

POST-COURSE

Emotional First Aid Training – Cohort by Cohort Trainer Evaluation:

Cohort Number: 5

Trainers: SG & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	10	1		
Participant / Group Activities	9	2		
Facilitation of Activities by Trainers	9	1	1	
Overall content of course	11			

Please add any other comments which would help us improve / strengthen the training

"In places the group felt rushed and group discussions were cut short. Also 'reflection' seemed to be a drawn out exercise at times with no one engaging in discussion"

"Great thought provoking course, very approachable flexible facilitator's. Great group dynamics which the trainers encouraged to develop by the organisation of the group work."

"Possibly more varied use of learning styles, physical exercises to pump up a little, otherwise really great!!"

" Awareness of energy levels and appropriate activities to maintain them. The course is slightly over crowded with information on certain days and some people have been overwhelmed by the content. Consider adding another half day."

"To be given more time on group activities."

"Maybe a few more sessions so as not to rush."

"An extremely interesting course which made one 'think outside the box.' I suggest there are more case studies in the video this is the only part I think could be improved. I have learnt a lot and it was great interacting with other agencies who were 'like minded.' Stuart and Paul are dynamic presenters with a great sense of humour."

"Informative, relevant and although emotional at times! – enjoyable. Appreciated honesty of both Stuart and Paul – thank you, good luck with the roll out and continued success (+ accolades!), Many thanks."

"Very interesting and Informative."

POST-COURSE

Cohort Number : 6

Trainers: SG & JK

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	1		
Participant / Group Activities	6	1		
Facilitation of Activities by Trainers	6	1		
Overall content of course	7			

Please add any other comments which would help us improve / strengthen the training

“The training was very good, well structured and very interesting. It helped me to reflect on my practice and learn new strategies which I might use with people that I am working with.”

“More time on discussion broadening subjects looking at them in depths – challenging our own perceptions to mental health and wellbeing.”

“More time on sharing strategies for coping with our own stress.”

“Timing of some activities and feedback sessions could be better managed. DVD use could be rethought regarding number of times same chapter is used.”

“This is by far the most appropriate course I have been on to reflect/enhance my practice with YP’s.”

POST-COURSE

Cohort Number : 7

Trainers: SG & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	5	3	1	
Participant / Group Activities	5	4		
Facilitation of Activities by Trainers	7	2		
Overall content of course	8	1		

Please add any other comments which would help us improve / strengthen the training

"I have loved every minute – maybe not on a Friday afternoon, both Stuart & Paul have been Fab."

"The facilitators were excellent!"

"Stuart & Paul are a superb team and compliment each other brilliantly. They have a wealth of knowledge and I have found the whole course fascinating and would be happy to do another six weeks!! Thank you its been brilliant 😊"

"The more relaxed the group became the better the sessions were. Find ways to break anxiety of early sessions – ice breakers etc. don't put pressure on candidates in early sessions. Cheers guys."

"A longer course and perhaps better timing, I think Friday afternoons can be difficult for the ability to concentrate if you have worked in a demanding area all week. Despite this, the course was great and Stuart & Paul are truly amazing people!"

"Content excellent and at an appropriate level. We felt we could have benefitted from more time to discuss different scenarios we have been involved in & difficult cases – explore solutions.
More on techniques and strategies/ good ideas."

"More group activities. Course felt squashed into the hours. Friday afternoon feeling!"

"The strengths of the course are the abilities of the two trainers & their skills and instructing together & with a group."

"More time for discussion/ sharing experiences"

POST-COURSE

Cohort Number : 8

Trainers: JK & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	3		
Participant / Group Activities	7	2		
Facilitation of Activities by Trainers	7	2		
Overall content of course	4	3	2	

Please add any other comments which would help us improve / strengthen the training

"I felt it was very, very good and am sad it has now finished. I did find the risk assessment section quite hard so maybe people could bring these in then we could all swap these."

"I found the training interesting but did not feel I learnt too much extra as I have lots of previous experience – I attend this training to be able to train others in my team who do not the experience. The facilitators were lovely and the discussions we have had really useful. Thank you!"

"Scenarios"

"I have found this very interesting and though provoking. Basic premise is excellent but focus on young people means it is of limited practical value in my job role (Trainer for adult probation team). However I would be very interested in possibility of adapting programme e.g. EFA for adult offenders or vulnerable adults – is there any scope to consider/ develop this?"

"Explanation of purpose of questionnaire. Course could be shorter – however this will be dependent on participants level of exp/knowledge/working environment."

"Perhaps some vignettes about YP, risk assessment and how to complete them and monitor/evaluate them."

"Course handbook is not user friendly as turning the book leads to confusion finding the pages. When I read handbook before session it gives too much away so some activities seem unnecessary. Course excellent for people just embarking on work with young people – a little too basic otherwise probably would benefit from more ideas/strategies to take back to work place."

"Lots of text to take away would be nice to have some more diagrams to take away. Pictures used to illustrate points during group work were very powerful. Thank you ☺."

POST-COURSE

Cohort Number : 9

Trainers: JK & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	3	1	
Participant / Group Activities	5	3	2	
Facilitation of Activities by Trainers	6	3	1	
Overall content of course	6	3	1	

Please add any other comments which would help us improve / strengthen the training

"Identify how best to incorporate the DVD/ it doesn't appear to have much of a place or relevance to session discussion. Less flipchart based activities use more reflective sessions relating to own experience. Reduce the number of sessions to four and incorporate activities in week 3 & 4 to homework to present to the group."

"The power-point needs reformatting, too much jumping around the slides. The course as a whole could have been delivered in a shorter time frame. The DVD could have been used more effectively i.e. using the breaks in the young persons story to discuss the issues."

"Its brilliant, loved it from start to finish. Material I will take away and build on. It really helped me to learn more about myself and about the people I work with."

"I really enjoyed the course and will certainly take away a lot. Have even ordered two books off the recommended reading list!! Will keep in contact with fellow course members."

"I have found the course very useful, giving me ideas to use with both young people and to take back to my team. Highlighted areas on which I need to concentrate on/ improve."

"I would suggest course maybe delivered over 3 days, the half day sessions can prove difficult to manage some appointments around time."

POST-COURSE

Cohort Number : 10

Trainers: SG & DS

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	2		
Participant / Group Activities	6	2		
Facilitation of Activities by Trainers	6	2		
Overall content of course	7	1		

Please add any other comments which would help us improve / strengthen the training

“NO ROLE PLAY!!!”

“It was very good all round. I think continuing in the current vain will have a positive impact for future professionals. I have gained an enormous amount knowledge. However I am still very loathed to pigeon hole my thoughts about how I would deal with or interpret some situations. I think solutions will unfold slowly..... thank you.”

“Nothing bad to say was a fantastic course and learnt so much about everything. Thank you.”

“Very good. Liked the way the group developed together & the growing trust. Personal point – how different is the Primary course? Relationship of course content to those of us who work more systematically.”

“I have been on many courses and I found this interesting, thought provoking & has helped me to understand young people better & develop my skills.”

POST-COURSE

Cohort Number : 11 Trainers: SG & DS

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	3	1	
Participant / Group Activities	7	3		
Facilitation of Activities by Trainers	5	3	2	
Overall content of course	7	3		

Please add any other comments which would help us improve / strengthen the training

"I believe the course structure and contents were 'spot on' and covered everything I wanted to learn. The course is very thought provoking and emotional."

"All Fantastic."

"Some times there was a carelessness about particularly the start of the sessions. & Sometimes an overly critical stand point, which caused concern for some participants. The two hearts & diamonds groups followed rather different styles – based on differences in how the facilitated – I think consistent approach would be better. Finally – some increased reference to the associated pages in the handbook would be good at times."

"Really useful & relevant training."

"I really liked it when the facilitator owned what he was saying – 'this is my point of view.' Course felt a bit 'teachy' at times. I would have liked more of an adult learner model."

"The overall content has been valuable particularly the aspects around group discussion/ sharing peer support. Sometimes facilitation style was difficult to engage with, potential for group to find facilitator comments detracting from content of course. Opportunities for participants feedback were well sought and very valuable."

"I feel the training content is excellent but sometimes it brought up feeling within the group members that caused distress and there was no opportunity to address this."

POST-COURSE

Cohort Number :

12 (PRIMARY EFA)

Trainers:

SG & DS

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	11			
Participant / Group Activities	11			
Facilitation of Activities by Trainers	11			
Overall content of course	10	1		
Relevance of course material to you	11			

Please add any other comments which would help us improve / strengthen the training

Having attended many courses, I have been blown away by both the content and the presentation of this course. It has been a fantastic experience, that has made me more confident in my work place. Thank you.

More time for some of the sessions attachment esp.

This has been an extremely informative and enjoyable course. The trainers were empathic and understanding and the whole group supportive. I look forward to the next meeting.

Making the course longer as it was really valuable personally and for school. But sometimes felt rushed.

*Changing of booklet format

* Timing difficult – we have so much to share. – perhaps buy an egg timer

Thank you one of the best courses been on. Confidence in myself that can do job, right to feel emotions and how important the child chooses you. Group support excellent and invaluable.

I think the course should be a whole day instead of half a day.

This has been the most valuable course I have been on. It has transformed my way of working with Children and I am already seeing positive results. Dave & Stuart's delivery has been supportive and engaging. An extremely valuable course!!!

I have enjoyed the training – presentation – trainers. Given me more confidence – shows me what I have been doing is right. Best ever course I have been on. Complemented ELSA Training.

Organised supervision groups which would be on-going. A great big thank you for such a great course which was delivered in a humorous and relaxed way.

This has been an excellent course. It has worked because Stuart & Dave have created a safe environment from the very first session which has allowed all participants to be open & honest. Thank you so much.

POST-COURSE

Cohort Number: 13

Trainers: JK & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	6	1		
Participant / Group Activities	6	1		
Facilitation of Activities by Trainers	6	1		
Overall content of course	5	2		

Please add any other comments which would help us improve / strengthen the training

Really enjoyed the course. Trainers fantastic. Great group when we got going! Further exploration of help we can give y/p who are self harming.

*More practical activities (especially in session 4)

* Role play of situations you might face working with young people

*Specific tasks to try and complete week to week to put into practice what we have learned

Its been very enjoyable and presented excellently by the trainers – Thank you!

Group sessions when working in pairs too long if person not talkative. Risk assessment session not very clear to start with – better explanation of task needed. I have enjoyed meeting people from other disciplines.

I am glad session 6 is at the end of the course. Ended on a positive note – backs up how important we are & the work we do.

Potential for session 4 – creating our own emotional strategies toolkit for YP – developing this artistically

POST-COURSE

Cohort Number : 14

Trainers: PJ & AMS

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	10	2		
Participant / Group Activities	9	2	1	
Facilitation of Activities by Trainers	9	3		
Overall content of course	8	4		

Please add any other comments which would help us improve / strengthen the training

"BRILLIANT. Has truly changed, improved & impacted on my working practice & attitude towards young peoples solutions. I now respect just how desperate young people become & how easily their "solutions" come into place if the appropriate intervention is not given."

"Angie & Paul were brilliant, made to feel comfortable and at ease from day one. Excellent course made serious, but also lighthearted."

"Well presented and the facilitators gelled very well. It was really good that many views were aired and insights given."

"I have enjoyed every aspect of the course. In my 30 years of nursing this is the best course I have completed. It doesn't need any improvement."

"I think it would help if the groups were made up of a more diverse range of people/professionals – this would enrich the level of discussion and exploration around issues. Otherwise, good content and additional resources. Thank you"

"I think it would help if the participants were from a variety of different work places. I felt that at times discussions were taken over by participants from one school + they discussed young people who other group members knew nothing about. I found Paul's handouts useful, it might be good to handout more tools like that which we can then use in the workplace."

"Found the training strategies really helpful + really could have done with more of this."

"Very good. Thank you!"

"A great course with good content. It would be good to ensure there is a mixture of different people from different agencies attending so as to make the most of sharing experience/s".

"This is a valuable course for those working with young people. However, I feel that the content of the course could be condensed into a smaller time frame. I understand the need for reflection but such a lengthy course is difficult to organise in a busy school environment and yet so important for staff who are able and willing to lend an ear".

POST-COURSE

Cohort Number: 15

Trainers: SG & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	7	3		
Participant / Group Activities	7	3		
Facilitation of Activities by Trainers	7	3		
Overall content of course	8	2		

Please add any other comments which would help us improve / strengthen the training

Most enjoyable, informative & honest course I've been on. It was a course I looked forward to. Would recommend to others/ anyone who works with y/p.

Not only looked at y/p but ourselves as professionals which a lot of courses lack. Would like to have more time, seemed rushed + squashed in @ times. THANK YOU V. MUCH !!!

Longer some sessions seemed rushed

More time spent on risk assessment

The only fault was the venue. Nobody's to blame at all, it was just a bit cramped. Both Trainers excellent

Excellent training. Sound knowledge and good course content.

Venue wasn't ideal. More space needed. Got off slightly rocky/ disjointed start – but gelled well together subsequent to this. Excellent presentation from Paul + Stuart. Good humour, fun, learnt a lot, but more importantly revisited, reminded me of what I already knew and practice. Good. Glad I came.

The course is great as it is, thank you.

More time would have been helpful. Found some of the humour unhelpful. Handouts to add more depth, expand on some of the topics.

*Didn't keep to timetable which is always difficult. Quite a lot of digression & self disclosure.

* Venue not great

POST-COURSE

Cohort Number : 16 (PRIMARY EFA) Trainers: SG & DS

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	9	2		
Participant / Group Activities	8	3		
Facilitation of Activities by Trainers	9	2		
Overall content of course	9	2		
Relevance of course material to you	8	3		

Please add any other comments which would help us improve / strengthen the training

- I am Still a little unclear about what course participants should do with what they have learnt ie: little said about how to be an emotional first aider
- Good to have reflection time but perhaps too much
- Great variety of activities would have been useful ie: similar format for many activities

Would be really interested in Learning Disability from this course if running.

Some of course, although I have learnt a lot not relevant to my current post, but is something that I can take with me. Really enjoyed it! + I learnt from it!

This training was all round excellent – this will be of great value to my work – it has also made me aware of my own needs and given me some tools and other solutions in dealing with this.

A life changing course that is challenging and empowering. At times is felt like too much information to take on board – however over a longer period of time (next 3 months, 3 years, rest of my life) I feel I will be able to unpick its full significance. I feel differently about how to approach my work/ offer support/ gain support.

- Helpful in posting material around the “primary” age group
- Revisiting self care

I found this course very helpful, due to understand more of personal development, personal experiences. I found understanding emotional distress and early signs and what to look out for extremely helpful. Also looking after yourself is very important, which course covers.

Give more time in first session for sharing information re: jobs & roles working with children.

I really enjoyed the course, I learnt a lot and felt it was vital information for someone in my role. The course has taught me to be more confident. I would like to know how to become a teacher of this course for my company.

Sometimes we ran out of time. Attachment should run for 2 sessions. I have been left with a feeling of “wanting more” so this is a good thing as it inspired me to learn/ read more.

The course needs to be either longer days or more weeks as it's a lot to get through each session how they stand now. It would be nice to have a session just to introduce the other people on the course and talk through what they do so everyone has an understanding of each other.

POST-COURSE

All Excellent 😊!

POST-COURSE

Cohort Number: 17

Trainers: SW & PJ

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	8			
Participant / Group Activities	7		1	
Facilitation of Activities by Trainers	7	1		
Overall content of course	7	1		

Please add any other comments which would help us improve / strengthen the training

The trainers were very good bounced off each other making the session interesting informative and relaxed. Well done and thank you.

Fantastic course. It helped in assuring me that I was doing the right thing but also giving other ideas and strategies to help the children I work with. A good way to network.

I have really enjoyed the course. I feel refreshed in my thinking, reassured and confident and am looking at my role through new eyes. I feel I have been given strengthened tools to my virtual tool box. Thank you!

This was a challenging course which I really enjoyed. Especially, Paul's style was excellent. Evenings should end at 9pm (spread the course). Directly relevant and additional tool to practice.

None.

Paul + Sarah were awesome didn't matter what we threw at them they had a good answer to. They worked really well together and I feel more confident about myself working with children + YPs.

Overall I really enjoyed the course but I some time found to frequency of going out the room in groups or pairs to write lists of words on flip chart paper too repetitive, and wonder if this could be varied.

It was a good course, lots of information and made you think & gave me confidence.

POST-COURSE

Cohort Number: 18

Trainers: AN & KM

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	4	3		
Participant / Group Activities	6	1		
Facilitation of Activities by Trainers	4	2	1	
Overall content of course	6	1		

Please add any other comments which would help us improve / strengthen the training

I have really enjoyed the course and would like to thank you both for your input. A minor point (because you were both fab!), be confident enough to 'talk' through the material rather than read from the screen.

I found April and Kailea excellent, both in the delivery of the course and the way they were able to make us feel relaxed and welcome and really helped and encourage me to share feelings, thought and emotions I would not have done before the start of the course. The only thing I did feel at times less useful was the repeated viewing of the DVD. Although very good, I could not see the need to see each item more than twice.

More group work or role play.

Non well done enjoyed, learnt, much from course about working with young people and any approach.

Have experience from deliverers (I know we all start somewhere) more umph maybe – April and Kailea were very good – very understanding and had a good sense of humour throughout. Thank you.

Thoroughly enjoyed the course. Excellent trainers/delivery – sensitive, clear coherent – thought provoking. Excellent resources – creative, attractive, informative enjoyable to read and use.

I enjoyed the course very much – I have learnt a lot and enjoyed the training. At times I felt it needed to gel together better when parts of the course were being evaluated between the two trainers.

POST-COURSE

Cohort Number: 23

Trainers: AMS & BB

Please rate the quality of the training provided by ticking the appropriate box

	Very Good	Good	Fair	Poor
Presentation of Material by Trainers	2	5	3	2
Participant / Group Activities	1	7	3	1
Facilitation of Activities by Trainers	4	4	3	1
Overall content of course	3	5	2	2

Please add any other comments which would help us improve / strengthen the training

I have enjoyed the course and like the relaxed location it has been set in. It has enabled me to be more aware of my reactions to situations and to stay calm. I need to listen more to young people and see that their behaviour is probably a cure (coping strategy) for their problems. I don't think anything needs to change it has been very good.

I have thoroughly enjoyed this course and feel it will benefit not just my working environment but my home environment as well.

No comments.

Good.

More strategies. Less prescriptive presentation. More variety in activities.

Our cohort were requested to give feedback midway through by our line manager. This was done in writing and responded to by the trainers. I felt that the trainers took onboard our feedback – which was quite critical of the poor organisation i.e. late starts, interrupted training space, trainer manual and handbook not co-ordinated. I would have liked the course to cover bullying and anger management which are the issues in our college – affecting considerable numbers of young people. The best part of the course was the networking, and the facilitator could do more to meet the differing needs of each participant and enable more examples of best practice to be shared. More tips on strategies to help young self-harmers would be good. Pre-course info would help to decide if the course is the right level for participants.

Trainers to tell us how they have applied some of the things that they have learned i.e. how has it changed their own practices with young people.

POST-COURSE

Need to be given time to think about this questionnaire. Content too prescriptive. Too many small group exercises. Poor venue. Incorrect information given and stated as fact. Inappropriate/insensitive comments from trainer e.g. laughing about her daughter raking an overdose. One trainer didn't see I follow what she was teaching e.g. empathy. The level was too basic. The trainers hadn't worked together before and come across as unorganised at times. Would perhaps be better to have trainers you do not work with. A wider variety of young people on the DVD, i.e. some without supportive parents. The DVD did get very repetitive because we watched it so many times as well as their stories being in one of the booklets. The main course book had a confusing layout, although the content was good. Use of the term "emotional stuckness" for mental health issues – seems rather dismissive/almost patronising/suggesting that young people don't have actual mental illnesses. The claim that mental illness is usually caused by anxiety - this was said a lot and is again dismissive of a lot of mental illnesses which young people do have.

Overall very disorganised, very poor venue with poor facilities. Too much use of flip charts. Not enough case studies or strategies. Reflective practice – always a good tool.

None needed – ok.

Individual case studies would be a good asset, to go into more depth from assessment through to solutions. Maybe each participant could be given a case study at the beginning of the course to work through during their own time and feedback at the end as to how the course has enabled them to assess and provide solutions to the case. Overall the course was excellent and very thought provoking at the same time as being emotionally challenging at times. This course makes you open your eyes more to everyone around you, behaviour patterns and your own self.

To have participants from a wider range of backgrounds within a cohort. Unfortunately our cohort only had participants from two establishments which also due to a certain personality caused division with the group.