

FLASH - train the trainer pathway

A FLASH trainer is a Level 3 FLASH group leader with extensive experience delivering the FLASH program who provides authorized FLASH training trainings in his or her agency or county as well as ongoing supervision to FLASH group leaders who s/he has trained. They possess outstanding leadership skills based on consistent high training supervision and evaluations. They have a long-standing commitment towards evidence-based programs with fidelity and leadership skills.

The FLASH trainings are NEVER delivered alone; and only Level 4 FLASH trainers are permitted to train others as FLASH trainers written consent from the FLASH authors.

To be considered for the FLASH trainer's pathway the professional must be an accredited (level 2) FLASH facilitator (Please see Training level requirements on Page 4). Only then can they be considered for the FLASH trainer (level 3) training.

Level 3; FLASH trainer;

Level 3 enables the professional to implement a FLASH training in own service area/region.

Assessment at level three must be implemented in partnership with Jeannie Gordon or a level 4 Executive trainers.

This assessment involves;

Stage 1

- The implementation of a 4 groups
- Level 3 application
- Video review form; to be completed by the programme authors or a level 4

Executive trainer. The video review is of one session of a FLASH group

Stage 2

- Observation training of the training programme
- Co leading training with a FLASH author or trainer ; there is no monetary payment for train the trainer time as the contracted work is part of their training to become a trainer in the FLASH. The trainer in training / their service is responsible for any expenses accrued in travel, accommodation, meals any other expenses required for the person to access and implement the FLASH training.

Stage 3

- Lead a FLASH training with another FLASH trainer or FLASH author
- If leading a training with a FLASH trainer then a video of the training is required before final approval as a FLASH trainer is given.

What expected in observation training of the training programme

- To observe a 3 day FLASH training conducted by 2 FLASH trainers and/or FLASH author
- For the first FLASH it is expected that the trainer in training sit outside of the training group in role as “observer” and make written notes on their reflection of the training process, questions the group ask, how the FLASH trainer responds etc.
- On the first day of the training, the FLASH trainer will introduce the trainee and explain his/her background and experience with the program. It is important to let the group participants know s/he is in training to become a FLASH trainer.
- At the end of each day of the training the FLASH trainer will meet with the trainee to ask about their observation on the training and to ask them for feedback on their experience and reflections of the FLASH training process. The FLASH trainer will help the trainee to understand how the “training” role is different from being a group leader for parents.
- At the end of the training a decision will be made by the FLASH trainer in partnership with the FLASH author if the trainer in training can go on to stage 2

What expected in Co leading training with a FLASH author/trainer

- To co deliver a 3 day FLASH training conducted by a FLASH trainer and/or FLASH author.
- For the 2nd training the trainee will be assigned a section of the training to present to the group each day of the training; The FLASH trainer is responsible for assigning the section in advance of the training. This training gives the FLASH trainer an opportunity to model how the parent groups are conducted by two leaders and how they work together to deliver the program.
- The trainee will help with small group practice sessions, recording key discussion themes on the flip chart and share personal experiences with delivering the FLASH program.
- The FLASH trainer will ask the group to give feedback on the trainees’ group leader collaborative style, type of questions asked, and ability to pull out key themes from the discussion.
- The FLASH trainer will focus throughout the training on modelling group leader strategies followed by reflecting on the group process methods.
- At the end of each day of the training the FLASH trainer will meet with the trainee to give positive feedback about their skills, to debrief the training process, to ask them for feedback on their experience and to prepare for the next day. The FLASH trainer will help the trainee to understand how the “training” role is different from being a group leader for parents.

- At the end of the training a decision will be made by the FLASH trainer in partnership with the FLASH author if the trainer in training can go on to lead a FLASH training with another FLASH trainer and/or a FLASH trainer in training
- It is a requirement for FLASH trainer in training receive on-going supervision and support by a FLASH trainer and/or FLASH author. This should be monthly for the duration of their training pathway

What expected of a FLASH trainer;

- To lead a FLASH training. The training to be co delivered with another FLASH trainer. This may be a trainer in training if agreed in writing by FLASH author
- At the end of the training the FLASH trainer will provide the authors with evaluations and register with the names of participants who attended the training
- If leading a training with a FLASH level 3 trainer then a video of the training is required before final approval as a FLASH trainer is given.
- At the end of the training a decision will be made by the FLASH author if the trainer in training can go on to lead a FLASH training with another FLASH trainer and/or a FLASH trainer in training
- The FLASH trainers to work closely with the FLASH author and FLASH level 4 trainers using updated materials, training protocols and completed training evaluations.

Ongoing expectations as a FLASH trainer

- To ensure all copyright materials are labelled and marked as copyright protected
- To ensure that each professional on the FLASH training has the FLASH manual, this to be bought from the Ministry of Parenting CIC.
- At the end of the training the FLASH trainer will provide the authors with evaluations and register with the names of participants who attended the training
- To support FLASH group leaders in individual supervision; It is a requirement for FLASH facilitators to receive on-going supervision and support by the person who trained them. This should be fortnightly for the duration of their group and consist of a minimum of 4-6 individual supervision sessions.
- The timetable and fee arrangement for this is to be arranged by the trainer and their trainees. If a trainer is providing supervision to others, fee arrangement is their/their service responsibility

Training levels

LEVEL	PROFESSIONAL BACKGROUND REQUIREMENT	TRAINING	SUPERVISION REQUIREMENTS
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1 FACILITATOR	Background in working with young adolescents and their families. Excellent interpersonal skills and an understanding of social learning theory	3 Days FLASH Training Group Skills Training or equivalent	Recommended to have at least monthly clinical supervision and peer group supervision (if available)
2 APPROVED FACILITATOR	As above	As above; as well as supervision requirements	Supervision at least monthly with FLASH author or level 3 or 4 trainer for each full group
3 TRAINER	Clinical qualification Experienced in teaching in adult learning i.e. PETALS or clinical post	As above; as well as co leading a training alongside a FLASH author or Trainer. If level 4 trainer then video footage of training must be sent to Jeannie Gordon before approval	On-going supervision at least monthly with FLASH author or level 4 trainer. Attendance at FLASH consultation days (where available)
4 STRATEGIC TRAINER	As above; as well as degree level qualification or equivalent professional experience. To hold position of strategic lead for their service area	As above; as well as co training alongside one of the FLASH authors	As above; as well as regular communication with the FLASH authors