Public Health Scotland

Frequently Asked Questions

Additional Information for applications for Scotland's Mental Health First Aid Training for Trainers Course

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Translations and other formats are available on request at:

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Version history

Version	Date	Summary of changes
1	20/03/2025	New Document

Contents

Introduction 2

Background 2

Application Form 2

Contact 3

Frequently Asked Questions 4

Introduction

This document is to support individuals wishing to apply for Scotland's Mental Health First Aid (SMHFA) Training for Trainers Course

Background

The Scotland's Mental Health First Aid (SMHFA) Instructor Course is a comprehensive training program designed to prepare individuals to teach the SMHFA course. The instructor training spans five days and is divided into two main parts: the Development and the Skills Practice Days.

Before attending the instructor training, participants must complete the 12-hour SMHFA participant course within the 12 months prior.

The Development three days, focuses on deepening understanding of the course content, exploring group dynamics, and enhancing presentation skills. Participants engage in activities that cover for example, learning styles and workshops on mental health topics such as psychosis and recovery.

The final two days, known as the Skills Practice Days, involve participants leading a section of the course to their peers. This hands-on practice helps build confidence and refine teaching techniques, with feedback provided by mentors and fellow participants.

Application Form

The application form you will be required to complete is a standard SMHFA application which sits on a Public Health Scotland trainer online system.

All application forms must be completed online via the specific "Apply Here" that will have already been received by any applicant.

All sections of the application form must be completed and within the set deadline for submission.

Contact

Should you require any further information on the application process please contact the Public Health Scotland team via: **phs.mhandsplearningresources@phs.scot**

Frequently Asked Questions

Question	Response
Who are Key Priority areas for the SMHFA Programmes?	Public Health Scotland prioritises these key priority areas for all the PHS managed licenced programmes. 1. health and social care including emergency responders and community pharmacy. 2. frontline supporters including those working in debt/money advice, housing and homelessness, violence against women and girls, community justice; addictions services, transport (e.g. bus/taxi drivers); hospitality and retail (including hairdressers/barbers), leisure, fitness and sport. And those working with specific minority group such asylum seekers and refugees, gypsy and travellers, care-experienced people and other minoritised groups. 3. education including higher and further education, counsellors, youth work. 4. third sector agencies including voluntary organisations, charities and CiCs.
Who can apply for the SMFHA Training for Trainers?	1. You are applying to deliver SMHFA training to other employees in your workplace and/or other organisations and/or within communities 2. Applicants must have attended the 2 days SMHFA workshop within the last 12 months before commencement of an SMHFA T4T – (this will be verified by PHS)

Question	Response
	3. You should be working in, or with an organisation that fits into one/or more of the key priority areas. 4. You have secured commitment from your organisation for the time required to attend and the commitment to delivery requirements thereafter
What skills do I need to have to become an SMFHA Trainer?	1. Skills acquired by previously attending the SMHFA 2-day course 2. Professional and/or personal experiences in the field of mental health 3. Experience of delivering training/teaching effectively and group facilitation skills 4. Knowledge of mental health /mental health conditions/ wellbeing/suicide prevention 5. Knowledge and good understanding about wider social determinants of health and health inequality, poverty, social and health inequalities, equity, prevention concept 6. Enthusiasm to reduce stigma associated with mental ill health 7. Good interpersonal communication and helping skills,
What is the time commitment to attend the T4T course	1. All applicants must be available and must attend all 5 days of the training for trainer course – including the time required for group/development work 2. Please also note this is an online/virtually delivered course, so

Question	Response
	please be considerate of this when applying
Is the 5-day course all in one week?	No, the course will be separated over a couple of weeks to allow participants time in between development and skills days
What are the other time commitments after a T4T course that I need to be aware of?	1. You will be required to have dedicated time to deliver: a. At least 2 training workshops in the first year b. followed by at least 2 workshops per year thereafter to maintain your skills and active trainer status 2. If successful, you will also have to consider that you need dedicated time for e.g. a. administration requirements as a trainer e.g., trainer reports b. organising training deliveries (which is the responsibility of trainers) c. prep time d. development time
What does PHS consider in selection criteria for places?	1. When considering applicants for all training for trainers programmes the criteria below are used by PHS. These criteria are considered in balance rather than by individual item so applications may be accepted if strong in some areas and less strong in others. 2. Applicants must demonstrate they will have the sufficient time and

Question	Response
	support to develop their less strong areas 3. Are applications from one of the key priority areas 4. Applicants must have experience of delivering training or adult learning to groups 5. Applicants must have the support of their manager or organisation to meet the time commitments to deliver training to ensure continued competence or, alternatively, is the applicant committed to delivering in their own time 6. Applicants must have a strong interest in mental health and suicide prevention / health and social inequalities and has this been evidenced on their application form
Where do I highlight which key priority area I work within or delivery to?	Please use the space on the application form at the Q9 to highlight this.
How many places are available on the Training for Trainers Course	There is a maximum of 12 places available
What if there are more applications than places? How does PHS prioritise applications?	1. Applicants from key priority areas 2. Applicants who will be training in areas where little or no training capacity exists 3. Applicants from organisations who deal with vulnerable clients and where little or no training capacity exists 4. Applicants who have been recommended by their local Mental Health/Suicide Prevention Lead

Question	Response
	5. A balance across the key priority areas to ensure it is fair and equitable across Scotland
Can I email an application form?	No, all applications will only be considered that have been completed via the link which directs applications to an the online PHS system
When will I find out if I have a place on the course	All successful applicants will be informed by dates set out in T4T advert.
If I am unsuccessful in obtaining a place will my application form be held on record	No, unfortunately we do not hold application forms on our system due to GDPR regulations.
What are the costs to PHS to deliver a SMHFA T4T	PHS fund the costs of the 1. SMHFA national training team for delivery 2. All associated SMHFA materials for the training for trainers' course