



# Connecting for Life

Ireland's National Strategy to Reduce Suicide

## **National Education and Training Plan**

2023 - 2024

*May 2023, Version 5.0*

HSE National Office for Suicide Prevention (NOSP)

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# Core components of this plan

## Vision

An Ireland where fewer lives are lost through suicide, and where communities and individuals are empowered to improve their mental health and wellbeing.

## Mission

An Ireland where individuals, communities and organisations are provided with the awareness, knowledge and capacity to identify those at risk, respond appropriately and contribute to a reduction in the rates of suicide and self-harm.

## Overall goal

To enable NOSP to oversee the development, coordination, quality assurance, monitoring and evaluation of all education and training actions identified in Connecting for Life. This work will build the capacity of government departments and agencies, health and social care professionals, first responders, NGOs, community organisations, groups and individuals to identify and respond appropriately to people at risk of suicide and self-harm.

## Outcomes

Gatekeeper training in suicide prevention and intervention contributes to the following outcomes:

- Improved knowledge of risks associated with suicide
- Positively shapes attitudes to suicidal behaviour
- Increased confidence in dealing with people at risk of suicide
- Increased confidence and ability to connect a person at risk of suicide with services.

Within the lifetime of Connecting for Life, the above short-term outcomes contribute to:

- Reduced suicide rates in the whole population and amongst priority groups
- Reduced rates of presentations of self-harm in the whole population and amongst priority groups.

## Objectives

1. Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.
2. Provide suicide prevention education and training programmes focused on supporting the practice of frontline health and social care professionals.
3. Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Plan, Quality Assurance Framework.
4. Monitor and evaluate the effectiveness and cost-effectiveness of suicide prevention education and training programmes in line with Connecting for Life.
5. Provide oversight for the coordination and implementation of the Education and Training Plan.

# Guiding principles

This National Education and Training Plan 2023-2024 is underpinned by the following guiding principles:

## Collaborative

Suicide prevention is the responsibility of all. This plan ensures that all suicide prevention education and training is planned and delivered in collaboration with key strategic partners across all relevant sectors and government departments.

## Accountable

Implementation structures to support this plan will be built on accountability, competence and openness to ensure quality and delivery of education and training in the most efficient and cost-effective way.

## Responsive

Based on the premise that suicide can be prevented, all suicide prevention education and training will be responsive to the level of need, accessible and appropriate. Prioritised among those most likely to come in to contact with individuals at risk of suicide, and prioritised in settings which can have the greatest impact on suicide and self-harm rates.

## Evidence-informed and outcome focused

All education and training will be evidence-informed, quality assured, evaluated, outcome focused and will contribute to the strategic goals of Connecting for Life.

## Adaptive to change

Suicide prevention education and training will be continually reviewed. Providers must adapt to emerging evidence and changing circumstances and be open to implementing new and successful evidence-based programmes, which can best contribute to the outcomes of Connecting for Life.



Connecting for Life

# 1 The National Education and Training Plan

## 1.1 Introduction

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### Connecting For Life

Connecting for Life (CfL) Ireland's National Strategy to Reduce Suicide 2015-2020 (extended to 2024), sets out a vision of "an Ireland where fewer lives are lost through suicide and where communities and individuals are empowered to improve their mental health and wellbeing". In December 2019 the Department of Health supported an extension of CfL for a further five years, with official approval granted by Government in November 2020. The HSE National Office for Suicide Prevention (NOSP) led on the development of [implementation plans](#) to cover the extended period.

### Education and Training

The Education and Training (E&T) function of the NOSP sits under Strategy Coordination, Quality and Training and has strategic responsibility for suicide prevention education and training actions under CfL. E&T oversees the development, coordination, quality assurance, monitoring and evaluation of a suite of education and training programmes. It provides oversight and leadership which is informed by a wide range of stakeholders at both an operational and strategic level. The E&T function works closely with the NOSP Clinical Lead and HSE Resource Officers for Suicide Prevention.

### Education and Training Plan 2023-2024:

The Education and Training Plan 2023-2024 provides a framework for delivery and builds on the achievements of the E&T plan 2021-2022. The milestones for the current iteration have been informed by:

- A. The implementation progress of the milestones identified in the E&T plan 2021-2022
- B. The evaluation commissioned in 2020 entitled a "Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training".

### A. Key implementation achievements - Education & Training plan 2021-2022

To take consideration of the demand for online training delivery the NOSP developed and advanced its suite of online training:

- NOSP worked collaboratively with STORM UK to repurpose STORM training for online delivery, offering increased access to mental health teams across the country.
- A two hour online programme titled 'Introduction to Self-Harm' was launched.
- 'A workshop for professionals and key contact people providing support to those bereaved through suicide' was repurposed for online delivery.

The National Suicide Research Foundation in partnership with NOSP launched research on the health and wellbeing of veterinary professionals, 'VCI Report on Mental Health and Wellbeing within the Veterinary Professions' supporting the delivery of safeTALK training to veterinary professionals in 2022.

The Education and Training function worked collaboratively with a number of organisations including the Irish Institute of Pharmacy (IloP) and Irish General Practice Nurses Educational Association (IGPNEA) to deliver 'Suicide Prevention Information and Awareness' webinars.

During 2020 and 2021 the ICGP ran a series of weekly webinars, in partnership with the NOSP the series included the addition of new webinars on: Dealing with patients with suicidal ideation and/or self-harm; Triaging patients with suicidal ideation and/or self-harm; Diagnosing and managing early psychosis in General Practice, and; Managing the aftermath when patients die by suicide.

## **B. Key Recommendations - Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training.**

The above evaluation comprised of two parts. Part one, a literature review on the models of gatekeeper training and subsequent relevant recommendations. Part two, presented the findings from the stakeholder consultation which set out to articulate and evaluate the implementation of Cfl suicide prevention gatekeeper training models. The recommendations drawn from part one and two have informed the milestones identified in the implementation plan of this document. The full report can be found [here](#).



*From the whole training, the most important aspect for me was the asking the question if somebody is thinking about suicide. Before the ASIST programme, I would have thought that this was very blunt. I thought that you were not supposed to step into that. After doing it, I realised that you have to ask it and be straight forward."*

Templemore College Garda Trainee

## **Implementation Structures**

The implementation of the Education and Training Plan will be overseen by the Strategy Coordination, division in partnership with the Clinical Advisor. Identified milestones will be reviewed on a quarterly basis in line with the Connecting for Life quarterly reporting function to the Department of Health. The Education and Training Working Group meets quarterly providing a formal communication and decision making structure between operational activity at CHO area level and strategic direction at a national level.

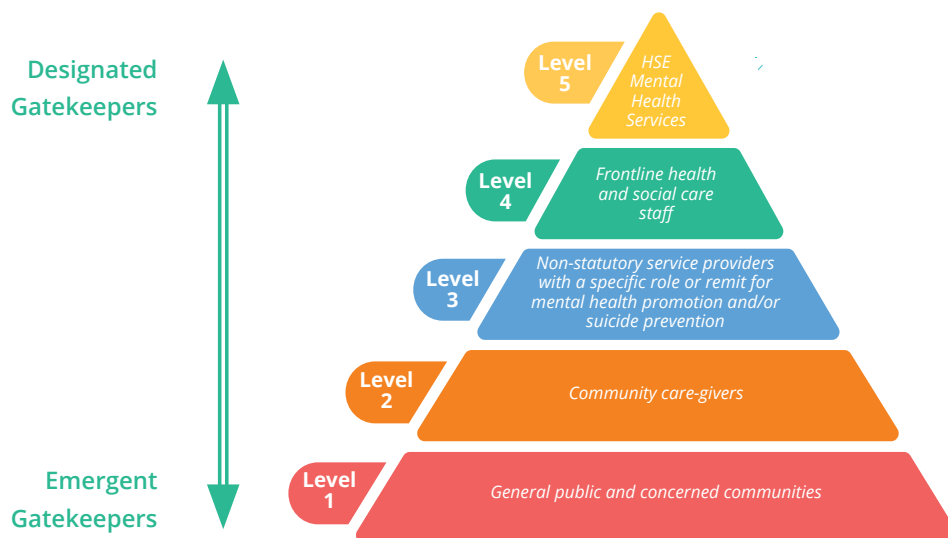
## 1.2 Gatekeepers

The National Education and Training Plan identifies a suite of evidence based and evidence informed suicide prevention gatekeeper training programmes. In the field of suicide prevention, the term gatekeeper refers to “individuals in a community who have face-to-face contact with large numbers of community members as part of their usual routine”. Individuals may be trained to identify persons at risk and refer them as appropriate to relevant services<sup>1</sup>. A distinction between types of gatekeepers are known in the literature as ‘Emergent’ or ‘Designated’. Suicide alert helpers are considered to be members of the community who are trained to recognise signs of stress, distress and crisis<sup>2</sup>. Designated gatekeepers are those in professional roles who are more likely to encounter individuals needing support with mental and emotional ill health<sup>3</sup>. As such two types of gatekeepers are considered in this plan:

- Designated Gatekeepers; individuals who in the course of their work may have to offer support or assistance to an individual in suicidal distress.
- Emergent Gatekeepers; individuals who are aware of the signs of distress and have the capacity and skills to connect an individual to appropriate support<sup>4</sup>.
- The Education and Training function of NOSP has identified five distinct levels of gatekeepers (Image 1) and their identified training needs (knowledge, skills and competencies), please see Appendix 1.

- 1 Burnette, C., Ramchand, R., & Ayer, L. (2015). Gatekeeper Training for Suicide Prevention: A Theoretical Model and Review of the Empirical Literature. [www.rand.org/giving/contribute](http://www.rand.org/giving/contribute)
- 2 Osteen, P. J., Jacobson, J. M., & Sharpe, T. L. (2014). Suicide prevention in social work education: How prepared are social work students? Journal of Social Work Education. <https://doi.org/10.1080/10437797.2014.885272>
- 3 Tsai, W. P., Lin, L. Y., Chang, H. C., Yu, L. S., & Chou, M. C. (2011). The Effects of the Gatekeeper Suicide- Awareness Program for Nursing Personnel. Perspectives in Psychiatric Care, 47(3), 117–125. <https://doi.org/10.1111/j.1744-6163.2010.00278.x>
- 4 Collins, K. (2021). Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training. <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/review-of-suicide-prevention-gatekeeper-training.html>

Image 1



“Working in an **Acute Adult Mental Health Unit (AAMHU)** we meet with people who experience feelings of hopelessness, despair and want to end their lives due to feelings of intense emotions. As an interdisciplinary team we recognise the importance of having a consistent response to working with our clients. Completing STORM suicide prevention training has meant the team have increased confidence when working with suicidal clients, greater competence and an enhanced skill set. Working in collaboration with the distressed client, to assess vulnerability, plan for safety and prevent suicide. This should and would be beneficial for all working with suicidal clients in order for a safer outcome, less risk and increased competence for the practitioner.”



## 1.3 Role of Education and Training

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Education and training has been identified as one of the key components of work to achieve the vision of Connecting for Life. Gatekeeper training is effective in improving participant's knowledge, skills and confidence to intervene when someone is in suicidal distress. The response to suicide is multifaceted, the Health Research Board, 2015 evidence review highlighted that suicide prevention interventions are rarely delivered in a vacuum; thus presenting challenges in attributing changes in the national suicide rate to a singular approach.

Outcome monitoring tracks the results or effects gatekeeper suicide prevention training. Outcomes related to changes in attitudes, knowledge, capacities and motivations of individual suicide prevention training programmes, have reported a number of benefits:

- Improved knowledge of risks associated with suicide
- Positively shaping attitudes to suicidal behaviour
- Improved awareness of the signs of a person at risk of suicide
- Increased knowledge, enhanced positive attitudes towards and confidence in dealing with people who self-harm
- Confidence in addressing the issue of suicide and communicating about suicide
- Increased confidence in dealing with people at risk of suicide
- Increased confidence and ability to connect a person at risk of suicide with services.

Examples of training data dashboards, are available on [www.connectingforlifeireland.ie](http://www.connectingforlifeireland.ie).

**“***Kinvara Alive is comprised of a group of local volunteers who raise awareness and respond to the community as the need for mental health concerns arises. One of the primary objectives of the group is to train at least one member of each household, in suicide alertness training, safeTALK.”*

*“This training also provides people in the community with the confidence to discuss suicide more openly and share their stories. So far, the group have facilitated and trained almost 200 members of the community in safeTALK and Asist programmes since 2017. As a result of this target, the Kinvara community is becoming more aware of the ongoing and widespread problems of mental health and the supports that may be available.”*

*“There is more openness, engagement, interest and lack of stigma on a local level to mental health in the community which is very positive for Kinvara. The group are currently linking in and supporting other communities nationally to form their own Alive groups.”*

Training Implementation at a Community Level, safeTALK trainer

## 1.4 Priority groups

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Following a comprehensive internal review by NOSP it has been agreed that phase two of CfL will have a more focused, strategic approach to working with priority groups. This is based on one of the recommendations of the interim review of the strategy which called for the development of a strategic plan to inform CfL activity intended to prevent suicidal behaviour among priority groups. This point was reinforced in the 'Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training' report. The report identified "a review of CHO CfL actions for targeting priority groups named in CfL should be undertaken as a matter of urgency to describe the nuances in CHOs that influence the Local Area Action Plans with respect to training and education", as a short-term goal.

The National Education and Training plan recognises the opportunity to build the capacity of professionals, community members and volunteers working with CfL identified priority groups. Identified priority groups will be a key focus for CfL local action plans. Suicide prevention gatekeeper training is effective in improving participant's knowledge, skills and confidence to intervene when someone is in suicidal distress, thus supporting work to address suicide and self-harm among priority groups.

**f f** ***The Family Resource Centre (FRC) Program** is the largest family support and community development program in Ireland, with 121 FRCs working across some of the most marginalized communities in the Republic. FRCs are non-stigmatising safe spaces used by the community, while also being accessible to individuals who are at higher risk of experiencing poor mental health which are identified in Connecting for Life and Sharing the Vision."*

*"Various supports are offered, which promote social inclusion, wellbeing and connectedness across the lifecourse. Recognising their work with vulnerable communities, specifically around mental health and suicide prevention, saw the development of the National Family Resource Centre Mental Health Promotion Project. The project is an NGO partner with the National Office for Suicide Prevention, and provides training, support and best practice guidance on mental health promotion and suicide prevention, to staff and volunteers of FRCs."*

*"The Suicide Prevention Code of Practice has been fundamental in supporting individuals and communities who are more at risk of suicide. This one-day training event, is co-facilitated with the local Suicide Prevention Resource Officer. It trains staff and volunteers to recognise suicide warnings signs, to respond appropriately in a compassionate, non-judgemental manner and to self-care in the aftermath of an intervention. The training has transformed the way staff view suicide prevention, they are now confident in their abilities to support key priority groups and recognise that suicide prevention is everyone's responsibility."*

Training Impact at an organisational level - National Programme Manager, FRC Mental Health Promotion Project

# 2 Standardised gatekeeper training programmes in suicide prevention, intervention and postvention

## 2.1 Provision of standardised gatekeeper training programmes

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To support the five different levels of stakeholders as identified in the Training Needs Analysis (Image 1), Connecting for Life recommends the provision of a suite of standardised gatekeeper training programmes in suicide prevention, intervention and postvention. The suite of training programmes available differs in their learning objectives and outcomes, facilitating progression from more generalised training to high-level specialised training. Distinctions in gatekeeper training programmes are found in terms of:

- Training dosage/intensity
- Training response – make a referral or intervene directly<sup>1</sup>

The gatekeeper training attended will also be influenced by the setting from which potential trainees are attending and the target group with whom they may work or volunteer with. Suicide prevention gatekeeper training is widely recognised as pivotal in supporting good practice among health and social care professionals.

The HSE National Mental Health Promotion Plan will provide a framework for upstream activity in the area of mental health promotion and wellbeing. The National Office for Suicide Prevention (NOSP) recognises that mental health exists along a spectrum, with mental health promotion providing the opportunity for upstream activity.

The table below provides an overview of funded gatekeeper training programmes. A detailed matrix of the most relevant training programmes recommended for the target groups requiring training as identified in Connecting for Life is presented in Appendix 1. NOSP has funded the provision of two additional training programmes in 2021, with planned delivery over 2022-2023.

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<sup>1</sup> Collins, K. (2021). Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training. <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/review-of-suicide-prevention-gatekeeper-training.html>

## 2.2 Suite of education and training programmes

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Awareness Raising Programme</b></p> <p><i>Understanding Self-Harm is a 1 day training programme which works to reduce the stigma of self-harm, improve individual and care agencies' awareness and sensitivities to self-harm issues and promote effective care services for those who self-harm.</i></p>	<p>Understanding Self-Harm</p>	<p>No prior training or experience needed</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> <li>• Develop participants' knowledge and understanding of self-harm and the reasons underlying such behaviour</li> <li>• Consider the needs of people who self-harm</li> <li>• Consider self-harm and its relationship with suicide</li> <li>• Understand the prevalence of self-harm across different age groups and genders</li> <li>• Develop awareness of possible interventions and helpful responses to people who self-harm.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Have improved knowledge of self-harm and associated risk factors</li> <li>• Attitudes/knowledge in relation to self-harm have/has changed</li> <li>• Have developed a greater understanding of the stigma surrounding self-harm</li> <li>• Have increased confidence to respond to people who self-harm</li> <li>• Improved knowledge about suicidal behaviour and risk factors.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Alertness Raising Programme</b></p> <p><i>LivingWorks Start is a 90 minute online interactive training programme that will give you the skills and knowledge to keep others safe from suicide.</i></p>	Livingworks Start	<p>No prior training or experience needed</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> <li>• To identify people who have thoughts of suicide</li> <li>• Recognise that invitations to help are often overlooked</li> <li>• Learn the TASC model               <ul style="list-style-type: none"> <li>• Tune in the possibility of suicide</li> <li>• Ask about suicide</li> <li>• State that suicide is serious</li> <li>• Connect to help.</li> </ul> </li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Attitudes &amp; knowledge in relation to suicidal behaviour have changed</li> <li>• Have improved understanding of suicidal behaviours and risk factors</li> <li>• Have increased confidence to deal with a person at risk of suicide.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Alertness Raising Programme</b></p> <p><i>safeTALK is an internationally recognised half-day training programme that supports participants to recognise and engage persons who might be having thoughts of suicide, and to connect them with community resources. The programme stresses safety while challenging taboos that inhibit open talk about suicide.</i></p>	safeTALK	<p>No prior training or experience needed.</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> <li>• To identify people who have thoughts of suicide</li> <li>• Recognise that invitations to help are often overlooked</li> <li>• Move beyond common tendencies to miss, dismiss or avoid signs of suicide risk</li> <li>• Apply the TALK (Tell, Ask, Listen, and Keep safe) steps to connect a person with suicidal thoughts to people and agencies that can help</li> <li>• Connect the person with thoughts of suicide to suicide first aid help and further community resources</li> <li>• Increased knowledge of resources in your local community.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Attitudes &amp; knowledge in relation to suicidal behaviour have changed</li> <li>• Have developed a greater understanding of the stigma and taboo surrounding suicide</li> <li>• Have improved understanding of suicidal behaviours and risk factors</li> <li>• Have increased confidence to deal with a person at risk of suicide.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Intervention Programme</b></p> <p><i>ASIST – Applied Suicide Intervention Skills Training is a 2 day skills based workshop that equips participants for an effective suicide intervention role. The emphasis is on first aid – helping a person at imminent risk stay safe and seek further help.</i></p>	ASIST	<p>It is recommended participants attend a safeTALK training prior to attending ASIST</p> <p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> <li>• To understand the ways that personal and societal attitudes affect views on suicide and suicide interventions</li> <li>• To encourage honest, open and direct talk about suicide as part of preparing people to provide suicide first aid</li> <li>• To provide guidance and suicide first aid to reduce the immediate risk of a suicide and increase the support for a person at risk</li> <li>• To identify the key elements of an effective suicide safety plan and the actions required to implement it</li> <li>• To learn what a person at risk may need from others in order to keep safe and get more help</li> <li>• To consider how personal attitudes and experiences might affect an individual's role helping with a person at risk</li> <li>• Increased knowledge of local community resources</li> <li>• Recognition of the need for self-care and support.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Attitudes &amp; knowledge in relation to suicidal behaviour have changed</li> <li>• Have developed a greater understanding of the stigma and taboo surrounding suicide</li> <li>• Have improved understanding of suicidal behaviours and risk factors</li> <li>• Have increased confidence to deal with a person at risk of suicide</li> <li>• Have improved knowledge of intervention strategies in relation to suicide.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Intervention Programme</b></p> <p><i>STORM is a 2-3 day skills based interactive workshop designed to accommodate the needs of people with differing levels of engagement and responsibility for safety planning.</i></p>	<p>STORM – Skills Training on Risk Management</p>	<p>HSE Mental Health Service Staff</p> <p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> <li>• Developing and enhancing skills in assessment and management of suicide and self-harm</li> <li>• Improving attitudes to suicide and self-harm</li> <li>• Increasing confidence</li> <li>• Developing the essential skills to risk asses and safety plan</li> <li>• Improve attitudes to suicide and self-harm</li> <li>• Increase confidence</li> <li>• Develop the essential skills to risk asses and safety plan.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Have improved understanding of suicidal behaviour</li> <li>• Have reduced stigmatising attitudes</li> <li>• Have increased confidence to deal with suicidal behaviour</li> <li>• Have improved knowledge about suicidal behaviour, risk factors and interventions</li> <li>• Have increased suicide intervention skills.</li> </ul>



Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<p><b>Postvention Programme</b></p> <p><i>The Bereavement Training Programme is a one day training programme which provides individuals with the skills and knowledge to support those bereaved through suicide.</i></p>	<p>Bereavement Training Programme – Professionals &amp; Key Contacts</p>	<p>Professionals working with people bereaved through suicide</p> <p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> <li>To develop participants’ knowledge and understanding of the grieving process</li> <li>To enhance participants’ skills in supporting people bereaved by suicide.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>Have an increased understanding of the grieving process and the context of suicide</li> <li>Will have improved understanding of the risk factors associated with suicide</li> <li>Will have increased knowledge of how to support people bereaved through suicide.</li> </ul>
<p><b>Postvention Programme</b></p> <p><i>Guidance for communities on supporting people bereaved through suicide.</i></p>	<p>A two-hour presentation - part of a NOSP initiative, to enhance communication and support for communities bereaved through suicide</p>	<p>Members of the community who have been bereaved through suicide</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> <li>To develop an understanding of the Grieving Process</li> <li>Know how to support people bereaved by suicide</li> <li>Reassure members that help and support is available.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>Have an increased understanding of the grieving process</li> <li>Have an increased knowledge of supports available.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<b>The training programmes identified below are new and emerging and are currently in the exploratory stage of the NOSP Education and Training Plan.</b>				
<b>Intervention Level</b>	SAMAGH Self-Harm Assessment and Management in General Hospitals	HSE- Health Service Staff  Health and Social Care Staff  Designated Gatekeeper	<ul style="list-style-type: none"> <li>• To increase knowledge of the specific self-harm subgroups including high-risk self-harm and frequent self-harm repeaters</li> <li>• To understand the profile of self-harm subgroups</li> <li>• To undertake biopsychosocial assessment and management of high-risk self-harm</li> <li>• To learn the management of physical and mental health comorbidities associated with high-risk self-harm.</li> </ul>	Participants: <ul style="list-style-type: none"> <li>• Evidence based knowledge and understanding about clinically high-risk self-harm subgroups</li> <li>• Knowledge and skill to undertake biopsychosocial assessment</li> <li>• Evidence-based approach for management of high-risk self-harm, frequent self-harm repeaters, and patients with challenging behaviours</li> <li>• Knowledge and skills in exploring and addressing physical and mental health comorbidities in clinical practice.</li> </ul>

Programme Levels	Standardised Training Programmes	Target Groups for Training Programmes	Learning Objectives	Learning Outcomes
<b>The training programmes identified below are new and emerging and are currently in the exploratory stage of the NOSP Education and Training Plan.</b>				
<b>Intervention Level</b>	<p>Collaborative Assessment and Management of Suicidality</p> <p>CAMS is a clinical philosophy that emphasises collaboration and empathy for the patient’s suicidal state in the pursuit of suicide-specific interventions. CAMS is designed to enhance the therapeutic alliance and increase motivation in the patient in a joint effort to effectively target and treat the patient’s suicidal risk</p>	<p>HSE- Mental Health Service Staff</p> <p>Designate Gatekeepers</p>	<ul style="list-style-type: none"> <li>• Be familiar with the theory research and philosophy of care underpinning the CAMS model</li> <li>• Experience a blended learning introduction to the delivery of the CAMS model through reading, watching online role plays and didactic teaching</li> <li>• Use the Suicide Status Form (SSF) to collaboratively assess suicidal risk</li> <li>• Opportunity for extended practice based learning through case consultation calls.</li> </ul>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Learn how to manage suicidal risk through collaboration</li> <li>• Understand various approaches to resolving situations with suicidal patients</li> <li>• Increase knowledge base and confidence in suicide prevention.</li> </ul>

## 2.3 Provision of suicide prevention training 16-18 year olds

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In advance of the introduction of safeTALK training to Ireland, a consultation process was undertaken with key stakeholders working with children and young people to determine the suitability of safeTALK training for those under 18 years of age. Stakeholders included safeTALK coordinators, the Department of Children and Youth Affairs and the Department of Education and Skills. At the time it was agreed that safeTALK would not be delivered to participants under 18 years of age. The evidence in support of this decision was documented in the 2015 publication *"Suicide Prevention in the Community – A Practical Guide"*<sup>1</sup> which identified it was best practice to *"avoid student-focused suicide awareness or education programmes – it is not advisable to use programmes that focus on raising awareness about suicide with students. Short suicide prevention programmes with no connection to support services should also be avoided."* As such it was agreed that safeTALK would not be delivered to participants under 18 years of age. The document *"Suicide Prevention in the Community – A Practical Guide"* was relaunched in 2023.

In response to requests from a wide range of stakeholders, including young people (Comhairle Na Nóg) and the youth work sector, the NOSP has agreed to review the evidence regarding the delivery of suicide prevention training to 16-18 year olds. The review and evaluation of the *"Implementation of a range of delivery models of suicide prevention gatekeeper training"* looked to answer two questions specifically related to the delivery of suicide prevention training to 16-18 year olds:

- What are the models of gatekeeper training (GKT) on suicide prevention among young people (under 18 years of age)?
- What has been the impact (contribution) of GKT models to suicide prevention outcomes in young people (under 18 years of age)?

A key recommendation from the literature review is to *"pilot the use of a peer-to-peer GKT programme to explore the contextual application of this model of working as a suicide prevention action with young people in school or youth settings"*. The NOSP will respond to this recommendation through action 1.4 of the Education and Training Plan.

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<sup>1</sup> HSE (2011). Suicide Prevention in the Community - A Practical Guide, <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/suicide-prevention-in-the-community-a-practical-guide.html>

# 3 Implementing the National Education and Training Plan

## 3.1 Implementation

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The National Education and Training Plan 2021-2022 identifies actions over the short to medium term which will inform opportunities for further consideration in the longer term. The NOSP will monitor progress of the plan to determine whether the milestones identified are delivering the desired outputs. There is no definitive theory or no single framework commonly accepted on how health strategy should be implemented but there is consensus that implementation is a process and not a one-time event. Implementation occurs in distinct stages (Exploration, planning, implementation & business as usual). The process is not a linear one, one stage does not clearly end and another begin, there is movement back and forth between implementation stages<sup>1</sup>. To take cognisance of the implementation stages, the Education and Training Plan will be a live document, a review of the 2023 actions will inform the further identification of actions for 2024 in December 2023.

The plan remains focused on five key objectives, informed from the themes that emerged during the Cfl development process.

1. Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.
2. Provide suicide prevention education and training programmes focused on supporting the practice of frontline health and social care professionals.
3. Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Plan, Quality Assurance Framework.
4. Monitor and evaluate the effectiveness and cost effectiveness of suicide prevention education and training, in line with Connecting for Life.
5. Support and coordinate the implementation of the National Education and Training Plan ensuring appropriate systems, structures and roles are in place.

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<sup>1</sup> Source: Burke, K., Morris, K., & Leona McGarrigle. (2012). An Introductory Guide to Implementation: Terms, Concepts and Frameworks. Centre for Effective Services.

## 3.2 Models of Training Delivery

Suicide prevention gatekeeper training is operationalised at a local level through the local Connecting for Life Action Plans. The table below (Table 1), represents the models by which suicide prevention education and training programmes are currently delivered. The Hybrid model is the dominant model at CHO area level while the cascade model has been embedded across a number of Government departments and agencies, including the Department of Social Protection and the Defence Forces.

Models of Implementation		
Cascade Model – Internal Trainers	Externally Contracted Trainers	Hybrid Model
Trainers are identified from within existing structures to be trained in relevant suicide prevention programmes. Training delivery forms one part of the trainer’s role and their salary.	Paid trainers who have been accredited in programmes such as safeTALK and ASIST who are not linked to an organisation. External trainers deliver both nationally and at a local level.	A combination of internal and external paid trainers.

A core objective of the NOSP is to provide a model of delivery which supports “sustainable, efficient and cost effective delivery”. The recent *“Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training”* has documented the implementation of all three models across CHO areas and the need to identify a designated trainer model for all CHO areas. The NOSP will review this finding and consider related actions under objective one of this plan.

## 3.3 Co-ordination of training at CHO area level

The NOSP provides annual funding to each CHO area to support the delivery of a suite of Education and Training programmes, coordinated at a local level. The ROSPs (Resource Officers for Suicide Prevention) work closely with the NOSP Strategy Implementation, Stakeholder Engagement and Education functions to identify suicide prevention training need and the optimum structures for the implementation of training at CHO level.

Local Area Training Plans will sit within the Local CfL Area Action plan and correspond to local area needs, overseeing the coordination, delivery, monitoring and evaluation of all training delivered. Area Training Plans will identify local annual training targets and key priority groups as identified under CfL.

# 4 Training and Education Implementation Plan 2023-2024

## Objective 1

*Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.*

### Connecting for Life, Implementation Plan 2023-2024

**Goal 2, Action 2.3.2:** Deliver training and awareness programmes in line with the National Training Plan prioritising professionals and volunteers across community-based organisations, particularly those who come into regular contact with people who are vulnerable to suicide.

**Goal 2 Action 5.4.2:** Deliver training in suicide prevention to staff in government departments and agencies who are likely to come into contact with people who are vulnerable to/at risk of suicidal behaviour.

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 1.1</b></p> <p><i>NOSP will work with Government Departments and Agencies whose staff are likely to come into contact with people who are vulnerable to/at risk of suicidal behaviour in order to identify and deliver the most appropriate standardised training in suicide prevention relevant to their needs.</i></p>	<p>NOSP and Relevant Government Departments and Agencies</p>	<ul style="list-style-type: none"> <li>Implement models of best practice to support sustainable delivery of suicide prevention training across Govt. Departments and Agencies: <ul style="list-style-type: none"> <li>Garda Training College, Templemore</li> <li>Department of Defence</li> <li>Department of Social Protection</li> </ul> </li> <li>Continue the roll out of Livingworks Start licenses.</li> <li>Undertake research with First Responders – An Garda Síochána, National Ambulance Service and the Irish Fire and Rescue Service to determine training need in the area of postvention.</li> </ul>	<ul style="list-style-type: none"> <li>Implement models of best practice to support sustainable delivery of suicide prevention training across Govt. Departments and Agencies: <ul style="list-style-type: none"> <li>Garda Training College, Templemore</li> <li>Department of Defence</li> <li>Department of Social Protection</li> </ul> </li> <li>Continue the roll out of Livingworks Start licenses.</li> <li>Develop postvention training programme in response to identified need.</li> <li>Undertake impact study with Govt Agencies to determine suicide prevention training reach and impact.</li> </ul>



Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 1.2</b></p> <p><i>CHO Area Level: Work with the local Resource Officers for Suicide Prevention (ROSP) to identify the optimum structures for the implementation of training at a local level.</i></p>	<p>NOSP and ROSPs</p>	<ul style="list-style-type: none"> <li>• Continue quarterly meetings of the LCOP Education and Training Working Group.</li> <li>• Implement Education and Training Quality Assurance Framework.</li> <li>• Continue roll out of programme Train the Trainer events.</li> <li>• Establish HSE training portal to:               <ul style="list-style-type: none"> <li>• Report on programmes delivered, numbers of trainees attending</li> <li>• Trainee demographic profile and reach</li> <li>• CHO area level breakdown.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Continue quarterly meetings of the Education and Training Working Group.</li> <li>• Implement Education and Training Quality Assurance Framework.</li> <li>• Continue roll out of programme Train the Trainer events.</li> <li>• Report on training delivery:               <ul style="list-style-type: none"> <li>• Programmes delivered and numbers of trainees attending</li> <li>• Trainee demographic profile and reach</li> <li>• CHO area level breakdown</li> <li>• Budget spend</li> </ul> </li> <li>• Capture and communicate training impact.</li> <li>• Undertake cost benefit analysis of the various training models employed across the CHO areas to determine a sustainable trainer delivery model.</li> </ul>

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 1.3</b></p> <p><i>The NOSP will work closely with statutory and non-statutory service providers to identify structures for the delivery of training for target populations, including those working with priority groups identified in Connecting for Life.</i></p>	<p>NOSP and relative statutory and non-statutory agencies</p>	<ul style="list-style-type: none"> <li>• The Education and Training function will work collaboratively with the NOSP National Programme Manager for the NGO sector to:               <ul style="list-style-type: none"> <li>• Identify opportunities to build trainer capacity across the NGO sector.</li> <li>• Address gaps in knowledge and expertise on suicide prevention gatekeeper training.</li> <li>• Communicate education and training opportunities identified at CHO area level.</li> </ul> </li> <li>• Revise suicide prevention training programmes for identified priority groups in response to evidence based need:               <ul style="list-style-type: none"> <li>• Suicide prevention training for 16-18 year olds</li> <li>• Suicide prevention training for the traveller population.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The Education and Training function will work collaboratively with the NOSP National Programme Manager for the NGO sector to:               <ul style="list-style-type: none"> <li>• Identify opportunities to build trainer capacity across the NGO sector.</li> <li>• Address gaps in knowledge and expertise on suicide prevention gatekeeper training.</li> <li>• Communicate education and training opportunities identified at CHO area level.</li> </ul> </li> <li>• Disseminate revised suicide prevention programmes through existing structures and NGO partners.</li> </ul>

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 1.4</b></p> <p><i>Provide and sustain relevant training for the general public, concerned communities, community caregivers (who are most likely to come into contact with people who are vulnerable to suicide and identified priority groups within CfL) and community-based organisations and service providers with a specific remit for suicide prevention/mental health as part of their work.</i></p>	<p>NOSP and ROSPs</p>	<ul style="list-style-type: none"> <li>• Continue roll out of suite of identified suite of training programmes in partnership with ROSP's at CHO area level.</li> <li>• Continue to develop and enhance the online offering of training programmes:               <ul style="list-style-type: none"> <li>• Understanding Self-Harm</li> <li>• Professional Bereavement Training Programme</li> </ul> </li> <li>• Identify an evidenced based response to suicide prevention training for 16-18 year olds.</li> <li>• Develop and launch online suicide prevention training programme.</li> <li>• Identify an evidence based response to suicide prevention training for young people.</li> <li>• Launch online module - speaking to children and young people bereaved by suicide - in partnership with ICBN.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue national roll out of suite of identified training programmes in partnership with ROSP's at CHO area level.</li> <li>• Continue to develop and enhance the online suite of training programmes.</li> </ul>

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 1.5</b></p> <p><i>Communicate to agencies that suicide prevention training is aligned to an integrated response alongside policies, procedures, guidance and protocols within organisations which support staff in their role in suicide prevention.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> <li>• Develop 'Suicide prevention in the workplace – practical guidance' document to support workplaces in suicide prevention.</li> <li>• Maintain and advance the development of policies and protocols to assist the sustainable implementation of suicide prevention training across Government departments and agencies whose staff are likely to come into contact with people who are vulnerable to/at risk of suicide:               <ul style="list-style-type: none"> <li>• Department of Social Protection</li> <li>• Department of Transport</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Support policy and protocol implementation across workplaces, Government Departments and Agencies as appropriate.</li> </ul>

## Objective 2

*Provide suicide prevention, education and training programmes focused on supporting the practice of frontline health and social care professionals*

### Connecting for Life

**Goal 3, Action 3.1.5:** Provide and sustain training to health and social care professionals, including frontline mental health service staff and primary care health providers. This training will improve recognition of, and response to, suicide risk and suicidal behaviour among people vulnerable to suicide.

Ensure alignment with activity under actions 4.1.4 and 5.2.1

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 2.1</b></p> <p><i>Influence best practice among health and social care professionals through the provision of suicide prevention training programmes appropriate for their role and functions.</i></p>	<p>NOSP and relevant statutory and non- statutory agencies</p>	<ul style="list-style-type: none"> <li>• Facilitate ‘direct to person’ delivery of STORM online suicide prevention training, build internal HSE capacity.</li> <li>• Pilot funding to support the implementation and evaluation of CAMS in CHO 7.</li> <li>• Support the delivery of mental health and suicide prevention webinars to GP’s.</li> <li>• In partnership with the ICGP identify suicide prevention training programme for GP’s.</li> <li>• Support the delivery of suicide prevention training to trainee psychiatrists.</li> <li>• Findings from the professional bereavement training programme will inform postvention programme development:               <ul style="list-style-type: none"> <li>• Mental Health Service Teams</li> <li>• Children and Young People Bereavement Service</li> <li>• Support delivery of grief training to HSE health professionals (eg CIPC, EAP).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Implement CAMS/SAMAGH/other emergent programmes to relevant staff in line with evaluation findings.</li> </ul>

Actions	Responsibility	Milestones 2021	Milestones 2022
<p><b>Action 2.2</b></p> <p><i>Work with relevant professional and regulatory bodies to agree appropriate suicide prevention education and training.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> <li>• Continue to sustain and develop the accreditation process with a wide range of accrediting bodies.</li> <li>• Identify opportunities with relevant bodies and processes for accreditation.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to sustain and develop the accreditation process with a wide range of accrediting bodies.</li> <li>• Identify opportunities with relevant bodies and processes for accreditation.</li> </ul>
<p><b>Action 2.3</b></p> <p><i>The NOSP will advise on the incorporation of suicide prevention training as part of undergraduate curriculum of relevant professionals.</i></p>	<p>NOSP (HEA CfL working group support)</p>	<ul style="list-style-type: none"> <li>• Develop suicide prevention module in partnership with higher education stakeholders.</li> <li>• In partnership with HSE Mental Health and Wellbeing pilot mental health &amp; suicide prevention module in year 1, Veterinary Degree Course, UCD.</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot suicide prevention module with identified HEI courses.</li> <li>• In partnership with HSE Mental Health and Wellbeing pilot mental health &amp; suicide prevention module in year 2, Veterinary Degree Course, UCD.</li> </ul>

## Objective 3

*Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Plan, Quality Assurance Framework.*

### Connecting for Life

**Goal 2, Action 2.3.1:** Develop a National Training Plan, building on the Review of Training completed by NOSP in 2016.

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 3.1</b></p> <p><i>Develop, implement and evaluate a National Quality Assurance Framework in the NOSP for education and training.</i></p> <p><i>The Quality Assurance Framework will also provide guidelines for the quality assurance of trainers and will ensure the quality and fidelity of programmes being delivered.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> <li>• Implement and advance National Education and Training Plan, Quality Assurance Framework (QAF).</li> <li>• Establish trainer support structure – regional trainer support days:               <ul style="list-style-type: none"> <li>• Competency development</li> <li>• CPD opportunities</li> <li>• Networking</li> </ul> </li> <li>• Work with national and international training providers to co-ordinate and deliver Training for Trainers (T4T) for all standardised programmes at a national level.</li> <li>• Employ an Evidence to Decision Making Framework when selecting education and training programmes in response to identified training needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement and advance National Education and Training Plan, Quality Assurance Framework (QAF).</li> <li>• Implement trainer support structure – regional trainer support days:               <ul style="list-style-type: none"> <li>• Competency development</li> <li>• CPD opportunities</li> <li>• Networking</li> </ul> </li> <li>• Work with national and international training providers to co-ordinate and deliver Training for Trainers (T4T) for all standardised programmes at a national level.</li> <li>• Employ an Evidence to Decision Making Framework when selecting education and training programmes in response to identified training needs.</li> </ul>

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 3.2</b></p> <p><i>In partnership with the NOSP Communications team, promote awareness of suicide prevention, education and training programmes.</i></p> <p><i>Effective communication of the plan, its purpose and implementation progress – ensure understanding and awareness.</i></p>	NOSP	<ul style="list-style-type: none"> <li>• In partnership with the NOSP Communications team develop;               <ul style="list-style-type: none"> <li>• Consistent messaging around the suite of education and training programmes.</li> <li>• Develop communication plan for online suicide prevention training programme.</li> <li>• Online presence – develop NOSP LMS platform</li> <li>• Identify and publish case studies communicating training impact and role.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• In partnership with the NOSP Communications team develop;               <ul style="list-style-type: none"> <li>• Consistent messaging around the suite of education and training programmes</li> <li>• Online presence – develop NOSP LMS platform</li> <li>• Identify and publish case studies communicating training impact and role.</li> </ul> </li> </ul>



## Objective 4

*Monitor and evaluate the effectiveness and cost-effectiveness of suicide prevention education and training, in line with Connecting for Life.*

### Connecting for Life

**Goal 7, Action 7.1.1:** Conduct proportionate evaluations of all major activities conducted under the aegis of Connecting for Life; disseminate findings and share lessons learned with programme practitioners and partners

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 4.1</b></p> <p><i>Work with the NOSP Monitoring &amp; Evaluation team to capture and communicate the impact of agreed Education and Training programmes in suicide prevention.</i></p>	NOSP	<ul style="list-style-type: none"> <li>Support an evaluation of the upscaling of the Self-Harm Assessment and Management in General Hospitals (SAMAGH) training programme.</li> <li>Undertake evaluation of ASIST training to members of An Garda Síochána.</li> <li>Undertake evaluation of CAMS delivery in CHO 7.</li> <li>Undertake evaluation of UCD Veterinary Module on Mental Health and Suicide Prevention.</li> </ul>	<ul style="list-style-type: none"> <li>Explore the role of a Return on Investment study for suicide prevention gatekeeper training.</li> <li>Undertake an evaluation of the HSE online suicide prevention training programme.</li> </ul>
<p><b>Action 4.2</b></p> <p><i>Track and monitor the reach of the standardised training programmes.</i></p> <p><i>Link to Action 1.2</i></p>	NOSP and ROSPs	<ul style="list-style-type: none"> <li>Capture the reach and profile of suicide prevention training at a local CHO level.</li> <li>Analyse the training data to inform on-going strategic delivery of suicide prevention training.</li> </ul>	<ul style="list-style-type: none"> <li>Capture the reach and profile of suicide prevention training at a local CHO level.</li> <li>Analyse the training data to inform on-going strategic delivery of suicide prevention training.</li> </ul>

## Objective 5

*The NOSP will provide oversight for the coordination and implementation of the Education and Training Plan through the development of appropriate systems, structures and roles at national and CHO Area levels.*

### Connecting for Life

**Goal 2, Action 2.3.1:** Develop a National Training Plan, building on the Review of Training completed by NOSP in 2016.

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 5.1</b></p> <p><i>Establish a National Strategy Coordination, Education and Quality function within the NOSP to oversee the implementation of the Education &amp; Training Plan.</i></p>	NOSP	<ul style="list-style-type: none"> <li>Report on E&amp;T activity to lead for Strategy Implementation, Stakeholder Engagement and Education.</li> <li>Continue to operationalise LCOP Education and Training Working Group, meeting on a quarterly basis.</li> </ul>	<ul style="list-style-type: none"> <li>Report on E&amp;T activity to lead for Strategy Implementation, Stakeholder Engagement and Education.</li> <li>Continue to operationalise LCOP Education and Training Working Group, meeting on a quarterly basis.</li> </ul>
<p><b>Action 5.2</b></p> <p><i>Allocate the optimal resources and funding annually in order to ensure the sustainability, standardisation and consistency of approach to training as identified in the Education and Training Plan.</i></p>	NOSP	<ul style="list-style-type: none"> <li>Agree Education and Training Budget for 2024.</li> <li>Identify cost-effective and sustainable models for the delivery of national training programmes based on the 'Evaluation of the implementation of the range of delivery models of suicide prevention gatekeeper training'.</li> </ul>	<ul style="list-style-type: none"> <li>Agree Education and Training budget for 2025.</li> </ul>

Actions	Responsibility	Milestones 2023	Milestones 2024
<p><b>Action 5.3</b></p> <p><i>Identify and establish a national panel of instructors to support the roll-out of Training for Trainers for all standardised training programmes.</i></p>	NOSP	<ul style="list-style-type: none"> <li>• Implement national trainer agreements.</li> <li>• Establish a support structure for trainers in line with the National Education and Training Plan, Quality Assurance Framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement support structure for trainers in line with the National Education and Training Plan, Quality Assurance Framework. Identify the roles and responsibilities of national trainers.</li> </ul>
<p><b>Action 5.4</b></p> <p><i>Work with National and International partners to continue to identify best practice in suicide prevention Education and Training.</i></p>	NOSP	<ul style="list-style-type: none"> <li>• Build relationships with international partners working in suicide prevention Education and Training;               <ul style="list-style-type: none"> <li>• Five Nations Suicide Prevention Working Group.</li> <li>• Suicide and Self-Harm Community of Practice.</li> </ul> </li> <li>• Identify models of best practice and evidence in support of suicide prevention education and training programmes both nationally and internationally.</li> </ul>	<ul style="list-style-type: none"> <li>• Build relationships with international partners working in suicide prevention Education and Training;               <ul style="list-style-type: none"> <li>• Five Nations Suicide Prevention Working Group.</li> <li>• Suicide and Self-Harm Community of Practice.</li> </ul> </li> <li>• Identify models of best practice and evidence in support of suicide prevention education and training programmes both nationally and internationally.</li> </ul>

# Appendix 1 Recommended training for appropriate roles and functions, as per Training Needs Analysis 2016.

The following matrices provide a guide to the training which can be provided in varied settings. Please note that these are **not** exhaustive lists and can be refined and added to in response to local needs.

Level 1: General Public and Concerned Communities 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Families, friends, colleagues	X	X		X					X	
Sporting clubs and organisations	X	X		X					X	
Community service providers <sup>1</sup>	X	X		X					X	
Self-help groups <sup>2</sup>	X	X		X					X	
Community-based support agencies <sup>3</sup>	X	X		X					X	
<p>It is recommended that those listed above complete esuicideTALK online while waiting to access the recommended training listed above. All the above have the option to participate in ASIST training (but must have completed safeTALK first).</p>										

<sup>1</sup> Community service providers include taxi drivers, hairdressers, childcare providers, undertakers, bar and café staff, shopkeepers, etc.

<sup>2</sup> Self-help groups include Alcoholics Anonymous, Al Anon, Gamblers Anonymous, etc.

<sup>3</sup> Community-based support agencies include St. Vincent de Paul, Meals on Wheels, etc.



**Level 3 (i): Community-based organisations and service providers with a specific remit for suicide prevention/mental health as part of their work 2016-2020**

Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
General medical and nursing staff, counsellors and other relevant allied healthcare professionals who have a specific remit for the assessment and management of individuals at risk of suicide and self-harm				X			X	X		
Administration and ancillary staff working in frontline services				X						
All the above who may come in to contact with families and individuals bereaved by suicide									X	X

It is recommended that those listed above complete esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.

<sup>4</sup> Emergency services include staff in rescue services, lifeboats, mountain rescue, divers, life guards, fire and ambulance service, suicide prevention volunteers (involved in patrolling rivers), etc.

<sup>5</sup> Professional services and agencies include staff in unemployment services, financial services, MABS, Dept. of Social Protection, Solas, Citizens Information, Community Welfare, Education and Welfare Board, housing authorities, Local Area Partnerships, agricultural advisors. etc.

<sup>6</sup> Vulnerable groups include [but are not restricted to] those with mental and physical disabilities, individuals with chronic illness, young people, Traveller Community, asylum seekers, LGBTI people, homeless people, those with repeated self-harm, those bereaved by suicide, specific women's and men's groups, those who are economically disadvantaged, mental health service users, prisoners, victims of physical, domestic, clerical or instructional, sexual violence or abuse.

<sup>7</sup> General bereavement & support services include listening and support services for people bereaved in general or those bereaved by suicide.

<sup>8</sup> Community-based therapists and life coaches includes private counsellors, psychotherapists, hypnotherapists, life coaches, complementary therapists, etc.

Level 3 (ii): Tusla, Child and Family Agency 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Social work staff				X	X	X				
Social care staff				X	X	X				
Psychology and counselling							X	X		
Other health professionals				X	X	X				
Nursing							X	X		
Management						X				
Family support staff				X	X	X				
Educational Welfare Officers				X	X	X				
Administration and ancillary staff			X	X						
All the above who may come in to contact with families and individuals bereaved by suicide										X
It is recommended that everyone working in Tusla completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.										



**Level 4 (i): Staff in Primary Care 2016-2020**

Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
GPs and Primary Care nursing staff				X			X	X		
GPs							X	X		
Allied health professionals working in Primary Care				x	X	X				
All the above who may come in to contact with families and individuals bereaved by suicide										X
Administration and ancillary staff working in Primary Care				X						

It is recommended that everyone working in Primary Care completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.

Level 4 (ii): Acute Hospitals and Emergency Departments (EDs) 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Emergency department staff, i.e. medical and nursing				X			X	X		
Midwifery				X		X				
General medical and nursing staff and relevant allied healthcare professionals				X	X	X				
Administration and ancillary staff working in frontline services				X						
All the above who may come in to contact with families and individuals bereaved by suicide										X
It is recommended that everyone working in acute hospitals and emergency departments completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.										

Level 4 (iii): Addiction Services 2016-2020											
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes				Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	ICGP blended learning training for GPs & Primary Care	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Clerical/administration staff			X	X							
Multi-task attendants			X	X							
Managers				X	X	X					
Education officers				X	X	X					
Outreach workers				X	X	X					
Counsellors				X			X	X			
Rehab workers				X		X					
Project workers				X		X					
Pharmacists, nurses				X		X					
GPs				X					X		
Psychologists/psychiatrists				X			X	X			
All the above who may come in to contact with families and individuals bereaved by suicide											X
<p>It is recommended that everyone working in addiction services completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>											

Level 5: Mental Health Services 2016-2020											
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes				Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	ICGP blended learning training for GPs & Primary Care	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
All Mental Health Service staff including: Medical staff, nursing [acute hospital and community services]							X	X			
Specific allied healthcare professions including psychology, counselling, social work							X	X			
All staff working in Mental Health Services											X
Administration and ancillary staff working in frontline services				X							
Administration and ancillary staff who have completed SafeTALK training then have the option to go on to participate in ASIST training, thereby increasing their capacity further to respond to individuals at risk of suicide					X	X					
It is recommended that everyone working in Mental Health Services completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.											

