

# THRIVE Cultivating Safe Teams Program

## Train-the-Trainer facilitator training overview

### Background

The THRIVE Cultivating Safe Teams (CST) program is an innovative workplace program designed to enhance psychological health and safety awareness within the veterinary profession. This program provides training sessions that focus on fostering safe, supportive, and psychologically healthy workplace environments.

To ensure the program's long-term sustainability, a peer training model will be implemented. In this model, up to 15 veterinary professionals will be selected and trained to serve as facilitators for the CST program. These individuals will be equipped with the knowledge and skills needed to deliver CST training to their peers, creating a ripple effect of awareness and fostering a culture of safety and wellbeing across the profession.

### Who can be involved in the Train-the-Trainer facilitator training?

Interested individuals from within the veterinary profession are invited to express interest in becoming a CST trainer.

### What does the CST Train-the-Trainer facilitator training involve?

The THRIVE Cultivating Safe Teams (CST) facilitator training includes a comprehensive development program designed to empower veterinary professionals with the tools and confidence to lead CST sessions effectively. Key components of the training include:

#### Initial 2-Day Workshop:

Participants will attend an in-depth workshop conducted by Aspect Group, designed to equip them with foundational facilitation skills and knowledge about the CST program.

Dates: Thursday, 10 April – Friday, 11 April 2025

Location: Novotel Sydney International Airport

Training is fully funded by the Australian Veterinary Association (AVA). However, trainees are responsible for covering their own travel and accommodation expenses.

#### Follow-Up Observation/Co-Facilitation:

Trainees will have the opportunity to co-facilitate a CST session (online or face-to-face) alongside an experienced Aspect Group facilitator, allowing for real-time learning and mentorship.

#### Refresher Sessions:

To support ongoing development and reinforce learning, trainees will participate in online refresher sessions at 6 months and 12 months post-training.

This structure ensures a well-rounded training experience, fostering confidence and competence in delivering CST sessions.

## Assessment Process

- A diverse selection panel including members of the AVA Board, AVA Veterinary Wellness Steering Group and Aspect Group will shortlist candidates who meet the essential criteria.
- Short interviews will be scheduled to assess communication skills, interpersonal abilities, and alignment with the program's goals.
- Successful and unsuccessful candidates will be informed of their application outcome no later than 7 March 2025.

## Onboarding and Contracting

On completion of the THRIVE Cultivating Safe Teams (CST) facilitator training workshop we ask your commitment to:

1. Provide us with feedback on your training experience,
2. Attend a follow up observation/co-facilitation online CST session run by an Aspect Group facilitator,
3. Participate in the train-the-trainer refresher training at 6 and 12 months,
4. Facilitate a CST training session under supervision within 12 months of completing the workshop,
5. Access and review the AVA My Learning platform CST resources,
6. Promote the CST Awareness training and Pledge within your networks.

## Support

You will be provided with all the necessary resources, including, PowerPoint slide deck, facilitator guide, participant workbook, THRIVE Mental Health and Suicide Prevention framework, and a 6mth and 12mth online train-the-trainer refresher course.

The AVA Executive Officer Wellness and Veterinary Wellness Steering Group will provide successful candidates with support throughout your train-the-trainer learning experience. We will invite you to participate in two online stakeholder discussions and share regular program updates with you via a dedicated “Microsoft Teams” channel.

AVA intends to deliver CST Awareness training sessions in 2025 and 2026 which will be facilitated by experienced trainers from Aspect Group. As it is our goal to provide this training to the broader veterinary community, we envisage that future training will be delivered by veterinary professionals for veterinary professionals.

## Application Process

- Please review the “CST Train-the-Trainer Selection Criteria” information to see if you have the right skills and qualities.
- Submit your CV and a statement addressing the selection criteria to [AVA Executive Officer-Wellness](#) by **Monday 17 February 2025**.  
If you have examples of relevant training experience, please include this information. (e.g. *mental health advocacy, previous training facilitation, or a short video*).

Please contact the [AVA Executive Officer-Wellness](#) if you have any questions.