


Jasmine Nicole Fauteux

Executive Secretary of ENSHPO



H.A.R.M.O.N.Y.: From Research to Implementation – Advancing Workplace Mental Health Across Europe

The Erasmus+ H.A.R.M.O.N.Y. (Healthy And Resilient Mindset with Organised, Nurturing Digital Tools for Your Mental Health) project is progressing from research to implementation with the development of practical, evidence-based resources to support workplace mental health across Europe. This article presents the project's latest milestones, including the completion of an eight-module training pathway for SMEs, Higher Education Institutions (HEIs) and Vocational Education and Training (VET) providers, the publication of the SME Employers' Training Implementation Requirement Plan, the contribution of stakeholders through National Knowledge Committees, and the ongoing development of a collaborative digital platform. Together, these initiatives aim to strengthen mental health literacy, improve awareness of psychosocial risks, and support the adoption of practical approaches to promoting healthier, more resilient and inclusive workplaces.

Mental health has become an increasingly important topic in occupational safety and health, particularly as workplaces continue to adapt to rapid organisational, technological and societal change. Small and medium-sized enterprises (SMEs), which represent the backbone of the European economy, often face additional challenges in addressing psychosocial risks due to limited resources, expertise and access to structured support.

The Erasmus+ H.A.R.M.O.N.Y. project (Healthy And Resilient Mindset with Organised, Nurturing Digital Tools for Your Mental Health) is working to address these challenges by developing practical, evidence-based resources that support organisations in promoting mental wellbeing and managing workplace psychosocial risks. As the project progresses, several important milestones have been reached, marking the transition from research and design towards implementation.



H.A.R.M.O.N.Y.



■ A structured learning pathway for diverse workplace needs

One of the project's most significant achievements is the development of a comprehensive learning pathway consisting of eight interconnected training modules. Designed for SME employers and employees, as well as Higher Education Institutions (HEIs) and Vocational Education and Training (VET) providers, the curriculum aims to strengthen knowledge and practical competences related to workplace mental health.

The modules address key topics including stress, anxiety and depression, supportive workplace environments, stress management techniques, coping strategies, the impact of the green and digital transitions on mental wellbeing, supporting colleagues experiencing mental health challenges, and identifying psychosocial needs through the development of SME Mental Health Action Plans.

The training has been designed as a flexible modular programme. Participants may complete individual modules as standalone learning units or follow the entire pathway, with learning outcomes aligned to European Qualifications Framework (EQF) Levels 5 and 6. Learning activities combine theoretical knowledge with practical exercises, case studies, workplace scenarios and reflective activities, allowing participants to apply their learning within real organisational contexts.

Importantly, the curriculum was developed following research into educational needs, psychosocial risks and labour market transformations, ensuring that the content responds to the realities faced by SMEs and educational institutions across Europe.

■ Preparing for implementation across Europe

Developing high-quality training materials is only one part of creating meaningful workplace change. Equally important is ensuring that these resources can be successfully implemented within different organisational and national contexts.

To support this objective, the H.A.R.M.O.N.Y. consortium has completed the SME Employers' Training Implementation Requirement Plan. Rather than focusing on the content of the training itself, this document establishes the practical conditions necessary for effective delivery across SMEs, HEIs and VET providers.

The implementation plan highlights the importance of psychologically safe learning environments, accessible digital learning platforms, flexible online and hybrid delivery models, transparent assessment procedures and collaboration between employers, educators and occupational safety and health professionals. It also recognises that sustainable improvements in workplace mental health require organisational com-

mitment, supportive leadership and greater awareness of psychosocial risks, reinforcing that workplace wellbeing extends beyond individual responsibility. The recommendations contained within the implementation plan will guide the forthcoming pilot phase, supporting consistent implementation across participating countries while allowing sufficient flexibility to respond to local organisational needs.

■ Stakeholder engagement strengthens quality

Another important aspect of the project has been the active involvement of stakeholders throughout the development process.

During June, project partners consulted their National Knowledge Committees, bringing together experts, SME representatives, educators, occupational safety and health professionals, mental health practitioners and other stakeholders to review the training programme.

Overall, participants confirmed the relevance of the proposed curriculum and recognised its practical orientation, balanced treatment of workplace mental health topics and emphasis on psychological safety. Stakeholders also provided constructive recommendations to strengthen the materials further, including additional SME-specific case studies, practical workplace examples, improved assessment guidance and enhanced accessibility across digital platforms.

This consultation process reflects one of the core principles underpinning H.A.R.M.O.N.Y.: solutions are developed not only for stakeholders, but together with them. Continuous feedback helps ensure that project outputs remain relevant, practical and responsive to the evolving needs of European workplaces.

■ Building a collaborative digital environment

Alongside the educational programme, the consortium is developing the H.A.R.M.O.N.Y. digital platform, which will serve as a central environment for learning, collaboration and knowledge exchange. The platform is intended to provide access to train-

ing materials, practical guidance, project outputs, examples of good practice and opportunities for networking between organisations, educators, researchers, occupational safety and health professionals and other stakeholders.

Its technical development includes multilingual content delivery, database architecture, user-friendly interface design and content management systems that will support future updates and long-term sustainability.

By integrating learning resources with opportunities for collaboration, the platform aims to strengthen capacity building and encourage the exchange of experience across Europe.

LOOKING AHEAD

With the learning pathway completed, the implementation framework established, stakeholder consultations concluded and the collaborative platform under development, the H.A.R.M.O.N.Y. project is entering an important new phase. The forthcoming pilot implementation will allow the consortium to validate the training programme in real educational and workplace settings, gathering further feedback to refine both the learning materials and delivery methods before wider deployment.

By combining research, education, stakeholder collaboration and digital innovation, H.A.R.M.O.N.Y. is contributing to the development of practical resources that support healthier, more resilient and more inclusive workplaces across Europe.

For occupational safety and health professionals, employers and educators alike, the project represents an example of how collaborative European initiatives can translate evidence into practical tools that strengthen workplace mental health and psychosocial wellbeing.