

SECTION 1

# INTRODUCTION TO FOUNDATIONAL TRAINING

# Overview: Section 1

- Check-in
- Learning Objectives
  - How to Effectively Use the Guide
  - Glossary of Key Terms
  - Audience
  - Key Learning Objectives
  - Purpose and Goals

## SECTION 1

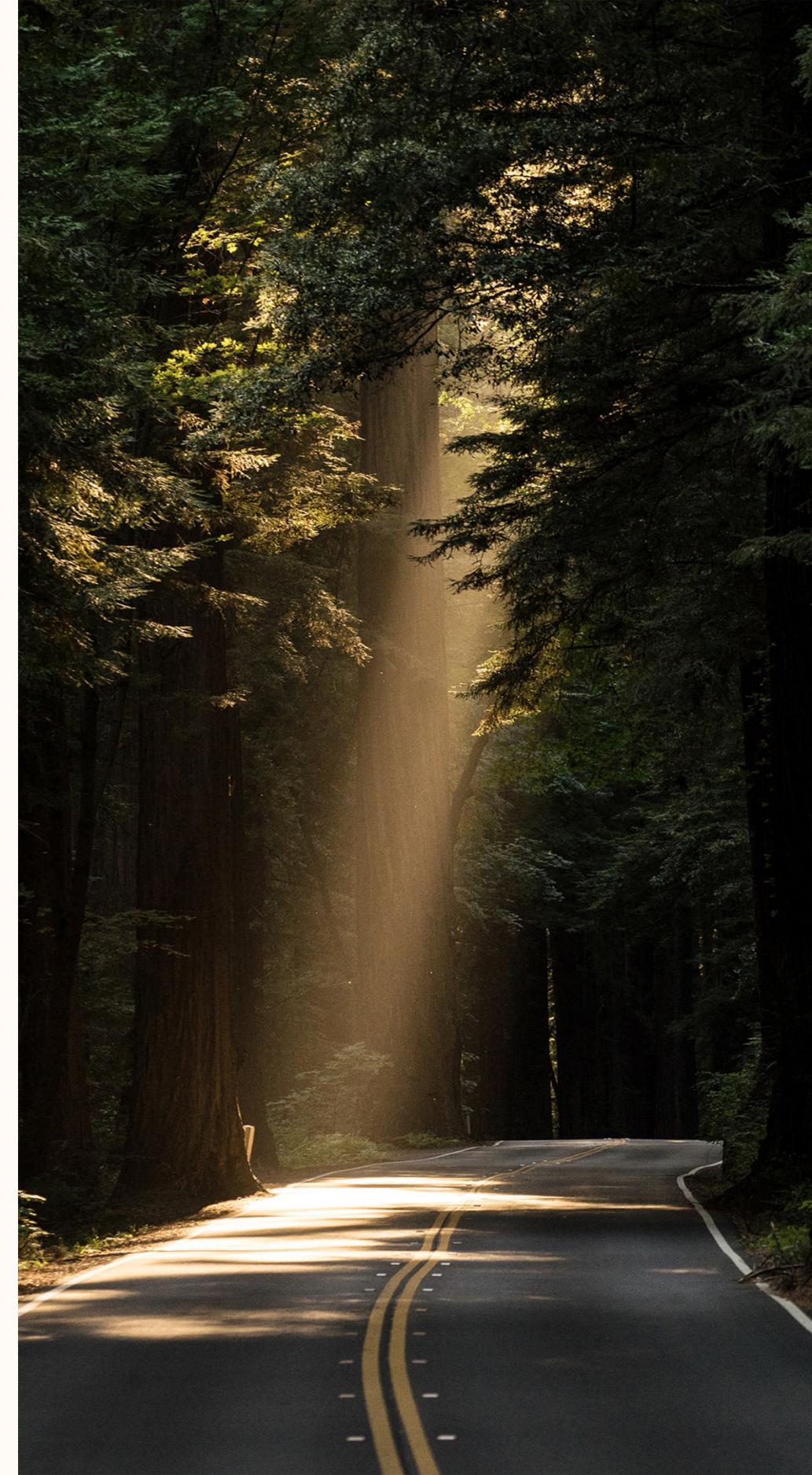
This section covers the main objectives of the Seed Team training and what Seed Team trainers should expect to learn from the training and the manual.

After completing this section, you will be able to

- Develop a strong understanding of the Seed Team training objectives and why the seed team is needed.
- Gain a better understanding of the leadership skills required of a Seed Team trainer.
- Prepare for the various skills that will be honed through the training and use of the manual.

# 04 Section 1.1 How to Use the Manual

- **Key strategies** for Seed Team trainers
- **Building trust** with FSI-R trainees
- **Active Leadership** as a Seed Team trainer while maintaining rapport with FSI-R trainees



# 05 Section 1.2 Glossary of Key Terms

- **Family Strengthening Intervention for Resettlement (FSI-R):** The FSI-R focuses on the long-term needs of children and families while strengthening the support system they have (e.g. Family, peers, community) that increases healthy child development. It is a strengths-based family-centered intervention for refugee resettled families.
- **FSI-R Interventionist:** A professional who can deliver the FSI-R to enrolled refugee families in their community after completing FSI-R training.
- **Master RPCA Trainers:** Professionals from the Research Program on Children and Adversity (RPCA) who are trained to deliver both seed team trainings and FSI-R training and facilitate weekly group supervision meetings for FSI-R interventionists.

# 06 Section 1.2 Glossary of Key Terms

- **Seed Team training:** The Seed Team training involves Master RPCA trainers teaching experienced FSI-R interventionists how to train future FSI-R interventionists (FSI-R trainees).
- **Seed Team trainer:** An individual who has completed the FSI-R training provided by RPCA and has experience delivering the FSI-R intervention. This person is then trained to serve as a Seed Team trainer if interested, equipping FSI-R trainees with the skills needed to implement the FSI-R practice with resettled families.
- **FSI-R Trainee:** An individual who is screened and hired by their organization and meets the eligibility requirements for an FSI-R interventionist. They undergo FSI-R training to become interventionists who will deliver the FSI-R directly to resettled families.

# 07 Section 1.2 Glossary of Key Terms

- **Risk of Harm (RoH):** Any situation where a person's safety or well-being is at significant risk. This includes not only immediate threats to life but also situations involving severe mental, emotional, or physical harm that requires intervention to prevent escalation.
- **Fidelity:** The degree to which a program, intervention, or training is delivered as intended.
- **Competency:** The ability of an individual to perform a task or skill effectively based on training.

# Section 1.3 The Training's Intended Audience

- Designed for future **Seed Team trainers** to learn best practices for FSI-R training.
- Trainers must be **motivated & open to learning** all aspects of coordinating training.
- Trainers should use their **FSI-R interventionist experience** to:
  - **Obtain necessary resources** for facilitation.
  - **Refine leadership & group facilitation skills.**



# Section 1.4 – Key Learning Objectives



## Training Logistics

- Determine location, materials, and accommodations for trainees.

## Setting Training Ground Rules

- Ensure trainees follow best practices for future interventions.

## Building Engagement & Group Dynamics

- Establish rapport and maintain an engaging learning environment.

# Section 1.4 – Key Learning Objectives

## Facilitation & Participation

- Encourage active discussions among trainees.

## Overcoming Challenges

- Address common issues that arise during training.

## Performance Evaluation & Feedback

- Assess trainee performance and provide constructive feedback.



## Content Mastery & Integration

Develop **training & facilitation skills** to lead effectively.

## Leading a Group & Effective Facilitation

- Sustain **engagement** and **positive group dynamics**.
- Manage **common training challenges**.
- Ensure **time management & fidelity** to training content while using soft skills effectively.

# Section 1.5 – Purpose & Goals

## Transitioning from FSI-R Interventionist to Seed Team Trainer

Integrate **personal experience** into best practices.



## Providing Constructive Feedback & Evaluating Performance

- Give **structured, supportive feedback** to trainees.
- Evaluate **learning progress & performance**.

# Section 1.5 – Purpose & Goals

## Setting Boundaries & Doing No Harm

- Avoid **burnout & mitigate risks**.
- Respond appropriately to **Risk of Harm (RoH) cases**.
- Use **role-play, vignettes, and personal experience** to cultivate skills.
- Problem-solve **challenges related to RoH** during training.



# Key Takeaways for Trainers



**Use this manual and training as a guide for structuring and leading FSI-R training.**



**Apply best practices in facilitation, engagement, and evaluation.**



**Maintain boundaries, safety, and ethical responsibility as a trainer.**