



**Canadian Mental
Health Association**
Mental health for all

Thank you for your expression of interest with the Canadian Mental Health Association's (CMHA) Resilient Minds™ (RM) program. To support departments in selecting Peer Instructors to represent their fire department, and to provide clear expectations before the recruitment process begins, we have important information to share with you.

1) Qualifications

- Experience in adult education and prior experience/training with instruction such as but not limited to "Fire Instructor 1".
- Demonstrated the ability to deliver content and effectively engage a group;
- Strong communication and interpersonal skills, and promoter and advocate of mental health;
- Ability to provide excellence and a professional representation of CMHA;
- Able to work collaboratively in a way that is culturally safe and trauma-informed;
- Preference for those actively involved with a Critical Incident Stress Management team/peer support.

2) Expectations as a Resilient Minds Peer Instructor

- Required to attend and complete the full 24-hour Train-the-Trainer workshop, otherwise they are required to re-register for another TTT to complete certification;
- Use of the RM platform which supports Peer Instructors administering Resilient Minds courses across the country.

3) The Train-the-Trainer includes...

- Comprehensive overview of the latest literature on psychological injury, stress, trauma, and resilience;
- Trauma-informed curriculum and toolkit to recognize early signs of psychological stress in self, peers, and citizens and how to promptly and appropriately respond and resource;
- Interactive Instructor Manual with over 50 different group activities to choose from and robust resources customized for fire fighters;
- Scheduled presentation practice time followed by a formal Candidate Assessment process for certification;
- Facilitation by two subject-matter expertise Master Trainers with ongoing mentorship and support from the CMHA and Resilient Minds team.

4) Status and Certification

- After completing the Train-the-Trainer, the candidates are required to deliver one course before receiving formal certification as a Peer Instructor;
- It's important to know although rare, a candidate may be given the status of 'Not Ready', in which case they will need to re-register and complete a second Train-the-Trainer workshop.

If you have any question or need support in any way for your course delivery, please feel free to reach out to us at resilientminds@ontario.cmha.ca