



The Working Mind First Responders (TWMFR) Train-the-Trainer

If identified and treated early, mental health concerns in first responders can be temporary and reversible. The Working Mind First Responders (TWMFR) trains first responders to understand normal reactions to stress and how to manage these reactions. They learn that they have the ability to recover from stress, traumatic events and adverse situations. It is possible to train people to recognize changes in their own mental health and become more resilient.

The TWMFR Train-the-Trainer course offered by the Mental Health Commission of Canada (MHCC) is taught by Master Trainers and will equip people with the tools and skills to present both the primary and leadership versions of the TWMFR.

As a TWMFR Trainer, you can help first responders:

- Improve short-term performance and long-term mental health outcomes;
- Reduce barriers to care and encourage early access to care;
- Provide the tools and resources required to manage and support employees who may be experiencing a mental illness; and
- Assist supervisors in maintaining their own mental health as well as promoting positive mental health in their employees.

What being a trainer will involve/expectations:

- Attend a mandatory 1 week (8 hr/day) trainer workshop and pass a 45 minute live demonstration exam on the final day;
- Facilitate TWMFR sessions that are half day and or full day in length, as required by the organization;
- Deliver TWMFR courses across Manitoba to individuals at all levels of the fire department – including colleagues, members from other fire departments and supervisors/managers/leaders in the fire department;
- Deliver the TWMFR program as developed in its entirety and enter a delivery agreement with the MHCC;
- These courses will be delivered through the Manitoba Emergency Services College (MESC) so trainers must become a casual instructor for the MESC.



Selection Criteria for the TWMFR Train the Trainer:

- Demonstrated interest in mental health and well being and sense of commitment to the cause of reducing stigma;
- Advanced facilitations skills (prior experience in facilitating training courses, completion of adult education training courses e.g. Emergency Services Instructor Level I, ability to manage questions in training, etc.);
- Effective communication and interpersonal skills;
- Experience in the organization and/or knowledge, understanding and awareness of the nature of workplace issues related to mental illness that might emerge in the organization;
- Prior mental health related training and/or past experience assisting persons in the workplace dealing with mental health related issues;
- Found to be trustworthy and respected by peers as both an informal and/or formal leader;
- Understands the importance of respecting confidentiality;
- Demonstrates appropriate empathy toward co-workers;
- Ability to maintain a positive and professional outlook throughout the training;
- Team player and able to work in a team training environment (e.g. ability to co-facilitate);
- Presents an optimistic outlook about themselves, their family and their organization, especially in relation to mental health issues;
- Can accommodate a flexible work schedule to facilitate the delivery of training;
- Appreciates the necessity to present the training material as developed and in its entirety.

If you are interested in becoming a TWMFR Train the Trainer please submit a resume and a cover letter of why you are interested in becoming a trainer and how you meet the above selection criteria. Other materials and references (personal and professional) may be requested and applicants may also be invited for an interview with panel of members from the Manitoba Association of Fire Chiefs and the Office of the Fire Commissioner.

If you are interested in becoming a TWMFR Trainer, please e-mail your resume and cover letter to mescocr@gov.mb.ca



Mental Health
Commission
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du Canada

The Working Mind

