

Partner Information Pack

Promoting the worker mental health coaching program

A confidential, free service for workers in small to medium-sized Victorian businesses, delivered by Beyond Blue and supported by WorkSafe's Return to Work Innovations program.



What is Before Blue – Worker Mental Health Coaching

Personalised, one-on-one mental health coaching with practical tools to help people cope before problems get bigger. It's a skills-based program designed to be used early, before stress takes hold.

What it is

- Free confidential, non-clinical mental health coaching for small to medium Victorian businesses with fewer than 200 employees.*
- Practical, skills-based support for everyday stress, overwhelm, anxiety or low mood.
- Delivered by trained coaches using Low-Intensity Cognitive Behavioural Therapy (LiCBT[^]).

What it is not

- Not counselling, diagnosis, advocacy, legal advice, or an EAP.

Backed by Beyond Blue's workplace mental health expertise:

20+ years

workplace mental health expertise and 10+ years of program impact

97%

of participants were satisfied with the program¹

91%

report improved coping at work¹

94%

learned skills to maintain their mental health¹

[^] LiCBT is an evidence-based, skills-focused approach that helps people manage stress by understanding and changing unhelpful thoughts, feelings and behaviours.

* Eligible participants only. To check your eligibility, visit beyondblue.org.au/vic-workers

¹ Before Blue PEQ – Dates: 01/10/2024 to 28/03/2026, N=179

The LiCBT approach

Before Blue – Worker Mental Health Coaching uses LiCBT (Low-Intensity Cognitive Behavioural Therapy) to help people make sense of stress and develop practical ways to respond when things start to feel overwhelming.

How the approach works:

- ✓ **Understand patterns**
How thoughts, feelings and behaviours interact during stress and anxiety
- ✓ **Practise new responses**
Simple, practical techniques people can use day to day
- ✓ **Build lasting skills**
Skills the support coping early, before problems escalate



How this differs from an EAP

Earlier, practical support.

The program is designed for early support, before stress takes hold, with practical coaching that builds skills.

Key differences:

- **Coaching** (skills-based), not counselling
- Designed to be used **early**, not only when things become severe
- **Complementary** where an EAP exists, and particularly relevant where no EAP is available.
- Weekly **progress tracking** to aid accountability and focus

Safety and scope

Clear scope, safe pathways.

This program is designed for early support and is not intended for crisis or acute mental health needs. Communications should clearly direct people in crisis to appropriate immediate support and escalation pathways. It is not counselling, therapy, diagnosis, advocacy, legal advice or an EAP.



Why early support matters for your network

Early support. Better recovery outcomes.

In small to medium-sized businesses, stress and mental health challenges often go unaddressed until they escalate into serious injury.

WorkSafe data shows that only around **40%** of workers with a mental injury return to work within six months, compared with **73%** for physical injuries.

Evidence also shows that the longer workers remain disconnected from work, the harder it is to return.

That's why WorkSafe, in partnership with Beyond Blue, is providing free, practical mental-health coaching for workers in Victorian small to medium-sized businesses.

The benefits are clear:

- Earlier intervention reduces the risk of mental injury becoming entrenched.
- Fills a prevention gap for small to medium-sized businesses, where EAP access is limited or not available.
- Low-stigma, confidential, skills-based support designed to be used before challenges escalate.
- Helps workers stay well and connected to work, without employer involvement.

Early stress

Coaching

Skills

Staying well at work

By sharing this program, you provide a practical, low-risk way to support the wellbeing of the workers and small to medium-sized businesses you represent.

Who the worker mental health coaching program is for



Designed for eligible workers in Victorian small to medium-sized businesses.



**Employed in
a Victorian
small to medium
business
(under 200
employees)**



**Living in Victoria
and 18+**



**Experiencing
mild to moderate
stress, anxiety
or low mood**



**Do not have
an active
WorkCover claim
for a mental injury**

What the journey looks like

Worker-led access, simple steps.

You can share the program – workers can then manage the journey directly with Before Blue.

Participation is confidential, with no involvement required from employers or partners, and no information is shared back to them.



A structured, practical approach to early support

This program is designed to fit into busy schedules while delivering meaningful outcomes.

Here's what makes it effective:

Confidential and voluntary

Workers choose to participate, and privacy is protected.

Evidence-based coaching

Practical strategies grounded in proven psychological approaches.

Flexible and accessible

Short sessions that fit around workloads, available virtually, via phone or video call.

Clear referral pathways

If more support is needed, coaches guide participants to appropriate services.

Integration with existing wellbeing initiatives

Complements EAP and other programs for a holistic approach.

Driving change over 6 weeks



Practical activities to complete between sessions

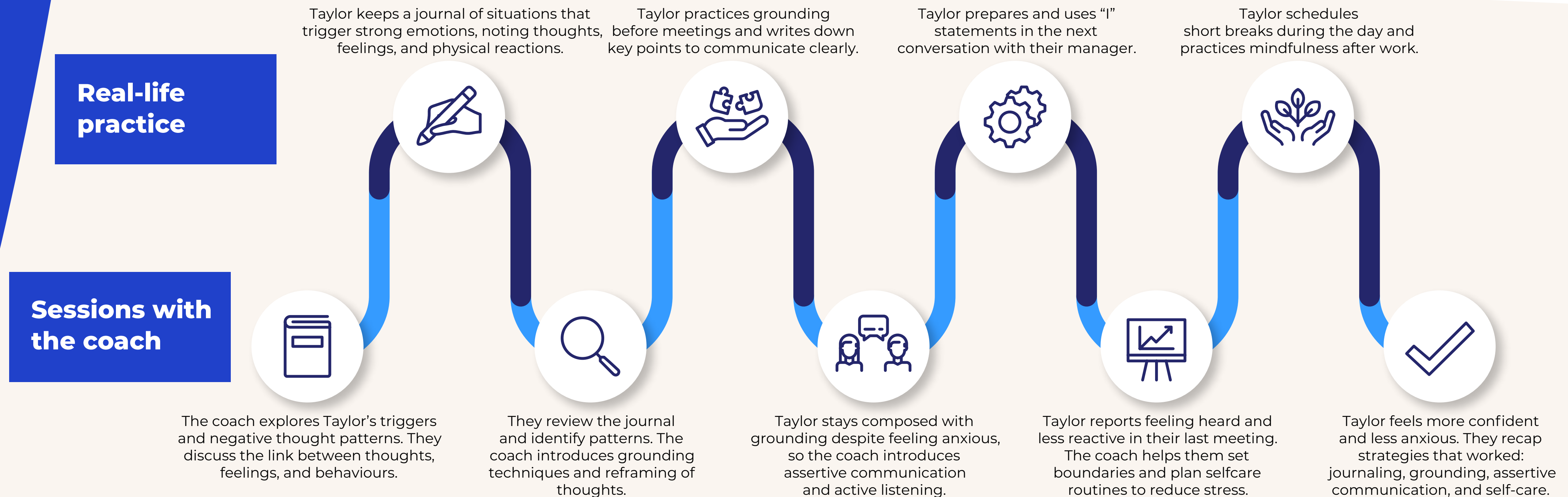
How coaching worked for Taylor

Assessment:

Taylor feels anxious and frustrated in interactions with their manager, leading to emotional outbursts and time off work. They feel unheard and distrustful, which impacts their job satisfaction, home life and confidence in continuing their role.

Treatment goal:

To stay composed during conversations with their manager, and express concerns constructively without emotional outbursts.



Outcome: Taylor feels calmer and more in control during interactions with their manager, without any emotional outbursts. Taylor reports improved work performance and better home-life balance. They feel hopeful about continuing in their role.

Privacy and independence

Firewalled privacy, with no workplace visibility.

The program is designed to reduce barriers to help-seeking by keeping participation confidential and separate from the workplace.



Participation is confidential and not disclosed to employers.



Employers receive no individual or aggregate data, outcomes or participation details.



Independently run and managed externally, not by employers or internal HR teams.

FAQs

1 Is this a WorkSafe claim pathway?

No. The program is designed to support people early, before issues escalate or reach a claim stage.

2 Will employers or partners find out who uses it?

No. Participation is confidential and not disclosed to employers, and no data is provided to partners.

3 Is it counselling or therapy?

No. It is non-clinical, skills-based coaching.

4 If my employees choose to participate in the program, will HR or P&C be notified?

No. The program is independently run and confidential. No individual or aggregate data is ever shared with the employer.

5 If I share the program with employees or my network, do I have any further obligations?

No. If you choose to share the program, your role is limited to sharing information and signposting eligible workers to it.

You are not required to assess suitability, make referrals, enrol individuals, follow up participation, or manage the process in any way. Workers decide for themselves whether to check eligibility and access support, and they manage the process directly with Before Blue.

6 What if someone is already using an EAP or receiving counselling or therapy?

Before Blue - Worker Mental Health Coaching is designed as a standalone, early support program.

It is not intended to be used alongside other forms of therapeutic care.

If someone is already receiving support and is unsure whether this program is right for them, they should continue with their current provider or existing support arrangements.

More FAQs and information can be found at

beyondblue.org.au/vic-workers

Help spread the word

Share the link, not manage the journey.

People are far more likely to seek mental health support when they hear about it from a trusted source. That's where you come in.

Your role is simple: share the link, not manage the journey. By signposting the program, you help normalise help-seeking and encourage earlier support without assessing suitability, making referrals, or tracking participation.

To support this, we've created a Stakeholder Toolkit with approved messaging and ready-to-use comms assets, so you can share the program confidently and consistently.



You can access the online Stakeholder Toolkit at

beyondblue.org.au/get-support/before-blue/wsv-stakeholder-toolkit



For any questions or if you need support using the materials, please contact:

Before Blue – Worker Mental Health Coaching



beyondblue.org.au/vic-workers

Supported by WorkSafe Victoria's Return to Work Innovations program.