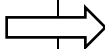
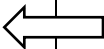


	Peer Worker Coordinator feedback 	Resulting changes to training/ handbook 	Peer Worker feedback
Pre-training	Need for preliminary meeting before training begins	Introductory content of first training session improved	Open Day was very useful, importance of advertising through all relevant local services/ organisations Informal pre-training one-to-one discussion with peer worker coordinator felt like an interview; however helpful that it was presented as informal and good interview practice
Training	<p>Training was rewarding but exhausting, with not enough time for consolidation</p> <p>Sometimes too much content, language could be too academic</p> <p>Experiential approach to training worked well</p> <p>Peer worker coordinators also felt like they learnt from training</p> <p>Importance of at least one trainer have experience of peer work</p> <p>Need to improve training materials for diversity session (cultural competency self-assessment tool) with more space for self-reflection and thinking about stigma</p> <p>Trainees became adept at supporting each other/ developing their own peer support network</p> <p>Trainees reported that they could feel like they were being judged during role plays (sometimes they were performing rather than practicing)</p> <p>Assessment matrix a useful tool</p> <p>Purpose and usefulness of assessment and trainees' reflective logs unclear</p> <p>Lack of feedback space, perhaps introduce an additional session part way through training</p> <p>Training material for session on boundaries was over complicated not allowing as much space for trainees to learn from each other</p> <p>Clear guidance needed on importance of working with others/ handover in session about suicidality</p>	<p>Option to lengthen training to 8 sessions once a week over 8 weeks (from twice a week over 4 weeks)</p> <p>Content and language reviewed and reduced/ amended as appropriate</p> <p>Alternative cultural competency tool sourced</p> <p>A lighter touch approach taken to assessment; assessment of skill sets as a whole, rather than individual exercises</p> <p>New, supplementary trainer and trainee handbooks produced, including clarification of purpose of assessment, role plays and reflective logs</p> <p>An additional one-to-one feedback session introduced for peer workers in new 'rest week' after session 4</p> <p>Training material for boundaries session simplified with less information content and more space of experiential exercises</p> <p>Amendments made to content as necessary</p>	<p>Content and structure of training good but intense</p> <p>Role plays and other exercises good, sharing experiences and learning from others very useful</p> <p>Trainers with a mix of expertise good</p> <p>Reflective logs very useful but greater clarity needed around purpose</p>
Post-training	<p>Need for more information for trainees on 'what happens next' after training</p> <p>Once peer workers were working, need for ongoing training around working alongside clinical teams</p>	<p>Improved guidance in handbook on supporting trainees at the end of training</p> <p>Guidance included in handbook</p> <p>Guidance added to handbook covering on-the-job training, to be identified with peer workers once in post</p>	<p>Need for more communication between training and starting to work; employment support invaluable</p> <p>Induction very useful but a full range of practical issues should be covered; team base to be properly equipped</p> <p>Training needed on drug and alcohol support, housing and debt</p>