



Tel: 604-273-5722 | Fax: 604-273-5762 | Toll Free: 1-866-273-5766 | Toll Free Fax: 1-866-273-5762  
105 - 21900 Westminster Hwy., Richmond, BC V6V 0A8  
info@apbc.ca | www.apbc.ca

**Expression of Interest: Wounded Warriors Canada/APBC Trauma Resiliency Training  
(Train the Trainer) Three Day Course**

---

**Training Date:** September 12 – 14, 2023  
**Location:** APBC Union Office, 105 - 21900 Westminster Hwy, Richmond, BC  
**Time:** 8:30 – 16:30

The Trauma Resiliency Training (TRT) session will have **23 Spots available for a selection process.**

**Background:**

Employee resiliency does not rest solely inside the individual, but rather is a quality that organizations develop. To align with APBC's strategic directions we need to improve our members well-being which also includes fatigue management. We continue to provide opportunities for our members to improve their self-care and increase knowledge as it pertains to trauma, resilience, and fatigue management. This training will help us gain some leverage in creating trainers who will be able to take this education into the field and offer training and support to our members.

Despite having extensive and intensely focused training in the many facets of our job, one area that we do not tend to receive adequate training in is in recognizing, managing, and addressing the common and predictable effects of exposure to traumatic events. The TRT program fills this gap in professional training for trauma exposed workers and organizations.

Building on our partnership and under the umbrella of Wounded Warriors Canada ([www.woundedwarriors.ca](http://www.woundedwarriors.ca)), Dr. Tim Black has created the Trauma Resiliency Training - Train the Trainer program. Dr. Tim Black, R. Psych. is an Associate Professor of Counselling Psychology at the University of Victoria and WWC's National Clinical Advisor. He specializes in Post Traumatic Stress Disorder, Military to Civilian Transition and group counselling approaches. He has been working with the Veteran and First Responder community as a clinician and researcher for 20 years. Dr. Black has co-developed national programs including the WWC COPE (Couples Overcoming PTSD Every Day) program, Trauma Resiliency Program and Trauma Resiliency Training. He has trained psychologists and counselling clinicians across Canada to work with Veterans and First Responders and is training the next generation of counsellors at the University of Victoria to understand the issues facing transition to civilian life for Canadian Armed Forces members and their families.

**Overview:**

In TRT, trauma resiliency is the product of knowledge, skills, and social support. The program teaches that the idea of building a "stronger" person who can handle more trauma is based on the flawed assumption that resilience is located in an individual, completely separate from their organizational context. Trauma resiliency is the result of individuals and organizations working together in an ongoing

effort to manage the effects of trauma exposure. TRT views trauma resiliency as the outcome of organizations providing members with the following:

- The most recent and relevant trauma education available
- Opportunities to learn, practice and hone trauma-management skills
- Trauma-informed social support for all trauma-exposed members and employees

### **Foundations of TRT:**

The amount of information available on trauma and its effects on our members is overwhelming. This course has been designed to provide the most current relevant information so we can learn quickly and apply it to our work and instantly draw a parallel to our personal experiences as a trauma-exposed professional.

### **Beyond Reducing Stigma:**

Destigmatizing campaigns focused on increasing awareness and acceptance of mental health issues have helped to change the culture in many trauma-exposed organizations. TRT takes things one step further. TRT encourages trauma-exposed organizations to aspire to a higher standard than simply destigmatizing the effects of trauma. TRT encourages organizations to make trauma-exposure management the new professional standard by teaching, training and supporting members to better manage their post-trauma responses immediately afterwards and in the weeks following exposure to trauma. Once members better understand trauma, they want the skills and tools to manage their post-trauma responses. To address this, organizations can utilize the TRT Pro-STEP.

### **Professional Serial Trauma Exposure Protocol (Pro-STEP):**

When a professional is exposed to a traumatic event, regardless of how they perform their duties, the event can have little to no lasting effect, it can have a somewhat lingering effect, or it can have a significant effect. Regardless, it does not necessarily lead to traumatization. However, when a traumatic exposure “sticks” or lingers in the mind and heart of the professional, unsticking the event is essential, as the build-up of “sticky” events can have a debilitating effect on the individual over months and years. TRT Pro-STEP is the tool TRT teaches participants and organizations to help trauma-exposed professionals “unstick” traumatic events.

### **3 Day Train the Trainer Course:**

Day One: Background & Orientation to the Course – Practice Session 1

Day Two: Micro-skills Coaching for Delivering TRT to Peers – Practice Sessions 2 to 4

Day Three: Final Practice Session and Course Completion



## Training Fees:

There is no cost to the membership for this certification in TRT and this certification will last for one year.

- Selected members will be responsible for their own travel and expenses.
- Accommodations will be provided for members residing outside of the lower mainland.
- Lunch and snacks will be provided.
- Members will be responsible for their own shift coverage if needed.

## Those interested in applying must:

- Be a member in good standing with APBC CUPE 873.
- Demonstrate advocacy for our profession.
- Be a self-motivated team player.
- Be willing to teach the TRT course to our membership with a minimum of 4 instruction sessions (The course takes approximately 2 hours to instruct and could be taught at a union meeting or perhaps a family night in your local station).

This **Union EOI will CLOSE on Sunday July 30, 2023, at 23:59 hrs.** All applications must be received by email to: [trt@apbc.ca](mailto:trt@apbc.ca) (Subject line: RIT EOI) by that time.

## To Apply please submit:

1. An essay of up to 200-400 words outlining why you would be a good candidate and how you think you can help with resiliency for our members.
2. Station location, primary contact information (email/phone)

The APBC Trustees and the RIT group will select the members that will be invited to attend the training with priority given to people with volunteer and teaching experience.

\*\*\*\*Only successful applicants will be contacted\*\*\*\*

*\*Please note - this is an internal union EOI and WILL NOT be available on the BCEHS postings page\**

In solidarity,



Bob Parkinson  
Director, Health and Wellness  
CUPE Local 873



Warren Leeder  
Mental Health and Wellness Coordinator  
CUPE Local 873

WL/sd/MoveUp

