



Training Links 2021 – 2023

Final Report

Submitted to : The Wheel Training Links Fund

Prepared by Deirdre Phelan Network Co-Ordinator and Niamh Dowler CYPSC Co-Ordinator

Part One

Section 1 – Training Network Summary

1. Training Network name	Midlands Trauma Informed Communities Training Network
2. Lead organisation	Tullamore Community and Family Resource Centre
3. Training Network Coordinator	Deirdre Phelan
4. Total number of Training Network members	12
5. List of Training Networks member organisations	<ul style="list-style-type: none">- Tullamore Community and Family Resource Centre- Clara Community and Family Resource Centre- Mountmellick Youth and Family Resource Centre- Portlaoise Community and Family Resource Centre- Offaly Traveller Movement- Laois Traveller Action Group- Offaly Domestic Violence Support Service- Laois Domestic Abuse Service- Youth Work Ireland Midlands- Youth Work Ireland Laois- Parents First Laois Offaly- Regional Rape Crisis

Section 2 – Summary of Activities

<p>Describe the key activities of your Training Network.</p> <p>Verbal First Aid Training:</p> <p>This uses words and images to set a course of recovery and resilience, especially in the case of single-event trauma.</p> <p>The trainer: Judith Simon Prager (Action Trauma)</p> <p>This was a 5-part training;</p> <ul style="list-style-type: none">- An overview of the protocol and an introduction to modules - duration: 15 mins.- Verbal First Aid Module 1 - Healthcare staff, Frontline workers & First responders - duration: 30 mins.- Verbal First Aid Module 2 - Chaplains, counsellors, and those dealing with the bereaved - duration: 30 mins
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- Verbal First Aid Module 3 - Teachers, Educators, and those who work with children & vulnerable people - duration: 30 mins
- Module 4 - Parents, Carers managing family, work and home-schooling - duration: 30 mins

As Rudyard Kipling said,
"Words are the most powerful
medicine used by
man[human]kind."

Speak Verbal First Aid.
Use words kindly, wisely, well, and you can
relieve pain, help to calm, promote healing, and
even save lives.

**MIDLANDS TRAUMA INFORMED COMMUNITIES
TRAINING NETWORK**
SAVE THE DATES:

TUES, 22ND FEB
TOPIC: VERBAL FIRST AID
ISSUE: AN OVERVIEW OF THE
PRACTICE AND AN
INTRODUCTION TO MODULES
TIME: 12-12:30PM
DURATION: 30 mins

TUES, 1ST MAR
TOPIC: VERBAL FIRST AID
ISSUE: WHAT IS THE
IMPORTANCE OF
EMOTIONAL SUPPORTS
& FIRST RESPONDERS
TIME: 12-12:30PM
DURATION: 30 mins

FRI, 4TH MAR
TOPIC: MIDLANDS TRAUMA
INFORMED PRACTICE
ISSUE: PRACTICE WORKING
WITH CHILDREN AND
ADOLESCENTS
TIME: 9:30AM-12:30PM
DURATION: 3hrs

TUES, 8TH MAR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 12-12:30PM
DURATION: 30 mins

TUES, 15TH MAR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 12-12:30PM
DURATION: 30 mins

TUES, 22ND MAR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 12-12:30PM
DURATION: 30 mins

FRI, 25TH MAR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 9:30AM-12:30PM
DURATION: 3hrs

FRI, 29TH APR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 9:30AM-12:30PM
DURATION: 3hrs

FRI, 8TH APR
TOPIC: VERBAL FIRST AID
ISSUE: CHALLENGES
CONSIDERATIONS AND TIPS
FOR WORKING WITH THE
SERVICES
TIME: 9:30AM-12:30PM
DURATION: 3hrs

the wheel
CYPSC

Dr. Karen Treisman Spring Workshop Series:

This series continue to build on our trauma informed communities awareness raising and trainings across the Midlands in 2022 by introducing and encouraging creative therapies in work.

The trainer: Dr. Karen Treisman

This was a 4-part series:

- Direct working skills with engaging with children and adolescents - Duration: 3hrs
- Responding to anger, outbursts & aggression: direct working to address specific difficulties and behavioural concerns – Duration: 3hrs
- Supporting children and teens around grief, bereavement and loss (part 1) – Duration: 3hrs
- Supporting children and teens around grief, bereavement and loss (part 2) – Duration: 3hrs



Start from the Heart Refresher workshop – Connected for Life:

This refresher was offered to the 20 people who completed the 5-day ‘Train the Trainer’ course in 2021 through CYPSC Laois/Offaly. This was a way to get the group together and plan for implementation. We had 11 people at the refresher.

Trainers: Deirdre McLaughlin & Maire Blaney (Connected for Life)

This was delivered as a full day in-person training – Duration: 7hrs

Some areas covered in this training included:

- How to tailor the programme to the needs of the participants
- How to best help the parents in a respectful, supporting, non-judgmental way
- Findings of the latest research on neuroscience, brain development, attachment, and the impact of childhood trauma
- Examine how stress, relationships and early experiences affect people throughout their parenting journey
- Explore techniques that help parents build their self-esteem, self-awareness and improve their physical/mental health
- How to facilitate the programme and work with together to support the group as part of a team of two people




Developmental Trauma – Dr. Elaine Coss

As part of our Midlands Trauma Informed Communities Training Network meetings, we invited local Senior Clinical Psychologist Dr. Elaine Coss, as a guest speaker to talk about Developmental Trauma. This is described childhood trauma, such as chronic abuse, neglect or other adversity which happens in children’s homes or their important relationships. This was important to our network as many of our members work with children, adolescents, and parents who may have experienced developmental trauma.

This was delivered as an addition of our network meeting - Duration: 1.5hrs (talk)

Areas covered in this talk included:

- Introduction to Developmental Trauma and Adverse Childhood Experiences
- How trauma impacts the brain
- The Window of Tolerance
- Fight, Flight and Freeze Responses
- The “Invisible Suitcase” of Trauma
- Self-Care
- The Three R’s: Regulate, Relate, Reason-Improving
- Regulation Strategies
- Relate Strategies
- Reason-Improving Strategies



The poster for the Trauma Network Workshop is set against a light green background with a faint floral pattern. At the top, the words "Trauma Network" are written in a large, elegant cursive font, with "Workshop" below it in a similar but slightly smaller font. Below this, the word "SEPTEMBER" is centered in a bold, green, sans-serif font. Underneath, "TUESDAY 27TH @10AM - 12.30PM" is displayed in a smaller green font, with "2022" centered below it. The guest speaker information, "Guest speaker: Dr. Elaine Coss" and "Senior Clinical Psychologist, Laois Offaly Primary Care Psychology Service", is in a black sans-serif font. The topic, "Topic: Developmental Trauma", is also in black. At the bottom, there are three logos: the Training Links programme logo, the Department of Further and Higher Education logo, and the "the wheel" logo with the tagline "Stronger Charities. Stronger Communities."

Dyadic Developmental Psychotherapy – Kim S. Golding

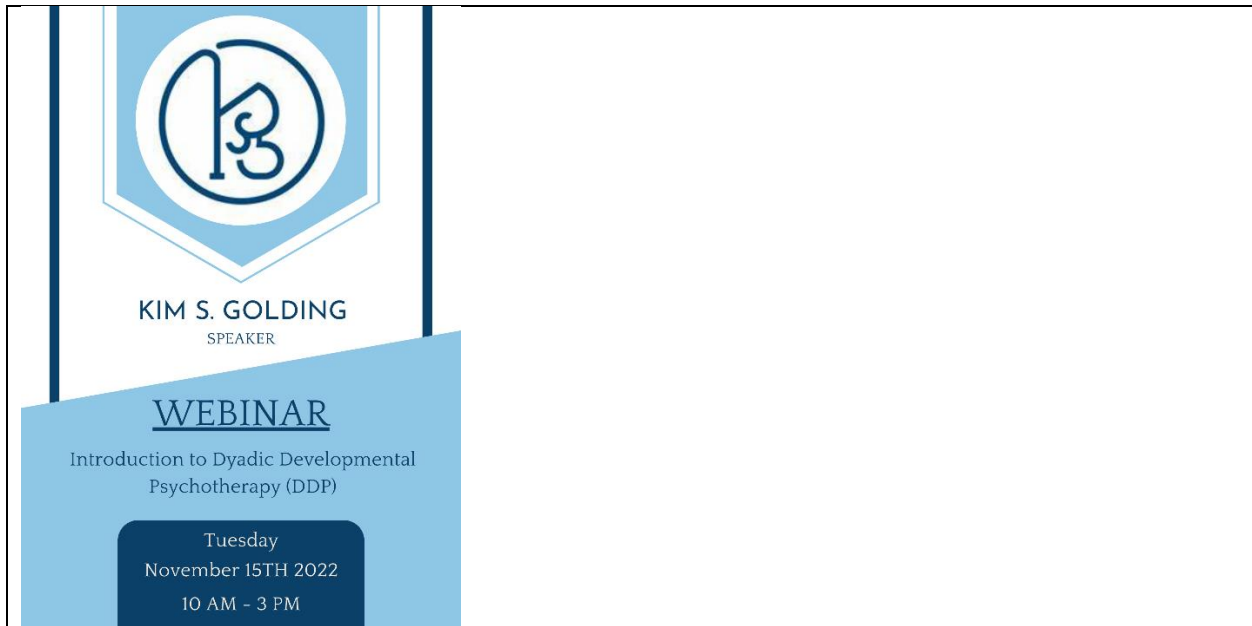
DDP is a model of intervention based on theories of attachment and intersubjectivity for children who have experienced developmental trauma.

Trainer: Kim S. Golding

This was delivered as a three quarter-day webinar training – Duration: 5 hrs

Areas covered in this training:

- Introduction to DDP
- Relationships: Attachment and Intersubjectivity (Secure VS Insecure)
- Impact of Trauma
- Central Features of DDP the DDP model
- Caring for the Caregivers
- DDP-informed Parenting Support



Laois/Offaly Trauma Training Network Day – (Self care Day)

This was a full day in-person with the members of the Midlands Trauma Informed Communities Training Network to take some time out of their usual day-to-day, pause and reset, meet other members of the group, hear from different speakers about trauma, self-care and learn some creative techniques.

“I believe that in order to be at your best for the families we work with we need to take care of ourselves too” – attendee

This was delivered as a full day workshop – Duration: 6hrs

Guest speaker: Emmett Walsh (Medical Herbalist)

Activities available on the day:

- Grounding & Breathing exercises
- How to use the ‘Trauma Treasure Deck’ taught by local Art Therapist
- Paint pouring
- Aromatherapy
- Talk from Emmett on how trauma affects the body, the mind-body relationship and natural everyday remedies.
- African-style drumming circle

LAOIS/OFFALY TRAUMA TRAINING NETWORK DAY



WHEN & WHERE:
 Wednesday
 1st of March
 from
 10am to 4pm
 at the
 Tullamore Court
 Hotel

ACTIVITIES:

- Aromatherapy
- Gentle Yoga
- Meditation/
Grounding
- Craft making
- Drumming

SPEAKERS:
 Get familiar with The
 Trauma Treasure Deck
 + Guest speaker Emmett
 Walsh

Drumming



Paint Pouring



Dr. Karen Treisman Webinar on 'Creative ways to use Genograms'

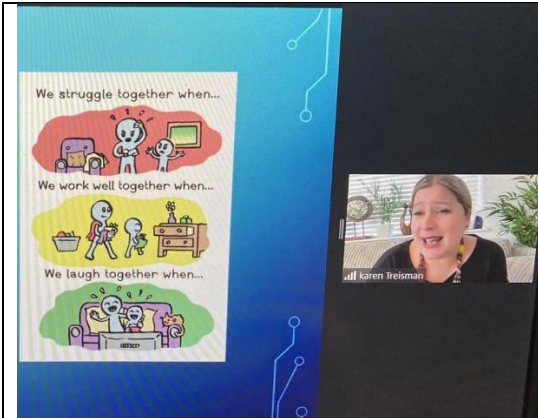
The genogram is a frequently used method for identifying who is in the family, and what role important family members play with respect to one another.

Trainer: Dr. Karen Treisman

This was delivered as a half day webinar training – Duration: 3hrs

Some areas covered in this training included:

- Genograms
- Different contexts and situations
- Things to keep in mind
- Themes
- Cultural genograms
- Putting it into practice



Dr. Karen Treisman Webinar on ‘An introduction to trauma-informed leadership’

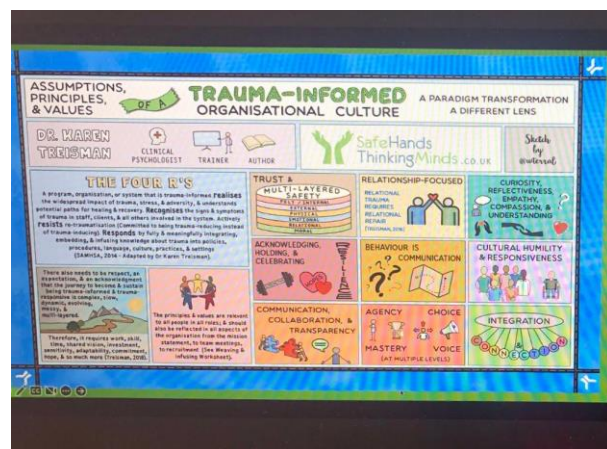
This session explored how to take some of the concepts and principles of trauma-informed and responsive practice, to infuse them with leadership and management style. This includes how to make interactions more multi-sensory, more creative, more compassionate, more cohesive, more productive, and more supportive.

Trainer: Dr. Karen Treisman

This was delivered as a half day webinar training – Duration: 3hrs

Some areas covered in this training included:

- Importance of the leadership role
- Building trust and safety in your organization
- Mindful feedback
- Recognizing signs/ signals of stress, adversity, trauma, oppression
- Identifying triggers & hotspots



Describe the successes of your Training Network.

We had 176 people in attendance in total at the Verbal First Aid training – used especially for **single event trauma**.

We had 500 people in attendance in total at the Dr. Karen Treisman Spring Workshop Series (3 workshops) – these workshops encouraged the **introduction and incorporation of creative therapies in the workplace**.

Refresher course on Start from the Heart course, 11 in-person participants out of the previously trained 20 people in this area. They learned how to **develop trauma supportive parent groups to help break the cycle of intergenerational trauma**

We had 173 people in attendance at the Kim S. Golding webinar for **Dyadic Developmental Psychotherapy (DDP)** – a therapy model and parenting approach to build trust in families and children around attachment and developmental trauma.

We had 78 people in attendance at Dr. Karen Treisman’s workshop on ‘Creative ways of using Genograms’ which further encouraged **introduction and incorporation of creative therapies in the workplace**.

We had 55 people in attendance at Dr. Karen Treisman’s workshop on ‘An introduction to trauma-informed leadership’ which began the discussion on **supporting trauma-informed policy in an organization** by reaching out to leaders in the Midlands to encourage a more trauma sensitive approach starting at the top of the organization and leading their teams by example.

Four members of the team attended the Trauma Summit in Belfast to gather more information and training ideas for the training network. This event had many world-renowned specialists in the world of trauma, including, Dr. Gabor Mate, Suzanne Zeedyk, Bessel van der Kolk, Dan Siegal and over 30 other trauma experts. By attending this amazing event, the team heard the latest research and **understanding the different types of trauma**, trauma recovery and how trauma affects individuals, families and communities. The funding allowed us the opportunity to attend as the C&V services operate on a shoestring budget, it was good to be there amongst the best in the business, empowering and rewarding to see the journey we have come. One of the speakers Siobhan O’Neill head of Mental Health in Northern Ireland spoke in her session and said “look at the national trauma training plan for Scotland’ when an attendee asked her what is the best approach to take to becoming trauma informed. We were pleased to hear this as we have based much of our work to date on the Scottish approach and have created a draft trauma training plan that has yet to be resourced and finalized. We also got to share a poster site at the conference where 2000 people were in attendance and we could showcase our work to date.



Following on from the conference the 2 FRCs have made an application to the Toy Show fund for a specific approach to be funded based on what Besel Van der Kohl shared in his presentation on one of the days. This is the value of getting to network and getting to be there with the best. Thank you training links. His information shared in the presentation was used in the application to strengthen the need for this approach in an area where there are extremely limited services.

All the above activities helped the **understanding of different types of trauma**, in addition, we had Dr. Elaine Coss (Senior Clinical Psychologist, Laois Offaly Primary Care Psychology Service) as a guest speaker on a Midlands Trauma Informed Training Network meeting to speak about Developmental Trauma with the 50 attendees from our member organisations.

Throughout the course of the 18-month programme, we identified the need for a self-care workshop for service providers. As Dr. Karen Treisman says you need to “nourish to flourish” or “put on your own oxygen mask before you can help anyone else”. We held an in-person workshop for the members of the network and their teams. We had just over 50 people in attendance.

The real success perhaps is not in the number of attendees but in the hunger and willingness of those who form our trauma training network to want to enhance their client’s experiences, their staff supports and families that are suffering. Some organisations have taken significant steps to improve their physical environment, others have focused on trauma informed team meetings. We do recognize all the same that despite the best will, pressure and demands on resources in small C& V services is immense and for that, we commend our services even more for engaging and committing to training and improvements.

Describe the challenges that your Training Network has faced.

We found it difficult to obtain responses online for the surveys as the attendance was quite large at each training. We tried some methods The Training Links Network Coordinators suggested to get more responses e.g., put the survey as a questionnaire at the end of a Zoom Meeting/Webinar, post survey in chat box during meeting/webinar for people to fill out during training, email questionnaires before & after training to all registered/attendees.

We found the completion of the survey was higher at the beginning of the launch of the Network but numbers decreased towards the end. This may be because many participants had filled out the same form for other training hosted by the network.

Thankfully as the Wheel allowed for a Co-ordinator we were very fortunate, there is no way we could have done it without this resource for co-ordination, promotion and evaluations.

If applicable, describe how your activities differed from your original proposal, and why.

Unfortunately, we only got a chance to scratch the surface of supporting trauma-informed policy in organizations with our latest training on ‘an introduction to trauma-informed leadership’. This is definitely an area we will be able to build on in the future.

We achieved everything else we had hoped, with a few additions; Firstly, the Developmental Trauma talk by Senior Clinical Psychologist Dr. Elaine Coss. It was an honor to have a local expert guiding the group to further understanding of different types of trauma. Secondly, we organized a network self-care day in-person to thank all of the service-providers for their tireless work to try and reflect on our learnings to date in making the Midlands a more trauma-informed community.

We also included a day on child to parent violence which is a big issue in our region and staff got to engage with a national expert on NVR (Non-violence resistance) to support them in working with parents to deliver an NVR programme with a parent or parents where there is child to parent violence in the home. This is very traumatic and problematic in the home and can have many consequences on the home environment, school attendance etc.

Resilience the documentary is now available online so we have shared the online links for people to watch it in their own time.

Section 3 – Network Coordinator Summary

Describe the role and responsibilities of the Network Coordinator.

Administration

- Review and update the Trauma mailing list monthly.

- Log all training queries and find answer/solution.
- Provide IT support for online trainings and registration for trainings throughout.
- Send out invitations for training, including PR poster, write-up of training blurb, registration link.
- Book venues for in-person training and organize catering.
- Pass on invoices to the finance partner (Lead Organization)
- Send out materials from trainers e.g., presentation, to the mailing list before or after training, depending on the instructions of the trainer.

Research

- Liaise with trainers with enquiries, pre, throughout and post training.
- Research and list all the free Trauma trainings and webinars available online for the network to share & keep it updated to keep with best practice
- Research & recruit attendees for specific trainings.

Evaluation

- Monitor trainings whether online or in person. This included having a copy of some presentations in case the trainers zoom did not work, and a list of the attendees to send out a new zoom link in case the hosts internet dropped.
- Evaluations; survey monkeys, presentations, network feedback sessions.

Communications

- Support and arrange meetings of the network, provide admin support to the network e.g., minutes of last meeting.
- Social media setup and email updates for the network.
- Act as a trauma champion.
- Signpost and network with other trauma networks nationally and internationally.
- Provide support to trainees & trainers as needed.
- Interface with other NGO's.

Did the role and responsibilities of the Network Coordinator differ from what was outlined in your application?

- Assisted with OpenUp website over summer months while services had low availability with summer camps etc. This is a website database for children and young people services in Laois and Offaly to help young people, parents & professionals to find appropriate services for families and individuals, www.open-up.ie
- Also, over summer I assisted with the 'Disability Directory' document in conjunction with CYPSC Laois Offaly & Inclusion Ireland. This is a lifelong document for people with disabilities and those who care for people with disabilities to help understand the supports available in the area.
- Help with the design and purchase of merchandise and PR for both projects above.
- Liaise with Training Network to be included in these projects accordingly.

- Promote both projects above to the Midlands Trauma Informed Communities Training Network as these resources can help all services in Laois & Offaly who work with families and young people.

List your key learnings as Network Coordinator (please be honest as your feedback will shape the role of Network Coordinator in future Training links programmes).

I operated on a two-day a week basis for the Midlands Trauma Informed Communities Training Network, I worked Tuesdays and Thursdays mostly. This allowed me to plan at the start of the week, send out invites, make surveys etc., and at the end of the week I could get back to any queries that arose before the weekend and the start of a new week. I also found working 2-days a week kept me clued into what was happening with the network, helping my focus on the programme.

What has worked well?

- Contacting the Training Network and discussing their training interests for the upcoming year was a huge help to gain a large participant base at each of the trainings because the topics were relevant.
- Surveys helped highlight the level of importance the trainings had and how effective they had been.
- Speaking with other coordinators on the Coordinator Meeting gave me a sense of community and it was a great way to learn about other projects. It also gave a space to chat to other coordinators about each other's experiences, difficulties and what worked well. The Coordinator Meetings could be held more regularly.
- Free of cost training for the participants had a huge impact on the number of attendees on the day.
- It really worked well to have 12-member services/organisations to act as a Steering Committee. Both to identify gaps in knowledge and for feedback of each training.

Learnings to date?

- It is important to contact speakers and trainers a few months in advance of expected training date, this increases chance of availability on that date.
- Asking participants to fill out the survey before the training starts on zoom (before speaker begins) increases number of respondents but does not guarantee high numbers.
- Services get very busy between March and June, makes it slightly more difficult to contact and organise Training Network meetings. It would be a good idea to make out a plan at the beginning of the year of expected Network Meeting dates so that the network could work around those dates.
- It is difficult to organize training during summer months as services hold summer camps for children and young people, therefore, availability is low until after back to school time.
- Disseminating posters and an accompanying poster to participants about upcoming training is useful for high encouragement to take part. It also is useful for report writing as a way to highlight key messages of the training and introduce colour.
- It is a good idea to create an excel file with the budget broken down into headings to keep track of spending. It is highly important to update this after every expenditure.

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What value did the Steering Committee bring to your Training Network? Describe their duties and list the members of the Steering Committee.

Catherine Dooley, Dolores Wrafter, Clive Davis, Tracey Moore, Marna Carroll, Anne Clarke, Niamh Fingleton, Sandra Mc Donagh, Joan Bolger, Michael Farrell, Liz Fleming, Margaret Murphy.

The Committee met the Training Coordinator to help construct a work plan of the network over the year. They gave input and feedback about planning the year ahead. The agenda were focused on the training allowing significant discussion for feedback on trainings from the Committee via their staff & volunteers. They also helped with organising the scheduling, based on discussions with the Committee re. peak/ off peak times that trainings are better suited to for staff and volunteers.

“As a member of the Trauma Training Network I had an input into the type of training that I felt would be beneficial for me and my staff. All the training was chosen by experienced members of the group and was evidenced based as being the most needed to help clients. All the training was delivered to the highest standard and was excellent in its composition. As a manager it is very difficult to find relevant training so this was an excellent opportunity to receive such training.” – Catherine Dooley (Tullamore Rape Crisis Centre)

Section 4 - Training & Trainee Data

	Proposed (refer to your application for details)	Interim (refer to your interim report for details)	Final (a summary of your Trainee Data is required, see below for explanation)
Total number of hours of training delivered	-	14hrs 15 mins	40 hours
Number of hours of online training delivered	-	14hrs 15 mins	27 hours
Number of hours of in person training delivered	-	-	13 hours
Number of hours of accredited training delivered	-	0	0
Number of hours of unaccredited / non-formal training delivered	-	14hrs 15mins	40 hours
Number of trainees reached	427	676	993

Did your Training Network create training materials or resources? List them here and provide a copy (soft copy only).

PowerPoints, poster

Alongside your final report, please provide a summary of the responses you have gathered via the [Trainee Data Collection Form](#). A summary template has been provided. **This data is mandatory** and will be reported in an anonymised way. This data helps to identify trends across the thousands of trainees every year.

Section 5 - Programme Evaluation

As well as the Training & Trainee data provided in Section 4, please include a copy of the evaluation that was carried out by an evaluator on your Training Network. Alongside the evaluation, we would like to see a summary of the responses you have gathered via the [Training Evaluation Form](#).

Section 6 - Impact and Sustainability

Describe the plans, if any, that your Training Network has put in place to sustain the results of your programme.

The impact of Trauma Summit 2022 has given us the idea for future initiatives and collaborative learning – there are a number of topics that we would like to delve into deeper with resources and time. The appetite within the group to continue upskilling and incorporating trauma-informed practice across all levels of our services/organisations remains sharp. To sustain and build on our learning to-date we have subscribed to the Trauma Summit 2024 as a key learning initiative to engage in best practice internationally.

Through the network meetings, the subject of vicarious trauma in the workplace was raised as an issue. We have researched a number of speakers who can respond to this matter, but we felt the topic was too big to introduce at this later stage of the programme. It was good to have the network to hold space for discussion of this topic for now and it is high on our agenda for the future.

We also have 2 trainings scheduled for later this year (unavoidably postponed from April) around Therapeutic Alliance in the workplace & Holistic Therapeutic Care – awareness and self-maintenance for point of contact staff around trauma-informed practice.

We have identified a number of follow-up actions as trauma-informed is a journey not a destination. We will continue to meet as a network to maintain our knowledge to-date but we have exhausted our funds to enhance our learning. Future topics that we would like to explore;

1. Vicarious Trauma in the workplace
2. Theraplay - training that covers a broad range of topics including Trauma, Attachment, Therapeutic Play Techniques, Caring for the carer, Teens Mental health and social media, Therapeutic parenting and Developmental Play.
3. The Solihull Approach - supports mental health and wellbeing in parents, children, schools, older adults and high stress workplaces through an evidence-based model in trainings, online courses and resources.
4. Best practice engagement with Action Trauma at the next Trauma Summit 2024

We have 5 parents programmes running in our network member organisations based on the training of Start from the Heart – with a forum between the facilitators to discuss how their programmes are going and to gain ideas from other facilitators.

“Our first indication from a parent what impact the programme was having on her was, 'I could not stay away', she said, this is the greatest eye opener of a course I've ever done. It's making me look at myself and my need to try and control everything. I have never seen it before.'
Another quote simply said, 'sanity, f-----g sanity, that 30% to create positive bonds. I used to be driving meself mad with me flat out a 100%.I was probably driving them mad as well'.
Another has said, Understanding, maybe for the first time I understand my kids, f--k, it's the first time I understand myself'.
'Challenging the behaviour rather than a bawling match of blame. peace in half an hour rather than fighting all night.'

All have said that the content is important but that creating that sense of a safe space where they are sharing to an incredible degree is the most important aspect. a recurring theme from right across the group is that of now knowing that it is so easy from the outside to envy another parent because everything seems so perfect but that they now know that everyone has their wobbles and doubts. A very strong sense of community solidarity is being created by this group.” – Kevin Farrell (Acorn Project Edenderry, Youth Work Ireland Midlands)

To enhance sustainability of this programme and to implement learning into action, we have given our 12 members Trauma/Sensory sensitive treasure boxes – filled with;

- a pack of 11 Breathing (techniques) cards – supporting regulation in children
- a pack of 48 Affirmation cards – to help boost self-esteem and confidence in children, adolescents and adults.
- a pack of Dr. Karen Treisman’s Trauma deck of cards (sentence completion, survival response, signals/signs, and types of trauma) - to help increase understanding of trauma, stress, or adversity in children, adolescents and adults.
- A fidget fun box – filled with innovative ways to help fidgeting and de-stress



What impact has your Training Network had? Include both expected and unexpected results.

Expected: Upskill of staff in identified areas, new areas for learning recognized through feedback, sharing of knowledge between services and organisations, networking between services/organisations in the area.

“In my view, the Training Network has positively impacted Parents First staff and our way of working with families. The network’s focus has highlighted the need for nurturing relationships between practitioners and the families they serve. It acknowledges the need for practitioners working with families to understand the family members’ life experiences in order to develop relationships which have the capacity to be transformational for children, parents and communities. Additionally, the

training heightened our awareness of the negative impact of trauma on children’s lives. It also spoke to our mindset, asking ‘How might we make people feel as a result of our communication’? Following the training our organisation has now a ‘tool kit’ of skills and knowledge which encourages us to ‘Be the strategy’ and ‘Model the model’ in all our interactions as practitioners supporting families. The takeaway message for me is ‘Nourish to Flourish’. The Self-Care Day for practitioners was carefully planned and executed with elements of creativity, relaxation and meditation. It was also a great day to get to know other practitioners.” – Dolores Wrafter (Parents First)

Unexpected: Pleasantly surprised over the number of attendees at the Verbal First Aid Webinar Series. The introduction taster may have helped people understand the importance of this training around single-event trauma and how it could be used in their occupation.

An observation we came across was that it takes people some time to absorb what is shared in training sessions and their ability to implement what they have learned can be delayed and deferred as so many of our services are operating on minimal staff and day-to-day priorities take over the best of intentions to enhance trauma-informed practice hence the need for on-going network engagement and allocated time and space to enhance theory into practice.

Part Two

Section 7 - Financial Report

Provide an overview of your Training Network’s budget and spending.			
	Total budget	Actual spend	Variance
Grant	42,000	42,008.77	8.77 (over)
Match funding	10,500	10,663.13	163.13 (over)
Comments			

Provide a detailed summary of your Training Networks budget and spending. Note that breakdown of costs must equal the grant plus match funding.			
Programme Development			
	Total budget	Actual spend	Variance
Consultants' costs	3,000	2,250.32	749.68
Other Training Needs Analysis costs	300	-	300 (Reassigned to Training)

Other (please specify)	-	-	-
Network Management			
	Total budget	Actual spend	Variance
Network Coordinator costs	7,500	7,303.35	196.65
Network Committee costs	-	-	-
Other (please specify)	-	-	-
Administration/Logistics			
	Total budget	Actual spend	Variance
Meetings & Events	-	-	-
Materials & publications	500	470	30
Administration overheads	1,500	1,500	-
Other (please specify) ZOOM IT	2,500	3,248.18	(748.18)
Training Costs			
	Total budget	Actual spend	Variance
Trainers	20,000	20,246	(246)

Venues	1,000	1,083.75	(83.75)
Evaluation	5,700	5,907.17	(207.17)
Other (please specify) MATCH FUNDING	10,500	10,663.13	(163.13)
Total Spend			
	Total budget	Actual spend	Variance
Total costs	52,500	52,671.90	(171.90)
Comments	The categories of spend were well designed and allowed us the scope to deliver excellent VFM across the 18 months. Thank you we got so much from the fund.		

Please confirm that:

1. These costs are supported by internal records and invoices which support the costs reported and, per the agreement, will be retained for audit or inspection by the National Training Fund (NTF) or The Wheel for a period of six years;
2. If all funding has not been expended the balance must be returned to The Wheel;
3. The NTF has been acknowledged in all promotional or training materials used for the training and evidence of such acknowledgement will also be retained for audit or inspection.

Signed:	Deirdre Phelan
Role:	Trauma Training Coordinator
Organisation:	Youth Work Ireland Laois (Midlands Trauma Informed Communities Training Network)
Date:	14/04/2023