



**TOP BLOKES**  
FOUNDATION



# MENTORING PROGRAM

18-24

# ABOUT TOP BLOKES

Top Blokes Foundation is a leading youth mental health charity working with boys and young men ages 10-24. We believe every young male, regardless of background or location, deserves the tools and support to lead a healthy, safe, and fulfilling life.

We envision a future where young men:

- Communicate effectively in their relationships.
- Thrive in psychologically safe workplaces.
- Develop professional confidence and resilience.
- Embrace positive masculinity while breaking free from stereotypes.

Our evidence-based programs are tailored to the specific and diverse needs of young males, making a positive impact where it matters most. We've worked with thousands of young men over two decades, so we engage them in ways we know are proven to work.

## SHAPING TOP BLOKES

“ This program has strengthened the wellbeing of our team and led to tangible workplace improvements: and a noticeable boost in engagement and morale. The impact is clear: when our employees feel supported, they show up, contribute, and thrive which all leads to a more cohesive and driven team. ”

FLIGHT SERGEANT  
RYAN HODGSON, RAAF

## TRANSFORMING LIVES

Our results speak for themselves. Creating a safe space for young men to express themselves openly and authentically is paramount, and we take pride in the tangible difference it makes.

100%

I'm inspired to make better choices in my life.

89%

I have better strategies to control my anger.

100%

I have better tools to manage my mental health.

100%

I understand how to have healthy relationships.

Results from 18-24 program 2024

## PROFESSIONAL DEVELOPMENT OUTCOMES

### SELF-AWARENESS

Sense of belonging  
Self-belief and worth  
Growth mindset  
Self-reflection

### CAPACITY BUILDING

Leadership  
Conflict resolution  
Communication and relationships  
Inclusivity and empathy

### ALIGNMENT

Goal setting  
Build on strengths  
Navigating ups and downs

# ABOUT 18-24

## WHY 18-24 YRS?

This transitional stage is crucial as young men:

- Enter the workforce and form professional identities.
- Face unique pressures around relationships, career development, and financial literacy.
- Begin establishing habits that influence their lifelong wellbeing.

Research shows that 75% of mental illnesses emerge before age 24, and young workers are at higher risk of workplace-related harm. Employers play a key role in supporting their early career development and wellbeing.<sup>1</sup>

Our 18-24 program addresses these challenges head-on, providing tailored support to help participants navigate workplace challenges, build meaningful relationships, and make informed decisions for a successful future.

## LET'S TALK BEST PRACTICE

Our program is aligned with the National Mentoring Benchmarks established by the Australian Youth Mentoring Network. Workshop content undergoes rigorous scrutiny and is evaluated and endorsed by an independent committee composed of psychologists, educators and researchers, to ensure the program's continual relevance and effectiveness.

## BUILDING BETTER RELATIONSHIPS

Workplace research highlights that relationship struggles and communication breakdowns are major reasons young men access Employee Assistance Programs (EAPs). Through our mentoring program, we tackle these issues directly, empowering young men to:

- Build emotional intelligence for healthier communication.
- Develop conflict resolution skills to navigate workplace and personal challenges.
- Create stronger professional and personal relationships.

## SUPPORTING PSYCHOLOGICAL SAFETY IN THE WORKPLACE

Aligned with Safe Work Australia guidelines, our program helps businesses create mentally healthy workplaces by:

- Addressing psychosocial risks like poor communication and interpersonal conflict.
- Promoting resilience, inclusivity, and a culture of openness.
- Equipping young men with tools to manage stress and engage with colleagues respectfully.

“ I didn't realise how much I was bottling up things that were bothering me. [Top Blokes] gave me the skills to be able to deal with these issues and address them at the forefront instead of letting them be pushed to the side. ”

PARTICIPANT





# WORKSHOP TOPICS

## LEAD FROM WITHIN

Great leaders know themselves first. This workshop helps young men define their ‘Why’, build self-awareness, and develop leadership skills through teamwork and open communication. By exploring leadership styles and group dynamics, participants learn to lead with confidence, embrace diverse perspectives, and strengthen workplace relationships.

## HEALTHY MINDS

Mental health matters. Together we break the stigma, spark open conversations, and build resilience. Participants explore myths vs. facts, learn practical strategies to manage challenges and gain confidence in seeking support. By fostering understanding and self-awareness, we empower young men to take charge of their mental wellbeing.

## MAN ENOUGH

What does it mean to be a man today? We challenge outdated stereotypes and encourage young men to embrace authenticity, vulnerability, and self-acceptance. Through open discussions on mental health, relationships, and body image, participants redefine masculinity—breaking stigma, building confidence, and owning their identity with strength and pride.

## COMMUNICATION+

Strong relationships—at work and in life—start with respect, responsibility, and communication. This workshop equips young men with strategies to build healthy connections, navigate conflict, and recognise warning signs of manipulation or abuse. Through real-world scenarios and role-play, participants develop confidence in handling tough conversations and workplace dynamics.

## BREAKING BARRIERS

“ I think the most influential moment within Top Blokes was around week four. It was a turning point for me as this is when we all began to open up about our hardships.

I think it was very relieving for us all to learn we weren't alone. ”

PARTICIPANT



# WORKSHOP TOPICS

## ADDICTIVE BEHAVIOURS

Why do we take risks? This workshop explores the link between masculinity, alcohol, and decision-making, exploring how social pressures shape our habits. We challenge young men to rethink substance use and maladaptive coping strategies, recognising warning signs of dependency and developing healthier ways to manage stress and make informed choices.

## HEALTHY RELATIONSHIPS

From unrealistic media portrayals to real-world intimacy, we unpack the impact of pornography, sexual health, and consent on relationships. Through interactive activities, we break down myths, explore contraception and STI awareness, and foster open discussions on respect, communication, and shared responsibility in healthy relationships.

## STAND UP

True leadership means standing up for others. This workshop challenges young men to recognise privilege, confront biases, and foster inclusivity. Through open dialogue and self-reflection, participants learn how to be active allies — championing equality, challenging discrimination, and creating workplaces and communities where everyone feels valued and respected.

## FUTURE YOU

Your future starts now. This workshop helps young men take control of their finances, goals, and decisions by exploring how values shape long-term success. Through budgeting, smart spending, and future planning, participants gain the confidence to align their financial choices with their aspirations—building stability, independence, and a life on their terms.

## BUILDING UP YOUNG MEN

“ I didn't realise how much I was cooping up things that were bothering me and this course gave me the skills to be able to deal with these issues and address them at the forefront instead of letting them be pushed to the side. ”

**PARTICIPANT**



# TOP BLOKES AND YOUR WORKPLACE

## HOW TOP BLOKES SUPPORTS EMPLOYERS

Partnering with Top Blokes delivers:

- Improved workplace relationships and communication.
- Reduced absenteeism, turnover, and compensation claims.
- A healthier, more engaged workforce.
- Support in aligning with psychological safety guidelines outlined by Safe Work Australia.

Businesses that invest in workplace mental health see significant returns—not only in productivity but also in engagement, retention, and reputation. Research shows that fostering a psychologically safe workplace leads to increased loyalty, improved performance,<sup>2</sup> and reduced absenteeism and compensation claims.

For every **\$1 invested** in workplace mental health, businesses can see up to a **\$4 return** through improved productivity,<sup>3</sup> reduced absenteeism, and lower turnover rates.

We help businesses foster a culture of respect, empathy, and professional growth for young men, creating long-term benefits for employees and organisations alike. Research shows that employment itself can improve mental health, and workplaces that actively support wellbeing contribute to healthier families and more resilient communities.<sup>4</sup>

1. Kessler et al. 2007; Mental Health Commission 2021.

2. Productivity Commission 2020; Mental Health Commission 2024

3. PwC Research 2014

4. Productivity Commission 2020; Mental Health Commission 2024

## READY TO INVEST IN YOUR WORKFORCE?

If you'd like to know more visit the FAQ section of [topblokes.org.au](https://topblokes.org.au) or chat with one of our team to find out how we can bring Top Blokes to your organisation.

[INFO@TOPBLOKES.ORG.AU](mailto:INFO@TOPBLOKES.ORG.AU)

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# NOTES



# TOP BLOKES

FOUNDATION

**MENTORING YOUNG MALES  
TO LIVE HEALTHY AND SAFE LIVES**

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