

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

Webinar: Findings and Tools from H.A.R.M.O.N.Y.

Moderated by: Lucie Havlíková - NIMH Czechia
DATE: October 23 2025



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



Co-funded by the
European Union

Speakers & Presentations

Linda Matisāne, *Riga Stradins University (RSU)*

"Healthy and resilient mindset with organized, nurturing digital tools for your mental health"

Lucie Steinerová, *National Institute of Mental Health (NIMH)*

"Current Findings from H.A.R.M.O.N.Y.'s Research"

Prof. Leo Mršić, *Algebra University (AU)*

"Building an AI Framework for Employee Well-being: Methods, Models & Ethics: How AI and smart tools are supporting mental health at work"



Co-funded by the
European Union

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

Healthy and resilient mindset with
organized, nurturing digital tools for
your mental health

ERASMUS+

H.A.R.M.O.N.Y. project leading researcher

Linda Matisāne



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



Co-funded by the
European Union

Objective

The H.A.R.M.O.N.Y. project brings together higher education institutions (HEI), providers of vocational education and training (VET), research institutions, small medium size enterprises (SME), and EU-wide network organizations in a **joint approach to support European SMEs and their employees to prevent the negative consequences of mental health challenges in today's workplaces.**

Timeline: 01/01/2025 – 31/12/2027



Co-funded by the
European Union

Strategic tasks (1/2)

- **Improve** the SME employer's **competence** to prevent and deal with the most common **mental health issues** among their employees.
- **Build** the capacity of **HEI teachers and VET providers** to improve integration of work-related mental health aspects in their programmes and competencies.



Co-funded by the
European Union

Strategic tasks (2/2)

- Promote an **exchange of good practices** among researchers, occupational safety and health experts and service providers, and labour market actors.
- Investigate **artificial intelligence** (AI) technologies and develop a framework and AI architecture to pave the way for the development of a personalized self-monitoring tool for SME employees with a previous history of mental health issues and employees interested in **monitoring** their own mental health status and preventing mental health problems.



Co-funded by the
European Union

Final concept

- **8 pieces of training modules** related to **work-related stress, anxiety, and depression** for SME employers to better deal with mental health challenges
- **An AI models' architecture** for better support employees to predict the eventual fallback of their mental health challenges
- All will be available on a specially designed digital platform



Co-funded by the
European Union

Work packages

- **WP1 – Project Management**

- Financial, Quality and Project management

- **WP2 - H.A.R.M.O.N.Y. knowledge structure**

- Creating the common baseline for the WP3, WP4 and WP5 in order to map specific pedagogical and labour-oriented needs from SMEs and employers as target groups.

- **WP3 - AI model architecture**

- Examine existing AI technologies and tools, with a particular emphasis on open-source solutions, to assess their viability for predicting potential mental health setbacks.



Co-funded by the
European Union

Work packages

- **WP4 - SME Employers program**

- Design and develop 8 trainings modules with training toolkits for SME employers to better deal with mental health challenges according to developed curriculums.

- **WP5 – H.A.R.M.O.N.Y. resource platform**

- Design, pilot test and rollout a mental work life health collaboration platform for learning material, resources, latest finding, and results developed in the project.

- **WP6 - Dissemination, implementation and exploitation**

- Create awareness among SMEs, employers, employees, owners, and other major players in the local work life and increase knowledge about the importance of mental health focus to manage the digital and green transitions.



Co-funded by the
European Union



Co-funded by
the European Union

Partners

1. Rīga Stradiņš University, Latvia
2. Olemisen, Finland
3. Prios Kompetanse, Norway
4. European Network of Safety and Health Professional Organizations
5. Tolosako Inmakulada Lanbide Ikastola, Spain
6. Vocational Training Institute Modern Biomedical Professions S.A, Greece
7. ANT HMS & Bedriftshelse, Norway
8. National Institute of Mental Health, Czech Republic
9. Algebra University, Croatia



THANK YOU FOR YOUR ATTENTION!

Linda Matisāne



Linda.Matisane@rsu.lv



<https://www.rsu.lv/en>



Rīga Stradiņš University, Latvia

A large white circle with a soft shadow, containing a logo. The logo features a green diamond shape with a white outline, and a white horizontal bar across its center. Inside the bar, the text "H.A.R.M.O.N.Y." is written in bold, green, sans-serif capital letters. The background of the circle shows faint, sketchy lines of a city skyline.

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

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Co-funded by the
European Union

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

Current Findings from H.A.R.M.O.N.Y.'s Research

National Institute of Mental Health, Czechia

Lucie Steinerová



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



Co-funded by the
European Union

CONTENT

- 🌀 Why mental health education matters
- 🌀 How we combined stories and statistics
- 🌀 What we discovered – key insights
- 🌀 What it means for schools, businesses, and policy



Co-funded by the
European Union

WHY THIS RESEARCH MATTERS

- MH issues estimated to cost **>4% of EU and UK GDP (> €600 billion)** and are a major cause of absenteeism and lost productivity¹.
- Stress / depression / anxiety: **2nd most common** type of work-related health problem in EU².
- SMEs represent majority of EU businesses, yet most **lack mental health strategies**.
- MH education in VET/HEI often **doesn't align** with workplace realities.

¹European Commission, 2018

²Eurostat, 2020



Co-funded by the
European Union

RESEARCH GOALS

Understand
**current MH
approaches** in
education and
SMEs.

Identify gaps
between
**learning & work
contexts.**

Inform **policy,
training, and
practice** across
sectors.

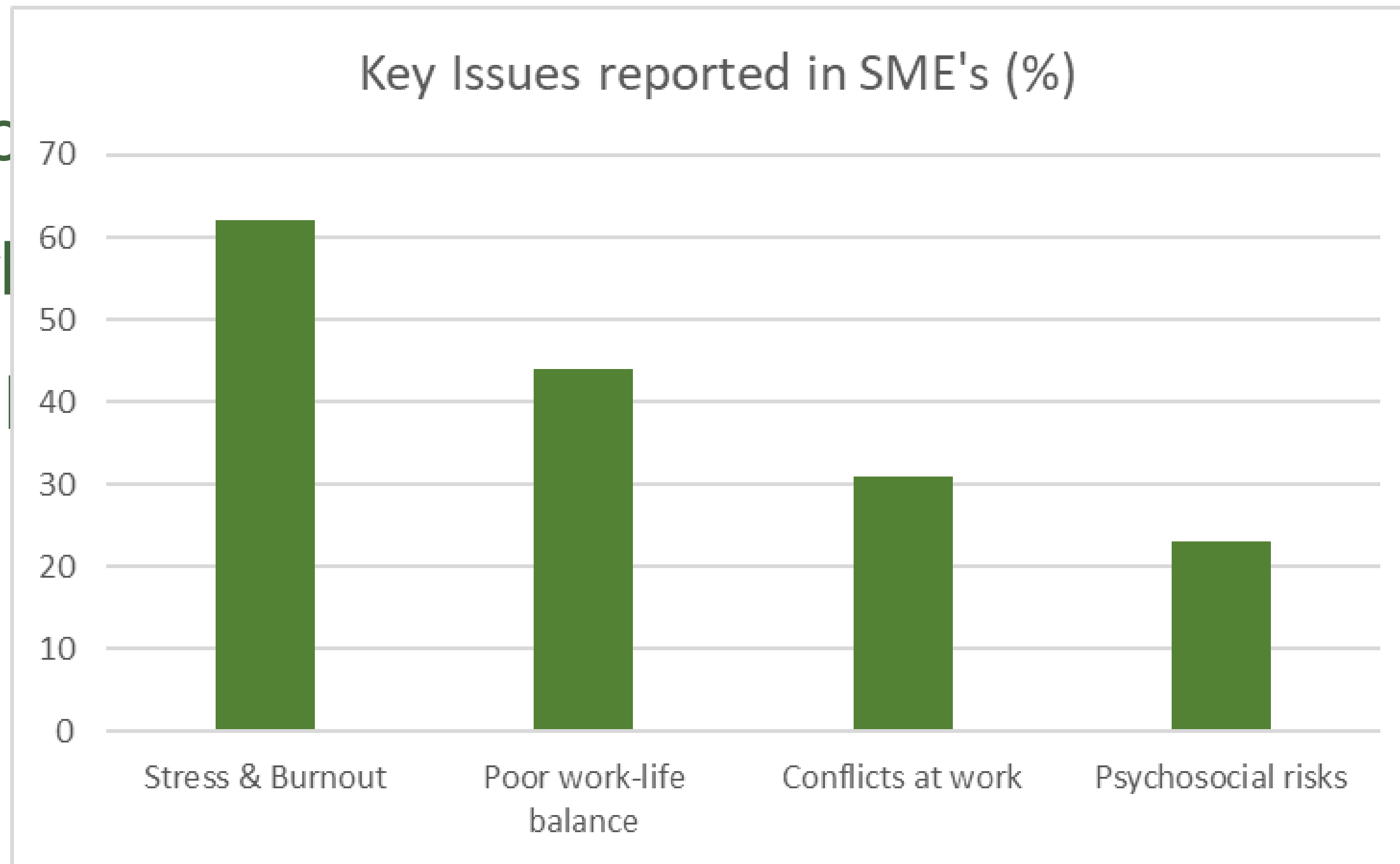
DATA COLLECTION OVERVIEW

Method	Focus	Sample
Interviews (Qualitative)	MH education in VET & HEI . Strengths, gaps, challenges, and future directions.	77 in-depth interviews (40 HEI + 37 VET) Educators with experiences in MH education.
Online survey (Quantitative)	SME MH policies & practices . Training & learning preferences .	198 SME professionals (owners, HR, CEOs, OSH). Mostly micro/small firms. Manufacturing, tech, healthcare, education.



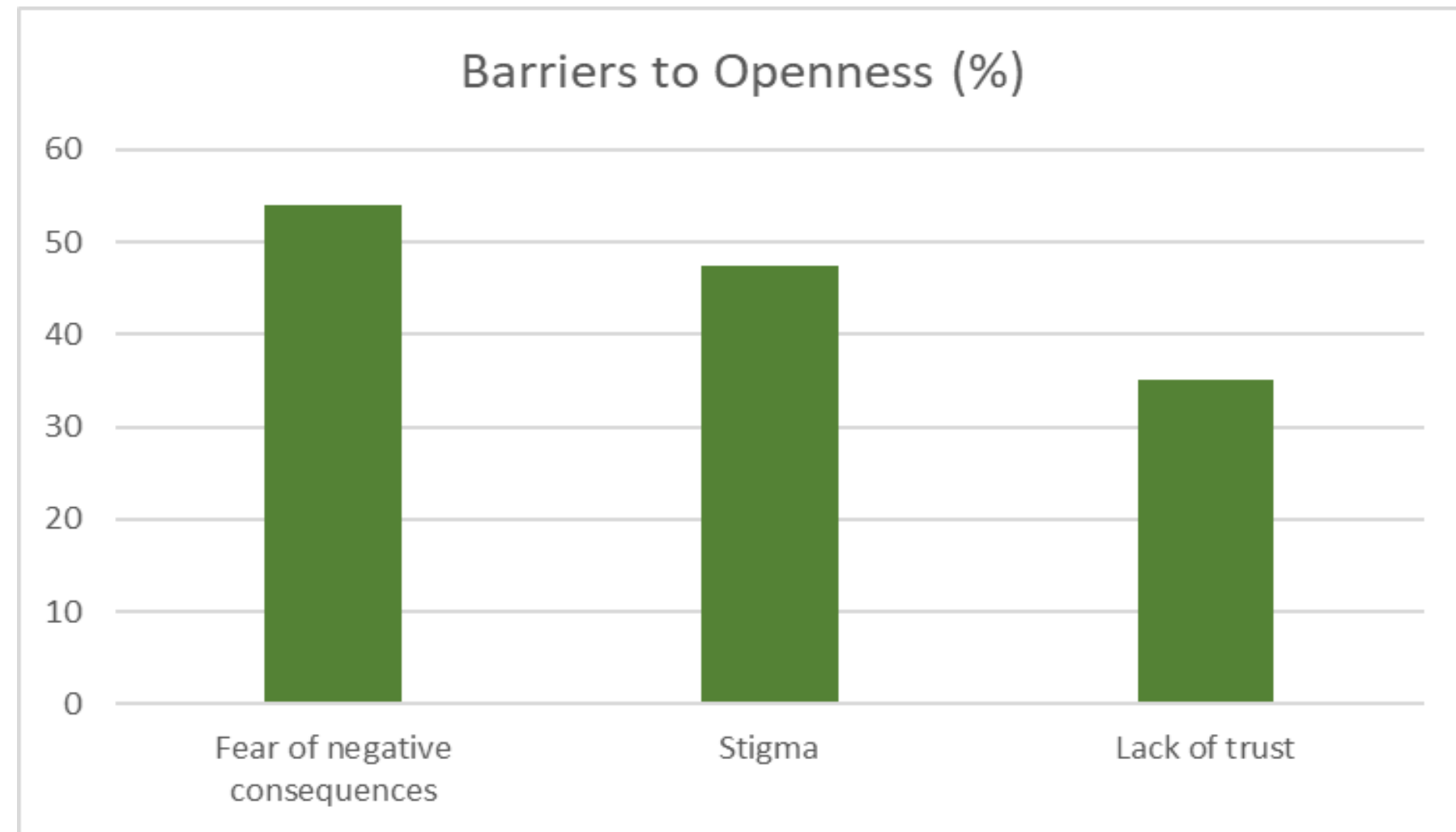
KEY ISSUES REPORTED

- Psychosocial risks
- Poor work-life balance
- Stress & burnout
- Conflicts at work



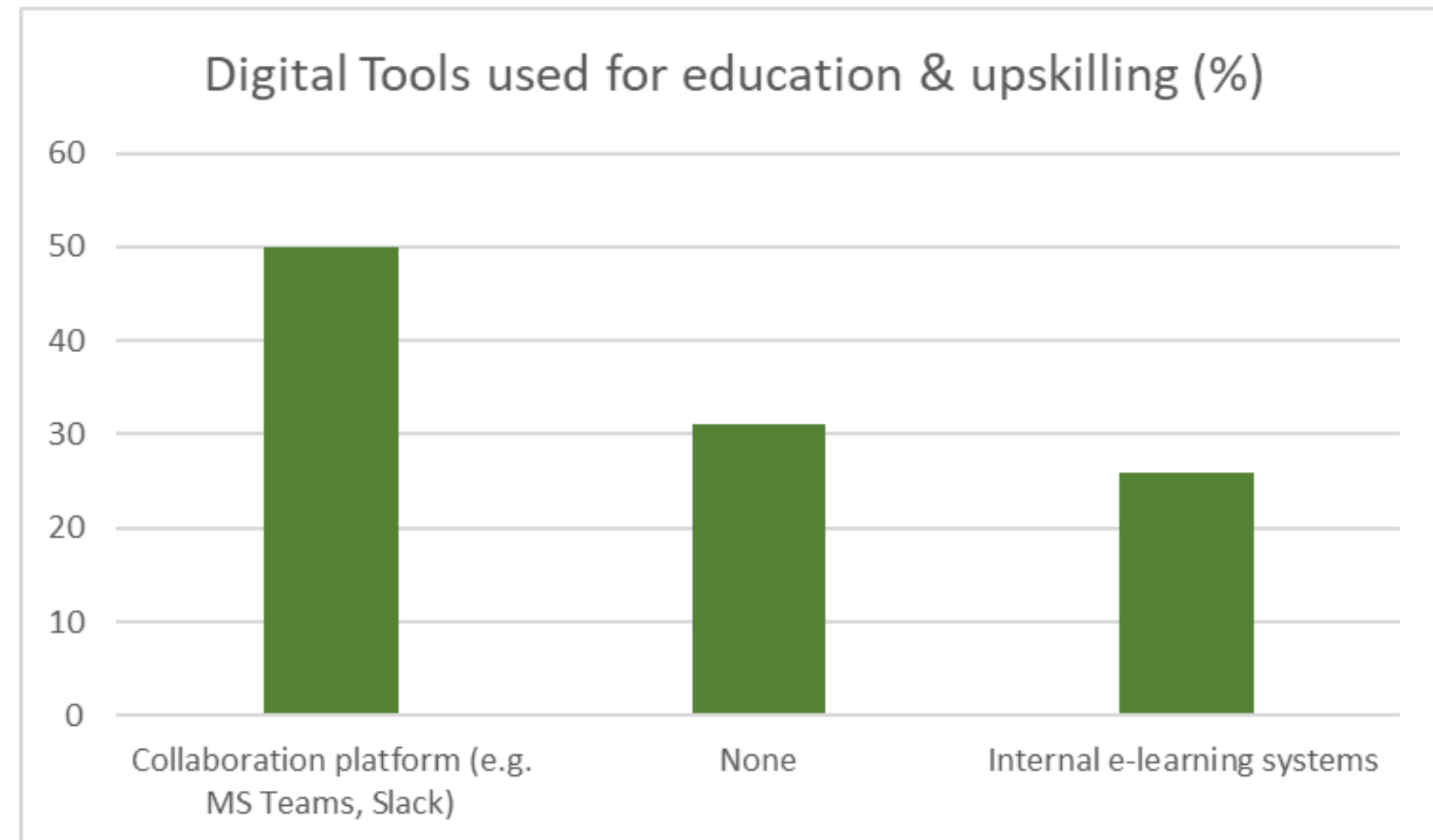
TRAINING & COMPETENCIES

- Regular training: only ~**28%**.
- ~ **34%** SMEs offer **no** MH initiatives.
- **What leaders want:**
 - Stress recognition
 - Burnout prevention
 - Crisis support
- **What's missing:**
 - Systematic training
 - Integrated policies
 - More open dialogue



DIGITAL TECHNOLOGIES

- High interest in AI, but **45%** worry about **privacy & security**.
- Vast majority prefer **in-person workshops + interactive digital formats**.



EDUCATOR INSIGHTS: What's working

HEI	VET
Often partner with or have access to external experts , ensuring quality (<i>Germany, Czechia</i>).	More experiential methods (role playing, storytelling, gamification; <i>Latvia, Spain, Czechia, Greece</i>).
MH embedded in diverse programs , e.g. management, pedagogy, economics, in several countries.	MH topics strongest in health and social fields (<i>Czechia, Latvia, Croatia, Greece</i>).
MH days, workshops, or counselling centers (<i>Finland, Germany, Spain, Norway, Czechia, Latvia</i>).	

EDUCATOR INSIGHTS: What's *not* working

HEI	VET
Uneven integration, esp. STEM / technical / art fields (<i>Czechia, Finland</i>).	Few MH subjects outside health / social areas (<i>Greece, Croatia, Czechia, Spain</i>).
Counselling services underfunded / overloaded (<i>Finland, Spain, Czechia, Germany</i>).	Large class sizes limit safe discussion spaces.
Regional disparities (<i>Finland, Germany, Croatia</i>).	Stigma persists (<i>Croatia, Greece</i>).
Teachers approached for MH support without formal training (<i>Norway, Czechia, Spain, Croatia, Germany</i>).	
No central guidelines: reliance on personal knowledge / network (<i>Norway, Czechia, Spain, Greece, Germany, Latvia</i>).	

DIGITAL INNOVATION & FATIGUE

- Educators **experimenting with AI** – cautious, but curious.
- **Digital fatigue**: renewed interest in and desire for face-to-face methods.
- **Holistic wellbeing** approaches growing (mindfulness, resilience, peer mentoring).

HEI

 **moodle**

 **Teams**

 **Mentimeter**

 **padlet**

VET

 **Kahoot!**

 *Canva*

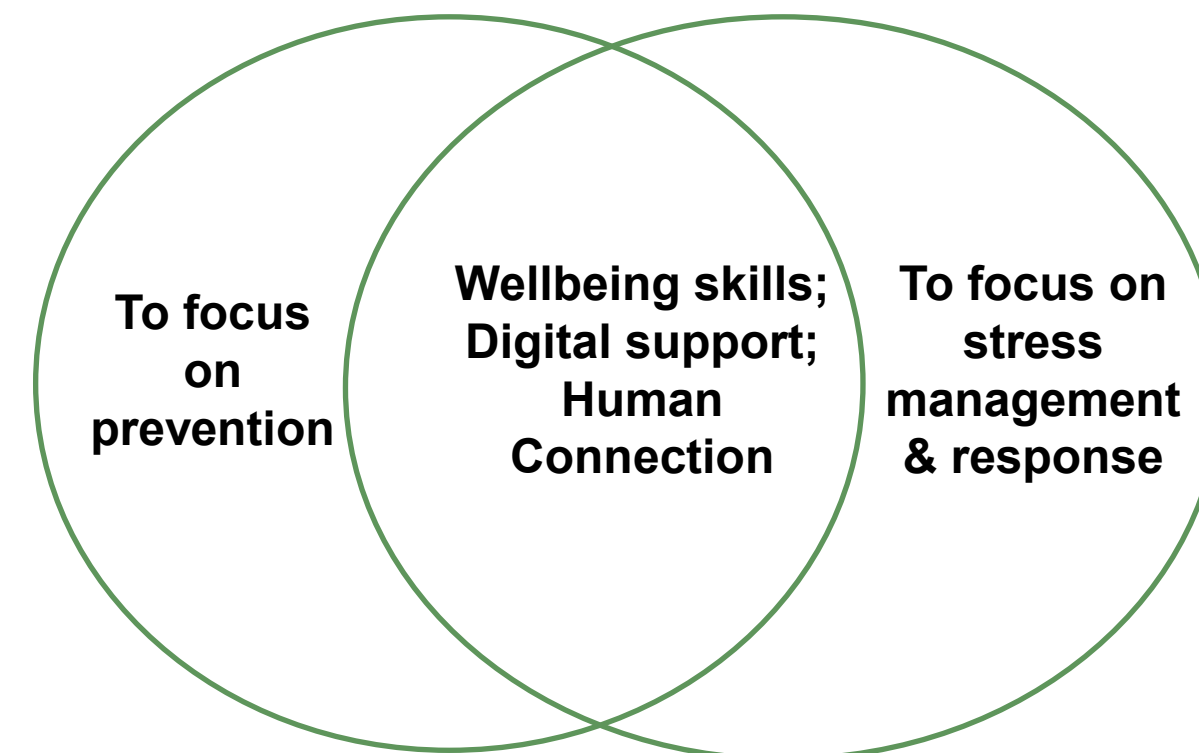
 **H.A.R.M.O.N.Y.**



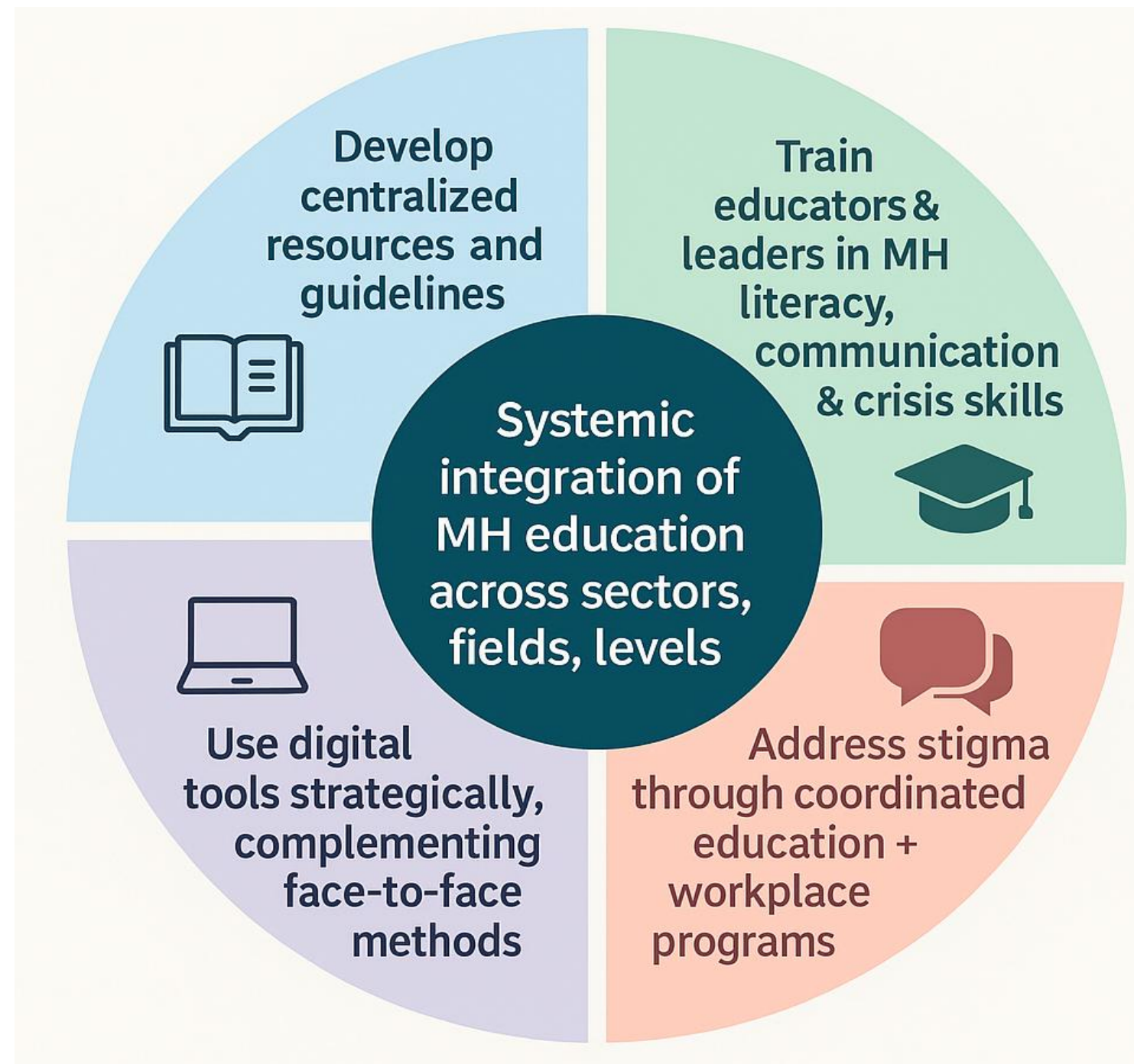
Co-funded by the
European Union

HOW THE TWO WORLDS CONNECT

- **Where they align:**
 - Training gap is the biggest shared challenge.
 - Digital tools seen as support, not replacement.
 - Stress/burnout & wellbeing are core concerns.
- **Where they differ:**
 - Educators to focus on curriculum & systemic change.
 - SMEs to focus on practical workplace implementation.
- **Together:**
 - Opportunity for lifelong wellbeing learning.
 - Shared responsibility between education systems & employers.



POLICY & PRACTICE PATHWAYS



THE TAKEAWAY

Mental health education is no longer optional. It's a foundation for sustainable learning, leadership and work.



Co-funded by the
European Union

THANK YOU FOR YOUR ATTENTION!

Lucie Steinerová



Lucie.steinerova@nudz.cz



<https://www.nudz.cz/en/>



National Institute of Mental Health, Czechia



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Co-funded by the
European Union

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

Building an AI Framework for Employee Well-being

Methods, Models & Ethics: how AI and smart tools are supporting mental health at work

Prof. Leo Mršić, Algebra Bernays University

23.10.2025.



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



Co-funded by the
European Union

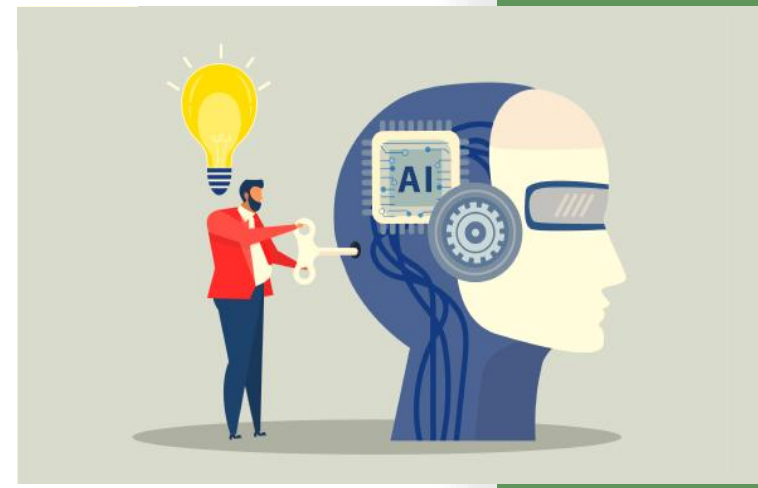
CONTENT

🌿 AI Fundamentals	s01
🌿 AI Building Blocks	s05
🌿 What are AI Frameworks	s06
🌿 Implementing AI Frameworks	s09
🌿 Employee Well-being	s10
🌿 Collaborative Integration of AI	s12
🌿 Wrap Up	s13



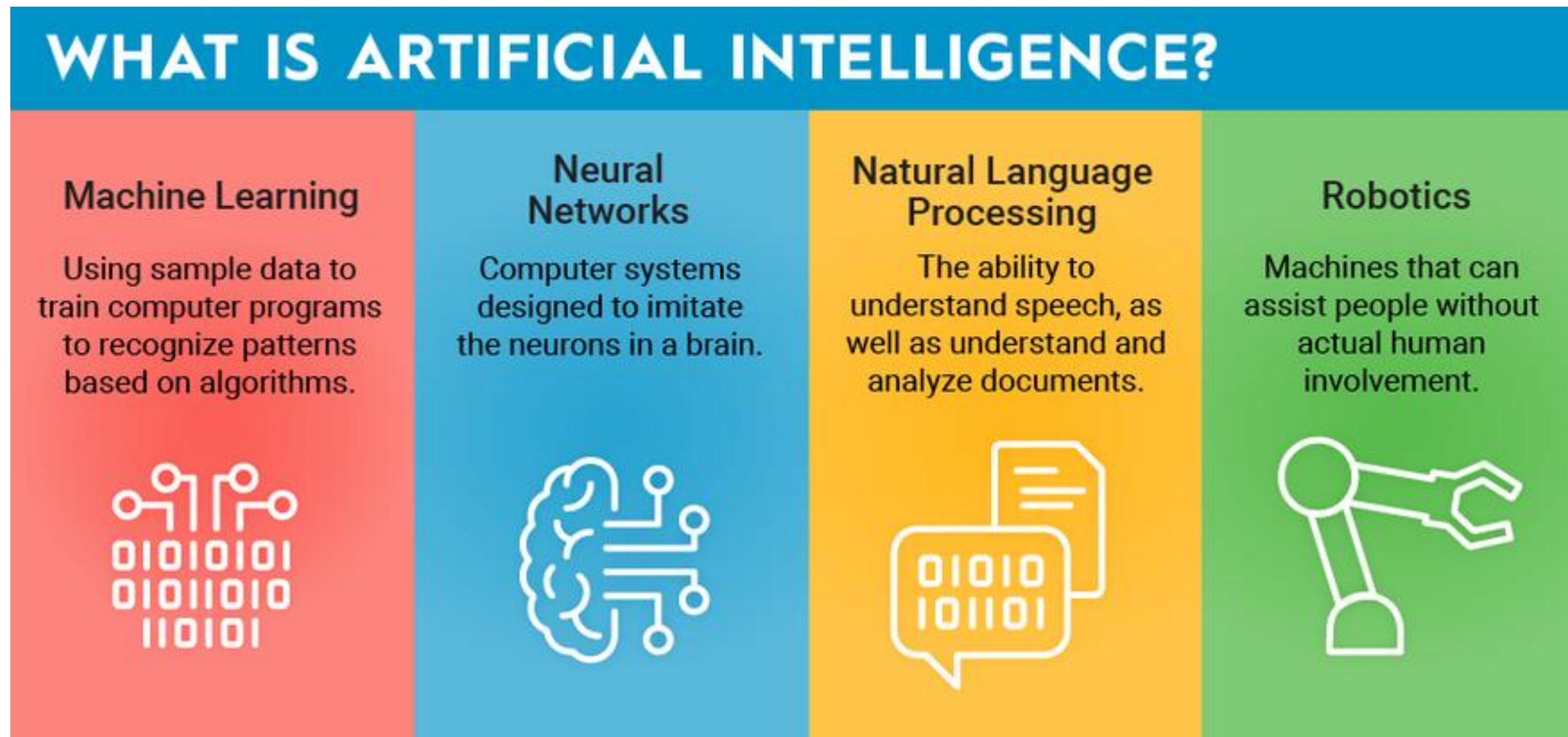
Co-funded by the
European Union

AI Fundamentals

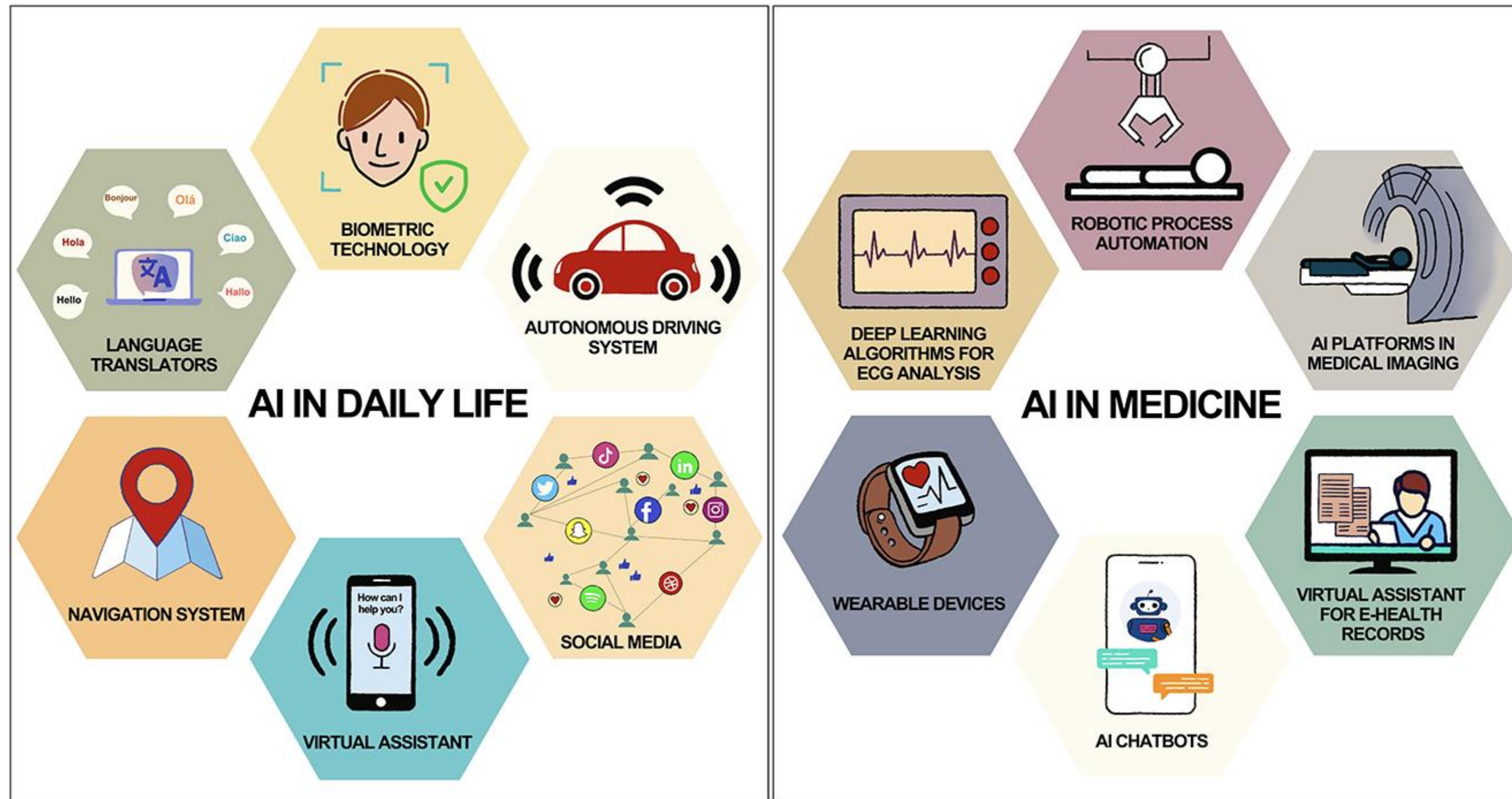


- ❁ Artificial Intelligence (AI) is a field of computer science dedicated to developing systems **capable of performing tasks** that traditionally require human intelligence - such as learning, reasoning, problem-solving, and decision-making
- ❁ These systems **learn from data** to perform specific tasks and **can continuously improve** their performance over time, making them valuable across a wide range of applications
- ❁ However, developing and deploying AI systems **responsibly** requires a **deep understanding** of associated risks, adherence to ethical principles, and strict compliance with data privacy, data protection, and explainability requirements to ensure trust, transparency, and accountability

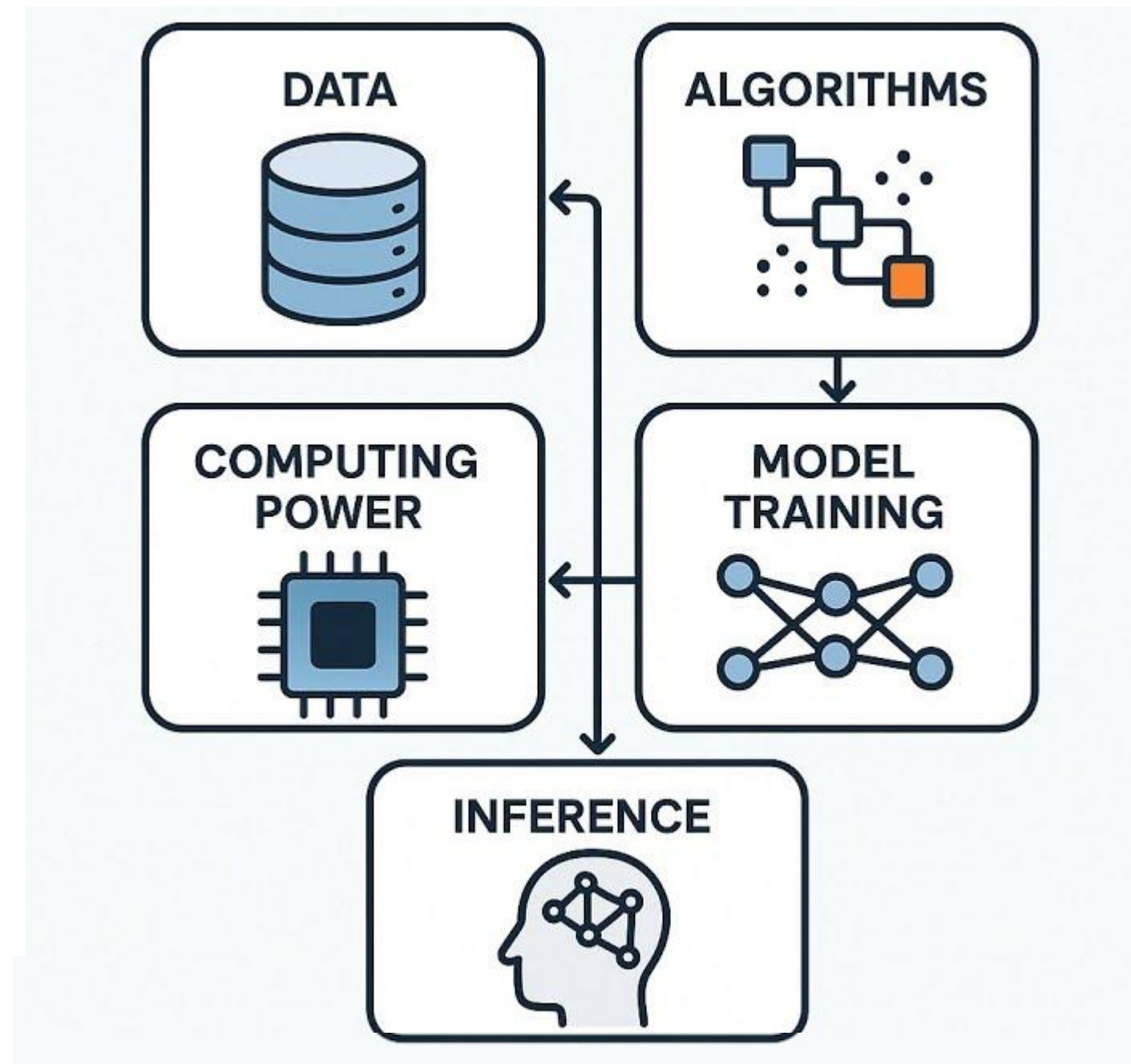
AI Fundamentals



AI Fundamentals

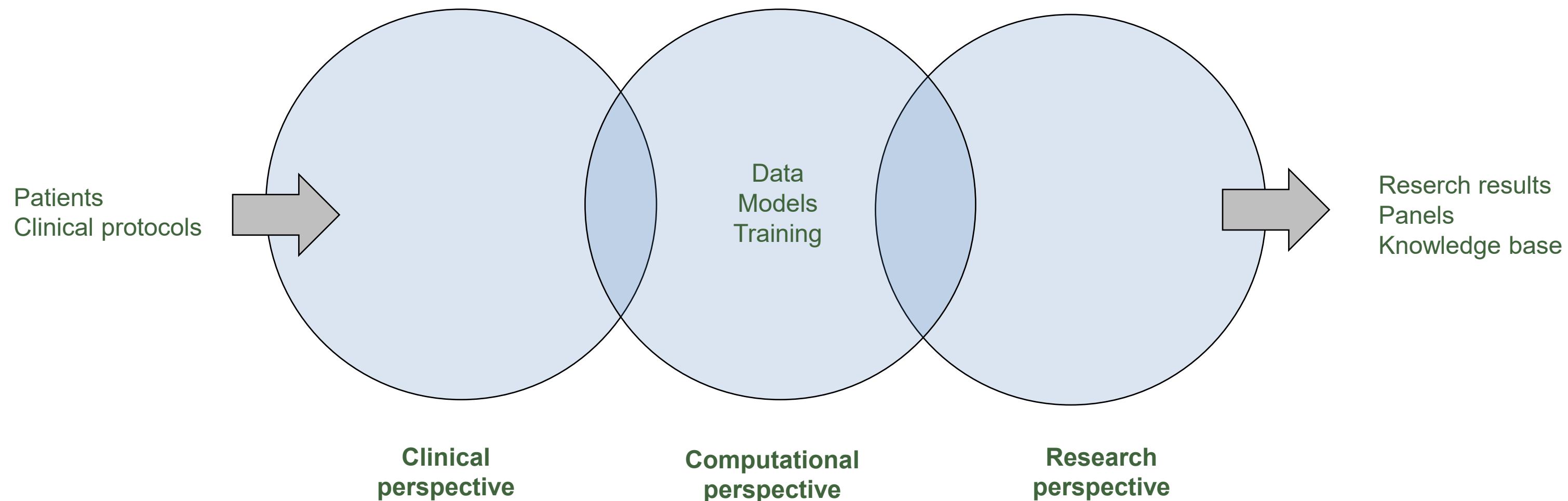


AI Building Blocks



What are AI Frameworks

- An AI framework is a **collection of elements** that simplify the process of building and deploying artificial intelligence systems



Advantages of AI Frameworks

Main advantages of AI frameworks:

- ✿ Reduced development cost
- ✿ Standardized workflows
- ✿ Swifter implementation

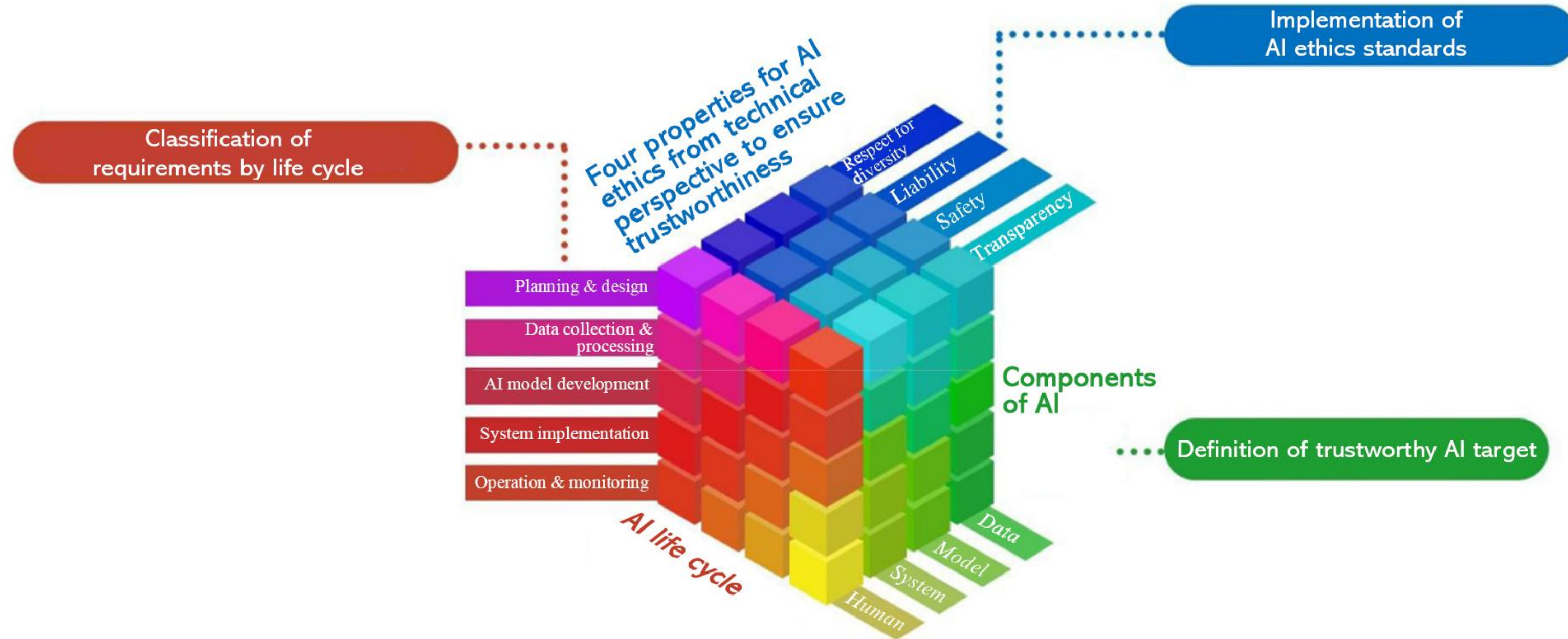
Factors to consider when developing/selecting an AI framework:

- ✿ Ease of use
- ✿ Integration
- ✿ Interpretability and explainability
- ✿ Open source versus proprietary
- ✿ Performance and scalability

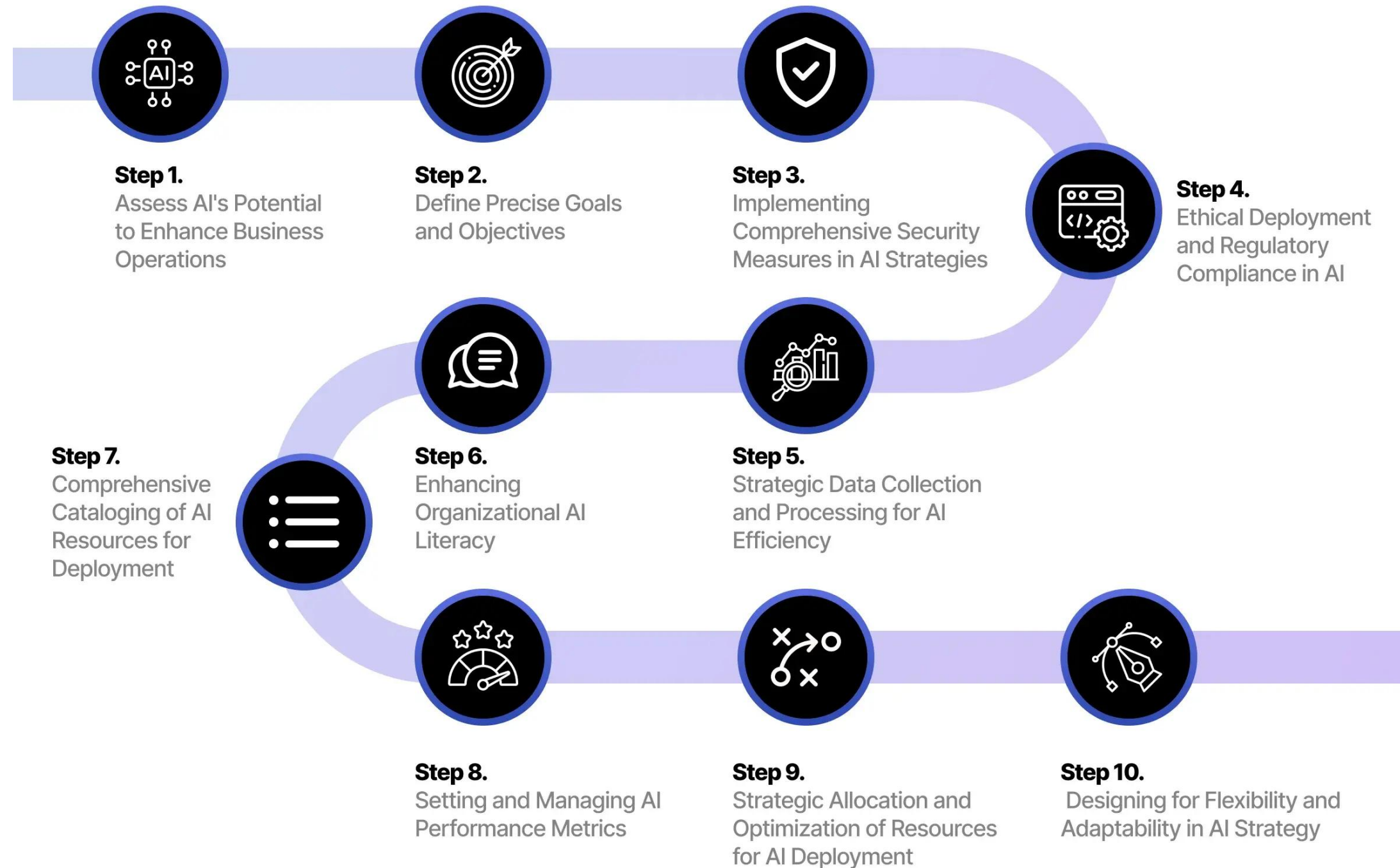


Co-funded by the
European Union

Advantages of AI Frameworks



Implementing AI Framework



Employee Well-being

Gallup (an American analytics and advisory company), determined that employee well-being **comprises five elements**:

- 🌿 **Career wellbeing:** Liking what you do.
- 🌿 **Social wellbeing:** Having meaningful friendships.
- 🌿 **Financial wellbeing:** Managing money well.
- 🌿 **Physical wellbeing:** You have enough energy.
- 🌿 **Community wellbeing:** Loving where you live.

These elements inevitably translate to working life.

GALLUP®

Wellness vs. Wellbeing: What's the Difference?



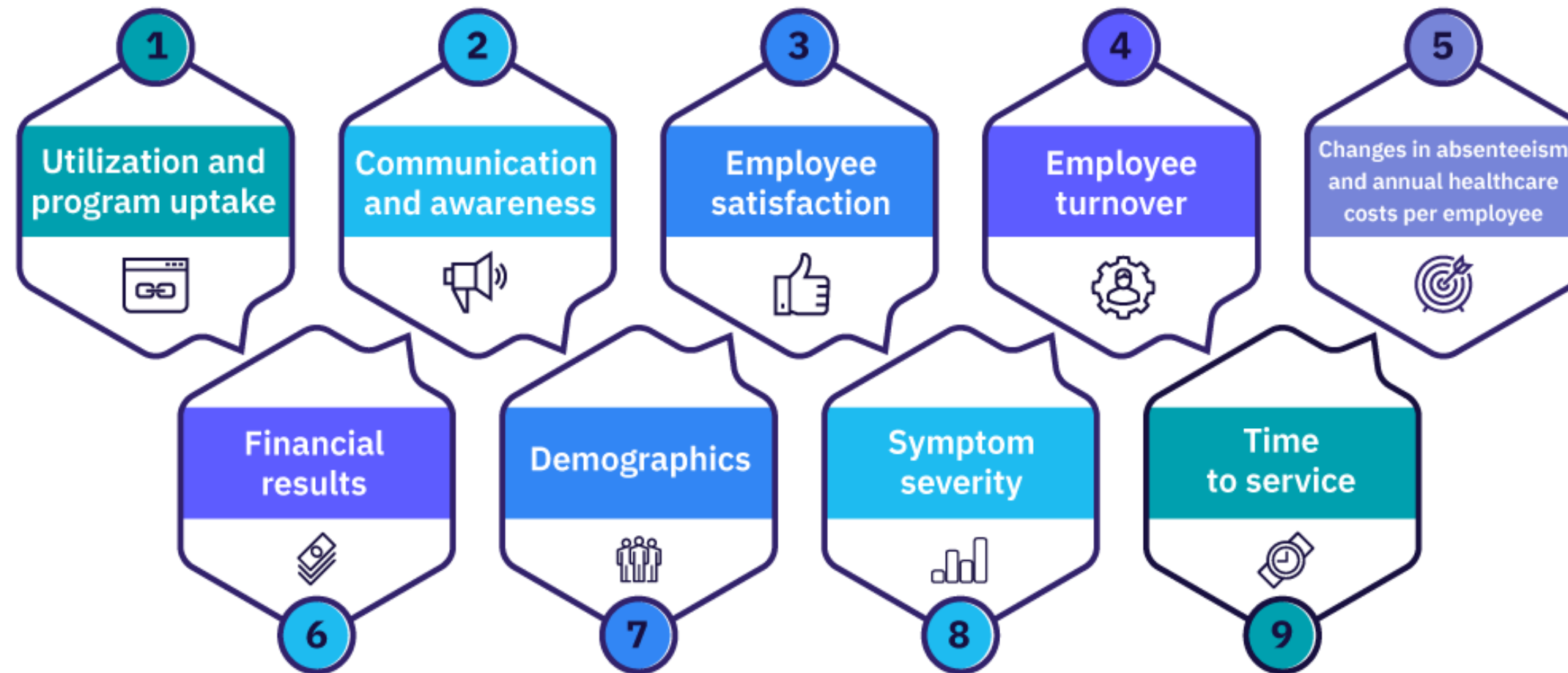
BY RYAN PENDELL



Co-funded by the
European Union

9 Employee Wellbeing Metrics to Track Right Now, Jessica Perkins,
<https://www.aihr.com/blog/employee-wellbeing-metrics/>
Wellness vs. Wellbeing: What's the Difference?, Ryan Pendell
<https://www.gallup.com/workplace/340202/wellness-wellbeing-difference.aspx>

Employee Well-being Metrics



Co-funded by the
European Union

Watermann, L., Kubowitsch, S. & Lerner, E. AI and work design:
A positive psychology approach to employee well-being. *Gr
Interakt Org* 56, 311–320 (2025).
<https://doi.org/10.1007/s11612-025-00806-3>

Collaborative Integration of AI

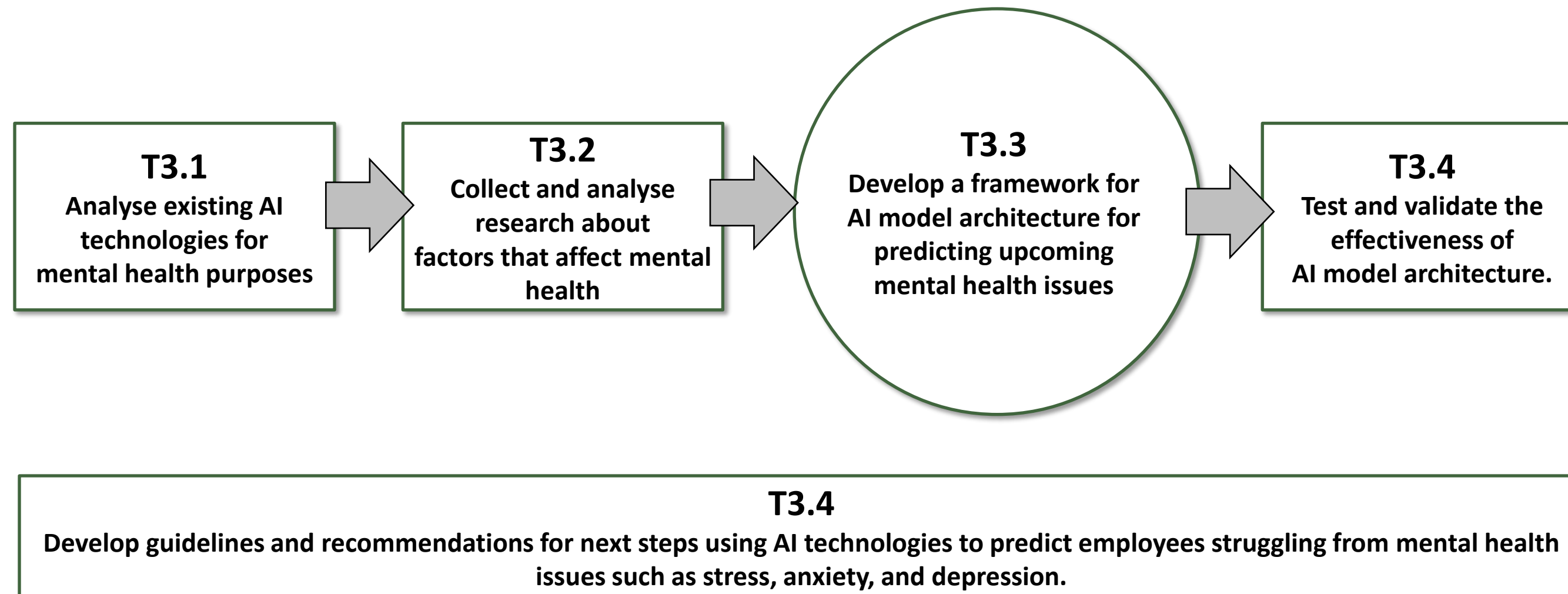
Aspect	AI's role	Human therapist's role	Collaborative outcome
Data analysis	Processes large datasets to recognize behavioral patterns	Interprets data insights with personal patient knowledge	Combines AI insights with therapist understanding for a more comprehensive view of the patient's needs
Real-time monitoring	Tracks mood fluctuations and behavioral changes continuously	Responds empathetically to real-time patient needs	Supports timely interventions, allowing the therapist to address issues as they arise
Pattern recognition	Identifies patterns that may be imperceptible to humans	Applies nuanced, contextual understanding	Detects subtle indicators while incorporating patient history and context
Empathy and connection	Lacks emotional intelligence	Provides empathetic, individualized care	Ensures that AI's efficiency is complemented by genuine human empathy, maintaining patient trust
AI-assisted diagnosis	Offers precision in symptom analysis and diagnostic support	Confirms diagnosis with holistic patient assessment	Reduces diagnostic errors by merging AI precision with therapist's intuitive judgment
Patient trust	Enhances treatment accuracy but may seem impersonal	Builds a strong therapeutic alliance with patients	Combines efficient, accurate treatment plans with a personal, trusting relationship between therapist and patient
Ethical judgment	Operates within programmed constraints	Makes ethical decisions based on context	Aligns AI's objective analysis with human ethical judgment to provide safe and fair patient care



Co-funded by the
European Union

Babu A and Joseph AP (2024) Artificial intelligence in mental healthcare: transformative potential vs. the necessity of human interaction. Front. Psychol. 15:1378904. doi: 10.3389/fpsyg.2024.1378904

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



Co-funded by the
European Union

Call: ERASMUS-EDU-2024-PI-ALL-INNO (Partnerships for Innovation - Alliances)
Topic: ERASMUS-EDU-2024-PI-ALL-INNO-EDU-ENTERP
Type of Action: ERASMUS-LS (ERASMUS Lump Sum Grants)
Proposal number: 101187046
Proposal acronym: HARMONY

Wrap Up

AI is a **transformative force** in mental healthcare, but its integration **must balance** technological precision with human empathy, ensuring that it complements, rather than replaces, the essential therapeutic relationship.

Addressing adoption **complexities** - such as regulation, scalability, cost, and practitioner acceptance - **requires** robust infrastructure, phased implementations, pilot programs, and AI-human collaboration models to ensure safety, privacy, and equitable access



Co-funded by the
European Union

Babu A and Joseph AP (2024) Artificial intelligence in mental healthcare: transformative potential vs. the necessity of human interaction. Front. Psychol. 15:1378904. doi: 10.3389/fpsyg.2024.1378904

THANK YOU FOR YOUR ATTENTION!

Prof. Leo Mršić



leo.mrsic@algebra.hr



<https://www.algebra.hr/sveuciliste/en/>



Algebra Bernays University, Croatia

A circular logo with a white background and a green border. Inside, there is a green diamond shape with the text "H.A.R.M.O.N.Y." in bold, green, sans-serif capital letters. The diamond is surrounded by faint, sketchy green lines.

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

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Co-funded by the
European Union

Discussion



Co-funded by the
European Union

Questions

- Are all project outputs planned to be available in multiple languages?
If yes, which languages will be included?
- As AIAS we are working in Italy to develop a guideline about Suicide prevention in the work environment. Do you think that it presents a connection between Mental Health and Suicide risk in the work environment?



Co-funded by the
European Union

Next steps

- **Research report** by the end of 2025
- **Webinar** addressing AI-related activities in the HARMONY project in April 2026
- For more information contact us at info@harmony-eu.net

Follow us for updates:

Facebook: <https://www.facebook.com/harmonyprojecteu>

LinkedIn: www.linkedin.com/in/harmony-project-erasmus-25130136a

YouTube: <https://www.youtube.com/@HARMONYERASMUS>

Webpage: <https://harmony-eu.net/>



Co-funded by the
European Union

THANK YOU FOR YOUR INTEREST IN THE HARMONY PROJECT!

The logo for the H.A.R.M.O.N.Y. project is centered within a white circle. It features a green diamond shape with a white border. Inside the diamond, the text "H.A.R.M.O.N.Y." is written in a bold, green, sans-serif font. The diamond is surrounded by a faint, sketchy outline of a globe or a similar abstract shape.

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

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Co-funded by the
European Union