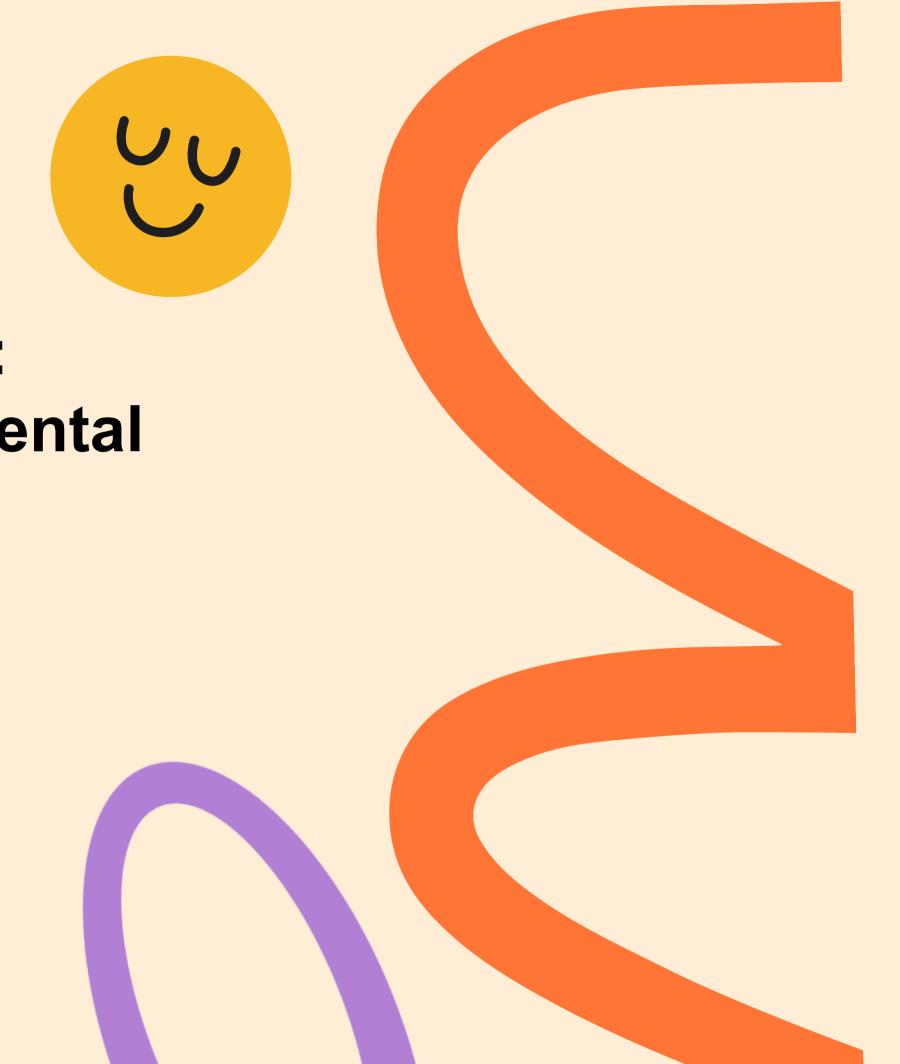
Feeling Mentally Well at Work: Supporting Young People's Mental Health in Work and education

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Background

Mental health issues among young employees have become more common in Finland.

• Increasing number of young adults under the age of 35 are at risk of dropping out of working caused by mental health problems. Especially young women suffer from anxiety and other mental health challenges. (Kela and Finnish Center for Pensions)

The increasing prevalence of mental health challenges is also a current problem at European level.

- 46% of Europeans experienced an emotional or psychosocial problems (Eurobarometer survey on mental health, October 2023) and nearly half of Eureope's young people report unmet mental health needs (Verbeek 2024).
- Reasons for the increasing mental ill-health include e.g. the pandemic, Russia's war against Ukraine, climate change, unemployment and rising living costs.

Work life is changing: many young people feel uncertain about meeting its demands.

 Young people hope for meaningful and balanced work but are often worried about stress, insecurity, and not living up to expectations.







"Mental health culture"

"Mental health crisis"

"Individualism"

"Medicalization"





"Mielihyvin duunissa"

- Feeling (Mentally) Well at work

As part of Finland's Sustainable Growth Program, "Mielihyvin duunissa" project (2023-2025) has developed tools and expertise to support young people's mental well-being, especially during the transition between education and working life.

- Multidisciplinary collaboration: interaction and shared competence between professionals
- Involvement of young people in the development process
- The approach is preventive



Feeling (Mentally) Well at work

"We develop a socially and economically sustainable working life together with young people"

Workplaces



Workplace recruiters, mentors/orientations, occupational health care, supervisors and HR-staff

Young people entering working life



Vocational school students, young people in non-formal learning environments and working

Educational institutions



Vocational teachers, teacher students, teacher trainers,

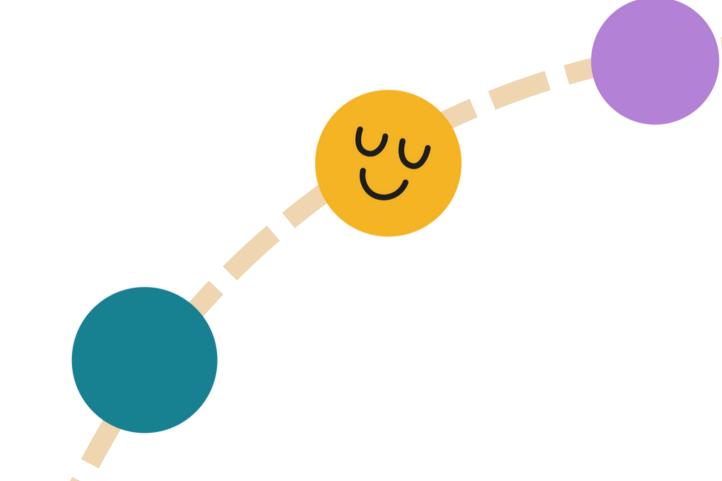
Leaders and supervisors of the educational institution



Workplaces and Work Communities

Goal: Strengthen everyday practices that support young employees' mental well-being.

- Webinars and seminars
- Self-study materials on a learning platform
- Intensive collaboration with work communities
- Work ability coordinator activities





Educational Institutions

Goal: Enhance the education sector's ability to support youth transitioning to working life.

- Piloting online courses and self-learning resources
- Mental well-being badge system
- Career guidance method development
- Leadership development for well-being in schools
- Teacher educator workshops and competency framework

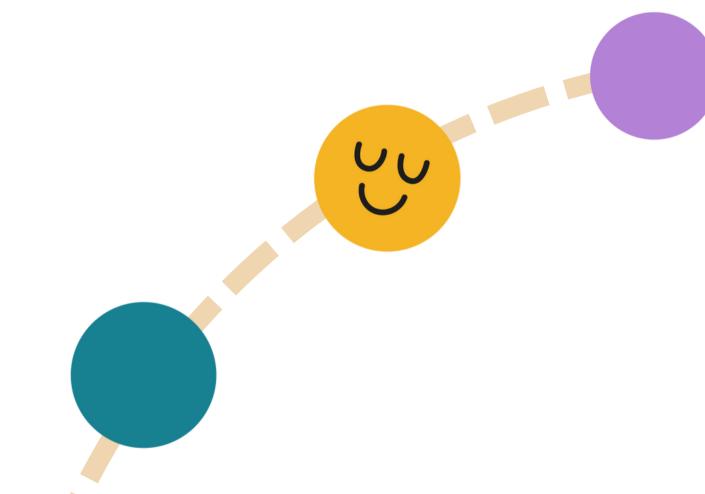




Policy Makers, Stakeholders, and the Public

Goal: Increase understanding of factors affecting youth well-being.

- Ongoing developmental evaluation
- Articles, blogs, podcasts, and opinion pieces
- Resource and material bank
- Policy recommendations
- Advocacy and influencer events







Involving young people in co-development



Developer Groups

Trainings and Educational Materials

Advocacy and Influencer Events

Other activities (especially in communication)





Young people's experiences of factors related to mental well-being in working life

50

Factors that hinder well-being

- Unrealistic expectations
- Feeling of being left alone
- Toxic work environments
- Stigma around mental health or neurodivergence
- Lack of flexibility
- Lack of feedback or only negative criticism
- Too heavy workload
- Work that feels meaningless or demotivating
- Economic insecurity



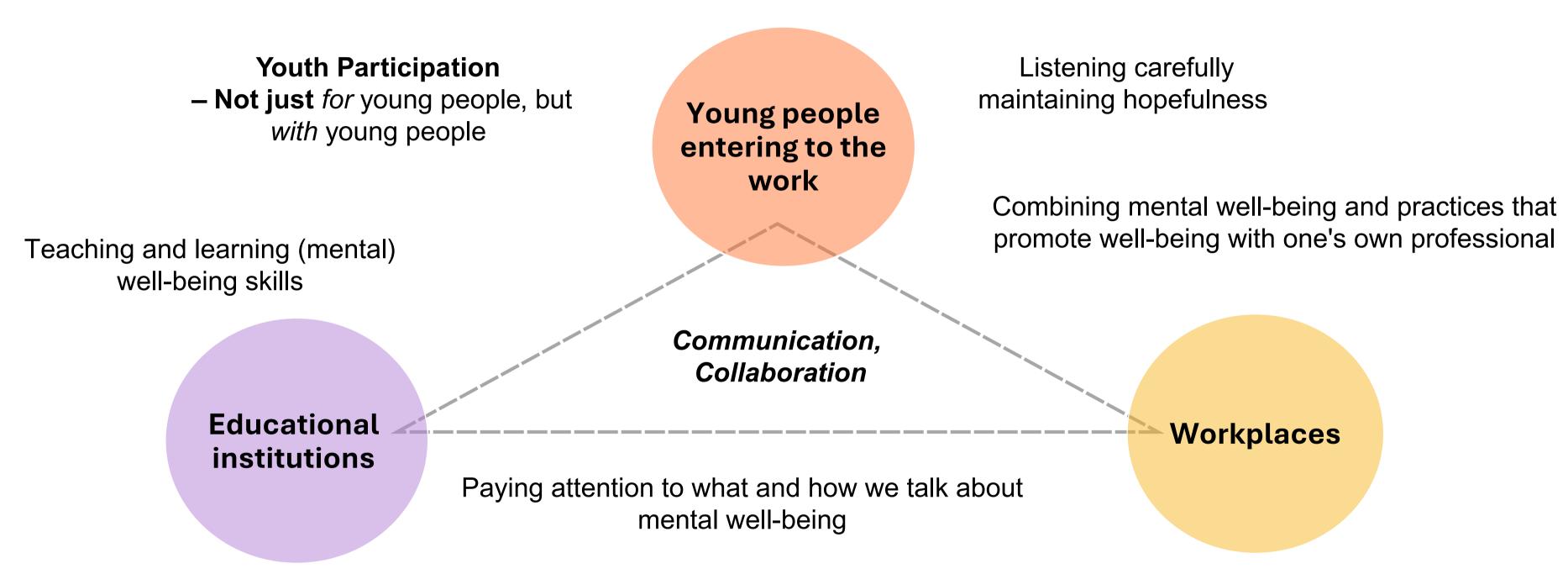
- Realistic expectations
- Opportunity to ask questions without judgment
- Supportive supervisors and work community
- Safe, flexible and inclusive work evironment
- Respect and appreciation
- Time for recovery and sufficient breaks
- Opportunity to influence one's work
- Meaningful and inspiring work tasks





How should we act?

Observations on co-creation at Feeling (Mentally) Well at work -project



Values, encounter skills and civic skills thinking

Changing the diagnosis speech to the normal life and humanity: we all have sometimes problems in our life.



Upcoming visit to TAMK April 9th, 13:00–15:00

Learn more about Mielihyvin duunissa and how mental health support for students is organized in educational institutions.

