



Recommended Professional Development: Military Cultural Competency & Suicide Prevention Training

New Hampshire Suicide Prevention Council—Military & Veterans Committee
Supported by the New Hampshire Division of Community Based Military Programs, NHDMAVS



SMVF = Service Members, Veterans and their Families

Priority Recommendations									
Training Area	For those who work with:	Training	Mode/Access	Staff to be trained	% of Staff Trained	Frequency of Training	Notes	Competencies/Outcomes	
A. Military Cultural Competency (MCC) <i>Introductory</i>	SMVF Employees Children & Families SMVF in clinical or healthcare settings	Ask the Question: Ask, Link Collaborate Multiple training, orientation and consultation options that can be customized and tailored to organization and staff needs.	Trainings, orientations or consultations can be held virtually or in-person. Length is tailored to need. Contact: Amy Cook, NAMI NH acook@naminh.org	NH Department of Military Affairs & Veterans Services recommends all social service, healthcare organizations and educational institutions learn about the benefits of identifying clients/patients/students/families that have served in the military.	To be determined by individual agencies. Consider: Leadership & administration, gatekeepers to services, those responsible for intake and data collection procedures	To be determined by individual agencies. Consider: Initially to develop effective procedures, then an annual review to evaluate effectiveness of procedures.	Course Description: This training educates organizations about the importance of identifying SMVF, how to do that effectively and the benefits that can be realized by doing so. It is designed for a team that will be responsible for developing and implementing policy & procedural changes related to identifying SMVF, linking them to appropriate resources and collaborating with the network of resources available to the SMVF population. Total Time: customized Cost: Free	Competencies: 1. To recognize the importance and benefits of identifying SMVF in a specific organization. 2. To identify spaces within organizational policies & procedures where asking, linking and collaborating can make a positive impact. Outcomes: Documentation of completed staff trainings. An Increase in identification of military personnel, Veterans, and their families.	A
B. Military Cultural Competency (MCC) <i>Introductory</i>	SMVF Employees Children & Families SMVF in clinical or healthcare settings	Star Behavioral Health Provider Training (SBHP) Tier 1 of three tiers Tier One provides an introduction to military culture and information about the deployment cycle. Recommended for all.	SBHP trainings are typically held in-person; however, they have switched to all virtual instruction until further notice. View dates and register for trainings at: https://starproviders.org/providers-home/	NH Department of Military Affairs & Veterans Services recommends that all staff, including leadership and administration, have one introductory MCC training. SBHP Tier 1 training would meet this recommendation.	100%	At Hire/Annual Updates	Course Description: Star Behavioral Health Providers (SBHP) is a training, dissemination and referral system aimed at expanding access to trained behavioral health providers for SMVF. The SBHP initiative works with course content created by the Center for Deployment Psychology (CDP). It is a three-tiered training program, with each training tier building upon knowledge from the previous tier. Tier One is taught by SBHP trained staff from NH. Tier Two and Tier Three will be taught by special teams from CDP. Total Time: 6 hours per Tier Cost: Free Free APA CEs available for each tier.	Competencies: Tier One provides an introduction to military culture and information about the deployment cycle. Open to all service providers and community members. For more clinical training refer to Tiers 2 & 3. Outcomes: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.	B
C. Military Cultural Competency (MCC) <i>Introductory</i>	SMVF Employees	Veterans at Work Certificate Program (10 PDCs) Offered by Society for Human Resource Management Foundation (SHRM) and PsychArmor	SHRM Foundation offers this Certificate virtually through online surveys, readings and courses at PsychArmor. Register at: https://www.shrm.org/foundation/about/Pages/Veterans-at-Work-Certificate-Program.aspx	NH Department of Military Affairs & Veterans Services recommends that all Human Resources Staff participate in this introductory level training. It is recommended that Human Resources staff also supplement this training series with the additional MCC trainings listed in line D.	100% of Human Resources staff	At hire	Course Description: The SHRM Foundation Veterans at Work Certificate, developed for HR professionals, hiring managers, and front-line supervisors, is a multi-faceted program from the SHRM Foundation brought to you with support from Comcast NBC Universal. The Certificate is completely free and open to all. You do not need to be a SHRM member, or hold a SHRM credential. Training requires completion of 5 tasks (2 surveys, 2 learning segments & short quiz). Must complete all tasks satisfactorily to earn certificate and recertification credits if you already hold a SHRM-CP or SHRM-SCP. Total time: 10 hours Cost: Free Earn 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification.	Competencies: 1. Learn the value that skilled Veterans bring to the civilian workplace. 2. Demonstrate commitment to attract, hire and retain these talented professionals Outcomes: Documentation of completed staff trainings. Increased level of confidence in hiring SMVF. Enhanced employment policies and procedures geared towards successful hiring and retention of SMVF employees.	C



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D. Military Cultural Competency (MCC) <i>In-Depth</i> <i>(Clinical focus)</i>	Children & Families	SMVF in clinical or healthcare settings	Star Behavioral Health Provider Training Tiers 2 & 3 of three tiers	SBHP trainings are typically held in-person; however, they have switched to all virtual instruction until further notice. View dates and register for trainings at: https://starproviders.org/providers-home/ For a more general training refer to SBHP Tier 1.	NH Department of Military Affairs & Veterans Services recommends that all clinical service providers working directly with SMVF participate in the SBHP Tiers 2 & 3 trainings.	To be determined by individual agencies. Consider: Clinical service providers working directly with SMVF	To be determined by individual agencies.	Course Description: Star Behavioral Health Providers (SBHP) is a training, dissemination and referral system aimed at expanding access to trained behavioral health providers for service members, veterans and their families. The SBHP initiative works with course content created by the Center for Deployment Psychology (CDP). It is a three-tiered training program, with each training tier building upon knowledge from the previous tier. Tier One is taught by SBHP trained staff from NH. Tier Two and Tier Three will be taught by special teams from CDP. <i>Tier 1 is a prerequisite for Tier 2.</i> <i>Tiers 1 & 2 are prerequisites for Tier 3.</i> Total Time: 6 hours per tier Cost: Free Free APA CEs available for each tier.	Competencies: Tier Two provides education about specific challenges and difficulties that are often associated with military service. Tier Three provides clinical skills that focus on evidence-based treatments to address some of the behavioral health issues facing service members, veterans and families. Outcomes: Documentation of completed staff trainings.	
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E. Suicide Prevention <i>Introductory & In-Depth</i>	SMVF Employees	Children & Families	SMVF in clinical or healthcare settings	LivingWorks Applied Suicide Intervention Skills Training (ASIST) Evidence-based, 2-day face-to-face workshop (15 hours)	LivingWorks ASIST is presented in-person only. Find training dates available locally: https://legacy.livingworks.net/training-and-trainers/find-a-training-workshop/ For those who need an online version, refer to LivingWorks Start. The NH National Guard offers the training on a regular basis at NHNG facilities (no charge to participants). Organizations can also schedule their own trainings--\$39.95 per participant. Contact: Dale Garrow, dale_e_garrow_ctr@army.mil	NH Department of Military Affairs & Veterans Services recommends all professionals across sectors learn how to recognize signs of suicide risk in others and know how to address the risk.	100%	At Hire, then refresh every 3-4 years	Course Description: LivingWorks ASIST is a two-day face-to-face workshop featuring powerful audiovisuals, discussions, and simulations. At a LivingWorks ASIST workshop, participants learn how to prevent suicide by recognizing signs, providing a skilled intervention, and developing a safety plan to keep someone alive. Two knowledgeable, supportive trainers will guide participants through the course, ensuring comfort and safety. Total Time: 15 hours Cost: Free if participant attends training hosted by NH National Guard. \$39.95 per participant if organization schedules their own training. The SPC Military & Veterans Committee has allocated funding to pay for a limited number of provider registrations so inquire as to whether you can access one of the pre-paid provider registrations and attend for free!	Competencies: 1. To recognize the signs of suicide risk in others. 2. To demonstrate how to provide a skilled intervention. 3. To demonstrate how to develop a safety plan to keep someone alive. Outcomes: Documentation of completed staff trainings. An increase in staff comfort level addressing conversations about suicide risk. An increase in hope and reduction in suicidality.
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F. Military Cultural Competency (MCC) <i>Introductory</i>	SMVF Employees	Children & Families	SMVF in clinical or healthcare settings	Center for Deployment Psychology and Veterans Affairs - 2 hour MCC overview training (in 8 modules).	Online https://deploymentpsych.org/Military-Culture-Enhancing-Competence-Course-Description	NH Department of Military Affairs & Veterans Services recommends that all staff, including leadership and administration, have one introductory MCC training. This course meets that recommendation.	100%	At Hire/Annual Updates Course Description: This interactive online training course provides an overview of military culture to include organizational structure, rank, branches of service, core values, and demographics as well as similarities and differences between the Active and Reserve components. It is intended to assist civilian providers in better understanding, communicating and effectively interacting with Service members and their families. Total Time: 2 hours Cost: Free course (APA CE credits available for \$15.00)	Competencies: 1. To explain the military rank structure and organization and distinguish the primary mission and core values of each branch of service. 2. To describe differences and similarities between Active and Reserve components. 3. To discuss demographic characteristics of Service members. 4. To recognize general and deployment-related military terms. Outcome: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.	F
G. Military Cultural Competency (MCC) <i>In-Depth, Topic Specific</i>	SMVF Employees	Children & Families	SMVF in clinical or healthcare settings	Psych Armor MCC trainings with more in-depth information on specific topics for healthcare providers and others including: caregivers, employers, nonprofits, community organizers etc. New Hampshire has two free, online training portals powered by PsychArmor that provide learners with a curated list of trainings in military culture and suicide prevention. One portal is for providers and one is for businesses that hire and employ Veterans.	Online Webinars and Online Courses Center for Deployment Psych https://deploymentpsych.org/online-training-courses Portal for Providers: https://bit.ly/NH-GovernorsChallenge Portal for Businesses: https://bit.ly/NH-Vet-Friendly-Business	NH Department of Military Affairs & Veterans Services recommends that direct services staff working with military, veterans, and their families including (but not limited to) medical program staff, emergency services staff, peer staff, case managers, and clinicians complete more in-depth training in MCC.	To be determined by individual agencies.	To be determined by individual agencies. Psych Armor has an extensive training library including in- depth trainings for healthcare providers, caregivers and families, employers, volunteers, and educators. Total time: Varies Cost: Free with no CE credits. CE credits may have a cost.	Competencies: 1. To take a look inside to the lifestyle of service members and their families. 2. To learn about the historic culture and ingrained values of the U.S. Armed Forces. 3. To gain exposure to the latest research and trends on veteran specific issues. 4. To learn from nationally-recognized subject matter experts. Outcomes: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.	G



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H. Military Cultural Competency (MCC) <i>In-Depth</i>	SMVF in clinical or healthcare settings	Center for Deployment Psychology and Veterans Affairs - 8 hour (4 module) training. Module 1: Self- Assessment and Introduction to Military Ethos; Module 2: Military Organization and Roles; Module 3: Stressors and Resources; Module 4: Treatment Resources and Tools.	Online http://deploymentpsych.org/military-culture-course-modules	NH Department of Military Affairs & Veterans Services recommends that direct services staff working with military, veterans, and their families including (but not limited to) medical program staff, emergency services staff, peer staff, case managers, and clinicians complete more in-depth training in MCC.	To be determined by individual agencies.	To be determined by individual agencies.	Course Description: The primary audience for the curriculum is mental health professionals employed by the VA or DoD, but the curriculum is intended to benefit any health care professional who serves members of the military, Veterans, or members of their families, regardless of setting. This includes physicians (including psychiatrists), psychologists, nurses, social workers, and counselors.	Competencies: 1. To identify factors that shape opinions about the military and military service. 2. To analyze potential prejudices and biases that you may hold related to military culture, Service members, and/or Veterans. 3. To evaluate the possible impact of military culture and military ethos on a Service member's, Veteran's, and/or Family member's sense of self, others and worldview. 4. To assess how military ethos impacts clinical presentation and interactions you have had with Service members, Veterans, and their families. 5. To describe how military ethos may contribute to stigma, help seeking, and health behaviors. Outcomes: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.



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I. Military Cultural Competency (MCC) Recommended Introductory courses listed <i>In-Depth, Topic Specific also available</i>	SMVF Employees Children & Families	SMVF in clinical or healthcare settings	Psych Armor MCC trainings – Multiple training options divided into 10-60 min self-paced online segments: 15 Things Veterans Want You To Know* (16 min) Veteran 101 - DoD (20 min) Veteran 101 - Service Branch Overview (20 min) Veteran 101 - Military Culture (30 min) Veteran 101 - Laws and Regulations (10 min) Veteran 101 - Officer vs. Enlisted (35 min) Veteran 201 - Military Lingo & Discharges (20 min) Veteran 201 - Timeline of Wars (45 min) Veteran 201 - Profession vs. Occupation (35 min) Veteran 201 - Veterans (20 m) Veteran 201 - Military Families (60 min)	Access through New Hampshire's Online Training Portal powered by PsychArmor: Portal for Providers: https://bit.ly/NH-GovernorsChallenge Portal for Businesses: https://bit.ly/NH-Vet-Friendly-Business If you can't find the training you want, enter the name into the search bar at the top of the homepage, https://learn.psycharmor.org/collections	NH Department of Military Affairs & Veterans Services recommends that all staff, including leadership and administration, have one introductory MCC training. This series of trainings meets that recommendation.	100%	At Hire/Annual Updates	Course Description: Free, requires online user registration for access. CE credits available for some PsychArmor trainings (cost associated). Refer to website for more information. PsychArmor has a variety of entry level trainings addressing specific military-related topics. Organizations can identify topic-specific trainings for employees based on professional responsibilities. Total time: Varies Cost: Free with no CE credits. CE credits may have a cost. *Healthcare Providers should view 15 Things Veterans Want You To Know for Healthcare Providers (33 min)	Competencies: 1. To take a look inside to the lifestyle of service members and their families. 2. To learn about the historic culture and ingrained values of the U.S. Armed Forces. 3. To gain exposure to the latest research and trends on veteran specific issues. 4. To learn from nationally-recognized subject matter experts. Outcome: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.
J. Military Cultural Competency (MCC) Recommended Introductory courses listed <i>In-Depth, Topic Specific also available</i>	SMVF Employees	PsychArmor MCC trainings for Human Resource Professionals – Multiple training options divided into 10-60 min self-paced online segments: Veteran 101 series (5 modules, 10-35 min each) Veteran 201 series (5 modules, 20-60 min each) 15 Things Veterans Want You to Know (16 min) Creating a Military Spouse Hiring Program (52 min) Creating a Veteran Hiring Program (30 min) Creating a Veteran Mentoring Program (12 min) Supporting Veterans, Family Members, and Caregivers with Flexible Work Options (9 min) Tax Incentives for Employers Hiring Veterans (15 min) The Myths and Facts of Military Leaders (9 min) Using the National Labor Exchange to Find Veterans to Hire (12 min)	Access through New Hampshire's Online Training Portal powered by PsychArmor: Portal for Businesses: https://bit.ly/NH-Vet-Friendly-Business If you can't find the training you want, enter the name into the search bar at the top of the homepage, https://learn.psycharmor.org/collections	As an alternative to the SHRM Foundation Veterans at Work Certificate, NH Department of Military Affairs & Veterans Services recommends these introductory level trainings. It is recommended that Human Resources staff also supplement this training series with the additional MCC trainings listed in line D.	100% of Human Resources staff	At hire	Course Description: Free, requires online user registration for access. CE credits available for some PsychArmor trainings (cost associated). Refer to website for more information. PsychArmor has a variety of entry level trainings addressing specific military-related topics. Organizations can identify topic-specific trainings for employees based on professional responsibilities. Total time: Varies Cost: Free with no CE credits. CE credits may have a cost.	Competencies: 1. Learn the value that skilled Veterans bring to the civilian workplace. 2. Demonstrate commitment to attract, hire and retain these talented professionals. Outcomes: Documentation of completed staff trainings. Increased level of confidence in hiring SMVF. Enhanced employment policies and procedures geared towards successful hiring and retention of SMVF employees.	



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K. Military Cultural Competency (MCC) Suicide Prevention <i>Introductory</i>	SMVF Employees Children & Families SMVF in clinical or healthcare settings	The Mental Health Center of Greater Manchester offers two trainings specific to the military/Veteran population:	More info about Mental Health First Aid for Veterans: https://www.mhcgm.org/training-and-education/classes-support-programs/	NH Department of Military Affairs & Veterans Services recommends that direct services staff working with military, veterans, and their families including (but not limited to) medical program staff, emergency services staff, peer staff, case managers, and clinicians complete more in-depth training in MCC.	To be determined by individual agencies.	To be determined by individual agencies.	Course Description: The Mental Health Center of Greater Manchester offers trainings that are open to providers from the NH community. <i>Continuing education credits available for Understanding Military Culture.</i> Total time: Varies Cost: Varies	Competencies: For Mental Health First Aid--Learn to 1. Assess for risk of suicide or harm, 2. Listen non-judgmentally, 3. Give reassurance and information, 4. Encourage appropriate professional help, 5. Encourage self-help and other support strategies Outcomes: Understand how to assess and help a Veteran in crisis.
		<ol style="list-style-type: none"> Mental Health First Aid for Veterans Understanding Military Culture, 1.5 hrs, \$99, 1.5 CEUs 	To learn more about training services or upcoming dates, contact Peter Costa, Director of Training and Education 603-668-4111 x6009 costapet@mhcgm.org					
L. Military Cultural Competency (MCC) <i>In-Depth</i>	SMVF in clinical or healthcare settings	Center for Deployment Psychology and Veterans Affairs - 8 hour (4 module) training. Module 1: Self- Assessment and Introduction to Military Ethos; Module 2: Military Organization and Roles; Module 3: Stressors and Resources; Module 4: Treatment Resources and Tools.	Online http://deploymentpsych.org/military-culture-course-modules	NH Department of Military Affairs & Veterans Services recommends that direct services staff working with military, veterans, and their families including (but not limited to) medical program staff, emergency services staff, peer staff, case managers, and clinicians complete more in-depth training in MCC.	To be determined by individual agencies.	To be determined by individual agencies.	Course Description: The primary audience for the curriculum is mental health professionals employed by the VA or DoD, but the curriculum is intended to benefit any health care professional who serves members of the military, Veterans, or members of their families, regardless of setting. This includes physicians (including psychiatrists), psychologists, nurses, social workers, and counselors.	Competencies: 1. To identify factors that shape opinions about the military and military service. 2. To analyze potential prejudices and biases that you may hold related to military culture, Service members, and/or Veterans. 3. To evaluate the possible impact of military culture and military ethos on a Service member's, Veteran's, and/or Family member's sense of self, others and worldview. 4. To assess how military ethos impacts clinical presentation and interactions you have had with Service members, Veterans, and their families. 5. To describe how military ethos may contribute to stigma, help seeking, and health behaviors. Outcomes: Documentation of completed staff trainings. An Increase in identification of military personnel, veterans, and their families.

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Alternative and Additional Recommendations									
M.	Suicide Prevention <i>Introductory</i>	SMVF Employees Children & Families SMVF in clinical or healthcare settings	S.A.V.E. (PsychArmor) 25-minute online course developed in collaboration with the Department of Veterans Affairs and presented by Dr. Megan McCarthy, Former Deputy Director, Suicide Prevention.	Access through New Hampshire's Online Training Portal powered by PsychArmor: Portal for Providers: https://bit.ly/NH-GovernorsChallenge Portal for Businesses: https://bit.ly/NH-Vet-Friendly-Business OR Online https://learn.psycharmor.org/courses/va-save A 1-hour in-person or virtual training may be available through your local VA Medical Center Suicide Prevention Team. Please use VA's resource locator to contact your local team to inquire more: www.VeteransCrisisLine.net/ResourceLocator .	NH Department of Military Affairs & Veterans Services recommends all professionals across sectors learn how to recognize signs of suicide risk in others and know how to address the risk.	100%	At hire, then refresh every year	Free, requires online user registration for access. S.A.V.E. can be taken in a group setting or individually. It was designed to be watched as a group to allow for greater discussion of the topics and video. Total time: 25 minutes Cost: Free This training is beneficial for anyone who interacts with Veterans, including first responders, crisis line volunteers, law enforcement, members of clergy, individuals working in the justice system, health care employees, faith leaders, and community members.	Competencies: 1. Develop a general understanding of the problem of suicide in the United States. 2. Understand how to identify a Veteran who may be at risk for suicide. 3. Know what to do if you identify a Veteran at risk. Outcomes: Documentation of completed staff trainings. An increase in staff comfort level addressing conversations about suicide risk. An increase in hope and reduction in suicidality.
N.	Suicide Prevention <i>Introductory</i>	SMVF Employees Children & Families SMVF in clinical or healthcare settings	LivingWorks Start 1-hour online course designed for any person 13 years or older	Register and access the course online: https://www.livingworks.net/start	NH Department of Military Affairs & Veterans Services recommends all professionals across sectors learn how to recognize signs of suicide risk in others and know how to address the risk.	100%	At Hire, then refresh every 3-4 years	Course Description: In just one hour online, LivingWorks Start teaches trainees to recognize when someone is thinking about suicide and connect them to help and support. LivingWorks Start teaches valuable skills to everyone 13 and older and requires no formal training or prior experience in suicide prevention. The in-person ASIST training is preferred, but this online course is for those who are not able to attend the in-person training. Total Time: 1 hour Cost: \$30	Competencies: 1. To demonstrate understanding of a four-step model to keep someone safe from suicide. 2. Gain knowledge about safety resources and supports available. Outcomes: Documentation of completed staff trainings. An increase in staff comfort level addressing conversations about suicide risk. An increase in hope and reduction in suicidality.

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