



Why Your Wellness Partner?

Mental health issues affect the health and well-being of 1 in 4 people, regardless of age, gender, or background. In Canada, workplace mental health issues are associated with an enormous degree of disability with significant emotional and financial burden to both members and employers. Research is showing there is a two-way connection:

- Stress and conflict in the workplace can contribute to mental health issues.
- Mental health issues, such as depression, anxiety, or panic disorders, among others, can make it difficult for persons to perform their job, affecting concentration, decision-making, and communication with others.

Our solution can help reduce the emotional and physical impact of such mental health concerns and provide a sounding board to treatment options and medical best practices.

CAREpath Team

We provide two levels of intervention: navigation and psychotherapy. Navigation is provided by baccalaureate level registered social workers and nurses who are qualified to assess mental health concerns, and to deliver psychoeducation and supportive counseling and coaching with the goal of enhancing self-care strategies and management of concerns. The role of the navigator is to ensure a smooth integration with the member's existing circle of health/ medical care, and to provide assistance in navigating the mental health care system.

When navigation is not sufficient and psychotherapy is required for employees with more complex needs, our navigators enlist the services of one of CAREpath's advanced clinicians; these are registered Master's or PhD prepared social workers, nurses, or psychologists. We also provide timely access to psychiatric assessments and second opinions on a plan of care.

Program Process and Details

Our mental health program offers multiple levels of support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns, using primarily distance technologies including telephone and virtual resources (e.g., internet, mobile app, email, and secured video chat via Cleveland Clinic Express Care® Online).

- Initial assessment and navigation by a mental health nurse or social worker
- Access to psychiatric assessment and family physician consultation. A referral to Medaca Health Group (MHG) may occur at time of intake or at any time along the trajectory.
- Psychoeducation and coaching for self-management strategies, supporting clients to be active partners in achieving wellness and where appropriate, return to work.
- A facilitated CBT program called "Mind Zone" delivered by mobile application for iOS and android.
- Psychotherapy by Masters/PhD prepared social workers, mental health nurses, and psychologists (including francophone).

Our program is designed to complement broad healthy-workplace strategies and community based mental health services, and to address gaps, improving the timeliness of service delivery. This is made possible by offering solutions that promote prevention and early intervention of mental health issues, acute mental illness, or chronic mental health conditions.



Our program provides support for members coping with and any mental health issues while employed, with a structured return-to-work (RTW) component for those on sick leave/STD/LTD that addresses planning for RTW and maintaining wellness after RTW. In this regard, we liaise with insurers who may share RTW responsibilities. We also provide counseling to address chronic physical illness with mental health/wellness components.

Counseling Modalities

Our program provides counseling/psychotherapy to individuals, couples and families. Our foundational therapeutic philosophy is informed by strengths-based/positive psychology theories. Our advanced clinicians provide psychotherapy informed by a number of evidenced based approaches, including:

- Cognitive Behavioural Therapy (CBT)/Mindfulness Based CBT
- Cognitive Processing Therapy
- Acceptance & Commitment Therapy (ACT)
- Behavioral Activation
- Motivational Interviewing
- Grief Therapy
- Dialectical Behavior Therapy (DBT)
- Psychodynamic Psychotherapy
- Mindfulness
- Emotion Focused Therapy (EFT) and couple's' therapy
- Sex Therapy
- Family Systems Therapy
- Crisis Intervention
- Critical Incident Stress Management

Educational Materials

We offer a range of online educational tools/materials/ modules to support members with emotional wellbeing through "Your Wellness Lounge". These materials are accessible online. These include self-management /information tools and facilitated programs to be used in conjunction with counseling or psychotherapy. Examples are:

- Mind Zone via mobile application (CBT for depression/anxiety)
- Solving Insomnia (with a tailoring for shift workers)
- Substance Use: Alcohol
- Stress Management
- Managing Distressing Emotions
- Return to work materials:
- Maintaining Wellness After Return to Work
- Post-Traumatic Stress Disorder
- Social Anxiety
- Coping with Sorrow, Loss, & Grief
- Emotional Regulation
- Interpersonal Effectiveness at Work
- My Recovery Plan (for RTW)
- Planning to Return to Work



Mind Zone Mobile CBT Application

Mind Zone is one resource available within Your Wellness Partner. It is a CBT program for anxiety and depression delivered using mobile technology (iOS and Android). The program is informed by the latest evidence, including a review of 1600 peer reviewed articles examining 900 + clinical trials, with over 50,000 participants. The research is clear: facilitated, internet based CBT is cost-effective, accessible, convenient, and clinically effective.

CAREpath's CBT mobile app was developed in collaboration with our digital development partner, QoC Health. QoC Health believes in evidence-based co-design practice, ensuring that end users of the solution are reviewing and designing the solution to fit their specific needs. The program was validated by psychologists, psychiatrists, social workers, and advanced practice nurses. This team ensured the correct workflows for clients with mental health problems, including pathways for people identified as having more severe symptoms or chronic illness.

Benefits for Members

Once connected to our Mental Health Program, our navigators provide support for members throughout their illness trajectory. We are experienced in working across and with large groups of health professionals and facilities who may be involved with the member. There are several ways in which CAREpath's Mental Health Program stands out in this regard.

First, we work with the member "in context". This means that, with the member's consent, we collaborate with his or her health care team and family doctor. We make sure these health professionals are aware of our involvement with the member and work with them to ensure that an evidence-based plan of care is in place. While our intent is to complement any existing services or programs the member is already accessing or wishes to access, we also can fill any gaps, whether related to counseling or psychotherapy, timely psychiatric assessment and assistance with care plan design, or psychiatric consultation for physicians or other mental health care professionals.

A second benefit is that there are no predetermined number of contacts the member is entitled to access. We will maintain support and counseling as long as is necessary. Further, CAREpath supports our staff with mandatory clinical supervision. This ensures that the care delivered is in alignment with best evidence, is goal directed, effective, and efficient.

A third benefit is the timing of the program; there are no waitlists. If a member is in need of mental health support, whether it is their first experience or they have sought treatment before, they will speak with a navigator within 24 hours of contact, and often within 1-2 hours. Early intervention is important to prevent escalation of symptoms and a more difficult recovery. Unfortunately, in most public mental health programs, long waitlists, delays, and difficulty accessing CBT or psychotherapy is the norm. With our Mental Health Program, the member has prompt access to needed resources and care based on their individual needs, empowering them in their treatment journey.



Family member distress is common in the context of mental health difficulties. With the member's permission, we reach out to family members early in the process to assess their needs for support also. Family psychoeducation and counseling is available and provided across the whole trajectory of illness also, with the same services and programs that are available to the member.

The Your Wellness Partner program can be accessed directly at **1-844-453-6788** or email CAREpath™ at info@carepath.ca