



Promoting Prevention.
Committed to Wellness.

Developing a TIC Training Plan

Purpose. Many organizations begin their trauma informed care (TIC) journey with the training of their staff. Training can prepare the platform for content acquisition, as well as for reinforcement of values of an organization’s culture—in this way, training can be thought of as socialization. This TIP sheet suggests the breadth of activity that an organization might engage in to build and support their work with TIC. **A training plan should center (1) being feedback informed** (e.g., pay attention to outcomes, voices of the workforce and those you serve, and best practices) and **(2) being inclusive** (e.g., watch for racial, cultural, and linguistic discrimination, and ableism).

1	Foundational TIC Knowledge	
	WHO	
	WHEN	
	EVALUATE	
HOW –		<i>ADDRESSING INCLUSIVITY AS EVIDENCED BY...</i>

2	Maintenance/Building of TIC Knowledge	
	WHO	
	WHEN	
	EVALUATE	
HOW –		<i>ADDRESSING INCLUSIVITY AS EVIDENCED BY...</i>

3	Application of TIC Knowledge	
	WHO	
	WHEN	
	EVALUATE	
HOW –		<i>ADDRESSING INCLUSIVITY AS EVIDENCED BY...</i>

4

Supportive TIC Knowledge*

Within 6-12 months, each of these subgroups should have the following training:

<i>TIC Workgroup Members:</i>	<i>Anyone with Direct Client Contact:</i>
<i>Non-Direct Service Staff:</i>	<i>Identity Specific:</i>
<i>Anyone with Clinical Contact:</i>	<i>Supervisors and Managers:</i>

**Additional considerations: Trainings not included but of significant support to TIC efforts include Peer Lead Trainings, Crisis Response and Debrief Training, Culturally Specific Trainings, Cultural Humility Training and DEI Training.*

Sample Learning Goals for Each Training in Support of TIC

- Implementation of TIC – Capture agency readiness, service user and service provider voice, and prioritize next steps
- Workforce Wellness – Identify ways to inform individual and organizational strategies for wellness
- De-escalation – Clearly identify agency’s protocol regarding prevention, de-escalation, and debrief of safety incidents
- Suicide Prevention – Prevention and postvention, including considering cultural and historical resilience
- Supervision and TIC – Identify everyone’s experience with current supervision, and build skills toward more efficacy
- Trauma Specific or Referral Training – Know best practices in treatment of trauma and/or have knowledge of where to refer
- Trauma Screening – Know how to screen without re-activating, and consider what screening in the first place
- Identity Specific Workforce Wellness – Consider cultural, gender and historic issues in any workforce wellness initiative