

Fall 2022 Sustainability Scholars Program Internship Opportunity

The UBC Sustainability Hub is pleased to offer current UBC graduate students the opportunity to work on funded sustainability internship projects. Successful candidates work under the mentorship of a partner organization, and are immersed in real world learning where they can apply their research skills and contribute to advancing sustainability across the region.

- Visit the [Sustainability Scholars Program website](#) to learn [how the program works](#) and to [apply](#).
- Be sure to review the [application guide](#) to confirm your eligibility before applying.

Applications close at midnight on Sunday September 18, 2022.

Project title: Best practices research to understand how to support mental health and prevent burnout in the hybrid workplace

Project Background & Overview

Working in a post-pandemic hybrid mode presents new challenges and opportunities to support mental health and wellbeing, and ensure that UBC faculty and staff are working in a psychologically healthy and safe work place. As we move out of the pandemic and UBC embraces a hybrid workplace we want to know more about what others are doing (best and innovative practices) and what the literature is saying about best ways to support mental health and prevent burnout—especially in a remote or hybrid work environment—through an equity lens. This information will be used by UBC Central Human Resources (HR) to inform our outreach and how we support UBC staff and faculty.

Our understanding of “psychological health and safety” and ways that UBC provides related support draws from *Canada for Psychological Health and Safety in the Workplace* (the Standard) a set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work. It is the first of its kind in the world.

Maintaining positive mental health and wellbeing is crucial to creating an outstanding work environment for our faculty and staff. Taking a health promotion approach to mental health is about more than providing services. It is about equipping our community with the skills they need to live well and improve their health by creating environments that support them.

Project description

We seek a Sustainability Scholar to help us understand:

- Existing and emerging best practices being utilized to monitor, mitigate and prevent employee burnout (particularly in hybrid and remote workplaces)
- Existing and emerging best practices, processes, policies and services supporting psychologically healthy and safe workplaces as well as employee mental health and wellbeing in hybrid and remote workplaces
- Current mental health impacts of hybrid and remote workplaces (and associated practices, processes and policies) on systemically oppressed and historically marginalized populations

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- Time permitting: The effectiveness and impact of recent mental health literacy training provided to managers and supervisors

Project scope

Project work will include

- Literature review and environmental scan of current and emergent best practices, information and resources related to supporting psychological health and safety, employee mental health and wellbeing, and preventing burnout in hybrid and remote workplaces. This research will involve desk research and expert interviews. We also want to bring an equity lens to the research.
- Time permitting: Contribute to the design and implementation of a series of focus groups that will be held as part of evaluating the impacts of a virtual mental health literacy training program for managers and supervisors at UBC that will be launched in the fall of 2022.
- Preparation of a final report summarizing findings, key themes and recommendations to inform future approaches to supporting psychological health and safety, employee mental health and wellbeing, and preventing burnout in hybrid and remote work environments.

Deliverables

- A final report containing a summary of the work completed (background, findings, analysis, recommendations and principles to guide future work in the area)
- Summary presentation on findings to be provided to the UBC Mental Health & Resilience Committee and the Office of Wellbeing Strategy Community of Practice and/or Strategic Support Team
- A final report for the online public-facing [Scholars Project Library](#).

Time Commitment

- This project will take 250 hours to complete
- This project must be completed between October 17, 2022 and March 15, 2023
- The scholars are to complete hours between 9 am and 5 pm, Monday to Friday, approximately 10 to 12 hours per week.
- Regular check-ins with supervisor. Days and times to be determined in discussion between the Scholar and mentor

Required/preferred Skills and Background

- Excellent research and writing skills
- Demonstrated interest in sustainability
- Familiarity with research methodologies and survey techniques
- Excellent public speaking and presentation skills
- Community engagement experience
- Familiarity conducting focus group research
- Strong analytical skills
- Ability to work independently
- Deadline oriented
- Project management and organizational skills
- Comfortable interacting with strangers to conduct public/in person surveys

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- Working knowledge and understanding of issues that impact wellbeing in the workplace, an asset
- Understanding and lived or work experience on issues related to health and wellbeing, mental health, anti-racism, equity, diversity, and inclusion.
- Demonstrated personal commitment to removing barriers for equity-deserving groups
- Demonstrated ability to work respectfully with students, staff and faculty who hold a range of worldviews

Applications close **midnight Sunday September 18, 2022**

Apply here: [Click here to apply](#)

Contact Karen Taylor at sustainability.scholars@ubc.ca if you have questions

Useful Resources

Below are some links to useful resources to help you with your resume and cover letter (there are many more online). Some of these resources also provide information on preparing for your interview.

<https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae>

<https://www.grad.ubc.ca/current-students/graduate-pathways-success>

<https://www.grad.ubc.ca/cover-letter-cv-resume-templates-ubc-career-services>