Support House Centre for Innovation in Peer Support

Train the Trainer Program

Skill Development for Peer Supporters and Volunteers

The Train the Trainer model seeks to empower Health Service Providers to provide comprehensive, introductory, values-based training that equips people with lived and living experience with the necessary skills to offer services that uphold the fidelity of peer support.

This service offering assists trainers by sharing facilitation strategies, building on existing strengths, and providing access to ongoing skill development through a Community of Practice to effectively engage learners.

Individuals who complete the Train the Trainer program are qualified to facilitate both the Peer Support Core Competencies (PSCC) and Brief Introduction to Peer Support (BIPS) training. Train the Trainer Program is offered to organizations only; it is not available to independent trainers.

Train the Trainer demonstrates a trainer's commitment to professional development and encourages them to adapt their skills to established training material. Trainers draw and share from their knowledge of the field and lived/ living experience in support of engaging others who seek ongoing opportunities to learn and grow within the profession of peer support.

Our fully virtual, foundational peer support training program is aligned with, and built upon:

- Peer Support Canada: Key learning outcomes from Knowledge Matrix, Code of Conduct, Principles of Practice
- Mental Health Commission of Canada: Core Values of Peer Support, Guidelines for the Practice & Training of Peer Support
- Health Canada's Drug Treatment Funding Project (DTFP)
- Addictions & Mental Health Ontario (AMHO): Best Practices in Peer Support
- Centre for Innovation in Peer Support's: Toolkits, resources and models which support the most current, best practices in Peer Support

These training modules support the principles of trauma informed support, with an emphasis on developing overall psychological wellness.

Qualifications & pre-requisites to become a trainer:

Each organization must complete an "organizational sign-off which sets the expectations between the participating organization and Support House Centre for Innovation in Peer Support

Trainers are expected to have:

- lived-experience
- a strong ability to facilitate groups/training
- completed the Peer Support Core Competencies Training (extenuating circumstances are evaluated on a case-by-case basis as agreed upon by the Centre for Innovation in Peer Support)

Experience providing peer support is an asset

As part of the Centre's commitment to trainers we will provide:

- training that prepares participants to facilitate the Peer Support Core Competencies and Brief Introduction to Peer Support training
- access and orientation to all necessary materials for facilitation of the training, including:
  - PowerPoint slide decks
  - detailed facilitator notes
  - participant workbooks
  - certificate templates and guidelines
  - technical support guides
- regular updates about any training material changes
- trainer ongoing consultation and support

Support House
Centre for Innovation in Peer Support

1-833-845-WELL (9355) x 390
centreinfo@supporthouse.ca
www.supporthouse.ca/peer-services/

Trainer commitment & opportunities

Training organizations agree:

- to maintain the fidelity of all training material and to use the supporting resources as outlined by the Centre for Innovation in Peer Support
- to send one trainer from each organization to the quarterly Trainer Community of Practice meetings

Opportunities for voluntary participation in working groups related to the quality improvement of the training may be provided at the agreement of the CoP

Train the Trainer - Training Outline

Day One - Orientation (3 hours)

- Review of the agreement guidelines
- Tutorial: How to access training materials
- Key Elements for training facilitation

Day Two - Practice (3 hours)

- Question and answer session
- Practicing virtual facilitation
- Presentation of practice sessions

Peer Support Core Competencies (PSCC) training overview

The Peer Support Core Competencies is intended for those interested in becoming a peer supporter or who are working in a peer support setting. The complete training consists of the 15 modules outlined below. Module 16 can be offered at the discretion of the trainer/organization. Participants must be in attendance for the entirety of foundational modules 2 and 5, and must not miss more than 4 hours in total of the training in order to qualify for a Certificate of Completion.

Curriculum

1. Recovery and Wellness
2. Foundations of Peer Support
3. The Peer Support Role
4. Communication Basics
5. Connecting through our Experiences
6. Peer Support Relationships
7. Ethics and Boundaries
8. Trauma Informed Care-Practices
9. Stigma and Discrimination
10. Culture, Diversity and Worldview
11. Social Determinants of Health and Advocacy
12. Self-Determination and Stages of Change
13. Supporting Someone Experiencing Distress/Crisis
14. Wellness Planning
15. Resilience and Wrap-Up
16. Group Facilitation (3 hour optional module)

Brief Introduction to Peer Support (BIPS) training overview

The Brief Introduction to Peer Support Training is specifically designed for volunteer settings. It consists of 5 mandatory core modules, and 3 optional models that organizations can choose to include in their training programs as they deem relevant.

Curriculum

Core modules

1. Wellness and the Peer Role
2. Foundations of Peer Support
3. Communication and Empathy
4. Connecting Through our Experiences
5. Ethically Navigating Boundaries and Dual Relationships

Optional modules:

1. Culture, Diversity and Worldview
2. Supportive Peer Support Activities
3. Group Facilitation

For more information on our Train the Trainer Program, please contact us.

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