



## **Region 3 Behavioral Health Services Training Partnership**

July 1, 2022—June 30, 2023

### **Overview**

Region 3 Behavioral Health Services (Region 3) provides a variety of training sessions related to mental health topics through a partnership with the Behavioral Health Education Center of Nebraska (BHECN) and other system partners.

The Region 3 training program focuses increasing the awareness of behavioral health symptoms and needs, available resources, and linkages on the intentional attention and action needed to create a healthy and restorative trauma informed care environment for the behavioral health workforce and those served. Behavioral health organizations are living systems that are susceptible to trauma, toxic stress and compassion fatigue. A trauma informed care environment addresses and minimizes compassion fatigue and vicarious trauma yielding an increase in staff resilience and retention. Enriched work cultures that encourage and practice trauma informed care and compassion fatigue prevention see lower staff turnover and sick leave, higher staff productivity, higher morale, better employee satisfaction and better outcomes for the individuals and families served.

Region 3 offers trauma informed care training, training resources and on-going consultation for those working in the Nebraska Behavioral Health System and its system partners. The goal of this training and consultation is to create organizational cultures of trauma informed care, staff resiliency and mental health promotion.

### **Training Menu**

Region 3 provides comprehensive, integrated, mental health, suicide prevention, and trauma informed care consultation and training for system partners and community members. The training curriculum listed below has been successfully applied at the community level. Training and consultation is provided either through a subcontract or by Region 3 employed staff who are trained and well-versed in the topic areas listed. As other training needs emerge, Region 3 will assure the availability of knowledgeable trainers in the identified topics. Trauma informed care consultation with behavioral health system partners and stakeholders is designed to identify organizational and system training needs and work with system stakeholders to design and implement training to address both organizational and system needs. The training menu includes:

1. Adult Mental Health First Aid
2. Youth Mental Health First Aid
3. QPR Gatekeeper Training (Question, Persuade and Refer)
4. Trauma 101 & Recovery
5. Trauma 101 & Recovery Train-The-Trainer Workshop – ensures consistency and sustainability for ongoing trauma training for current and new staff
6. Calmer Classrooms: Working with Traumatized Students
7. Effective Strategies for Working with Traumatized Youth
8. Walking the Walk: Creative Tools for Transforming Compassion Fatigue and Vicarious Trauma
9. Trauma Trainer Booster
10. Introduction to Mindfulness Skills
11. Effective Strategies for Children with Developmental Trauma

12. Psychological First Aid
13. Resilience for the Responders: Creative Tools for Transforming Compassion Fatigue and Secondary Trauma for Disaster Relief Workers
14. Compassion Fatigue for Supervisors: How to Support Staff & Yourself
15. Helping Adults Coping With Grief
16. Life Hacks for Reducing Stress & Building Resiliency
17. The Impact of the Pandemic and Disasters on Children and Teens
18. Trauma: Healing and Recovery 2.0
19. 5 Essential Skills for Transforming Stress and Anxiety for Kids and Teens
20. Grounding Skills
21. Helping Children with Grief
22. Mental Health First Aid
23. Youth Mental Health First Aid
24. Question Persuade Refer (QPR)

All trainings are available in an on-line/webinar based format as needed.

**1. *Adult Mental Health First Aid (MHFA)***

**Training Description:**

A public adult education program that helps the public identify, understand, and respond to signs of mental illnesses and substance abuse disorders. MHFA is offered in the form of an interactive 8 hour course that presents an overview of mental illness and substance use disorders and introduces participants to risk factors and warning signs of mental health problems, builds understanding of their impact, and overviews common treatments. Mental Health First Aid is designed for audiences who are at least 18 years of age.

**2. *Youth Mental Health First Aid (YMHFA)***

**Training Description:**

Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis. Youth Mental Health First Aid is primarily designed for adults who regularly interact with young people. The 8 hour course introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a 5-step action plan for how to help young people in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders in which psychosis may occur, disruptive behavior disorders (including AD/HD), and eating disorders.

**3. *QPR (Question, Persuade, Refer) Gatekeeping Training for Suicide Prevention***

**Training Description:**

QPR stands for Question, Persuade, and Refer – 3 simple steps that anyone can learn to help save a life from suicide. People training in QPR learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. QPR is a two-hour training that is listed in the National Registry for Evidence based Practices and Policies.

**4. *Systems of Care/Wraparound Training***

**Training Description:**

The systems of care model is an organizational philosophy and framework that involves collaboration across agencies, families, and youths for the purpose of improving access and expanding the array of coordinated community based, culturally and linguistically competent

services and supports for children and youth with a serious emotional disturbance and their families.

The wraparound process is an intensive, individualized care management process for youths with serious complex needs.

#### **5. *Trauma 101 & Recovery Training***

##### **Training Description:**

Trauma informed care is an approach to engaging people with histories of trauma that recognizes the presence of trauma symptoms and acknowledges the role that trauma has played in their lives. Participants will learn what trauma informed care is, how to create safe environments for persons served and ways to avoid re-traumatizing practices. The “*Trauma 101 & Recovery*” training is a 3 hour training and is a pre-requisite to becoming a Trauma Trainer.

#### **6. *Trauma 101 & Recovery Train-The-Trainer Workshop***

##### **Workshop Description:**

To establish a collective network approach to staff development, organizations are asked to send one individual to attend the Training of Trainers workshop. Individuals attending this 7 hour Training of Trainers Workshop will be prepared to provide “*Trauma 101 & Recovery*” trainings two times a year to current and new staff within their agency. These trainers will be provided with a curriculum designed to offer basic knowledge, skills, and values of trauma informed care to all staff. Participants will also review and practice methods of delivering the training information. Participants will receive training materials including a manual and flash drive with the training content.

#### **7. *Calmer Classrooms: Working with Traumatized Students Training***

##### **Training Description:**

13 of every 30 students in a classroom will have toxic stress from 3 or more Adverse Childhood Experiences (ACE's).<sup>\*</sup> Toxic stress or trauma can involve events such as physical or emotional abuse, divorce, bullying, domestic violence, death in the family and medical trauma. Teen suicides doubled in Nebraska last year. Suicide is the second leading cause of death among youth ages 15-24, and the third leading cause for those 10-14 years old. Trauma can impact student learning, social interactions and self-regulation.

Teachers are not therapists but it is important to use a universal classroom management approach since we do not always know which students have trauma. This 3 hour training will discuss how trauma affects students, the ACE's study, how to create a safe environment for all students and ways to avoid re-traumatizing practices. Specific classroom tools and strategies will be discussed to help staff engage all students in the learning process and support emotional self-regulation.

<sup>\*</sup>Source: Washington State Family Policy Council

#### **8. *Effective Strategies for Working with Traumatized Youth Training***

##### **Training Description:**

Trauma informed care is an approach to engaging people with histories of trauma that recognizes the presence of trauma symptoms and acknowledges the role that trauma has played in their lives. Staff will receive education about how trauma affects youth, how to create a safe environment for youth in our care, and ways to avoid re-traumatizing practices through this 3 hour training. Specific tools and strategies will be discussed to help staff engage youth and support emotional self-regulation. Trauma specific interventions and recovery resources will be shared.

**9. *Walking the Walk: Creative Tools for Transforming Compassion Fatigue and Vicarious Trauma***

**Training Description:**

You pay an emotional price for doing the work that you do. Some of us hear difficult stories daily and are frequently exposed to traumatic details from the individuals and families we are working with. We are not always able to help everyone who comes to us for help—the demands often outweigh what we can offer. This 4 hour training will help participants with identifying their signs and symptoms, understand the differences and definitions of compassion fatigue, vicarious trauma and burnout, learn about a low impact peer de-briefing tool and share resources and tips for on-going self-care.

**10. *Trauma Trainer Booster***

**Training Description:**

An annual refresher training held with individuals who are currently providing Trauma 101 & Recovery training in the field to share new research, resources and changes to the Trauma 101 training/curriculum.

**11. *Introduction to Mindfulness Skills***

**Training Description:**

Research shows that mindfulness is the practice of purposely focusing your attention on the present moment and accepting it without judgment. Mindfulness has been found to be a key element in stress reduction and overall happiness with the added benefits of improvement in memory, organizational skills, self-confidence, and interpersonal skills which boosts overall performance. Attendees will receive tools and practical resources for handling toxic stress that can be applied at work or at home.

**12. *Effective Strategies for Children with Developmental Trauma***

**Training Description:**

Professionals who work with children, parents and foster parents can benefit from education about how trauma affects children in their care and how to create safe environments. This training will discuss how trauma impacts children, the Adverse Childhood Survey (ACE's), how to create a safe environment, self-regulation tools, and ways to avoid re-traumatizing practices. Specific tools and resources will be discussed to help professionals and parents begin the healing process for children.

**13. *Psychological First Aid***

**Training Description:**

Psychological First Aid is an evidence-informed modular approach to help children, adolescents, adults, and families in the immediate aftermath of disaster and terrorism. Psychological First Aid is designed to reduce the initial distress caused by traumatic events and to foster short- and long-term adaptive functioning and coping. Principles and techniques of Psychological First Aid meet four basic standards. They are:

1. Consistent with research evidence on risk and resilience following trauma;
2. Applicable and practical in field settings;
3. Appropriate for developmental levels across the lifespan; and
4. Culturally informed and delivered in a flexible manner.

Psychological First Aid does not assume that all survivors will develop severe mental health problems or long-term difficulties in recovery. Instead, it is based on an understanding that disaster survivors and others affected by such events will experience a broad range of early reactions (for example, physical, psychological, behavioral, spiritual). Some of these reactions will cause enough distress to interfere with adaptive coping, and recovery may be

helped by support from compassionate and caring disaster responders.

**14. *Resilience for the Responders: Creative Tools for Compassion Fatigue & Secondary Trauma for Disaster Relief Workers***

**Training Description:**

There is now over two decades of research proving that working in high stress, trauma-exposed professions, such as disaster relief, carries elements of risk to staff and volunteers. This interactive, evidence-based and trauma-informed presentation will explore assumptions about compassion fatigue, secondary trauma and burnout and offer new and creative tools and approaches for maintaining healthy and resilient staff and volunteers.

**15. *Compassion Fatigue for Supervisors: How to Support Staff and Yourself***

**Training Description:**

The pandemic took a toll on all of us. Many staff who work in trauma-exposed professions were tired and depleted **before** COVID-19. Supervisors will improve their understanding of compassion fatigue, secondary trauma, burnout, and moral distress and will be given new and practical supervision take away tools, resources and strategies for increasing you and your staff's resiliency.

**16. *Helping Adults Coping with Grief***

**Training Description:**

This training addresses the myths about the grieving process, what to say and not to saying to a grieving person, ideas for coping skills and rituals and looking at cultural differences in death and dying. Hands on tools and resources will be shared for helping adults coping with grief either personally and/or for the people they serve.

**17. *Life Hacks for Reducing Stress and Building Resiliency***

**Training Description:**

Taking the most popular tools from the "Coping with COVID" webinar series, we will review these hacks for stress management to boost resiliency and how to put these practices into a daily practice.

**18. *The Impact of the Pandemic and Disasters on Children and Teens***

**Training Description:**

This training will review the impact the Pandemic and disasters have on children and teens. Emotional regulation skills and techniques will be shared along with other hands-on tools and resources for building resiliency.

**19. *Trauma: Healing and Recovery 2.0***

**Training Description:**

SAMHSA defines recovery as a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. This training follows "Trauma 101 & Recovery" and provides participants with the journey of healing and recovery and choosing the right helper and pathways to interventions/tools for a healthy, happy life.

**20. *5 Essential Skills for Transforming Stress and Anxiety for Kids and Teens***

**Training Description:**

This training will address a child or teen's struggle with worry, anger, stress and anxiety. We will discuss 5 faulty beliefs about anxiety and 5 skills that parents, professionals and kids can use to understand and control their anxiety.

## **21. *Grounding Skills***

### **Training Description:**

Grounding techniques are based in mindfulness and help to create space from distressing feelings. Grounding anchors you, gives you the chance to calm down and allows you to eventually return and address the problem that was triggering the unpleasant emotion to begin with. Grounding is also helpful for trauma survivors who are dissociating by bringing them back into the present moment.

## **22. *Helping Children with Grief***

### **Training Description:**

There is a wide variation in the ways children of the same age understand death based on what they have experienced and what they already know about it. More than 140,000 U.S. children under the age of 18 lost a parent or grandparent due to the pandemic. Loss of a parent is among the adverse childhood experiences (ACE's) linked to mental health issues, shorter schooling, lower self-esteem and increased risk of substance abuse. This training will address the best ways to talk about death with children and how to address the loss and grief children have experienced.

### **Contact for Region 3**

Tiffany Gressley, Prevention System Specialist  
tgressley@region3.net  
308-237-5113 ext. 237