



ESSENTIAL INFORMATION FOR CANDIDATES

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Essential Information for *suicide to Hope* Candidates

Imagine a community where everyone considering suicide is supported to keep safe, and then to find opportunities to recover and grow through their suicide experiences. LivingWorks' *suicide to Hope (s2H)* workshop offers clinicians and other professional helpers the understanding, framework, and tools to offer this kind of hope to people with previous suicide experiences and currently safe from suicide.

Imagine, further, that this opportunity to find hope was readily accessible in every community. To realize this vision, we need to build a sustainable network of facilitators equipped to provide this workshop to a diverse range of caregivers. The three-day *Training for Facilitators (T4F)* program to provide the foundational learning experience for prospective *s2H* facilitators.

suicide to Hope Training for Facilitators (T4F)

The *T4F* program is an experiential, practical training that introduces candidates to the key concepts, learning processes, and tools for facilitating the *s2H* workshop. It invites them to embark on a pathway of ongoing discovery and development following the training that will be supported by peer networks, mentoring, feedback, and reflection on each workshop experience. The three day *T4F* is part of a wider process of facilitator engagement, training, and ongoing development. Attendance in an ASIST 11 workshop is an essential requirement.

Prior to attending the *T4F*, candidates engage in this formal registration process. The process seeks to ensure that candidates arrive at the *T4F* as ASIST 11 trained caregivers with an introductory understanding of the objectives and key concepts of the *s2H* workshop.

We suggest you note and save the *T4F* date in your schedule, however do not make travel plans until you receive notice your registration has been accepted and receipt of payment is confirmed by LivingWorks.

When notified of your acceptance to attend and payment is confirmed, arrange your travel to optimize your learning. The *T4F* is a three-day event. Unless you live nearby, you will need to arrive the day before and the earliest you can leave the training site is after 4:30 on day three. In addition you will be provided with pre-reading materials that will help you prepare to make the most of your *T4F* experience. You are expected to study these materials and pass a short quiz about the materials prior to attending the *T4F*. The *T4F* coaches count on you to come with an introductory understanding of the objectives and key concepts of the *s2H* workshop. Without this foundation you will join your *T4F* colleagues already behind in your learning.

Day 1

Candidates participate in the *s2H* workshop. For some, this will be the first opportunity to experience the workshop, while others will benefit from participating a second time. Having a common workshop experience on Day 1 of the *T4F* provides a shared foundation for learning throughout the training and helps build group cohesion.

Day 2

Candidates begin their transition to the facilitator role. The program provides opportunities to:

- reflect on their workshop experience and, in particular, on how it informs their understanding of the facilitator role;

- clarify and deepen understanding of the purpose and conceptual foundations of the program and its learning tools such as the schematic and Pathway To Hope (PaTH) model;
- work with the exploratory facilitative processes that are foundational to the workshop's effectiveness; and,
- learn how to use the *Facilitator Manual* through self-study and coaching as they prepare to present designated workshop tasks.

Day 3

Candidates practice presenting these tasks to a small group of their peers. While each candidate has prepared part of the workshop, collectively the group presents most of it. Candidates' presentation of these tasks in the order they appear in the workshop provides a further opportunity to experience *s2H*.

During the afternoon, candidates reflect on learning from their coaching and presentation experience, assess progress in their learning, and set goals for their ongoing facilitator development. This leads into a discussion of ongoing supports that can assist their preparation for conducting workshops and their further development as a *s2H* facilitator. The afternoon concludes by reviewing the unique positioning and contribution of *s2H* in relation to other suicide prevention training and addressing implementation issues.

Attendance at *T4F* does not automatically result in becoming a provisional facilitator. Candidates may complete the *T4F*:

- and move directly into a provisional period,
- or move into the provisional period with conditions for additional support,
- or not meet the requirements of provisional status.

Provisional facilitators are at the least expected to be active in their learning and able to demonstrate caregiver qualities and facilitator competencies during the *T4F*.

The *T4F* Learning Process

The *T4F* provides an optimal context for self-directed learning where candidates improve their understanding of the program and their role in facilitating it. The accent is on learning how to work with the *Facilitator's Manual* and integrating this learning with their own professional and lived experience.

Learning how to work interactively with what participants bring to the workshop is also featured. The ability to be responsive to participants' questions and contributions, and weave these into learning processes consistent with the workshop's goals is both a skill and an art. The *T4F* seeks to help candidates build on characteristics and competencies that they bring to this training and further refine them in ways that will enhance their effectiveness in conducting workshops.

The emphasis on participant engagement in the training shapes expectations about how facilitators will, in turn, work with workshop participants, viewing them as active contributors who make informed choices about setting and working toward recovery and growth goals.

It is anticipated that candidates will leave the *T4F* with a realistic view of the commitment required to build on the facilitator preparation they have begun. It is also hoped that they will be motivated to learn more and be confident that they can grow in their capacity to provide *s2H* to a high standard.

Facilitator Competencies

Facilitator competencies provide guidance about the qualities, attitudes and behaviors that facilitators should aspire to when conducting *s2H*. Commitment to demonstrating and developing these competencies keeps learning aligned to the workshop's objectives through processes that reflect its beliefs and values.

These expectations are clustered into eight core competencies. The first three reflect the importance of personal qualities facilitators and participants bring to their learning and how facilitators and participants work together.

The next two competencies then describe what effective facilitators will be doing when they are providing a learning environment that reflects the workshop's core training processes. The final competency affirms the importance of ongoing development in the role.

A competent facilitator:

- leads by example: Is congruent with the beliefs, values and practices of *s2H*;
- respects participants as people: Values their qualities, experiences and contributions;
- builds collaborative relationships: Works together to create inclusive learning processes;
- keeps the learning on track: Stays focused on the workshop's goal and objectives;
- connects learning with practice: Applies learning to persons with recovery and growth needs; and,
- commits to ongoing development: Aspires to continually improve performance.

The *suicide to Hope Facilitator Competencies* document, found in the pre-reading, provides more detail on specific attitudes and behaviors that help facilitators demonstrate, review and improve their performance.

Facilitator's Ongoing Development

Ongoing development in the facilitator role builds on the foundations established in the *T4F*. Initially guided by the personalized learning goals each candidate sets at the end of the program, development is also aided by a range of supports. It is recommended that provisional facilitators set aside 12-16 hours for preparation for each of the first five workshops.

Post-T4F

Facilitator Support

Support of facilitators is critical to maintaining the initial investment. Facilitator support is offered by LivingWorks in the provision of up to 16 hours of on-going learning over the first year after *T4F*. Support from LivingWorks in the form of consultation during preparation and mentoring could be available for one of the first 3 workshops. Telephone consultation with experienced Facilitators can be made available. On-site consultation and mentoring may be available to you depending upon availability and your ability to cover the cost of these mentoring services.

Organizations must support their facilitator by providing sufficient time to prepare for each workshop, designating a coordinator/host for the workshop (other than the facilitator), and to network across the organization and/or with other organizations to provide a rich and diverse learning environment.

While the above might be obvious, we have experienced organizations sending people to be trained and then failing to provide any time or other compensation for them to conduct their workshops.

An allied but broader principle is networking. *S2H* supports and is a vehicle for the development of cooperation among caregivers and organizations that need to work together to prevent suicide. Similarly, the goal of the *T4F* course is to train individual facilitators and to create a collaborative network of facilitators. This network is an important source of ongoing support.

In addition to providing up to 16 hours of ongoing learning, LivingWorks reviews workshop reports and participant feedback, keeps records, responds to facilitator inquiries, makes referrals, and keeps facilitators informed of new ideas and material updates.

Obligations as a *s2H* facilitator

You should come to the *T4F* with at least your first workshop already scheduled within a month of your return. While this is not a requirement, you will be very thankful for having followed this suggestion.

License fee including participant materials

You must order and use licensed *s2H* participant materials. Materials used in the *s2H* workshop, which are purchased by the facilitator or by an organization on behalf of the facilitator, are included in the licensing fee. Each licensing fee [per participant] is \$85.00 CAD. During the workshop the facilitator is responsible for the distribution of one full participant kit that includes a workbook, two planning tools, and a certificate of completion to each participant.

Presentation standards

The contractual arrangement between LivingWorks and every facilitator requires both LivingWorks and the facilitators to maintain the integrity and fidelity of *s2H*.

s2H is standardized. It must be presented in a manner consistent with the Facilitator Manual and the *T4F* course. However, some elements of your own style can fit within that standard.

s2H must be presented in one 8-hour day by one facilitator. The workshop is presented to a minimum of 9 and a maximum of 24 participants.

Reporting requirements:

The Facilitator must submit a copy of their workshop report and participant feedback to LivingWorks within 10 days of each workshop. Facilitators are also expected to protect the integrity of the *s2H* and not use any of its components in other training formats—they are specifically designed to support and synergize with the *s2H* model.

Suicide first aid training

s2H facilitators, who are not active ASIST trainers are required to attend an ASIST workshop every four years.

Registration Process

Registration

To register, first read this *Essential Information* about *T4F* then complete and submit your registration. The registration includes a review of your experience, consideration of community capacity and a statement of your understanding and commitments. Registrations will be reviewed in the order in which they are received. Please be sure your registration is accurate and complete. Within 5 working days of the receipt of your registration you will receive an email either confirming or declining your attendance at *T4F*. When your registration has been accepted you be directed to the registration page and make full payment after which you will receive a link for your pre-reading package.

Preparation

s2H facilitators must be ASIST trained caregivers. Attendance at an ASIST 11 workshop before the *T4F* is required. Your potential for success at the *T4F* is supported by 4-6 hours of preparation. You will learn more about *s2H* and training for facilitators by reading a series of documents and then completing a quiz of your understanding. This will take 4-6 hours and is an expectation of attending the *T4F*. In doing so you will be well prepared to make the most of your *T4F* experience. The *T4F* coaches count on you to come with an introductory understanding of the objectives and key concepts of the *s2H* workshop. Without this foundation you will join *T4F* already behind in your learning.