



The Police Stress Unit and Frontline Training Institute



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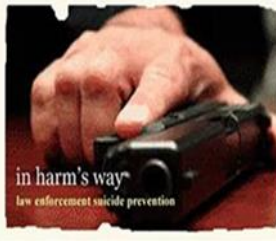
Honoring Our Hometown Heroes

Presents

Peer Support Team Training – Two-Day Basic Training Class ©

This Class is Sponsored by The Blanchard Institute at No-Charge to Attendees

The North Carolina TERMS Conference Monday, July 21 and Tuesday, July 22, 2025



Peer Support Overview

Law Enforcement Personnel are exposed to suffering every day while at work. The stress and trauma they witness can also affect their home life and relationships. There is an overwhelming need to manage the mental health and psychological well-being of emergency service workers, including police officers, firefighters, EMTs, correctional officers and 9 1 1 telecommunicators. The goal of Peer Support is to provide all public safety employees in an agency with the opportunity to receive emotional and tangible support through times of personal or professional crisis and to help anticipate and address potential difficulties. Peer Support programs have become a widely accepted standard of care for many agencies. They serve as effective resources by reducing stigma surrounding mental health concerns and creating an avenue for first responders to feel comfortable approaching one another for support.

A trained peer support person, sworn or civilian, is a specifically trained colleague, NOT a counselor or therapist. Peer Support programs utilize trusted leaders within organizations to help fellow employees struggling with the mental and physical impact of working in incredibly stressful environments. A peer support program can augment outreach programs such as employee assistance programs (EAP), in-house treatment programs, and out-of-agency psychological services and resources, but not replace them. Encouragement and connection during challenging times can help reduce burnout, turnover, and more serious mental health concerns. Peer Support leaders can be trained to identify mental health concerns, be good listeners and supporters during times of need, help identify when co-workers may need a higher level of care, and vet and connect employees to mental health resources.

This training focuses on developing skills for open and honest communication, active listening, recognizing, and assessing officers' problems; determining the need for a referral to a professional counselor; and selecting the proper resource to provide professional assistance. This two-day training utilizes Power Point educational information, demonstrations, role-playing exercises, trusted resources, and hand-out materials.

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This Two-Day Basic Peer-Support Educational Training will provide the following:

- **Day One:**
 - 1.) Introductions of Attendees and Definitions
 - 2.) Peer Support: What It Is and What It Not
 - 3.) Peer Support Team: Role Conflict, Mission, Recruiting Team Members, Interactions
 - 4.) Peer Support Confidentiality – Boundaries – Limits and Liability – Ethical Issues
 - 5.) Understanding Stress and Traumatic Stress – Signs and Symptoms
 - 6.) The Law Enforcement Culture and Stress and Trauma: On and Off the Job
 - 7.) The Realities of the Job: Relationships – Family, Addictions, Domestic Abuse and Violence, Health Issues, Injury, Death, Officer Involved Shootings, Critical Incidents, Mental Health, Depression, and Grief
 - 8.) Communication Facilitation, Active Listening Skills – Non-Verbal Body Language
 - 9.) Problem Assessment – Response Styles: Evaluate – Teaching – Supportive – Probing – Clarifying
 - 10.) Officer Suicide, Prevention, Intervention, and Postvention
- **Day Two:**
 - 1.) An Overview of Crisis Incident Stress Debriefing, Management, and Intervention
 - 2.) Compassion Fatigue Test: Compassion Fatigue and Burnout PTSD
 - 3.) Review Resources Professional Counseling and Residential Programs, EMDR, MSTP, Trauma Reduction Exercise, AA/NA, Employee Assistance Programs, Chaplain Programs, P C I Seminars.
 - 4.) Overview and Written Test
 - 5.) Breakout Role Play Scenarios
 - 6.) Evaluation – Certificates of Completion

CLASS REGISTRATION INFORMATION:

There is NO-CHARGE for this Two-Day Basic Peer Support Training Thanks to a Grant from The BLANCHARD INSTITUTE of Charlotte and Lake Norman and Honor Our Hometown Heroes Program.

CLASS LOCATION: Mitchell Community College

Monday, July 21, & Tuesday, July 22, 2025, from 8:00am to 5:00pm each day.

**SEATING IS LIMITED TO THE FIRST 20 STUDENTS
REGISTRATION MUST INCLUDE APPROVAL FROM YOUR AGENCY**

For More Information and To Register: Please Contact Rick Eades at Mitchell Community College – Law Enforcement Training Center

Phone: 704 – 838 – 6755 or by email at reades@mitchellcc.edu

