

**National FRC
Mental Health
Promotion Project**



Training Needs Report

Survey January 2022



Contents

Background of the Project	3
Survey Summary.....	4
The Survey.....	6
Survey Method	6
Population Surveyed & Response Distribution	7
FRCs Current Training Status Breakdown	8
Use of the FRC MHPP Suicide Prevention-COP	11
Mental Health & Self-Care Resources	12
Training 2022	13
Themes	14
Recommendations & Key Actions.....	16
Appendix 1 Survey Questions	17



Background of the Project

The National FRC Mental Health Promotion Project (FRC MHPP) is a sub-organisation of the National Forum of Family Resource Centres (the Forum).

Set up in 2013, the FRC MHPP provides education, training and best practice guidance to the staff, management and volunteers of Family Resource Centres around mental health, self-care, and suicide prevention. This network of FRCs is the largest network of Family and Community Centres based in Ireland

The training offered to FRCs includes Suicide Prevention Code of Practice Training (SP-COP), Wellness Recovery Action Planning (WRAP), and Self-Care Practices. The National Organisation for the Prevention of Suicide (NOSP) and The Child and Family Agency, Tusla, support the FRC MHPP to ensure the successful implementation of the SP-COP across the network of Family Resource Centres.

Due to the success of the project and the ever-increasing need for the services the FRC MHPP provide, the project has grown to include two full-time and two part-time employees. These include a full-time Project Manager, a full-time Training & Policy Officer, and a part-time Financial Administrator and part-time Project Officer.

In addition, the FRC MHPP is developing an evidence-based training program to combat compassion fatigue within FRCs. This compassion fatigue resilience-building training is expected to be launched in 2023.



Survey Summary

The FRC MHPP invited all 121 Family Resource Centres across Ireland to participate in the National FRC Mental Health Promotion Project Training Needs Survey, of which 81 FRCs from 9 regions generated 138 responses.

Replies show 75% to 80% of the respondents have attended Mental Health, Wellbeing and Suicide Prevention training. This includes training offered by the National FRC Mental Health Promotion Project and other organisations, including but not limited to training provided by the HSE, TUSLA, CYPC and Mental Health Ireland.

Of those that responded to the Survey:

- 47 % have attended the Suicide Prevention-Code of Practice Training.
- 28% said they had used the COP approximately 115 times over the last 12 months
- 77 % used mental health, well-being resources and/or have been involved in well-being campaigns

The top 3 training requests for 2022 were

- 1) 64% Compassion Fatigue training
- 2) 44% WRAP Seminar 1
- 3) 43% Suicide Prevention Code of Practice Training

The respondents appreciate the resources and training offered through the FRC MHPP and have asked that this is continued. They have also requested that they would like the staff from the FRC MHPP to visit their FRCs to talk to the team about their experiences and the people that they support. The respondents highlighted their need for the Suicide Prevention Code of Practice Training and refresher training. There is a difference of opinion as to online training versus in-person training. A mixture of both will be welcomed and will depend greatly on the subject matter of the training.



Respondents emphasised the importance of staff self-care throughout the survey but mentioned the lack of time and being too busy as barriers to attending self-care training. Many references were made to the need for Compassion Fatigue training and the need to develop targeted support for managers and management-specific self-care/ compassion fatigue training.



The Survey

Goal:

"To understand the training needs of the staff, volunteers, and management of all Family Resource Centres in Ireland around Self-Care, Wellbeing and Suicide Prevention.

Objective 1: Determine where there may be gaps in the services offered by the FRC MHPP

Objective 2: Understand the training needs of the FRCs

Objective 3: Help the FRC MHPP improve its services.

Survey Method

The survey conducted in February 2022 by the FRC MHPP was exploratory research in line with the goals and objectives. A combination of open-ended and closed-ended questions was designed by the FRC MHPP Training & Policy Officer and yielded both qualitative and quantitative data. (See Appendix Item 1. Survey Questions)

An online survey method was selected for the following reasons:

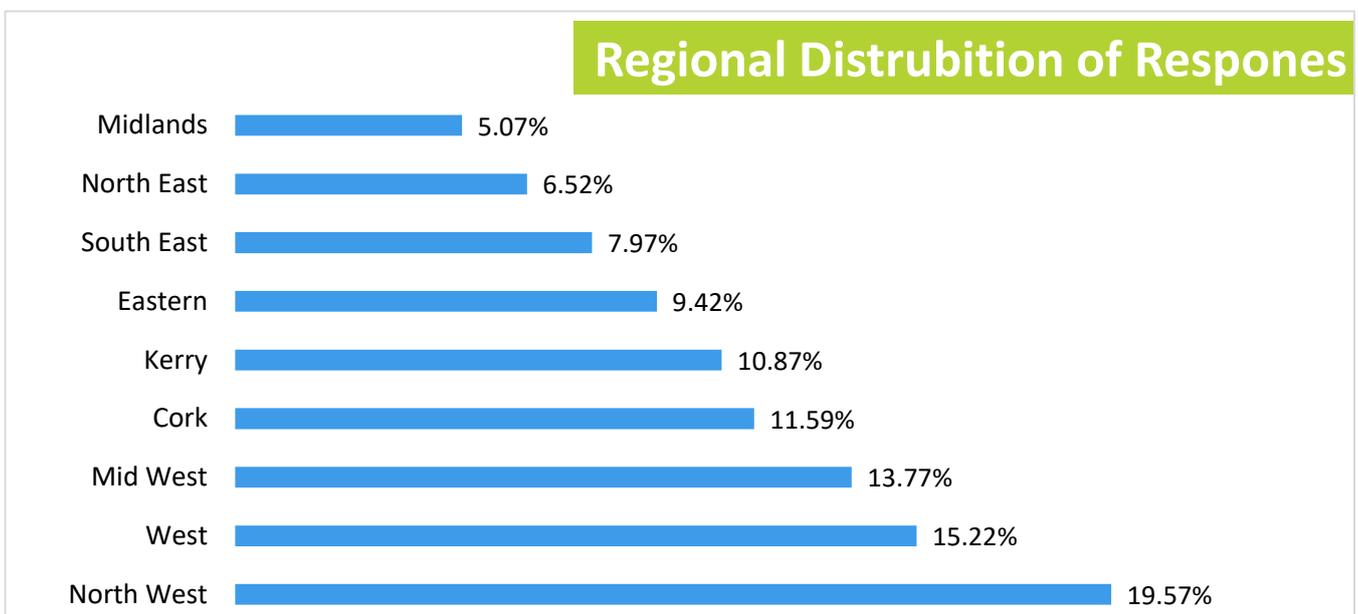
- a cost-efficient process of collecting information
- easy to distribute a survey to the staff and management of FRCs in the FRC MHPP database
- allows for gathering data from a large sample size of the research population, which is necessary to ensure the validity and accuracy of the research findings.
- data is easy to correlate using the online survey platform.

An email was created containing a link to the online survey and distributed to the staff and management of all FRCs. Two reminder emails were sent over the following two weeks.



Population Surveyed & Response Distribution

All 121 Family Resource Centres across Ireland were invited to participate in the survey. 81 FRCs responded. In addition, a total of 138 responses were received from these 81 FRCs, and all Regions were represented. Therefore, 67% of all FRCs participated in the survey, which provides a valuable cross-sectional analysis that will help to inform FRC MHPP's strategy around the training needs and supports required across the broader network of 121 FRCs.





FRCs Current Training Status Breakdown

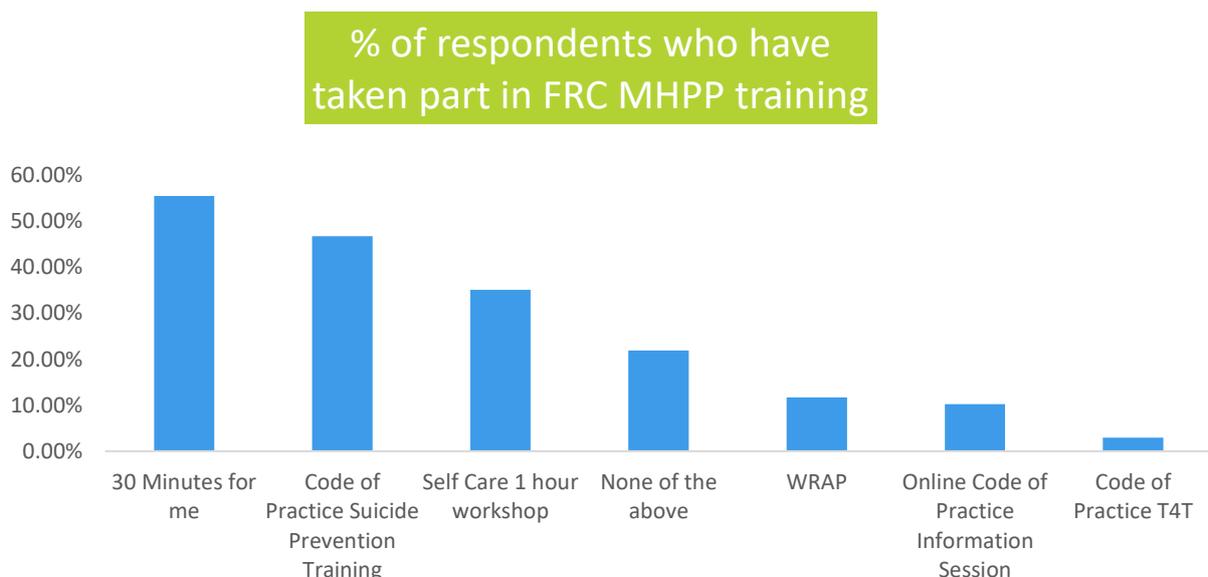
The survey explored the Training FRCs have completed with the FRC MHPP.

The results of which are as follows:

Self-Care training/ 30 min for me - 56% of those who responded have attended at least one Self-Care / 30 min for Me! online training event, while **35%** have participated in a Self-Care 1 hr workshop.

Suicide Prevention Code of Practice Training (SP-COP) – 47% of respondents have completed the SP-COP training, 10% have completed an online Suicide Prevention Code of Practice Information Session, and **3%** of the participants have completed the **Suicide Prevention Code of Practice T4T** (SP-COP -Training for Trainers).

Wellness Recovery Action Planning (WRAP) – responses show that **11.68%** have received WRAP training from external service providers. It is worth mentioning that The FRC MHPP is now in a position to deliver WRAP Seminar 1 to FRCs across the country since engaging its new Training & Policy Officer.





Note:

The FRC MHPP developed the 30 Min for Me sessions to meet the needs of the FRCs during Covid restrictions. Self-Care online training ranks highest in attendance and popularity, possibly because it is short, convenient, and easily accessible. It is evident through the comments received that participants want these sessions to continue. All in-person training was suspended since March 2020 and had not resumed at the time of the survey.

The survey explored what suicide prevention training FRCs have completed.

START – this is an online, interactive suicide prevention training program, which is free to attend and delivered by the HSE National Office for Suicide Prevention (NOSP). Of those that responded, **11%** have completed this training.

Safe Talk Training – this is a half-day suicide prevention program, which is free to attend and delivered by NOSP. Of those that responded to the survey, **51%** have completed this training.

Assist – this is a two-day skill-building workshop in suicide first aid, which is free to attend and delivered by the NOSP. Of those that responded, **50%** have completed this training.

Understanding Self-Harm – this is a one-day training program that is free to attend and delivered by NOSP. This training helps develop participants' knowledge and understanding of self-harm and the reasons underlying such behaviour. **26%** of respondents have completed this training.

Other training - **16%** of respondents completed other mental health and suicide prevention training.

27% have completed Mental Health First Aid

Mental health first aid training seeks to help those who may, in their daily lives, come across individuals experiencing mental health difficulties.



18% have completed Trauma-Informed Training

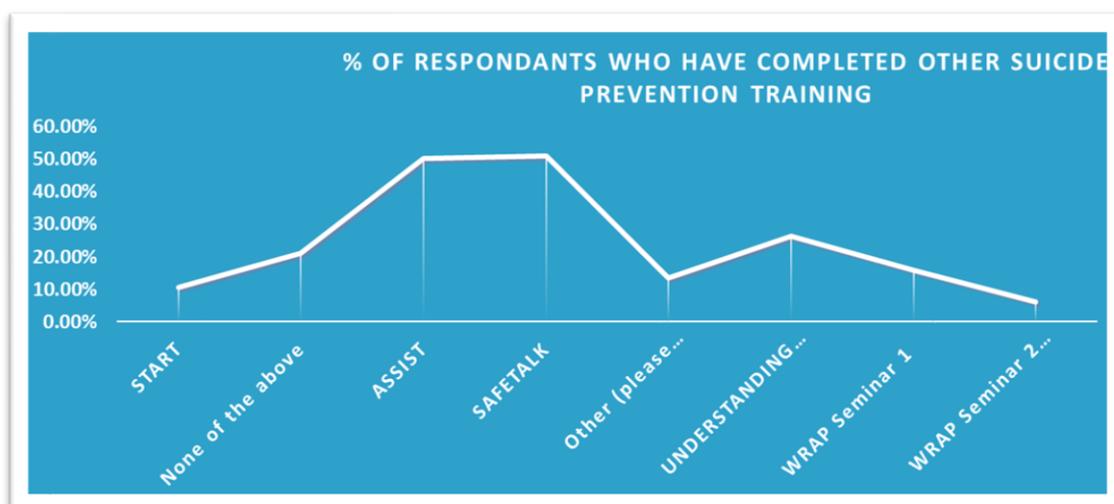
Trauma-Informed Training programs introduce practitioners to the Trauma-informed Care approach as a response to working with children, young people, adults, and/or their families who have experienced trauma.

4% have completed Level 7 QQI Suicide Bereavement Training

Bereavement post suicide training is designed for those who work therapeutically with clients and wish to increase their knowledge, skills, and competencies around bereavement following a suicide.

Other Mental health, suicide prevention, and wellness training that FRC Staff and volunteers participated in are:

- 10 weeks RCSI course in Positive Psychology
- Compassion Fatigue
- CYPSC- Mental Health Sub Group training in all areas of supporting young people struggling with their mental health
- Grow Mental health
- Let'sTalk Mental Health,
- Level 3 cert on mental health for outdoor practitioners Via The Therapeutic Forest in the UK
- 5 Ways to Wellbeing training with Mental Health Ireland
- Mental health training with JIGSAW
- SHEP, as organised by SWW FRC





Note:

21% of those who participated in the survey have not taken part in any HSE NOSP Suicide Prevention training

22% of those surveyed have not taken part in any FRC MHPP Suicide Prevention Code of Practice Training or Wellness Programmes

Use of the FRC MHPP Suicide Prevention-COP

The survey sought to determine how often the SP-COP was used practically over the last 12 months.

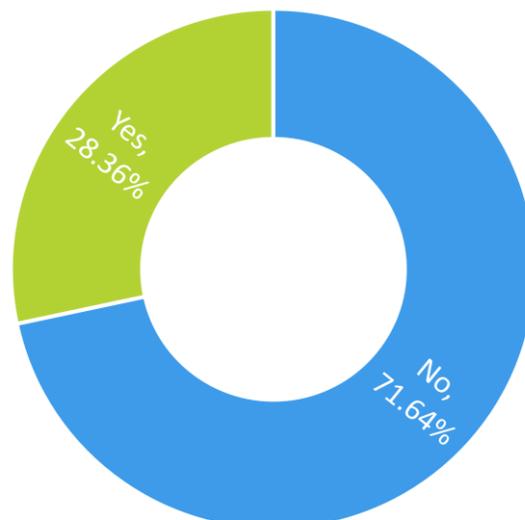
28% of respondents said they had used the COP in the last 12 months.

Comments made by respondents include:

- I have it to hand when I take a call from someone for a referral to a counselling service
- It is always at the back of my mind when taking counselling bookings
- I am confident in asking about suicide if I feel it is an issue
- I use it every time we get a new member of staff, e.g., CE and TUS workers

Given that 47% (64) have completed the SP-COP training, the SP-COP was used 115 times in the last 12 months.

% of respondents who have used the SP - COP in the last 12 months





Mental Health & Self-Care Resources

The survey looked to determine what resources and campaigns were used, promoted, or attended by survey participants.

FRC MHPP Booklets used by respondents

- 38% used the "Self-Care Toolkit" to support their health and well-being
- 29% used the "Guidelines to Support You as You Work Remotely" booklet
- 23% used the "Building Health Habits Toolkit."

Campaign Involvement or Attendance

- 42% - wellness campaigns
- 40% - self-care campaigns
- 28% - suicide prevention campaigns
- 4% - other resources

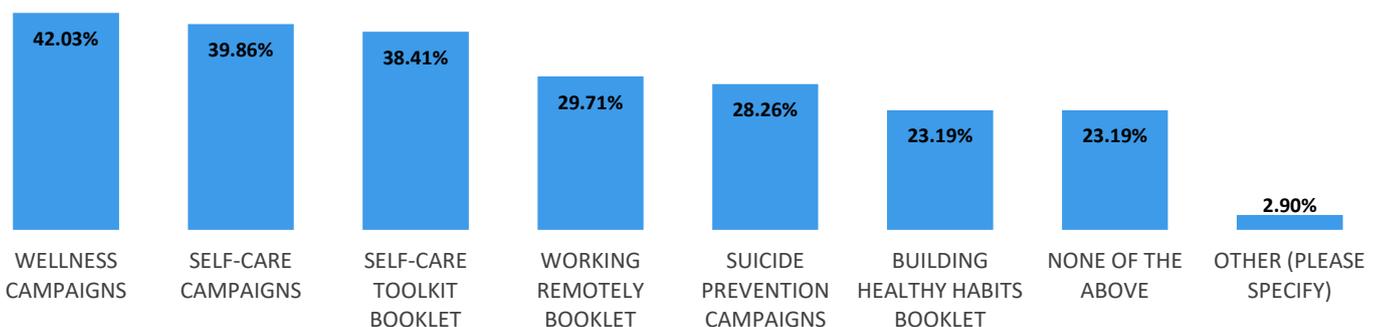
Other Campaigns

- Self-Care & Mental Health for Young People
- Grow Mental health

Note:

23% of the respondents have not used any of the resources mentioned or participated in any campaigns mentioned in the survey.

% of respondents who used mental health and self-care resources over the last 12 months

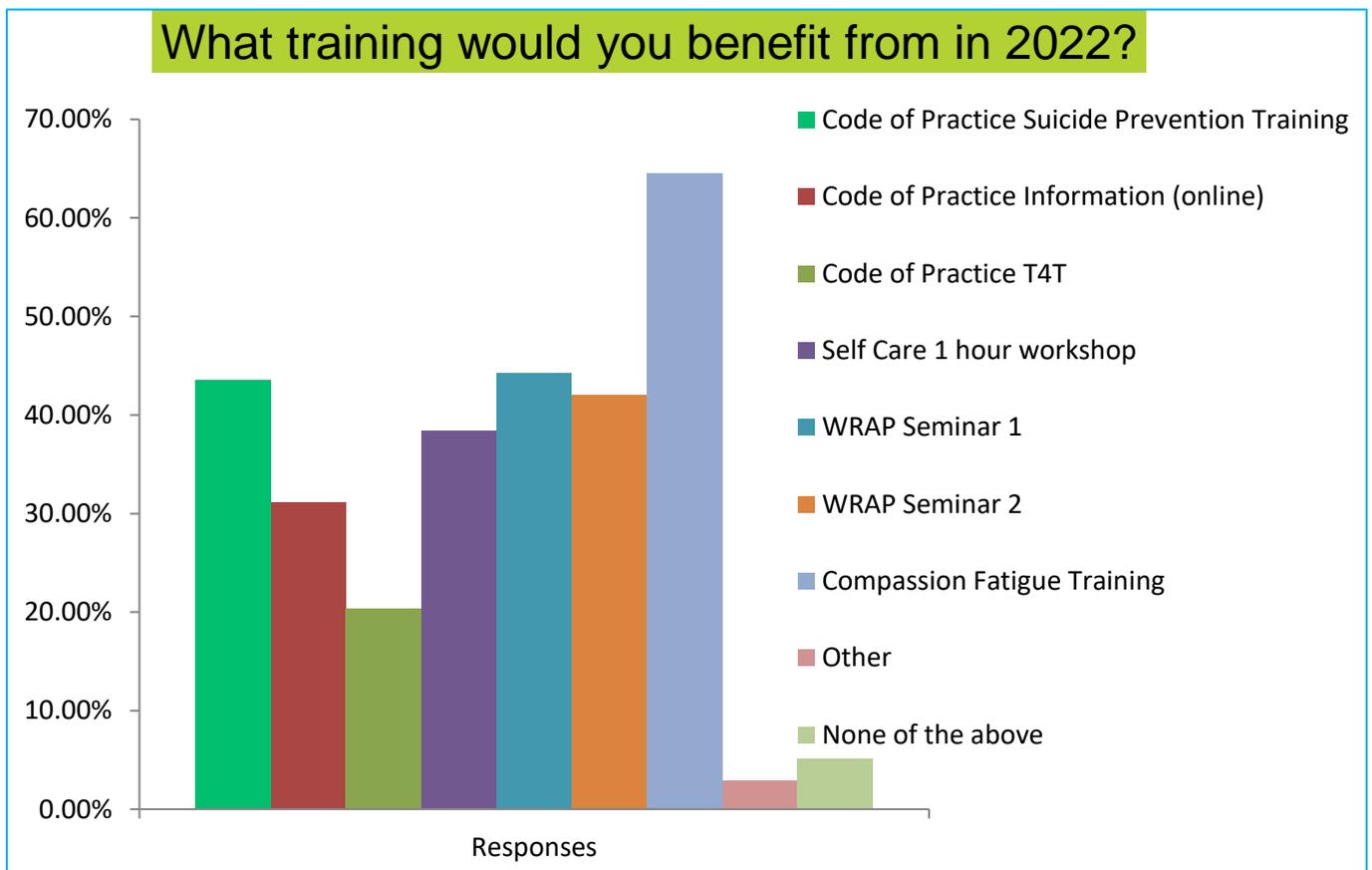




Training 2022

When asked what training would help them most in the coming year, respondents mentioned the following training in order of preference:

- 64% Compassion Fatigue training
- 44% WRAP seminar 1
- 43% Suicide Prevention Code of Practice Training
- 42% WRAP seminar 2
- 38% Self Care one hour workshop
- 31% Introduction to Suicide Prevention - Code of Practice Online Information Session
- 20% Suicide Prevention Code of Practice T4T Training
- 5% responded none of the above, and 2% stated other





Comments made by respondents include:

"A refresher in the Code of Practice Suicide Prevention Training would be helpful either 'in person or online".

"Was not aware of what WRAP was but looked it up and felt it would be beneficial to FRC, maybe tying into the work, burnout, boundaries, and how staff care for themselves in an increasingly demanding role, with high community needs. Training or tools built around staff welfare that is practical and realistic to the busy work environment encourages protected time, reflective practice and supportive structures in FRCs, so staff wellness is minded".

Themes

Several themes emerged from the comments collected in the survey; these include but are not limited to:

Lack of Time

The respondents appeared eager to attend training delivered by the FRC MHPP; however, they mentioned the lack of time on several occasions - *All extremely beneficial. Just finding the time to participate in sometimes can be a challenge. We are lucky to be offered so much training; of course, we need it, and it shows the fast-paced sector we work in.*

Online Training

There was a clear indication that the participants wanted the 30 Minutes for Me online sessions to continue. *The Mental Health Promotion Project has helped and continues to help all of us through the programs you run now. It's lovely that the 30 minutes for me is run so often and that we are encouraged to participate*

In-person Training

It seems that the respondents are eager to attend in-person training again, citing that they feel the need to refresh some of their training to increase their confidence in facilitating in-person groups - *"stay engaged with us and continue to provide the training that is being offered and possibility of face-to-face workshops/training this year?"*



Visits to FRCs

Many of the respondents mentioned that they would like the staff from the FRC MHPP to visit their FRCs *"By having a consistent presence and contact with the FRCs and by meeting directly with staff and hearing the issues presented to our services."*

Self -Care

There was a clear indication that the staff would appreciate some self-care workshops. *Self-Care Day for Staff would be very beneficial coming out of Covid*

Code of Practice Suicide Prevention Training

The respondents have indicated that they need SP-COP training *"A refresher in the Code of Practice Suicide Prevention Training would be helpful either 'in person or online."*

Compassion Fatigue

Compassion Fatigue was referred to on several occasions by staff and management *"I would really appreciate Training about Compassion Fatigue and managing competing demands of my work. Even at the start of the year, after a two-week holiday, I'm still exhausted. If you could design a course for staff and a different one that could be directed at management and, in particular, at the voluntary boards of management whom I think could benefit from training to have a perspective on what the workers on the ground are dealing with. I really love the "30 minutes for me" sessions. Thanks for all that you do".*

Managers

There was a clear indication that managers of FRCs feel the need for some form of support such as supervision, Employee Assistance Programme or management specific self-care sessions *"All staff need support and benefit from the mental health promotion. However, I believe that Project Coordinators are in need of additional support as they have little support or supervision."*

Well Done

The respondents were very appreciative of the work of the FRC MHPP. *"You have been amazing throughout the pandemic, so informative, and the self-care was incredible, so continuing with that support as we assist with the anxiety and stresses of our participants would be amazing".*



Recommendations & Key Actions

1. Roll out the FRC Suicide Prevention Code of Practice in all regions across the country.
2. Deliver WRAP Seminar 1 Training to all regions.
3. Continue to highlight the importance of self-care and encourage staff, management and VBOM of FRCs to prioritise their own well-being needs
4. Continue delivering monthly sessions of 30 minutes for me both at lunchtime and in the evening
5. Design and provide a Compassion Fatigue Training for the FRCs
6. Shauna and Mary to continue visits to FRCs and attend regional meetings to showcase the work of the National FRC Mental Health Promotion Project
7. Conduct a costs /benefits analysis of Self-Care events for management on a regional basis
8. Deliver training on a regional or area basis
9. Continued Dissemination of resources during training events, well-being sessions, and visits to FRCs



Appendix 1 Survey Questions

1. Full Name (optional)
2. FRC
3. Region
4. Have you participated in any of the following training?
 - Code of Practice Suicide Prevention Training
 - Code of Practice Information (online)
 - Code of Practice T4T
 - Self-Care 1-hour workshop
 - 30 Minutes for me
 - WRAP
 - None of the above
5. Have you used the Suicide Prevention Code of Practice in the last 12 months?
If yes, approximately how many times have you used it?"
6. Have you completed any additional Mental Health Training? Please tick all that apply.
 - ASSIST
 - SAFETALK
 - START
 - UNDERSTANDING SELF HARM
 - WRAP Seminar 1
 - WRAP Seminar 2
 - Other (please specify)
7. Which of the following resources have you used over the last 12 months?



- Suicide prevention campaigns
- Working remotely booklet
- Wellness campaigns
- Self-care campaigns
- Self-care Toolkit booklet
- Building Healthy Habits booklet
- Other (please specify)

None of the above

8. What training would you benefit from in 2022?

Code of Practice Suicide Prevention Training

Code of Practice Information (online)

Code of Practice T4T

Self-Care 1-hour workshop

WRAP Seminar 1

WRAP Seminar 2

Compassion Fatigue Training

Other

None of the above

9. Any further comments