



BRAVE

The Mental Health & Safety Certification for Construction & Industrial Teams



Workforce Skills

Peer Leadership

Workplace
Certification



*With **BRAVE**, no one fights alone*

B be aware: recognize warning signs

R reach out: start the conversation, assess risk

A actively listen: empathy without judgment

V validate & inform: reassure and provide resources

E encourage next steps: guide toward help and self-care



Three Certifications that build mental-health readiness from the ground up. Built for high-hazard industrial environments using safety-framed language and scenarios.

Individual Certification



BRAVE Frontline

I can help.

Foundational skills for recognizing concerns, starting conversations, and supporting coworkers.

Advanced Individual Certification



BRAVE Ambassador

I can lead.

Advanced preparation for selected peer leaders who reinforce culture and connect people to resources.

Organizational Certification



BRAVE Certified Workplace

We can transform our workplace.

Build a culture where mental health is treated as part of workplace safety.

BRAVE Frontline Certification

The foundational BRAVE Frontline certification teaches employees how to recognize warning signs, start supportive conversations, respond appropriately, and connect coworkers to resources.

Who it's for: All frontline employees on a jobsite or within your organization. The program is designed so every employee develops a common language and practical skills for supporting mental health and safety.

Upon completion of this 4-hour, live instructor-led training, employees can:

- Recognize signs of mental health and substance use concerns.
- Start supportive conversations.
- Connect coworkers to available resources and support.
- Help reduce stigma and promote a safer, more supportive work environment.

BRAVE is a workplace readiness and training certification. It does not replace clinical care, emergency response, HR protocols, or legal obligations.

BRAVE Ambassador Certification

After completing **BRAVE Frontline Certification**, selected employees can advance to BRAVE Ambassador Certification to serve as visible peer leaders and mental health and safety champions.

Who it's for: Safety leaders, foremen, and crew members who want to take a larger role in supporting psychological safety and workforce well-being after completing the frontline certification.

Recommended deployment:
Approximately 1 Ambassador per 100 workers.

Note: Ambassadors are not expected to be counselors, clinicians, or mental health experts.

Upon completion of this 4-hour self-paced online training, BRAVE Ambassadors can:

- Serve as a trusted peer resource.
- Strengthen psychological safety and speak-up culture.
- Recognize elevated concerns earlier.
- Support effective conversations.
- Connect workers to resources and appropriate escalation pathways.
- Influence culture through everyday leadership behaviors.

BRAVE Certified Workplace

A guided workplace certification program that helps organizations meet defined benchmarks for embedding mental health, psychological safety, and recovery support into their safety culture.

Who it's for: Organizations, employers, safety teams, and leadership seeking to strengthen psychological safety and integrate mental health into workplace safety.

Upon completion, organizations receive BRAVE Certified Workplace recognition for embedding mental health and recovery support into workplace practices, systems, and culture.

Certification can typically be achieved in 60–90 days.

BRAVE Certified Workplaces will demonstrate:



- BRAVE training across the workforce
- Leadership engagement and accountability
- An established BRAVE Ambassador network
- Resource, referral, escalation, and crisis-response procedures
- Ongoing communication, measurement, and annual renewal

Benefits to Organizations

- Improved well-being and safety through earlier recognition and support
- Reduced stigma and stronger culture through open conversation
- Greater productivity and retention through earlier intervention
- Alignment with workplace mental health and safety best practices

Why Safety Leaders Use BRAVE

- ✓ 99% of participants who complete the BRAVE program feel comfortable approaching people who need help.
- ✓ Gives crews a common language for mental health, fatigue, stress, and readiness, including shift work, seasonal layoffs, and isolated job sites.
- ✓ Supports early recognition before distraction, impairment, conflict, or crisis shows up on the jobsite. In pilot programs, supervisors identified at-risk workers 3–4 weeks earlier than before BRAVE training.
- ✓ Creates documented systems that safety teams can explain to owners, GCs, insurers, unions, and senior leadership.
- ✓ Positions mental health as a practical safety discipline — not a one-time awareness campaign.

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no one fights
alone**



Next Steps

Start with a 30-minute BRAVE Workplace Readiness Review. We'll map the right path for your people and your sites, confirm scope, and provide pricing.

Email info@wellnessworkdays.com to schedule your readiness review.

*"The BRAVE training made conversations about **mental health** feel approachable and human. It helped **break down the stigma**, encouraged **honest dialogue**, and showed our team that changing the culture starts with people being willing to talk and **support one another**."*

Contact Us

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