M. A Global Perspective on Promoting Workplace Mental Health and the Role of Employee Assistance Programs. *Am J Health Promot.* 2019 May;33(4):622-629. doi: 10.1177/0890117119838101c. PMID: 31006254.

Iles R, Sheppard DM. Establishing Key Domains for Measuring Workplace Mental Health: The Indicators of A Thriving Workplace Survey. *J Occup Rehabil.* 2025 May 24. doi: 10.1007/s10926-025-10302-6. Epub ahead of print. PMID: 40411687.

Limb M. Workplace mental health standard is needed to improve staff wellbeing, say professional groups. *BMJ.* 2024 Sep 27;386:q2120. doi: 10.1136/bmj.q2120. PMID: 39332826.

Business Group on Health. 2025 Employer Well-being Strategy Survey. May 2025. Available at: <https://www.businessgrouphealth.org/resources/2025-Employer-Well-being-Strategy-Survey>.

2025 Gallup, Inc State of Global Workplace

Forrester Consulting Mental Health at Work: The Benefits Gap and How to Close It May 2025

Hudson K. Jan 29, 2025. McKinsey report says workplace wellness is a non-negotiable investment. *HCM Magazine*

McKinsey Health Institute. January 16, 2025. Thriving workplaces: How employers can improve productivity and change lives.

Galagali T. January 23, 2025. Brain health emerges as top priority at Davos. Forbes

Global Wellness Institute