



FOSTERING
RESILIENCE AND
RECOVERY:
TRAINING PLAN

NATIONAL COUNCIL
FOR BEHAVIORAL HEALTH



TRAINING PLAN

Purpose

This Trauma-Informed Primary Care: Fostering Resilience and Recovery Training Plan establishes procedures to plan, develop, implement, and maintain the training program and curriculum. The following objectives have been established for this plan:

- Educate all staff on trauma, its prevalence and impacts
- Provide all staff with tools and strategies for implementing a trauma-informed approach into their daily work
- Connect trauma and health outcomes for all staff

Requirement & Prerequisites

The general trainings identified in this plan should be required for all staff within the primary care practice, including, but not limited to, billing staff, front desk staff, facilities staff, clinical staff and leadership. The intermediate trainings identified are specific to clinical staff and leadership and should be provided after all general training sessions have been completed.

Strategy & Approach

The trainings developed by the National Council (see Section 5) are available for primary care sites to use with their staff. Trainings can be provided at one time or broken down into different mini-trainings. Information from the trainings can also be provided in virtual format, i.e. webinars. If the trainings developed by the National Council are not used, the topics in Section 5 should be covered in the trainings for staff.

Training Topics

For training to be effective, all staff should receive general training in the foundations of the following:

- Trauma-informed care vs. trauma-specific treatment
- Treating trauma vs. healing trauma
- Relevant research on the role of developmental trauma as causes for poor health outcomes
- Trauma in the context of culture
- Simple interventions for treating shock, trauma and stress states
- The long-term impact of trauma and loss on physical and mental health
- The correlation between trauma and addictions
- Self-care skills for all staff

Once all staff have been trained in the training topics above, all clinical staff should be trained in all new clinical pathways and workflows. Additional topics for consideration include:

- Identifying and assessing individuals who have experienced trauma
- Practice-based trauma interventions
- Trauma-informed examination



- Engaging families and support networks
- The role of the therapeutic relationship in healing traumas
- A mind/body/spirit approach to healing trauma
- Helping patients learn emotional self-regulation skills
- Preparing patients to cope effectively with future challenges

All staff responsible for supervision should also receive training on Trauma-Informed Supervision.

Training Schedule

TRAINING LEVEL	COURSE NAME	LOCATION	DURATION
Beginner	Trauma and its Impacts	Download	1.5 hours
Beginner	Trauma and the Connection to Health and Addictions	Download	1.5 hours
Beginner	Trauma in the Context of Culture	Download	1.5 hours
Beginner	Becoming Trauma-Informed	Download	1.5 hours
Intermediate	Secondary Traumatic Stress and Staff Self-Care	Download	1.5 hours
Intermediate	Infusing Trauma into our Daily Work	Download	1.5 hours
Intermediate	Introduction to a Diversity, Equity, and Inclusion Initiative	Download	2 hours
Advanced	Trauma-Informed Supervision	Download	1.5 hours
TRAININGS FOR CLINICAL STAFF (PRIMARY CARE)			
Beginner	Introduction to Inquiry for Trauma	Download	1.5 hours
Intermediate	Trauma-Informed Physical Examination: Practicing Sensitivity	Download	1.5 hours
Intermediate	Engaging Families and Support Networks	Download	1.5 hours
Intermediate	Responding to Crisis in a Trauma-Informed Manner	Download	2 hours
Advanced	Virtual Patient Case Scenarios for All Physicians and Nurses (CEs available – up to 10 hours)	Access	10 hours

Training Evaluation

For each training, there should be an evaluation completed and aggregated. A sample evaluation can be found [here](#).

1. Elisseou S, Puranam S, Nandi M. A novel, trauma-informed physical examination curriculum for first-year medical students. *MedEdPORTAL*. 2019;15:10799. Retrieved from <https://www.mededportal.org/publication/10799/>.

2. Aquifer. Trauma-informed Care: A case-based virtual course. 2019. Retrieved from <https://www.aquifer.org/courses/trauma-informed-care/>.