



Connecting for Life

Ireland's National Strategy to Reduce Suicide

National Education and Training Plan

2025

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HSE National Office for Suicide Prevention (NOSP)

01 6201670 | info@nosp.ie | www.nosp.ie

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Core components of this plan

Vision

An Ireland where fewer lives are lost through suicide, and where communities and individuals are empowered to improve their mental health and wellbeing.

Mission

An Ireland where individuals, communities and organisations are provided with the awareness, knowledge and capacity to identify those at risk, respond appropriately and contribute to a reduction in the rates of suicide and self-harm.

Overall goal

To enable NOSP (National Office for Suicide Prevention) to oversee the development, coordination, quality assurance, monitoring and evaluation of education and training actions identified in Connecting for Life. This work will build the capacity of government departments and agencies, health and social care professionals, first responders, NGOs, community organisations, groups and individuals to identify and respond appropriately to people at risk of suicide and self-harm.

Outcomes

Gatekeeper training in suicide prevention and intervention contributes to the following outcomes:

- Improved knowledge of risks associated with suicide
- Positively shapes attitudes to suicidal behaviour
- Increased confidence in dealing with people at risk of suicide
- Increased confidence and ability to connect a person at risk of suicide with services.

Within the lifetime of Connecting for Life, the above short-term outcomes contribute to:

- Reduced suicide rates in the whole population and amongst priority groups
- Reduced rates of presentations of self-harm in the whole population and amongst priority groups.

Objectives

1. Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.
2. Provide suicide prevention education and training programmes focused on supporting the practice of frontline health and social care professionals.
3. Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Plan, Quality Assurance Framework.
4. Monitor and evaluate the effectiveness and cost-effectiveness of suicide prevention education and training programmes in line with Connecting for Life.
5. Provide oversight for the coordination and implementation of the Education and Training Plan.

Guiding principles

This National Education and Training Plan 2025 is underpinned by the following guiding principles:

Collaborative

Suicide prevention is the responsibility of all. This plan ensures that all suicide prevention education and training is planned and delivered in collaboration with key strategic partners across relevant sectors and government departments.

Accountable

Implementation structures to support this plan will be built on accountability, competence and openness to ensure quality and delivery of education and training in the most efficient and cost-effective way.

Responsive

Based on the premise that suicide can be prevented, all suicide prevention education and training will be responsive to the level of need, accessible and appropriate. Prioritised among those most likely to come in to contact with individuals at risk of suicide, and prioritised in settings which can have the greatest impact on suicide and self-harm rates.

Evidence-informed and outcome focused

All education and training will be evidence-informed, quality assured, evaluated, outcome focused and will contribute to the strategic goals of Connecting for Life.

Adaptive to change

Suicide prevention education and training will be continually reviewed. Providers must adapt to emerging evidence and changing circumstances and be open to implementing new and successful evidence-based programmes, which can best contribute to the outcomes of Connecting for Life.



Connecting for Life

1 The National Education and Training Plan

1.1 Introduction

Connecting For Life

Connecting for Life (CfL) Ireland's National Strategy to Reduce Suicide 2015–2020 (extended to 2024), sets out a vision of “an Ireland where fewer lives are lost through suicide and where communities and individuals are empowered to improve their mental health and wellbeing”. In December 2019 the Department of Health supported an extension of CfL for a further five years, with official approval granted by Government in November 2020. The HSE has led the development of implementation plans to cover the extended period:

<https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/strategy-implementation/implementation/>

Education and Training

The Education and Training (E&T) function of the NOSP sits under Strategy Coordination and has strategic responsibility for suicide prevention education and training actions under CfL. E&T oversees the development, coordination, quality assurance, monitoring and evaluation of a suite of education and training programmes. It provides oversight and leadership which is informed by a wide range of stakeholders at both an operational and strategic level. The E&T function works closely with the NOSP Clinical Lead and HSE Resource Officers for Suicide Prevention.

Education and Training Plan 2025:

The Education and Training Plan 2025 provides a framework for delivery and builds on the achievements of the Education and Training Plan 2023 – 2024.

A. Key implementation achievements - Education & Training plan 2023- 2024.

- ‘Let’s Talk About Suicide’, an online 60 minute suicide prevention training programme was launched May 2024.
- ‘Suicide Prevention Module for undergraduate Health and Social Care students’ was launched January 2024 and piloted October 2024.
- ‘Wellbeing – Suicide Prevention Module’ was implemented with year 1 and year 2 undergraduate Veterinary Medicine students in partnership with UCD School of Veterinary Medicine.
- Webinar delivery, a series of webinars were delivered to a range of stakeholders including the Irish Institute of Pharmacy (IloP), Healthy Campus Knowledge Exchange and the HSE Workplace Health and Wellbeing Unit.

B. Review and Revision of suite of evidence based training programmes.

NOSP is committed to the ongoing review and advancement of Education and Training materials. In 2023 and 2024 the following training programmes were revised and updated to take consideration of trainer and trainee feedback, lived experience expertise and advancements in the evidence base.

- Understanding Self-Harm
- Suicide Bereavement – A Workshop for professionals and key contact people providing support to those bereaved by suicide.
- Community Presentation – Supporting people bereaved by suicide in the community.



From the whole training, the most important aspect for me was the asking the question if somebody is thinking about suicide. Before the ASIST programme, I would have thought that this was very blunt. I thought that you were not supposed to step into that. After doing it, I realised that you have to ask it and be straight forward.”

Templemore College Garda Trainee

Implementation Structures

The implementation of the Education and Training Plan is overseen by the Strategy Coordination division in partnership with the Clinical Advisor. Identified milestones are reviewed on a quarterly basis in line with the Connecting for Life quarterly reporting function to the Department of Health. The Education and Training Working Group meets quarterly providing a formal communication and decision making structure between operational activity at RHA area level and strategic direction at a national level.

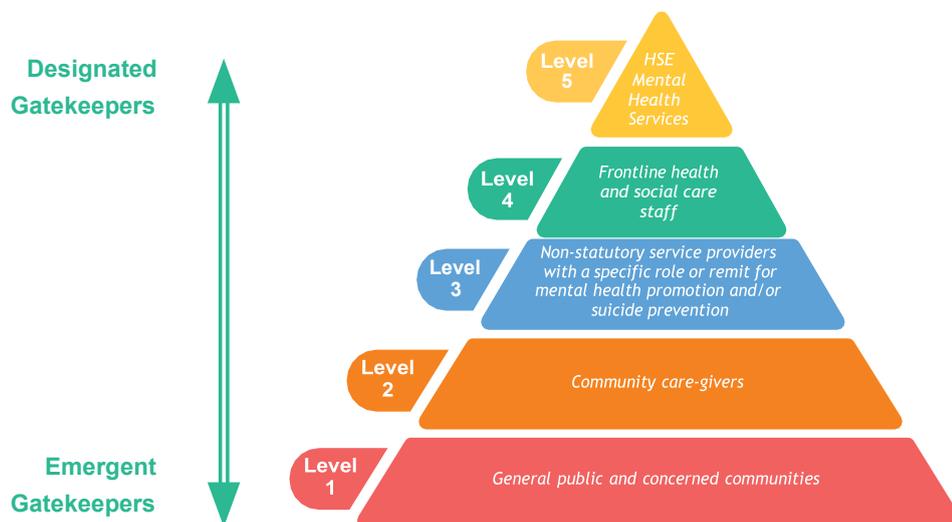
1.2 Gatekeepers

The National Education and Training Plan identifies a suite of evidence based and evidence informed suicide prevention gatekeeper training programmes. In the field of suicide prevention, the term gatekeeper refers to “individuals in a community who have face-to-face contact with large numbers of community members as part of their usual routine”. Individuals may be trained to identify persons at risk and refer them as appropriate to relevant services¹. A distinction between types of gatekeepers are known in the literature as ‘Emergent’ or ‘Designated’. Emergent gatekeepers are considered to be members of the community who are trained to recognise signs of stress, distress and crisis². Designated gatekeepers are those in professional roles who are more likely to encounter individuals needing support with mental and emotional ill health³. As such two types of gatekeepers are considered in this plan:

- Designated Gatekeepers; individuals who in the course of their work may have to offer support or assistance to an individual in suicidal distress.
- Emergent Gatekeepers; individuals who are aware of the signs of distress and have the capacity and skills to connect an individual to appropriate support⁴.
- The Education and Training function of NOSP has identified five distinct levels of gatekeepers (Image 1) and their identified training needs (knowledge, skills and competencies), please see Appendix 1.

- 1 Burnette, C., Ramchand, R., & Ayer, L. (2015). Gatekeeper Training for Suicide Prevention: A Theoretical Model and Review of the Empirical Literature. www.rand.org/giving/contribute
- 2 Osteen, P. J., Jacobson, J. M., & Sharpe, T. L. (2014). Suicide prevention in social work education: How prepared are social work students? Journal of Social Work Education. <https://doi.org/10.1080/10437797.2014.885272>
- 3 Tsai, W. P., Lin, L. Y., Chang, H. C., Yu, L. S., & Chou, M. C. (2011). The Effects of the Gatekeeper Suicide- Awareness Program for Nursing Personnel. Perspectives in Psychiatric Care, 47(3), 117-125. <https://doi.org/10.1111/j.1744-6163.2010.00278.x>
- 4 Collins, K. (2021). Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training. <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/review-of-suicide-prevention-gatekeeper-training.html>

Image 1



Working in an Acute Adult Mental Health Unit (AAMHU) we meet with people who experience feelings of hopelessness, despair and want to end their lives due to feelings of intense emotions. As an interdisciplinary team we recognise the importance of having a consistent response to working with our clients. Completing STORM suicide prevention training has meant the team have increased confidence when working with suicidal clients, greater competence and an enhanced skill set. Working in collaboration with the distressed client, to assess vulnerability, plan for safety and prevent suicide. This should and would be beneficial for all working with suicidal clients in order for a safer outcome, less risk and increased competence for the practitioner.”

Suicide Prevention Gatekeeper Training, Level 5 – Senior Occupational Therapist, Adult Acute Mental Health Unit

1.3 Role of Education and Training

Education and training has been identified as one of the key components of work to achieve the vision of Connecting for Life. Gatekeeper training is effective in improving participant's knowledge, skills and confidence to intervene when someone is in suicidal distress. The response to suicide is multifaceted, the Health Research Board, 2015 evidence review highlighted that suicide prevention interventions are rarely delivered in a vacuum; thus presenting challenges in attributing changes in the national suicide rate to a singular approach.

Outcome monitoring tracks the results or effects of gatekeeper suicide prevention training. Outcomes related to changes in attitudes, knowledge, capacities and motivations of individual suicide prevention training programmes, have reported a number of benefits:

- Improved knowledge of risks associated with suicide
- Positively shaping attitudes to suicidal behaviour
- Improved awareness of the signs of a person at risk of suicide
- Increased knowledge, enhanced positive attitudes towards and confidence in dealing with people who self-harm
- Confidence in addressing the issue of suicide and communicating about suicide
- Increased confidence in dealing with people at risk of suicide
- Increased confidence and ability to connect a person at risk of suicide with services.

Examples of training data dashboards, are available on www.connectingforlifeireland.ie.



Kinvara Alive is comprised of a group of local volunteers who raise awareness and respond to the community as the need for mental health concerns arises. One of the primary objectives of the group is to train at least one member of each household, in suicide alertness training, safeTALK.

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“This training also provides people in the community with the confidence to discuss suicide more openly and share their stories. So far, the group have facilitated and trained almost 200 members of the community in safeTALK and Asist programmes since 2017. As a result of this target, the Kinvara community is becoming more aware of the ongoing and widespread problems of mental health and the supports that may be available.”

“There is more openness, engagement, interest and lack of stigma on a local level to mental health in the community which is very positive for Kinvara. The group are currently linking in and supporting other communities nationally to form their own Alive groups.”

Training Implementation at a Community Level, safeTALK trainer

1.4 Priority groups

Following a comprehensive internal review by NOSP it has been agreed that phase two of CfL will have a more focused, strategic approach to working with priority groups. This is based on one of the recommendations of the interim review of the strategy which called for the development of a strategic plan to inform CfL activity intended to prevent suicidal behaviour among priority groups. This point was reinforced in the report 'Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training'. The report identified "a review of CHO CfL actions for targeting priority groups named in CfL should be undertaken as a matter of urgency to describe the nuances in CHOs that influence the Local Area Action Plans with respect to training and education", as a short-term goal.

The National Education and Training plan recognises the opportunity to build the capacity of professionals, community members and volunteers working with CfL identified priority groups. Identified priority groups will be a key focus for CfL local action plans. Suicide prevention gatekeeper training is effective in improving participant's knowledge, skills and confidence to intervene when someone is in suicidal distress, thus supporting work to address suicide and self-harm among priority groups.

The Family Resource Centre (FRC) Program is the largest family support and community development program in Ireland, with 121 FRCs working across some of the most marginalized communities in the Republic. FRCs are non-stigmatising safe spaces used by the community, while also being accessible to individuals who are at higher risk of experiencing poor mental health which are identified in Connecting for Life and Sharing the Vision.

Various supports are offered, which promote social inclusion, wellbeing and connectedness across the lifecycle. Recognising their work with vulnerable communities, specifically around mental health and suicide prevention, saw the development of the National Family Resource Centre Mental Health Promotion Project. The project is an NGO partner with the National Office for Suicide Prevention, and provides training, support and best practice guidance on mental health promotion and suicide prevention, to staff and volunteers of FRCs.

The Suicide Prevention Code of Practice has been fundamental in supporting individuals and communities who are more at risk of suicide. This one-day training event, is co-facilitated with the local Suicide Prevention Resource Officer. It trains staff and volunteers to recognise suicide warnings signs, to respond appropriately in a compassionate, non-judgemental manner and to self-care in the aftermath of an intervention. The training has transformed the way staff view suicide prevention, they are now confident in their abilities to support key priority groups and recognise that suicide prevention is everyone's responsibility.

Training Impact at an organisational level – National Programme Manager, FRC Mental Health Promotion Project

2 Standardised gatekeeper training programmes in suicide prevention, intervention and postvention

2.1 Provision of standardised gatekeeper training programmes

To support the five different levels of stakeholders as identified in the Training Needs Analysis (Image 1), Connecting for Life recommends the provision of a suite of standardised gatekeeper training programmes in suicide prevention, intervention and postvention. The suite of training programmes available differ in learning objectives and outcomes, facilitating progression from more generalised training to high-level specialised training. Distinctions in gatekeeper training programmes are found in terms of:

- Training dosage/intensity
- Training response – make a referral or intervene directly¹

The gatekeeper training attended will also be influenced by the setting from which trainees are attending and the target group with whom they may work or volunteer with. Suicide prevention gatekeeper training is widely recognised as pivotal in supporting good practice among health and social care professionals.

The HSE National Mental Health Promotion Plan – Stronger Together provides a framework for upstream activity in mental health promotion and wellbeing.

The table below provides an overview of funded gatekeeper training programmes. A detailed matrix of the most relevant training programmes recommended for the target groups requiring training identified in Connecting for Life is presented in Appendix 1.

¹ Collins, K. (2021). Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training. <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/review-of-suicide-prevention-gatekeeper-training.html>

2.2 Suite of Education and Training Programmes

Programme Levels	Standardised Training Programmes	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Awareness Raising Programme</p> <p>A one-day training programme which helps to develop a participants knowledge and understanding of self-harm and the reasons underlying self-harm behaviour.</p>	<p>Understanding Self-Harm</p>	<p>No prior training or experience needed</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> • Develop participants' knowledge and understanding of self-harm and the reasons underlying self-harm behaviour • Consider the needs of people who self-harm • Consider self-harm and its relationship with suicide • Understand the prevalence of self-harm across different age groups and genders • Develop awareness of possible interventions and helpful responses to people who self-harm. 	<p>Participants:</p> <ul style="list-style-type: none"> • Have improved knowledge of self-harm and associated risk factors • Attitudes/knowledge in relation to self-harm have changed • Have developed a greater understanding of the stigma surrounding self-harm • Have increased confidence to respond to people who self-harm • Have improved knowledge about suicidal behaviour and risk factors.

Programme Levels	Standardised Training Programme	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Alertness Raising Programme</p> <p>Let's Talk About Suicide, a free online suicide prevention training programme that helps people to develop their skills to keep others safe from suicide.</p>	<p>Let's Talk About Suicide</p>	<p>No prior training or experience needed</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> · Recognise the signs that someone may be thinking about suicide · Confidently engage with a person and speak openly about suicide · Support a person who is thinking about suicide to get help. · Practice self-care when supporting a person who is having thoughts of suicide. 	<p>Participants:</p> <ul style="list-style-type: none"> · Attitudes & knowledge in relation to suicidal behaviour have changed · Have improved understanding of suicidal behaviours and risk factors · Have increased confidence to engage with and support a person at risk of suicide.

Programme Levels	Standardised Training Programme	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Alertness Raising Programme</p> <p>safeTALK is an internationally recognised halfday training programme, through 4 key steps it supports trainees to recognise when people have thoughts of suicide and to connect them to suicide first aid resources.</p>	safeTALK	<p>No prior training or experience needed.</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> · To identify people who have thoughts of suicide · Recognise that invitations for help are often overlooked · Move beyond common tendencies to miss, dismiss or avoid signs of suicide risk · Apply the TALK (Tell, Ask, Listen, and Keep safe) steps to connect a person with suicidal thoughts to people and agencies that can help · Connect the person with thoughts of suicide to suicide first aid help and further community resources · Increased knowledge of resources in your local community. 	<p>Participants:</p> <ul style="list-style-type: none"> · Attitudes & knowledge in relation to suicidal behaviour have changed · Have developed a greater understanding of the stigma and taboo surrounding suicide · Have improved understanding of suicidal behaviours and risk factors · Have increased confidence to deal with a person at risk of suicide.

Programme Levels	Standardised Training Programmes	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Intervention Programme</p> <p>ASIST – Applied Suicide Intervention Skills Training – trains participants to reduce the immediate risk of a suicide and increase the support for the person at risk. It helps them seek a shared understanding of the reasons for suicide and reasons for living.</p>	<p>ASIST</p>	<p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> · To understand the ways that personal and societal attitudes affect views on suicide and suicide interventions · To encourage honest, open and direct talk about suicide as part of preparing people to provide suicide first aid · To provide guidance and suicide first aid to reduce the immediate risk of a suicide and increase the support for a person at risk · To identify the key elements of an effective suicide safety plan and the actions required to implement it · To learn what a person at risk may need from others in order to keep safe and get more help · To consider how personal attitudes and experiences might affect an individual's role helping with a person at risk · Increased knowledge of local community resources · Recognition of the need for self-care and support. 	<p>Participants:</p> <ul style="list-style-type: none"> · Attitudes & knowledge in relation to suicidal behaviour have changed · Have developed a greater understanding of the stigma and taboo surrounding suicide · Have improved understanding of suicidal behaviours and risk factors · Have increased confidence to deal with a person at risk of suicide · Have improved knowledge of intervention strategies in relation to suicide.

Programme Levels	Standardised Training Programmes	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Intervention Programme</p> <p>STORM is a 2.5–3 day skills based interactive workshop, designed to develop and enhance skills in the assessment, management and safety planning of suicide and self-harm.</p>	<p>STORM – Skills Training on Risk Management</p>	<p>HSE Mental Health Service Staff</p> <p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> · Developing and enhancing skills in assessment and management of suicide and self-harm · Improving attitudes to suicide and self-harm · Increasing confidence · Developing the essential skills to risk assess and safety plan · Improve attitudes to suicide and self-harm · Increase confidence. 	<p>Participants:</p> <ul style="list-style-type: none"> · Have improved understanding of suicidal behaviour · Have reduced stigmatising attitudes · Have increased confidence to deal with suicidal behaviour · Have improved knowledge about suicidal behaviour, risk factors and interventions · Have increased suicide intervention skills.

Programme Levels	Standardised Training Programmes	Target Groups for Training Programme	Learning Objectives	Learning Outcomes
<p>Postvention Programme</p> <p>A one day training programme which provides individuals with the skills and knowledge to support those bereaved by suicide.</p>	<p>Bereavement Training Programme – Professionals & Key Contacts</p>	<p>Professionals working with people bereaved through suicide</p> <p>Designated Gatekeepers</p>	<ul style="list-style-type: none"> · To develop participants' knowledge and understanding of the grieving process · To enhance participants' skills in supporting people bereaved by suicide. 	<p>Participants:</p> <ul style="list-style-type: none"> · Have an increased understanding of the grieving process in the context of suicide · Have improved understanding of the risk factors associated with suicide · Have increased knowledge of how to support people bereaved by suicide.
<p>Postvention Presentation</p> <p>Guidance for communities on supporting people bereaved by suicide.</p>	<p>A two-hour presentation Designed to enhance communication and support for communities bereaved through suicide</p>	<p>Communities who have been bereaved by suicide</p> <p>Emergent Gatekeepers</p>	<ul style="list-style-type: none"> · To develop an understanding of the Grieving Process · Increase awareness on how to support people bereaved by suicide · Signposting to available help and support. 	<p>Participants:</p> <ul style="list-style-type: none"> · Have an increased understanding of the grieving process · Have an increased knowledge of supports available.

2.3 Provision of suicide prevention training to 16-18 year olds

In advance of the introduction of safeTALK training to Ireland, a consultation process was undertaken with key stakeholders working with children and young people to determine the suitability of safeTALK training for those under 18 years of age. Stakeholders included safeTALK coordinators, the Department of Children and Youth Affairs and the Department of Education and Skills. At the time it was agreed that safeTALK would not be delivered to participants under 18 years of age. The evidence in support of this decision was documented in the 2015 publication “*Suicide Prevention in the Community - A Practical Guide*”¹ which identified it was best practice to “*avoid student-focused suicide awareness or education programmes - it is not advisable to use programmes that focus on raising awareness about suicide with students. Short suicide prevention programmes with no connection to support services should also be avoided.*” As such it was agreed that safeTALK would not be delivered to participants under 18 years of age. The document “*Suicide Prevention in the Community – A Practical Guide*” was relaunched in 2023.

In response to requests from a wide range of stakeholders, including young people (Comhairle Na Nóg) and the youth work sector, the NOSP has agreed to review the evidence regarding the delivery of suicide prevention training to 16–18 year olds. The review and evaluation of the “*Implementation of a range of delivery models of suicide prevention gatekeeper training*” looked to answer two questions specifically related to the delivery of suicide prevention training to 16–18 year olds:

- What are the models of gatekeeper training (GKT) on suicide prevention among young people (under 18 years of age)?
- What has been the impact (contribution) of GKT models to suicide prevention outcomes in young people (under 18 years of age)?

A key recommendation from the literature review is to “*pilot the use of a peer-to-peer GKT programme to explore the contextual application of this model of working as a suicide prevention action with young people in school or youth settings*”. The NOSP will respond to this recommendation through action 1.4 of the Education and Training Plan.

¹ HSE (2023). *Suicide Prevention in the Community – A Practical Guide*, [Suicide Prevention in the Community – HSE.ie](https://www.hse.ie/eng/health/mental_health/suicide_prevention_in_the_community/)

3 Implementing the National Education and Training Plan

3.1 Implementation

The National Education and Training Plan 2025 identifies actions for 2025 in advance of the iteration of a new suicide reduction strategy in 2026. The NOSP will monitor progress of the plan to determine whether the milestones identified are delivering the desired outputs. There is no definitive theory or no single framework commonly accepted on how health strategy should be implemented but there is consensus that implementation is a process and not a one-time event. Implementation occurs in distinct stages (Exploration, planning, implementation & business as usual). The process is not a linear one, one stage does not clearly end and another begin, there is movement back and forth between implementation stages¹. To take cognisance of the implementation stages, the Education and Training Plan is a live document updated annually.

The plan remains focused on five key objectives, informed from the themes that emerged during the CfL development process.

1. Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.
2. Provide suicide prevention education and training programmes focused on supporting the practice of frontline health and social care professionals.
3. Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Plan, Quality Assurance Framework.
4. Monitor and evaluate the effectiveness and cost effectiveness of suicide prevention education and training, in line with Connecting for Life.
5. Support and coordinate the implementation of the National Education and Training Plan ensuring appropriate systems, structures and roles are in place.

¹ Source: Burke, K., Morris, K., & Leona McGarrigle. (2012). An Introductory Guide to Implementation: Terms, Concepts and Frameworks. Centre for Effective Services.

3.2 Models of Training Delivery

Suicide prevention gatekeeper training is operationalised at a local level through the local Connecting for Life Action Plans. The table below (Table 1), represents the models by which suicide prevention education and training programmes are currently delivered. The Hybrid model is the dominant model at RHA area level while the cascade model has been embedded across a number of Government departments and agencies, including the Department of Social Protection and the Defence Forces.

Models of Implementation		
Cascade Model – Internal Trainers	Externally Contracted Trainers	Hybrid Model
Trainers are identified from within existing structures to be trained in relevant suicide prevention programmes. Training delivery forms one part of the trainer’s role and salary.	Paid trainers who have been accredited in programmes such as safeTALK and ASIST who are not linked to an organisation. External trainers deliver both nationally and at a local level.	A combination of internal and external paid trainers.

A core objective of the NOSP is to provide a model of delivery which supports “sustainable, efficient and cost effective delivery”. The recent *“Review and Evaluation of the Implementation of a Range of Delivery Models of Suicide Prevention Gatekeeper Training”* has documented the implementation of all three models across RHA areas and the need to identify a designated trainer model for all RHA areas. The NOSP will review this finding and consider related actions under objective one of this plan.

3.3 Co-ordination of training at RHA area level

The NOSP provides annual funding to each CHO area to support the delivery of a suite of Education and Training programmes, coordinated at a local level. The ROSPs (resource officers for suicide prevention) work closely with the NOSP Strategy Implementation, Stakeholder Engagement and Education function to identify suicide prevention training need and the optimum structures for the implementation of training at RHA level.

Local Area Training Plans will sit within the Local CfL Area Action plan and correspond to local area needs, overseeing the coordination, delivery, monitoring and evaluation of all training delivered. Area Training Plans will identify local annual training targets and key priority groups as identified under CfL.

4 Training and Education Implementation Plan 2025

Objective 1

Provide a suite of standardised training programmes for the general public, community care givers, professionals and volunteers.

Connecting for Life, Implementation Plan

Goal 2, Action 2.3.2: Deliver training and awareness programmes in line with the National Training Plan prioritising professionals and volunteers across community-based organisations, particularly those who come into regular contact with people who are vulnerable to suicide.

Goal 2 Action 5.4.2: Deliver training in suicide prevention to staff in government departments and agencies who are likely to come into contact with people who are vulnerable to/at risk of suicidal behaviour.

Actions	Responsibility	Milestones 2025
<p>Action 1.1</p> <p><i>NOSP will work with Government Departments and Agencies to identify and deliver suicide prevention training to staff likely to come into contact with people who are vulnerable to/at risk of suicide.</i></p>	<p>NOSP and Relevant Government Departments and Agencies</p>	<ul style="list-style-type: none"> • Implement models of best practice to support sustainable delivery of suicide prevention training across Govt. Departments and Agencies: <ul style="list-style-type: none"> • Garda Training College, Templemore • Department of Defence • Department of Social Protection • Continued roll out of suicide prevention gatekeeper training: • Undertake research with First Responders – An Garda Síochána, National Ambulance Service and the Irish Fire and Rescue Service to determine training needs when attending the scene of a suspected suicide.

Actions	Responsibility	Milestones 2025
<p>Action 1.2</p> <p><i>RHA Area Level: Work with the local Resource Officers for Suicide Prevention (ROSP) to identify the optimum structures for the implementation of training at a local level.</i></p>	<p>NOSP and ROSPs</p>	<ul style="list-style-type: none"> • Education and Training Working Group to meet quarterly to support operational delivery across RHA's. • Develop and advance Education and Training Quality Assurance Framework • Continue roll out of Train the Trainer events. • Develop training portal to support: <ul style="list-style-type: none"> ➤ Training advertising, scheduling and recruitment ➤ Statistical analysis: <ul style="list-style-type: none"> Trainings delivered, number of participants Trainee demographic profile RHA area level breakdown

Actions	Responsibility	Milestones 2025
<p>Action 1.3</p> <p><i>NOSP will work closely with statutory and non-statutory service providers to identify structures for the delivery of training for target populations, including those working with priority groups identified in Connecting for Life.</i></p>	<p>NOSP and relative statutory and non-statutory agencies</p>	<ul style="list-style-type: none"> • The Education and Training function will work collaboratively with the NOSP National Programme Manager for the NGO sector to: <ul style="list-style-type: none"> • Identify opportunities to build trainer capacity across the NGO sector • Address gaps in knowledge and expertise on suicide prevention gatekeeper training <p>Communicate education and training opportunities identified at RHA area level.</p> <ul style="list-style-type: none"> • Revise suicide prevention training programmes for identified priority groups in response to evidence based need: <ul style="list-style-type: none"> • Suicide prevention training need for the Traveller population

Actions	Responsibility	Milestones 2025
<p>Action 1.4</p> <p><i>Provide and sustain relevant training for the general public, concerned communities, community caregivers (who are most likely to come into contact with people who are vulnerable to suicide and identified priority groups within CfL) and community-based organisations and service providers with a specific remit for suicide prevention/mental health as part of their work.</i></p>	<p>NOSP and ROSPs</p>	<ul style="list-style-type: none"> • Continue roll out of suicide prevention gatekeeper training programmes in partnership with ROSP's at RHA area level. • Continue to develop and enhance the online offering of training programmes: <ul style="list-style-type: none"> ➢ Understanding Self-Harm ➢ Let's Talk About Suicide • Identify an evidenced based response to suicide prevention training for 16-18 year olds. • Launch 'Suicide Prevention in the Workplace - A Guide for Employers.'

Actions	Responsibility	Milestones 2025
<p>Action 1.5</p> <p><i>Communicate to agencies that suicide prevention training is aligned to an integrated response alongside policies, procedures, guidance and protocols within organisations which support staff in their role in suicide prevention.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> • Support policy and protocol implementation in suicide prevention and postvention across workplaces, Government Departments and Agencies as appropriate. <ul style="list-style-type: none"> • Support Implementation of ‘Responding to a person in suicidal distress – a guidance document.’ <p>https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/responding-to-a-person-in-suicidal-distress-a-guidance-document.html</p> <ul style="list-style-type: none"> • Launch ‘Suicide Prevention in the Workplace – A Guide for Employers.’

Objective 2

Provide suicide prevention, education and training programmes focused on supporting the practice of frontline health and social care professionals

Connecting for Life

Goal 3, Action 3.1.5: Provide and sustain training to health and social care professionals, including frontline mental health service staff and primary care health providers. This training will improve recognition of, and response to, suicide risk and suicidal behaviour among people vulnerable to suicide.

Ensure alignment with activity under actions 4.1.4 and 5.2.1

Actions	Responsibility	Milestones 2025
<p>Action 2.1</p> <p><i>Influence best practice among health and social care professionals through the provision of suicide prevention training programmes appropriate to role and function.</i></p>	<p>NOSP and relevant statutory and non-statutory agencies</p>	<ul style="list-style-type: none">• Facilitate delivery of STORM training to Mental Health Service teams:<ul style="list-style-type: none">○ Recruit National STORM Trainer○ Direct to Person Delivery via STORM UK○ Support trainers post STORM Train the Trainer attendance• Support the delivery of mental health, suicide prevention and postvention webinars to professional and regulatory bodies.• In partnership with the ICGP identify suicide prevention training programme for GP's.• Support delivery of grief training to HSE health professionals (e.g., CIPC, EAP)

Actions	Responsibility	Milestones 2025
<p>Action 2.2</p> <p><i>Work with relevant professional and regulatory bodies to agree appropriate suicide prevention education and training.</i></p>	NOSP	<ul style="list-style-type: none">• Continue to sustain and develop the accreditation process with a wide range of accrediting bodies.

Actions	Responsibility	Milestones 2025
<p>Action 2.3</p> <p><i>The NOSP will advise on the incorporation of suicide prevention training as part of undergraduate curriculum of relevant professionals.</i></p>	<p>NOSP (HEA CfL workinggroup support)</p>	<ul style="list-style-type: none"> • Support the implementation of the Suicide Prevention module for undergraduate Health and Social Care students: • In partnership with HSE Mental Health and Wellbeing advance the development of Minding Your Wellbeing for HEI settings.

Objective 3

Ensure a consistent and standardised approach to the provision of education and training through the implementation of the National Education and Training Quality Assurance Framework.

Connecting for Life

Goal 2, Action 2.3.1: Develop a National Training Plan, building on the Review of Training completed by NOSP in 2016.

Actions	Responsibility	Milestones 2025
<p>Action 3.1</p> <p><i>Develop, implement and review a National Quality Assurance Framework in the NOSP for education and training.</i></p> <p><i>The Quality Assurance Framework will provide guidelines for the quality assurance of trainers and will ensure the quality and fidelity of programmes being delivered.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> • Implement and advance National Education and Training Plan, Quality Assurance Framework (QAF). <ul style="list-style-type: none"> • Advance recruitment process • Formally establish trainer competencies and requirements for delivery • Establish trainer support structure – regional trainer support days: <ul style="list-style-type: none"> ➤ Competency development ➤ CPD opportunities ➤ Networking • Work with national and international training providers to co-ordinate and deliver Training for Trainers (T4T) for all standardised programmes at a national level.

Actions	Responsibility	Milestones 2025
<p>Action 3.2</p> <p><i>In partnership with the NOSP Communications team, promote awareness of suicide prevention, education and training programmes.</i></p> <p><i>Effective communication of the plan, its purpose and implementation progress - ensure understanding and awareness.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> • In partnership with the NOSP Communications team develop; <ul style="list-style-type: none"> ➤ Consistent messaging around the suite of education and training programmes ➤ Develop and advance LMS platform ➤ Identify and publish case studies communicating training impact and role.

Objective 4

Monitor and evaluate the effectiveness and cost-effectiveness of suicide prevention education and training, in line with Connecting for Life.

Connecting for Life

Goal 7, Action 7.1.1: Conduct proportionate evaluations of all major activities conducted under the aegis of Connecting for Life; disseminate findings and share lessons learned with programme practitioners and partners

Actions	Responsibility	Milestones 2025
<p>Action 4.1</p> <p><i>Work with evaluation partners to capture and communicate the impact of Education and Training programmes.</i></p>	<p>NOSP</p>	<ul style="list-style-type: none"> • Evaluate Let's Talk about Suicide, online training programme. • Publish evaluation of ASIST training to members of An Garda Síochána.

Actions	Responsibility	Milestones 2025
<p>Action 4.2</p> <p><i>Track and monitor the reach of the standardised training programmes.</i></p> <p><i>Link to Action1.2</i></p>	<p>NOSP and ROSPs</p>	<ul style="list-style-type: none">· Capture the reach and profile of suicide prevention training at RHA level· Analyse training data to inform on-going strategic delivery of suicide prevention training.

Objective 5

The NOSP will provide oversight for the coordination and implementation of the Education and Training Plan through the development of appropriate systems, structures and roles at national and CHO Area levels.

Connecting for Life

Goal 2, Action 2.3.1: Develop a National Training Plan, building on the Review of Training completed by NOSP in 2016.

Actions	Responsibility	Milestones 2025
<p>Action 5.1</p> <p><i>Establish a National Strategy Coordination, Education and Quality function within the NOSP to oversee the implementation of the Education & Training Plan.</i></p>	NOSP	<ul style="list-style-type: none"> • Report on E&T activity to lead for Strategy Implementation, Stakeholder Engagement and Education • Continue to operationalise LCOP Education and Training Working Group, meeting on a quarterly basis.
<p>Action 5.2</p> <p><i>Allocate the optimal resources and funding annually in order to ensure the sustainability, standardisation and consistency of approach to training as identified in the Education and Training Plan.</i></p>	NOSP	<ul style="list-style-type: none"> • Agree Education and Training Budget for 2025

Actions	Responsibility	Milestones 2025
<p>Action 5.3</p> <p><i>Identify and establish a national panel of instructors to support the roll-out of Training for Trainers for all standardised training programmes.</i></p>	NOSP	<ul style="list-style-type: none"> • Implement support structure for trainers in line with the National Education and Training Plan, Quality Assurance Framework. Identify the roles and responsibilities and agreed trainer competencies. See Action 3.1
<p>Action 5.4</p> <p><i>Work with National and International partners to continue to identify best practice in suicide prevention Education and Training.</i></p>	NOSP	<ul style="list-style-type: none"> • Build relationships with international partners working in suicide prevention Education and Training; <ul style="list-style-type: none"> ➤ Five Nations Suicide Prevention Working Group. ➤ Suicide and Self-Harm Community of Practice • Identify models of best practice and evidence in support of suicide prevention education and training programmes both nationally and internationally.

Appendix 1 Recommended training for appropriate roles and functions, as per Training Needs Analysis 2016.

The following matrices provide a guide to the training which can be provided in varied settings. Please note that these are **not** exhaustive lists and can be refined and added to in response to local needs.

Level 1: General Public and Concerned Communities 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Families, friends, colleagues	X	X		X					X	
Sporting clubs and organisations	X	X		X					X	
Community service providers ¹	X	X		X					X	
Self-help groups ²	X	X		X					X	
Community-based support agencies ³	X	X		X					X	
<p>It is recommended that those listed above complete esuicideTALK online while waiting to access the recommended training listed above. All the above have the option to participate in ASIST training (but must have completed safeTALK first).</p>										

¹ Community service providers include taxi drivers, hairdressers, childcare providers, undertakers, bar and café staff, shopkeepers, etc.

² Self-help groups include Alcoholics Anonymous, Al Anon, Gamblers Anonymous, etc.

³ Community-based support agencies include St. Vincent de Paul, Meals on Wheels, etc.

Level 3 (i): Community-based organisations and service providers with a specific remit for suicide prevention/mental health as part of their work 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
General medical and nursing staff, counsellors and other relevant allied healthcare professionals who have a specific remit for the assessment and management of individuals at risk of suicide and self-harm				X			X	X		
Administration and ancillary staff working in frontline services				X						
All the above who may come in to contact with families and individuals bereaved by suicide									X	X
<p>It is recommended that those listed above complete esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>										

⁴ Emergency services include staff in rescue services, lifeboats, mountain rescue, divers, life guards, fire and ambulance service, suicide prevention volunteers (involved in patrolling rivers), etc.

⁵ Professional services and agencies include staff in unemployment services, financial services, MABS, Dept. of Social Protection, Solas, Citizens Information, Community Welfare, Education and Welfare Board, housing authorities, Local Area Partnerships, agricultural advisors. etc.

⁶ Vulnerable groups include [but are not restricted to] those with mental and physical disabilities, individuals with chronic illness, young people, Traveller Community, asylum seekers, LGBTI people, homeless people, those with repeated self-harm, those bereaved by suicide, specific women's and men's groups, those who are economically disadvantaged, mental health service users, prisoners, victims of physical, domestic, clerical or instructional, sexual violence or abuse.

⁷ General bereavement & support services include listening and support services for people bereaved in general or those bereaved by suicide.

⁸ Community-based therapists and life coaches includes private counsellors, psychotherapists, hypnotherapists, life coaches, complementary therapists, etc.

Level 3 (ii): Tusla, Child and Family Agency 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Social work staff				X	X	X				
Social care staff				X	X	X				
Psychology and counselling							X	X		
Other health professionals				X	X	X				
Nursing							X	X		
Management						X				
Family support staff				X	X	X				
Educational Welfare Officers				X	X	X				
Administration and ancillary staff			X	X						
All the above who may come in to contact with families and individuals bereaved by suicide										X
<p>It is recommended that everyone working in Tusla completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>										

Level 4 (i): Staff in Primary Care 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
GPs and Primary Care nursing staff				X			X	X		
GPs							X	X		
Allied health professionals working in Primary Care				x	X	X				
All the above who may come in to contact with families and individuals bereaved by suicide										X
Administration and ancillary staff working in Primary Care				X						
<p>It is recommended that everyone working in Primary Care completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>										

Level 4 (ii): Acute Hospitals and Emergency Departments (EDs) 2016-2020										
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes			Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Emergency department staff, i.e. medical and nursing				X			X	X		
Midwifery				X		X				
General medical and nursing staff and relevant allied healthcare professionals				X	X	X				
Administration and ancillary staff working in frontline services				X						
All the above who may come in to contact with families and individuals bereaved by suicide										X
<p>It is recommended that everyone working in acute hospitals and emergency departments completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>										

Level 4 (iii): Addiction Services 2016-2020											
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes				Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	ICGP blended learning training for GPs & Primary Care	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
Clerical/administration staff			X	X							
Multi-task attendants			X	X							
Managers				X	X	X					
Education officers				X	X	X					
Outreach workers				X	X	X					
Counsellors				X			X	X			
Rehab workers				X		X					
Project workers				X		X					
Pharmacists, nurses				X		X					
GPs				X					X		
Psychologists/psychiatrists				X			X	X			
All the above who may come in to contact with families and individuals bereaved by suicide											X
<p>It is recommended that everyone working in addiction services completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.</p>											

Level 5: Mental Health Services 2016-2020											
Target groups identified in Connecting for Life	Prevention Programmes					Intervention Programmes				Postvention Programmes	
	General Suicide Awareness Prevention Programme (Workshop version)	General Suicide Awareness Prevention Programme (Online version)	NOSP online Awareness Programme	safeTALK	Understanding self-harm	ASIST and ASIST Refresher	Suicide Prevention and Mitigation (STORM)	Self-injury Mitigation Training (STORM)	ICGP blended learning training for GPs & Primary Care	Suicide bereavement, grief and loss (Community versions)	Suicide bereavement, grief and loss (1 day training for professionals)
All Mental Health Service staff including: Medical staff, nursing [acute hospital and community services]							X	X			
Specific allied healthcare professions including psychology, counselling, social work							X	X			
All staff working in Mental Health Services											X
Administration and ancillary staff working in frontline services				X							
Administration and ancillary staff who have completed SafeTALK training then have the option to go on to participate in ASIST training, thereby increasing their capacity further to respond to individuals at risk of suicide					X	X					
It is recommended that everyone working in Mental Health Services completes esuicideTALK online while waiting to access the recommended training identified above. It is also recommended that relevant staff complete safeTALK prior to progressing to ASIST or STORM training.											



HSE National Office for Suicide Prevention (NOSP)

01 6201670 | info@nosp.ie | www.nosp.ie