



Training for Trainers in Ireland 2014

Background

The Republic of Ireland was the first country in the world to adopt a National Men's Health Policy (see www.dohc.ie/publications/national_mens_health_policy.html). This policy highlights the broad range of health and well-being issues facing men, and outlines frameworks and strategies to address these needs.

However, the Policy also recognises the important role played by service providers and local practitioners in improving the health of men and boys, and acknowledges that these stakeholders have training and support needs too. The 'Engage' training programme was developed to address the current deficit in gender sensitive service provision for men, and meets Recommendation 7.2 of the Republic of Ireland's National Men's Health Policy.

What is Engage?

Engage was developed in response to the growing demand from service providers for support to improve their engagement and work with men. It was created via a partnership between the [Institute of Technology Carlow](#), the [Men's Development Network](#), [Waterford Institute of Technology](#) and the [Health Service Executive's Health Promotion Department](#).

The training content is based upon the partners' experience, evidence from academic and evaluation literature, and an extensive 24 month pilot phase. The [Men's Health Forum in Ireland](#) (MHFI) supported the production of resources for this training, and continues to assist with the resourcing of Trainers.

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Types of Engage Training

There are two types of Engage training:

1. **Training for Trainers** - an intensive four day course designed to give a small number of key practitioners the knowledge, skills, experience and support to deliver the Engage programme to others.
2. **Training for front line practitioners** - sessions delivered by the qualified Engage Trainers to on-the-ground service providers. These seek to expand the quantity and quality of local work in the area of men's health and well-being.

Aim of the Training for Trainers Course

The aim of the Engage Training for Trainers course is to create a knowledgeable, experienced team of people who are willing and able to cascade their learning to all areas of the country. It also seeks to develop a network and support system for these trainers.

Focus of Training for Trainers Course

The Training for Trainers course focuses upon:

- Determinants of men's health, including how gender influences men's approach to looking after their own health.
- Guiding health consultations with men using brief intervention and motivational interviewing techniques.
- Best practice guidelines when engaging men.
- Setting-up and supporting group work with men.
- Barriers and prompts experienced by men when accessing health and social services.

Engage Training for Trainers in Ireland

The Engage programme was developed in the Republic of Ireland with financial support from the Health Service Executive (HSE) Health Promotion Department. This Training for Trainers programme has been rolled out in the Republic of Ireland in 2012 and 2013. The [Man Matters](#) project (funded by the [Big Lottery Fund](#)) funded the costs associated with the delivery of an Engage Training for Trainers programme in Northern Ireland during Spring 2014.

In 2014 twenty individuals will train to be part of the Engage Trainers' Team in the Republic of Ireland. They will be selected on the basis that they represent the broadest possible range of men's work experience, geographic locations, workplace settings and interest groups. On completion of the course, they will each be required to deliver sessions to front line practitioners a minimum of three times in the following year.

The Training for Trainers course will take place in a residential setting in Tullow, Co. Carlow. One of the main reasons for holding the training on a residential basis is to give participants the opportunity to build a sense of trust and team spirit with each other. This is

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crucial for the longevity of the initiative, and to ensure that all members of the team are comfortable about working in partnership with every other member of the team.

The formal training aspect to the course (four full days) is both intense and demanding. The evening programme will allow participants to have a more relaxed inter-personal learning experience, and to find out about each other in a less formal setting. This aspect has been rated by those people who have already completed the training as being one of the contributory factors to building a sense of common purpose, strong inter-personal relationships, and nurturing professional confidence in colleagues.

Each participant will receive an Engage Resource Pack at the end of the training period, as well as electronic versions of all resource materials (including videos and PowerPoints) associated with the programme.

Date, Time and Place

The Engage Training for Trainers programme will take place over four full days - held on two blocks of two days each. These are:

- Wednesday 10th and Thursday 11th September 2014 (including an overnight stay)
- Wednesday 8th and Thursday 9th October 2014 (including an overnight stay)

The training will be held in Teach Bhride in Tullow, Co. Carlow. It is expected that the arrival time on the first day of each residential will be 9.30am and the departure time will be 4.30pm on the following day.

Please Note:

Applicants for this programme must be able to commit, in full, to all parts of the training, including the residential element.

Cost

The Engage Training for Trainers programme - including the residential experience - will be free for successful applicants. The substantial cost of participation will be covered by the Health Service Executive (HSE) Health Promotion Department.

Eligibility

To be eligible for a place on the Engage Training for Trainers programme, you must ...

- Work regularly with men in Ireland in either a paid or voluntary capacity.
- Have the permission and support of your employer / organisation to attend the training and any follow-up commitments.
- Have substantial group facilitation experience.
- Be experienced and/or knowledgeable in the field of men's health.
- Give a commitment to deliver at least three Engage programmes to other practitioners before the end of 2015, and have agreement from your own organisation to do so.

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- Be available to fully participate in all elements of the programme - including the residential dimension.
- Be able to attend at least one Engage Trainers' Team follow-up meeting.

Applications are welcomed from both men and women, and from people working in the voluntary, community and statutory sectors. It is hoped to recruit trainers from across the whole of the Republic of Ireland and from diverse workplace settings.

Application Process

Anyone who wishes to apply for a place on the Engage Training for Trainers programme must fully complete the application form and return it before the closing date. To ensure fairness to all interested parties, applications will only be accepted on this form and within the time limit set.

All application forms must be returned by no later than 5.00pm on Friday 6th June 2014. It is expected that all applicants will be informed of the outcome by Friday 13th June 2014.

There are only twenty places available on this Training for Trainers course. Based upon earlier experience, it is expected that there will be a lot more interest than there are places available. Previous calls for applications attracted six times more applications than the number of positions on offer.

After all the places have been allocated, the selection panel will also create a short 'Reserve List'.

PLEASE NOTE:

Places for this training will be in high demand. Successful applicants must be available to be involved in all elements of the training - including the two overnight residential stays, delivering the training after the induction course has ended, and contributing to a follow-up meeting of the Trainers' Team.

Further Information

For further information on the Engage Training for Trainers programme please contact:

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