



“Empowering me to empower the health care workers”: A process evaluation of a Training of Trainers (TOT) model of men’s health training



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+ Context / Background

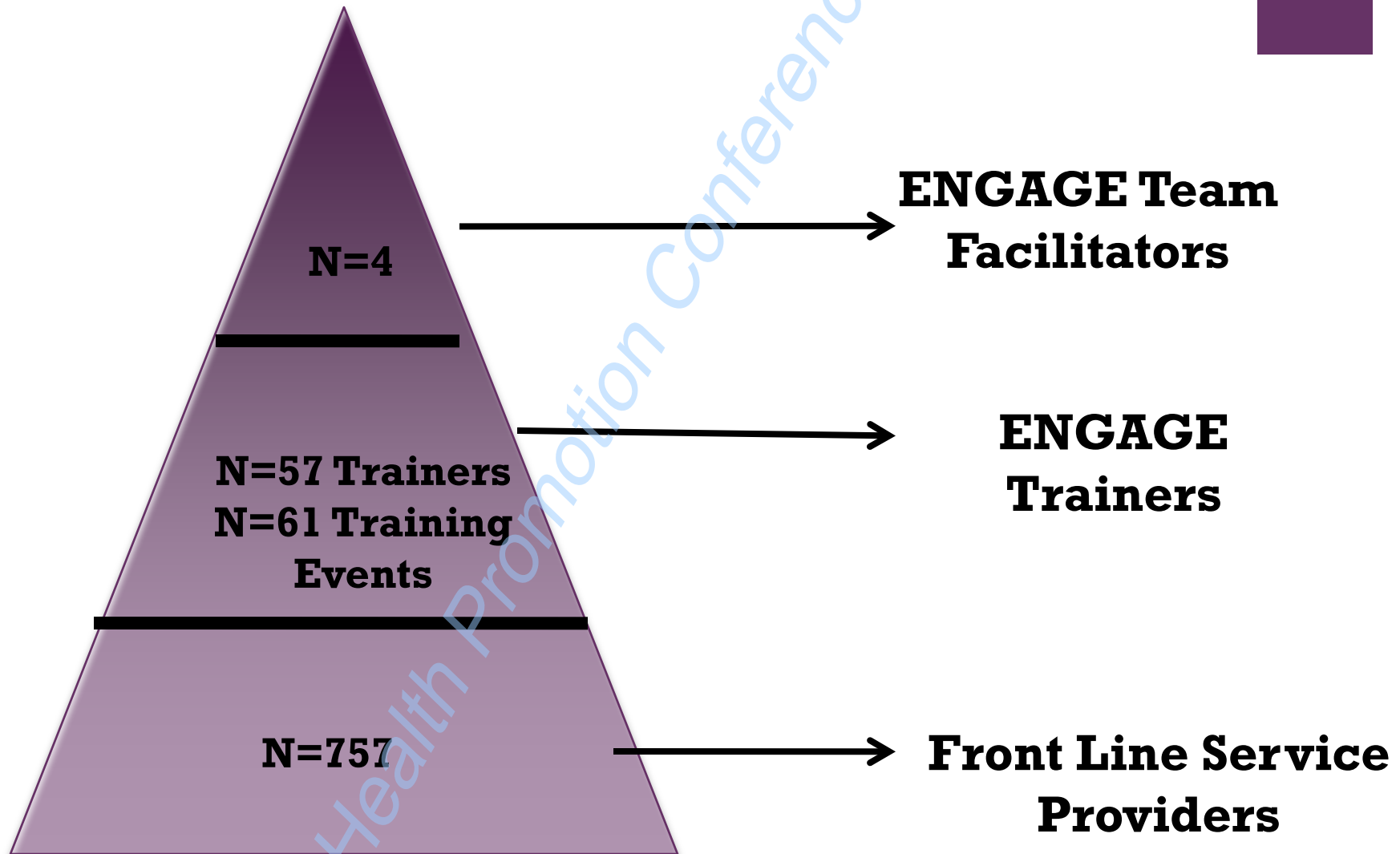
Recommendation 7.2

Its time for a new script....but
how?



'Develop training protocols and training courses on men's health that are tailored to the needs of those working in the health and allied health professions, and that offer a range of innovative methodologies.'

+ Training of Trainers (TOT) Model





Overview of Process Inputs



Development	Delivery	Maintenance
<ul style="list-style-type: none">• Partnership Formation• ENGAGE Team• Direct Funding• Associated Costs• Pilot Phase	<ul style="list-style-type: none">• Recruitment of Trainers• Training of Trainers• Resources: Online & USB	<ul style="list-style-type: none">• Facilitators Ongoing Reflective Practice and Adaptation• Technical Assistance for Trainers• Evaluation

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+ Research Methodology

Ethical Approval [Ref: 14/HSES/05]

Sample population [n=6 team members ; n=36 Trainers,]

Trainer Activity Categorised

Data collection; focus group [ENGAGE team: n=5] and a semi-structured, qualitative interview guide [telephone n=8, in-person interviews n=3, online survey n=5]

Data transcribed verbatim; pre-defined and emerging codes defined

+ Results



Ongoing Support



Individual Buy in & Ownership

- Outreach & Recruitment
 - Content and Approach
 - Reflective Practice
 - Delivering Training
 - Feedback
- *“Yeah to be honest I thought it was great because like I was aware of men’s health and I was aware of my own prejudice a little bit. ‘Oh sure they’ll never come’ and you know some of those kind of random comments.” – Emma*
 - *“Just to know that the material is so strong, that the material is so good, that you’re not going to be knocked on the material. [...] It’s great to have the confidence in the material.” – Jack*
 - *“It’s only really when you start delivering the training that you begin to get a sense of what’s there. And it’s more about building your own knowledge so that you can answer the questions and that just takes time” – Lauren*

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+ Peer Based Networks

- *“You had two days, you were eating with people, you were in classrooms with people. There was always time for discussion and I think that’s important that, you know, when we’re as professionals we should be checking in with others.” – Sean*
- *“The other thing about the experience that I thought was important, was it was about men and women together. And it wasn’t siloed, it was about, you know, men and women both reflecting on how they are with each other in the world. Both as Trainers and individuals and people and for me, that was a really strong part of the experience.” – John*

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Organisational Buy in & Ownership



- *“I have to explain the value and why you would do this. I would have some really good people and [...] I’ve other people going, ‘Well what does this have to do with caring for somebody?’ And [...] they just were an admin person and they didn’t get it”. – Ciara*

- *“The biggest challenge is not getting lone individual visionaries[...] The harder one is getting their organisational buy-in to do something with it afterwards[...] The people who come away after four days training, who are buzzed to the nines, soon lose it when somebody’s saying, ‘no you can’t have time off to deliver that training’.” – John*

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Conclusions

- Our findings indicate that an ***experiential learning approach*** in combination with ***mechanisms for feedback*** and ***fostering peer-based support*** during training and beyond are key strategies that foster individual (Trainer), community (of Trainers), and organisational (Trainer workplaces) level ownership which ultimately underpins the TOT model.



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