

SP PEER WORKFORCE

DEVELOPMENT SERVICES

Presented by



Roses in the Ocean
stemming the tide of suicide

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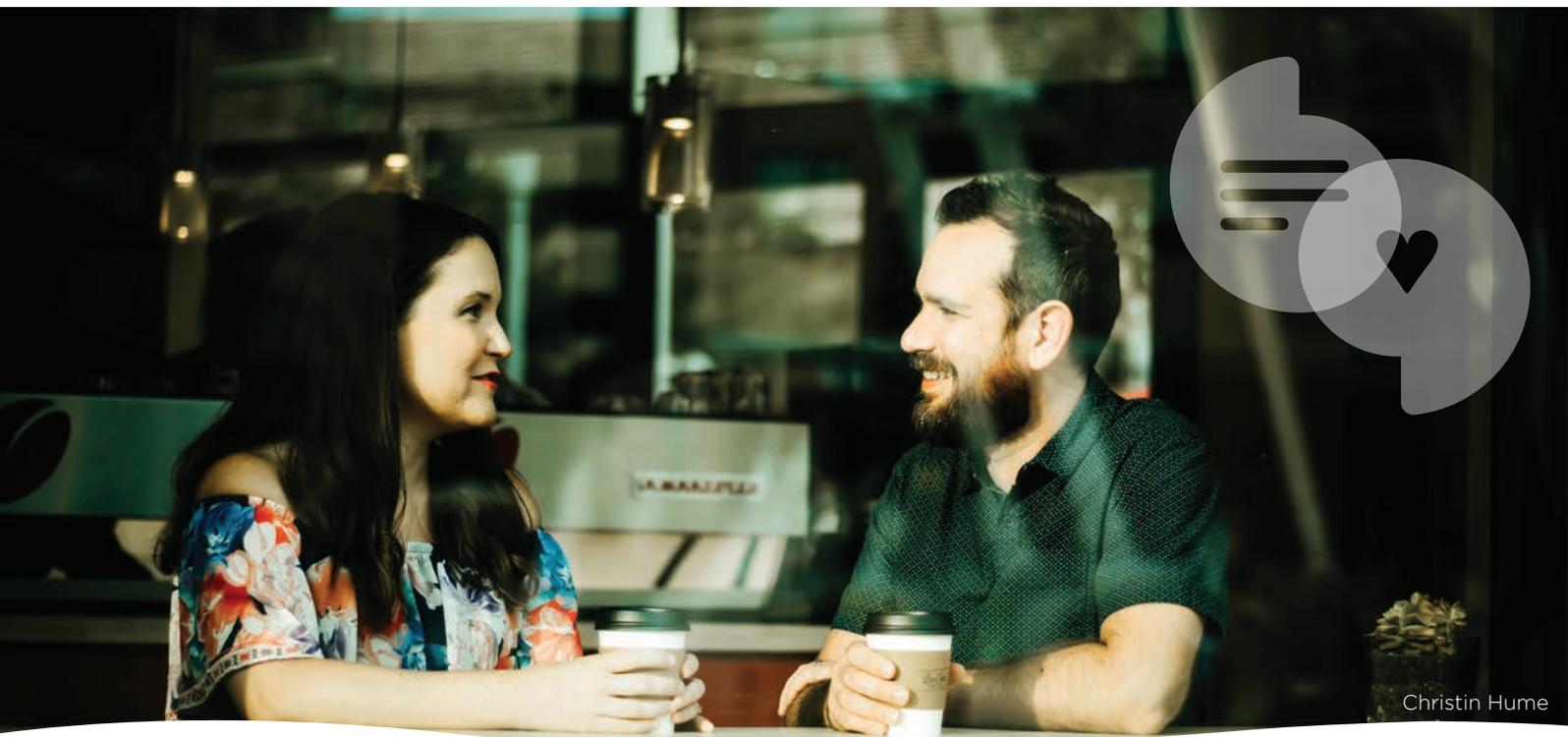
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INTRODUCTION

OVERVIEW OF SERVICES

The [Suicide Prevention \(SP\) Peer Workforce Development Services](#) is a suite of resources and training for the emerging Suicide Prevention Peer Workforce. It consists of specialised training for people with a lived experience of suicide wishing to work in formal peer roles within suicide prevention services, and a range of peer support services and resources for them and the organisations who engage them. Everything has been contextualised to the specific needs and nuances of working within suicide prevention through the lens of personal lived experience of suicide.

Peer Workers are in need of specific guidance around how to apply peer values, principles and approaches when supporting a person who is thinking about suicide or has been bereaved through suicide. Existing professional development opportunities for Peer Workers tend to develop skills and knowledge without exploring what these 'look like' in the context of suicide. Peer Workers who have a lived experience of suicide may find it personally confronting to support a person who is impacted by suicide, and lack confidence in applying their peer values and principles, as they have often been exposed to practices that deem these inapplicable when someone is thinking about ending their life. It can be difficult for a peer to ask for support in these situations due to the stigma around suicide and the anxiety of non-peers when a Peer Worker raises this topic.

Our [SP Peer Worker Program](#) delivers the key contextualisation of foundational peer support training to the specific suicide prevention service. In addition, the development of independent [SP Peer Workforce Support Services](#) for peers and the organisations who engage them will provide the essential customised wrap around support for SP Peer Workers.

The SP Peer Worker Program creates a supportive and non-judgmental space for SP Peer Workers to consider the practice guidance provided by general Peer Work

courses, such as Intentional Peer Support and the Certificate IV in Mental Health Peer Work, and gain understanding and skill in applying this in the context of suicide prevention. It specifically focuses on what Peer Work values, principles and approaches mean in the challenging environment of a suicide prevention service and how to work in situations that are unique to this environment. It cultivates in SP Peer Workers, a pride in the unique characteristics of peer-led suicide support and an understanding of its value, which is essential for moderating stress associated with the role, workplace advocacy and the strengthening of the SP Peer Workforce. Most importantly, the SP Peer Worker Program provides the opportunity for peers to contemplate their lived experience of suicide and the factors that shape their perspective on suicide so that they may explore the role these might play in their support work.

ABOUT ITS DEVELOPMENT

Roses in the Ocean was contracted by the NSW Ministry of Health to design and develop the [SP Peer Workforce Development Services](#) including the critical, previously missing, component of contextualised curriculum for the development of the Suicide Prevention specific Peer Workforce.

A team of subject matter experts and curriculum writers from the mental health peer workforce, who also have a lived experience of suicide, were engaged to work with Roses in the Ocean to develop the suite of services. The SP Peer Worker Program is designed to build on the content covered in Intentional Peer Support (IPS) and Cert IV Mental Health Peer Work. The team who worked on this program development are collectively IPS and Cert IV trained who drew on that knowledge to identify content gaps, areas that require strengthening for the suicide contexts and also design specialist modules for each of the suicide contexts - crisis and/or attempt, bereavement, and the caring role.

PATHWAYS INTO THE SP PEER WORKFORCE

The pathway to being an SP Peer worker will be as unique as the people choosing this most rewarding career path. It's important to recognise the value that both experienced mental health peer workers and people newly engaging in peer work will bring to the role. The shared lived experience of suicide is the unique golden thread that connects everyone.

Recognising that there is no one single training solution for SP Peer Workers, and the value of previous training and experience, we highlight a suite of skill development opportunities, for peers and organisations alike, They are designed to support the specialised SP Peer Workforce navigate the nuances of lived experience peer support work in the suicide context. For some this will mean developing a new workforce for new services, while for others it will be about providing additional professional development for existing peers seeking to bring their specific lived experience of suicide to the SP Peer Worker roles.

Roses in the Ocean provides the following skill development elements:

- **Organisational Readiness Training:** A suite of recruitment services and resources to support the establishment of the SP Peer Workforce.
- **Voices of In-Sight:** a lived experienced workshop designed to develop a deep understanding of personal lived experience of suicide and recovery. It is also an essential complimentary training to existing peer qualifications.

- Our SP Peer Worker series of programs builds on foundational peer support training providing specialised and contextualised training.
 - **SP Peer Worker (Crisis Support):** for people with lived experience of suicidal crisis working in non-clinical safe spaces, blended workforce services such as Suicide Prevention Outreach Teams etc.
 - **SP Peer Worker (Bereavement):** for people with lived experience of suicide bereavement working in post suicide support services, bereavement support groups etc.
 - **SP Peer Worker (Carers):** for people with lived experience of caring for loved ones through suicidal crisis working in non-clinical safe spaces, blended workforce services and Carer Support Services.
- **SP Peer Workforce Support Services:** Once your SP Peer workers are engaged, a comprehensive program of peer support services is available including individual peer mentoring, group co-reflection and a community of practice.

These elements complement existing foundational peer training such as:

- Foundational peer support training: Intentional Peer Support.
- Cert IV in Mental Health Peer Work.
- Evidence based Suicide Intervention Skills: Living Works ASIST or Connecting with People.



MENU OF SERVICES

INTRODUCTION

The [SP Peer Workforce Development Services](#) constitutes a foundational skill platform, and recognises the need for, and benefits of, specialised recruitment, organisational readiness, ongoing peer mentoring, group co-reflection and a myriad of additional

training opportunities for specific ongoing professional development. Involvement in a [SP Peer Worker Community of Practice](#) will further support this emerging workforce. We will go into greater detail about each of the services in the following sections.



Organisational Readiness Training: Whole Organisation	Voices of Insight Workshop	Individual Peer Mentoring
Organisational Readiness Training: For Managers	SP Peer Worker (Crisis Support)	Group Co-reflection
Recruitment Resources	SP Peer Worker (Bereavement)	Community of Practice
Position Descriptions	SP Peer Worker (Carer)	
Lived Experience of Suicide Interview Panelists		
Reference Checking		
LE Inclusion Kit		



Organisational Readiness
Training: Whole Organisation

Organisational Readiness
Training: For Managers

Recruitment Resources

Position Descriptions

Lived Experience of
Suicide Interview Panelists

Reference Checking

LE Inclusion Kit



Roses in the Ocean has developed its [Organisational Readiness Training](#) to meet the needs of organisations who are preparing to diversify their workforce by hiring Suicide Prevention (SP) Peer Workers with a lived experience of suicidal crisis and/or attempt and recovery or, for postvention services, a lived experience of suicide bereavement.

The training provides the skills and knowledge required for everyone in your organisation to work together and build an inclusive and supportive workplace for SP Peer Workers. The training demystifies SP Peer Work, provides new perspectives, builds confidence and cultivates enthusiasm for the contribution that SP Peer Workers will make to your service.

PART 1: FOR WHOLE ORGANISATIONS

DURATION OF THE WORKSHOP

Two parts delivered over 5 hours.
Part 1: For Whole Organisation 3 hrs
Part 2 : For Managers 2 hrs

WHO IS THE PROGRAM FOR?

Part 1 is designed for anyone who works in or with your organisation. This includes manager, team members, clinicians, administrative staff, people who make referrals to your service and anyone with a curiosity about SP Peer Work.

Part 2 is specifically designed for managers of SP Peer Workers, including direct managers and others in the management hierarchy of your organisation.

TOPICS COVERED:

- Why organisations might need to change when a SP Peer Workforce is introduced.
- Myth-busting: the impact of stigma on SP Peer Workers and debunking common myths about SP Peer Workers.
- How peer approaches differ from traditional approaches to suicide prevention.
- Clarifying the boundaries of the SP Peer Worker role.
- The benefits of an inclusive team and strategies for making everyone in the team feel valued and respected.
- Opportunity to openly discuss any concerns about the SP Peer Workforce.

OUTCOMES FOR PEOPLE WHO ATTEND THE TRAINING:

- Increased confidence in the SP Peer Workforce.
- Improved understanding of SP Peer Workers, their values, principles and approaches.
- Appreciation of the benefits of using the expertise of lived experience in suicide prevention.
- Understanding what is required in the workplace in order to make SP Peer Workers feel comfortable and maximise the benefits of peer approaches.
- Increased confidence in own ability to work collaboratively with SP Peer Workers and contribute to an inclusive team.
- Motivation to contribute to the building of an inclusive and collaborative team.



PART 2: FOR MANAGERS

TOPICS COVERED:

- Providing supervision and debriefing for SP Peer Workers.
- Professional development opportunities for SP Peer Workers.
- Promoting positive mental health in SP Peer Workers.
- Reasonable adjustments for SP Peer Workers who require them.
- Opportunity to openly discuss any concerns related to the management of SP Peer Workers.

OUTCOMES FOR MANAGERS WHO ATTEND THE TRAINING:

- Awareness of challenges that may be experienced by SP Peer Workers and strategies for responding to them.
- Ability to have respectful and appropriate conversations with SP Peer Workers about mental health and/or suicidality.
- Awareness of personal limitations and ability to recognise when a SP Peer Worker's support needs fall outside management role boundaries.
- Increased confidence in meeting the management and professional needs of SP Peer Workers.



RECRUITMENT RESOURCES

Roses in the Ocean has developed a range of resources to assist organisations in the recruitment process of SP Peer Workers ranging from toolkits, position description development, interviewing and reference checking services.

POSITION DESCRIPTION DEVELOPMENT

We will work with you to develop position descriptions for SP Peer Workers and SP Peer Mentors to fit your organisational requirements, values and service delivery model.

LIVED EXPERIENCE INCLUSION TOOL KIT

This toolkit highlights the strategies your organisation can implement to recruit and retain an effective and sustainable SP Peer Workforce. It will help to identify what your organisation is already doing well, and where there are areas for improvement.

There are also resources to support you to continually improve the organisation's capacity to develop and maintain an inclusive workplace culture that maximises the uniquely valuable expertise SP Peer Workers bring to the delivery of suicide prevention services.

LIVED EXPERIENCE INTERVIEW PANELISTS

Roses in the Ocean can provide organisations a Lived Experience Interview Panelist to assist in the recruitment of the best candidate to work in your suicide prevention service. The participation of a person with lived experience of suicide in an interview panel promotes conversations that are responsive to the needs of lived experience job applicants and ensures that lived experience expertise is reflected in decision making. This expertise is particularly useful for understanding an applicant's potential for meeting the needs of people who seek support from a suicide prevention service. Lived Experience Interview Panelists have an excellent understanding of the purpose and boundaries of their role and well-developed communication and interpersonal skills.



- Voices of Insight Workshop
- SP Peer Worker (Crisis Support)
- SP Peer Worker (Bereavement)
- SP Peer Worker (Carer)

} Available soon



Everyone has a story...

The *Voices of In-sight* workshop is a highly reflective, facilitated process where participants are afforded the gift of time... time to reflect and explore their own story, time to connect with others who have walked in similar shoes, time to hear different perspectives of suicide, and time to develop a structured, well messaged story that will have a positive impact on whoever has the privilege of hearing it.

On completion of the program participants may continue to work on their story with the facilitators and their *Roses in the Ocean* mentor until they are ready to present it to a 'friendly audience'. Participants are then ready to receive the *Roses in the Ocean* Speakers Hub resource kit to assist if they wish to speak publicly, or they may wish to simply draw on their further developed understanding of their lived experience through their peer work.

TOPICS COVERED:

- Stories are an important way for human beings to communicate with each other and has shaped civilisation, as we know it.
- There are different ways of telling stories, that meet a particular audience need. Each of them is effective in their own right.
- Our lived experience is a story that is complicated, multifaceted, emotional and powerful. We need to face into these stories.
- Our stories need to be built on a narrative that is gentler and kinder than the one that we normally tell ourselves.
- Looking at great storytellers, understanding the different types of stories and how to construct your own story and build content and context.

OUTCOMES FOR SP PEER WORKERS WHO COMPLETE THE PROGRAM:

- Ability to identify the key messages within their lived experience story that others can benefit from, appreciate the wide range of lived experience perspectives and the wisdom that they offer.
- Apply the VOIS story structure to create an impactful speech, share personal insights, understand ways in which their story can be adjusted for a variety of audiences and purposes including peer work.
- Implement a self care plan and recognise the importance of doing so.
- Incorporate current suicide prevention knowledge, statistics and activity into presentations.

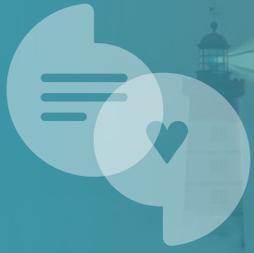
DURATION OF THE WORKSHOP

2 days (with an informal get together the evening before day one).

WHO IS THE PROGRAM FOR?

Voices of Insight is for people with a lived experience of suicide who are interested and ready to share their story publicly - be that through organised speaking engagements or incidental conversations.

Previous public speaking experience is not necessary. Completion of the *Our Voices in Action* program, prior to the *Voices of In-sight* program is preferable, but not compulsory.



The [SP Peer Worker Program](#) has been developed by Roses in the Ocean to respond to the unique professional needs of the emerging Suicide Prevention Peer Workforce. The program provides a supportive and stimulating environment for SP Peer Workers to explore how their lived-experience, peer relationships and communication skills can be used to reduce the emotional pain and loss associated with a suicidal crisis and in the case of bereavement support, the pain of loss. SP Peer Workers are supported to explore and confront taboos about suicide and reflect on factors that have influenced their own perspective on suicide prevention. Participants build the skill and confidence to honour the values and principles of Peer Work when challenging situations arise in their suicide prevention practice.

The SP Peer Worker Program has been designed to build on, refine and extend the knowledge that Peer Workers gain through foundational courses such as Intentional Peer Support and the Certificate IV in Peer Work. Participants will explore how familiar Peer Work values, principles and approaches can be used meaningfully and effectively in suicide prevention. The program is also suitable for new Peer Workers, however we would recommend that they first complete the Peer Care Companion workshop.

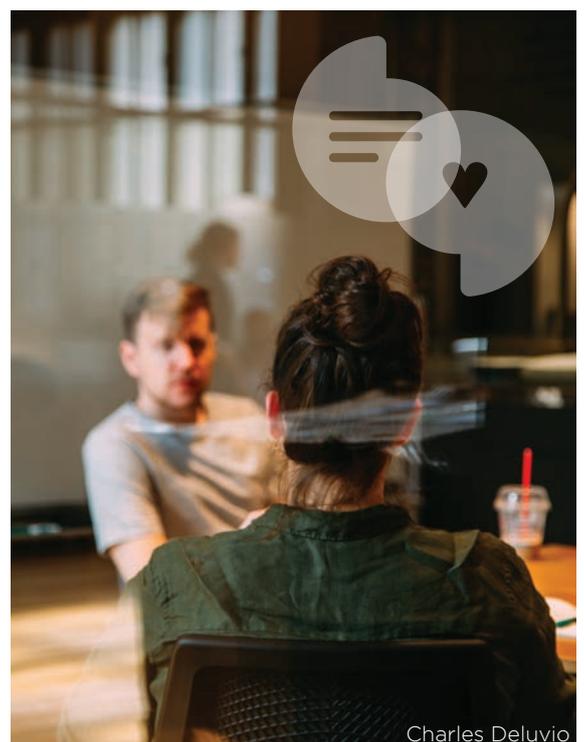
The SP Peer Worker Program is a highly interactive opportunity for shared learning based on discussions and activities that are specifically contextualised for SP Peer Work. The first two days are delivered face-to-face to promote open communication and foster connections between SP Peer Workers. The third day may be delivered face-to-face or on-line and it is recommended that participants are provided a break between the second and third day.

DURATION OF THE WORKSHOP

3 day program: Day one and day two delivered consecutively with day three preferably a week later.

WHO IS THE PROGRAM FOR?

SP Peer Worker (Crisis Support) is for people with a lived experience of suicidal crisis and/or attempt, looking to work in non-clinical safe spaces and other suicide prevention services with blended staffing models. It is equally beneficial for experienced peer workers seeking contextualised training for supporting people in crisis, and for those new to the SP Peer Workforce.



Charles Deluvio



TOPICS COVERED:

- The benefits and unique qualities of a peer-led suicide intervention.
- The impact of worldview and respecting diverse beliefs about suicide.
- Building trauma-informed, trusting and transformative relationships with people who think about suicide.
- Approaches for meeting the unique needs of people who are thinking about suicide, including reducing stigma and addressing barriers to seeking help.
- Upholding recovery principles when supporting a person who is thinking about suicide.
- Fostering new thoughts about the future when someone has lost hope.
- Having conversations about suicide and sharing lived experience.
- Managing the impact of power and feelings of responsibility in suicide prevention.
- Responding to role challenges that are related to SP Peer Work.
- Self-care for SP Peer Workers.

OUTCOMES FOR SP PEER WORKERS WHO COMPLETE THE PROGRAM:

- Confidence speaking about suicide.
- The ability to recognise, respect and work with diverse experiences, perspectives and beliefs about suicide.
- A deeper understanding of the value of personal lived experience of suicide and how to use this for suicide prevention.
- Refined skills for responding to the unique needs of people who think about suicide.
- Increased confidence in applying Peer Work values, principles and approaches in the challenging circumstances that can arise when someone is thinking about suicide.
- Clarity around what is reasonable, appropriate, meaningful and transformative in a peer relationship for suicide prevention.
- Ability to hold respectful conversations about difficult situations in a suicide prevention workplace.
- Awareness of unique stressors in a suicide prevention service and the ability to work sustainably in SP Peer Work.
- A sense of value, pride in the SP Peer Workforce and stronger connections to other SP Peer Workers.



Individual Peer
Mentoring

Group Reflection

Community of Practice

SP PEER MENTORING (INDIVIDUAL & GROUP)

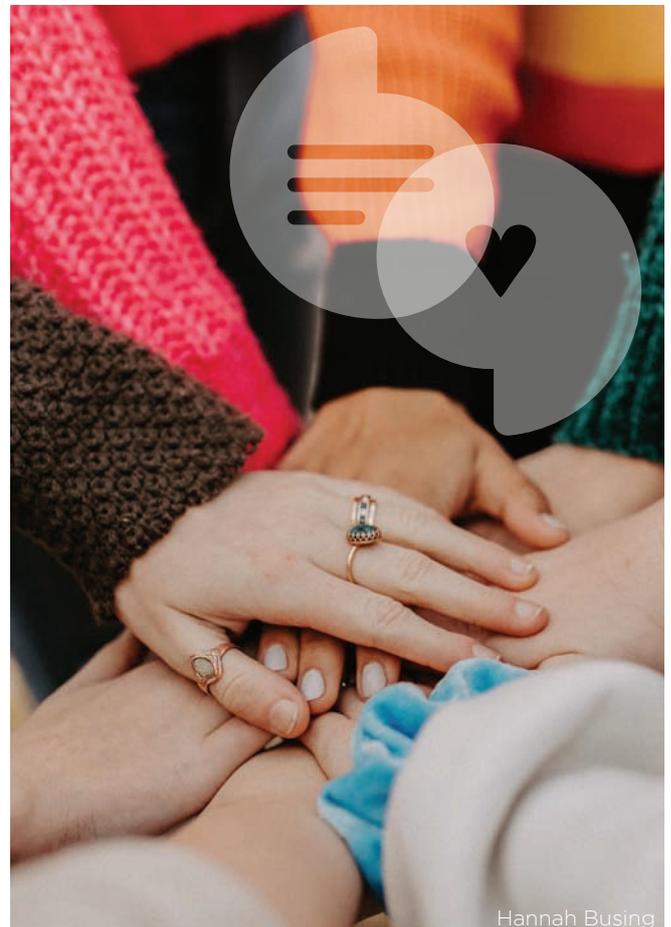
Roses in the Ocean has established the SP Peer Mentoring program to meet the ongoing professional support and development needs of the SP Peer Workforce. We offer SP Peer Workers the opportunity to co-reflect with a highly skilled Peer Worker who has extensive experience of sharing their lived experience of suicide for the purpose of suicide prevention.

It is now well recognised that people in Peer Work roles benefit from supervision from their managers and also have professional needs that are best met by speaking with an established Peer Worker. This includes discussing challenges associated with sharing lived experience and the personal impact of SP Peer Work. SP Peer Mentors have the ability to understand, empathise and support SP Peer Workers by drawing on their own experience SP Peer Work. A SP Peer Mentor's extensive experience of applying peer approaches to suicide prevention enables them to offer SP Peer Workers guidance and support them to identify focuses for continuing professional growth. Co-reflection sessions provide SP Peer Workers with new insight and confidence in their practice and promote self-compassion.

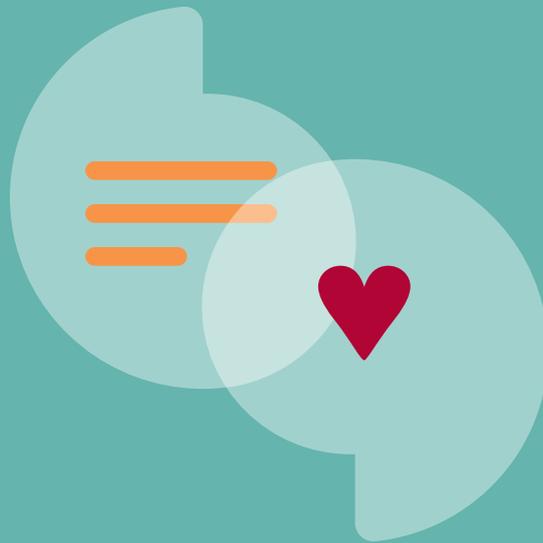
Roses in the Ocean offers two types of Peer Mentoring for a duration of an hour: Individual Co-reflection and Group Co-reflection. The sessions are informed by reflection and coaching models that have been specifically developed for use with SP Peer Workers and involve a combination of face-to-face and on-line delivery. Individual co-reflection is an opportunity for private and deeply reflective conversation about practice and it is recommended that SP Peer Workers engage in Individual Co-reflection once a month. Group Co-reflection is an opportunity for SP Peer Workers in your team to provide mutual support, discuss shared challenges and learn from each other's experiences. It is recommended that Group-Co-reflection be offered as an alternative to Individual Co-reflection once every three months.

SP PEER WORKER COMMUNITY OF PRACTICE

Roses in the Ocean will convene on-line Community of Practice gatherings for SP Peer Workers located throughout NSW four times a year and it is anticipated that the Community of Practice will grow into a national forum as SP Peer Work services are established around Australia. All SP Peer Workers in NSW are encouraged to attend these events, which are important for building a sense of identity, pride and connection within the NSW SP Peer Workforce. Community of Practice events are also an opportunity for SP Peer Workers to make decisions, provide feedback and speak about shared challenges as a community. Each Community of Practice will include a professional development focus to contribute to the continuous improvement of the workforce as a whole. SP Peer Mentors will play an integral role in the preparing and running of the Community of Practice, guided by the understanding of the SP Peer Workforce they gain during SP Peer Mentoring sessions.



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