

ENABLING WORKFORCES TOOLKIT

NOTE: You can find the online version of this Toolkit at www.tqkp.org.au/enabling-workforces-toolkit.

The more we understand early brain development (and our own brains), the better we're able to support children, young people and families to thrive.

The aim of this Toolkit is to ensure that every worker, in every community, can easily access high-quality training resources to meet their needs. The Toolkit compiles 100+ free and low-cost learning opportunities according to:

- **Length** of video/module or training (starting with just a few minutes)
- **Intended impact:**
 - **Heart:** includes short, emotive, core message dissemination, common language/knowledge
 - **Head:** includes understanding the 'why', actionable insights, opportunity for reflection into practice
 - **Hand:** includes deeper understanding of the 'how', and ongoing supports
- **Topics.** Under each section you'll find 5 columns: Brain Development & Brain Health, Protective and Adverse Childhood Experiences, Trauma & Healing, Resilience, The Whole Person



This Toolkit is part of the Enabling Workforces and Organisations for Thriving Kids (EWOT) project, which Thriving Queensland Kids Partnership coordinates in collaboration with Emerging Minds, Yiliyapinya Indigenous Corporation, The Queensland Brain Institute at The University of Queensland, Dovetail, and the Queensland Mental Health Commission. Many thanks to all our partners and contributors for input and guidance in the design and development of this Toolkit.

Please note, this Toolkit is being built, tested and improved as we go. We welcome enquiries, feedback, tips and suggestions via tqkp@aracy.org.au or Contact Us on our website.



Brain Development & Brain Health	Protective and Adverse Childhood Experiences	Trauma & Healing	Resilience	The Whole Person
Process of brain development, sensitive periods, neuroplasticity, neurodiversity, individual difference, mental health, brain health	Positive and adverse childhood experiences, risk and protective factors, prevention, early intervention and support	Trauma and the brain and body, healing	Resilience Scale, our role in resilience, the importance of positive relationships	Ecology of the child and community around the child, wellbeing, cultural knowledge how systems work together
<p>Less than 20 minutes</p> <p>HEART: Short, emotive, core message dissemination, common language/knowledge</p>				
<u>Centre for Brain Health: Defining Brain Health</u> <i>2-minute video</i> Improving brain health & wellness	<u>Adverse Childhood Experiences (ACEs)</u> <i>5-minute video</i> ACEs: Short & long-term impacts, prevention & intervention *Trigger warning: audio of arguing	<u>Emerging Minds: What is Trauma and Adversity</u> <i>2-minute video</i> Impacts of trauma & adversity on infant & child mental health	<u>The FrameWorks Institute: The Outcomes Scale</u> <i>3-minute video</i> Model of impact of childhood experiences, genetics & sensitive periods on resilience	<u>Emerging Minds: The Whole Child</u> <i>3-minute video</i> Overview of influences on a child's mental health
<u>Dovetail: Decision making and the adolescent brain</u> <i>2-minute video</i> Explaining adolescent decision making	<u>Kids Matter: Risk and Protective factors</u> <i>7-minute video</i> Strengthen protective factors in the early years	<u>Emerging Minds: Infant and perinatal wellbeing: Risk and resilience factors</u> <i>3-minute video</i> Infant and child wellbeing & resilience	<u>The National Society for the Prevention of Cruelty to Children: How Stress affects our brain</u> <i>4-minute video</i> Impact of stress & relationships on brain development	<u>Emerging Minds: The Whole Aboriginal and Torres Strait Islander Child</u> <i>3-minute video</i> Influences on mental health including deep connections to Country, culture, spirituality, family & community

<u>Insight: Neuroplasticity – Dots and the Brain</u> 4-minute video Explaining neuroplasticity to clients	<u>Emerging Minds: What are ACEs</u> 9-minute reading, podcasts and videos ACEs: effect on brain function, positive relationships, how to help	<u>Healing Foundation: Intergenerational Trauma</u> 4-minute video Intergenerational trauma: how to stop the cycle & create intergenerational change	<u>Importance of Mindfulness for Teachers</u> 3-min video Overview of the benefits of mindfulness for everyone in the school environment	<u>ARACY: What is Wellbeing?</u> 4-minute video Introduction to child wellbeing and The Nest, Australia's wellbeing framework for children and young people
<u>The National Society for the Prevention of Cruelty to Children: How a Child's Brain Develops through early experiences</u> 4-minute video How early experiences effect brain development		<u>Insight: Trauma and the Brain</u> 4-minute video Brain development including trauma & AOD impacts on it	<u>The Science of Mindfulness</u> 4-minute video Explanation of the value of mindfulness in all aspects of our lives by Smiling Mind	<u>Emerging Minds: Parent-Child Loop</u> 4-minute video Cycle of parental stress & child responses, emotions and behaviours
<u>Brittanica: Explore Early Milestones in Human Brain Development</u> 4-minute video Cognitive development 0-25 years		<u>Dovetail: Working with trauma in youth alcohol and other drug work</u> 11-minute video AOD workers share their strategies	<u>Thriving Queensland Kids Partnership: "What surrounds us shapes us": A framework for building children's resilience to thrive in life</u> 7-minute video Resilience scale & The Nest: model of impact on children's brain health	
<u>TED Talk: How Every Child Can Thrive By Five</u> 7-minute video 7-year-old Molly Wright explains research-based ways parents and caregivers support children's healthy brain development		<u>Project ECHO: Trauma and the Brain</u> 17-minute video Trauma, impact on learning, responding	<u>Alberta Family Wellness Initiative: Brains Journey to Resilience</u> 8-minute video Unpacking resilience, the resilience scale	
<u>Oxford: Introduction to the Brain Story</u> 7-minute video How early experiences impact physical & mental health across lifespan				

<u>ARACY: 'What surrounds us shapes us'</u> <i>7-minute video</i> How our early experiences matter now and for lifelong brain health				
<u>Dr Dan Siegel's Hand Model of the Brain</u> <i>8-minute video</i> Explanation of brain function, inter-connections and wellbeing				
<p style="text-align: center;">Between 20 minutes and 1 hour</p> <p style="text-align: center;">Head: Understanding the 'why', actionable insights, opportunity for reflection into practice</p>				
<u>Oxford Core Story</u> <i>49-minute video</i> Understanding brain development in more depth	<u>SA Health: Understanding and Responding to Risk Factors</u> <i>1 hour, online, \$</i> Level 1 Protecting children – everyone's business Level 2 Responding to risk factors and harm	<u>Early Childhood Australia: Being the champion for children who are impacted by trauma and adversity</u> <i>45 minutes, online, annual subscription to ECA</i> For early childhood professionals to develop trauma-aware practice	<u>Youth AOD Toolbox: Resilience Modules – Emotional Regulation</u> <i>30 minutes, online, free</i> Understanding & building emotional regulation	<u>Insight: Aboriginal and Torres Strait Islander concepts of health and social & emotional wellbeing</u> <i>20 minutes, online, free</i> Perspectives of health, SEWB framework
<u>Black Dog Institute: e-Mental Health in Practice</u> <i>1 hour, modules, resources, online, webinars, podcasts, free</i> Must be health professional registered with AHPRA. Developed for mental health professionals		<u>Harvard University - Center on the Developing Child: Toxic Stress 101</u> <i>1 hour, online, free</i> Responding to, tackling, and preventing toxic stress	<u>Emerging Minds: Using Aboriginal cultural knowledge systems to strengthen families' resilience</u> <i>1 hour, online, free</i> Using cultural knowledge to strengthen resilience	<u>Insight: Priority Populations - Working with diverse populations</u> <i>30 minutes, online, free</i> For alcohol and other drug, mental health and social and emotional wellbeing workers Reducing systemic barriers to access for diverse groups
<u>Mental Health Academy: Brain Architecture 101</u> <i>1 hour, online, \$</i>		<u>Emerging Minds: The impact of trauma on the child</u> <i>1 hour, online, free</i>	<u>Mental Health Academy: Practical Strategies to Develop Resilience in Children</u>	<u>SSI Diversity Training: Introduction to culturally responsive practice</u>

Foundations of brain structure & architecture, how to integrate the brain for wellbeing		Trauma & adversity – impact & recovery	1 hour, online, \$ Strategies to develop resilience directly and indirectly	30 minutes, e-learning, \$ How to be inclusive of diverse cultures
		<u>Mental Health Academy: Understanding the Link Between Trauma and Addiction</u> 1 hour, online, \$ How trauma heightens the risk for addiction, how to treat both		
Between 1 hour and 3 hours				
<u>Harvard University Center on the Developing Child: Science x Design Unit 1 -Three Science-Informed Principles to Improve Outcomes in Early Childhood Development</u> 1.5 hours, online, free Reduce sources of significant stress, support relationships & strengthen adaptive skills	<u>Orygen: Understanding young people, risk, and protective factors</u> 2 hours, online, free Consider risk & protective factors deeply including self-help prevention strategies	<u>Insight: Introduction to Trauma informed care</u> 45 minutes, online, free Understand trauma impacts & links to substance abuse	<u>be you: Family Partnerships</u> 2 hours, online, free For educators Working with families to support mental health & wellbeing in children & youth	<u>Emerging Minds: Understanding children's mental health in culturally diverse communities</u> 2 hours, online, free Considerations to support culturally responsive & inclusive practice
<u>Pathways to Resilience: An Introduction to Neuroscience for Educators</u> 2-hour workshop, \$ For primary school staff Practical application of neuroscience in classroom for wellbeing	<u>Bravehearts: Child Protection for Child Facing Organisations</u> 3 hours, online, \$ Gain knowledge and skills to identify and act on child protection concerns	<u>Phoenix Australia: Trauma Informed Practice in the Workplace</u> 90 minutes, online, \$ Making your workplace safe for people who experienced trauma	<u>Early Childhood Australia: Partnerships with families</u> 2 hours, online, free For early childhood educators Building relationships with families in your setting.	<u>Murdoch Children's Research Institute: Engaging families: Building and sustaining helpful relationships with parents:</u> 2 x 1.5 hours, online, \$ Forge partnerships with families and redevelop services to meet community expectations
		<u>Emerging Minds: Supporting children who disclose trauma</u> 3 hours, online, free	<u>Driven: Resilience First Aid Starter Training</u> 2 hours, online, \$	

		Strategies to support children who experience(d) trauma or abuse	Mental Health prevention strategies - psychosocial hazard awareness	
		<u>Teacher Training Australia: What All Educators Need to Know About Childhood Trauma</u> 3 hours, online, \$ For Educators, counsellors, school leaders How trauma affects learning & behaviour in classroom	<u>Early Childhood Australia: Partnerships with families for inclusive practice</u> 2.5 hours, online, free For educators Partnerships to enable inclusion in early childhood education & care services	
			<u>Emerging Minds: Supporting children's resilience in general practice</u> 3 hours, online, free For GPs and practice nurses Supporting child & family resilience through your work	
			<u>Murdoch Children's Research Institute: Difficult Conversations: How do we have them</u> 3 hours, online/in-person, \$ Build skills to hold conversations about challenging topics with parents	
Between 3 hours - 7 hours				
<u>Community Early Learning Australia: Understanding Neuroscience to Support Children's Behaviour</u> 3.5 hours, online, \$ For early childhood educators	<u>Be You: Early Support</u> 4 hours, online, free For educators Mental health issues: notice, inquire and provide support	<u>Phoenix Australia: Vicarious Trauma</u> 4 hours, online, \$ Optimise organisational resilience and minimise vicarious trauma risks	<u>Teacher Training Australia: Building Student Wellbeing and Resilience</u> 3.5 hours, online, \$ For educators, wellbeing and year coordinators	<u>Emerging Minds and The Healing Foundation: Improving the Social and Emotional Wellbeing of Aboriginal and Torres Strait Islander children</u>

In-depth understanding of neuroscience & how it impacts behaviour			Help students develop positivity, resilience and grit	4 hours, online, free Consider the whole child to use a strengths-based hope-inspired focus to reinforce connections, strengths and skills
<u>Phoenix Australia: Psychological First Aid</u> 4 hours, online, \$ Psychological First Aid to support recovery from psychological trauma		<u>Emerging Minds: Supporting children who have experienced trauma</u> 4 hours, online, free Incorporating 5 practitioner shifts to fully engage children who experienced trauma	<u>Be You: Learning Resilience</u> 5 hours, online, free For educators Use social & emotional learning to promote wellness, prevent illness and support recovery	<u>Australian Childhood Foundation: Grounded Neuroscience of Leadership</u> 4 hours, virtual workshop, \$ For managers and executives Brain based knowledge for improving leadership
<u>Be You: Mentally Healthy Communities</u> 4 hours, online, free For educators Positive mental health and wellbeing, risk & protective factors, links to supportive relationships.		<u>Australian Childhood Foundation: Supporting Children and Young People to Heal from the Trauma of Family Violence</u> 4 hours, virtual workshop, \$ Support practitioners to work with parents & children in a child focussed, relationally reparative context following family violence	<u>Student Wellbeing Hub: Building Student Resilience</u> 3 modules, online, free Plan strategies from classroom to whole school to sustain resilience	<u>ARACY: The Common Approach</u> 5 hours, hybrid learning, \$ Preventative, strengths-based, child-centred, holistic, collaborative practice
<u>Emerging Minds: Understanding Brain Development</u> 5 hours, e-learning, free Brain architecture, impact of adversity, building healthy brains		<u>Australian Childhood Foundation: Trauma Transformative Practice with Children</u> 5 hours, virtual classroom, \$ Recent concepts & practice implications in trauma transformative work		<u>Phoenix Australia: Trauma-Informed Care</u> 5 hours, online, \$ For organisations where employees are impacted by trauma Create a trauma informed care organisation that promotes workplace wellbeing
<u>Australian Childhood Foundation: Understanding the interplay between neurobiology,</u>				<u>Emerging Minds: Healing the Past by Nurturing the Future: Working with</u>

<u>attachment, trauma and mental health</u> 5 hours, virtual classroom, \$ Explore key themes, conceptual interplay and how to integrate this in your practice				<u>Aboriginal and Torres Strait Islander families</u> 5 hours, online, free Understand complex and intergenerational trauma across the 'first 2000 days' and how to provide culturally safe support to parents
<u>Headspace: Youth Mental Health for GPs</u> 6 hours, online, free For GPs, clinicians, counsellors Engaging young people and assessing risk in a culturally appropriate, trauma informed way				<u>Replanting the Birthing Trees: Supporting Aboriginal and Torres Strait Islander families and children in the first 2,000 days</u> 5 hours, online, free Culturally safe, trauma-integrated, holistic and transdisciplinary care for Aboriginal and Torres Strait Islander families
<u>Mental Health Academy: The Basic Science of the Brain</u> 7 hours, online, \$ Brain basics & application to counselling for mental health practitioners				
<p>Longer than 7 hours</p>				
<u>SAFEMinds: Schools and Families Enhancing Minds</u> 1-day online workshop, free for Qld Dept of Education Early intervention in mental health support for children & young people		<u>Berry Street: Trauma-Informed Practice Applications</u> 1 day, online, \$ Understanding trauma impacts and how to intervene in trauma informed ways	<u>Murdoch Children's Research Institute: Facilitating Engagement</u> 1 day, in-person, \$ Engaging families with complex needs, facilitating parent groups, delivering practitioner training	<u>Mental Health First Aid Australia: Aboriginal and Torres Strait Islander Mental Health First Aid</u> 14 hours, blended learning, \$ Equips adults to recognise, understand & respond to

				Aboriginal &/or Torres Strait Islander adults experiencing a mental health problem or crisis
<u>Teacher Training Australia: Students With Neurodiversity: Training in Specific Learning Difficulties</u> 9 hours, \$ For primary teachers Understand neurodiversity & strategies for primary classrooms		<u>Edith Cowan University: Trauma Courses for Educators</u> 9 hours, online, \$ 3 modules: Trauma & Behaviour, Trauma & Development, Understanding childhood trauma: an introduction for educators Increase understanding of trauma and its impacts on children	<u>ERIC Emotional Regulation Impulse Control</u> 1 day, hybrid, \$ Emotional regulation and impulse control skills for young people	<u>Murdoch Children's Research Institute: Platforms for Empowered Communities</u> 2 days, in-person, \$ Improve environments and experiences of children in communities
<u>Teacher Training Australia: Students With Neurodiversity: Training in Specific Learning Difficulties</u> 9 hours, online, \$ For secondary teachers Understand neurodiversity & strategies for secondary classrooms		<u>Berry Street: Trauma Responsive Infant Work</u> 1 day, in-person, \$ Understand the profound & enduring impacts of trauma and violence on infants and how to remediate impacts early	<u>Pathways to Resilience: Wings to Fly</u> 2-day workshop, \$ For early years educators How to deliver Wings to Fly – social & emotional wellbeing program 0-6 yrs	<u>Murdoch Children's Research Institute: Empowering Parents Empowering Communities (EPEC)</u> 2 days, in-person, \$ Community-based training for parents to run parenting groups in pairs
<u>Murdoch Children's Research Institute: Early child development</u> 2 x 1 day, hybrid, \$ For community paediatricians Practical skills in developmental-behavioural paediatrics		<u>Blue Knot: Trauma Awareness in Practice</u> 1 day, online, \$ Implementation of 5 trauma-informed principles, creating safe base, signs of potential trauma, application to your work	<u>Murdoch Children's Research Institute: Child Public Health Elective</u> 6 days, in-person, \$\$ Influences on child public health in Australian	<u>Murdoch Children's Research Institute: Family Partnership Model (FPM)</u> 3+ days, hybrid, \$\$ Building and maintaining effective relationships with families
<u>Mental Health First Aid Australia: courses for workers supporting adults, young people, sector specialised courses</u> 12-14 hours, blended learning, \$		<u>Blue Knot: Trauma Sensitive Practice - Working with Complex Trauma</u> 1 day, online, \$		<u>Yiliyapinya: Workplace Brain Health</u> 12-week program, \$ Use brain health science to boost wellbeing & productivity of workers

Equips adults with the skills to support someone with a mental health problem or in a crisis		Understanding complex trauma, safety & stabilisation, resourcing & regulation to support practice		
		<u>Australian Childhood Foundation: Trauma Responsive Practice in Education</u> 11 modules, online, \$ For educators Neurobiology of trauma and framework for responding effectively to children and young people		

Resources and Communities of Practice

Hand: Deeper understanding of the ‘how’, support for application, ongoing supports & tools

<u>Murdoch Children’s Research Institute: PEDS Foundation and PEDS Advanced eLearning: Parents’ Evaluation of Developmental Status — Revised (PEDS-R®)</u> 1.5-hour tool, online, \$ Tool to screen parent concerns of child development 0-8 years	<u>Evolve Therapeutic Services Nurturing Protective and Positive Childhood Experiences Framework and Resources</u> For health workers, free Understand & implement 5 core beliefs with young people to increase resilience and recovery	<u>Emerging Minds: Adverse Childhood Experiences toolkit</u> Range of resources, webinars, free	<u>Alberta Family Wellness Initiative: Resilience Resources</u> Videos, tools, reports, free Brain story: brain architecture, stress, resilience, serve & return, air traffic control. Resilience Scale & Framework: Applying the scale at individual, organisation & system level	<u>Australian Education Research Organisation: Engaging with families from culturally and linguistically diverse backgrounds: ECEC practice guide</u> Free For early childhood educators Strategies for engaging with families from culturally diverse backgrounds
<u>The Brain Architecture Game</u> 75–90-minute game, online or hard copy versions, \$ Game to build understanding of brain development & how environments, experiences & genes shape development		<u>Australian Childhood Foundation: Trauma Professionals Online Learning Community</u> Community of Practice, \$ Learning community for professionals seeking curated		<u>Wellmob: Healing our way</u> Online resources (apps, websites, audio, videos, social media), free Social, emotional and cultural wellbeing resources

		content on childhood trauma, neuroscience & healing		for Aboriginal and Torres Strait Islander People. Topics: Mind, Body, Our Mob, Culture, Keeping Safe & Healing
<p><u>Qld Dept of Ed: Ready Together - holistic child development</u> <i>Online resource, free</i> For workers, parents/carers & community Child milestones, brain development, integrates Indigenous knowledge, connection & culture and neuroscience</p>		<p><u>The National Child Traumatic Stress Network (USA)</u> <i>Webinars, e-learning courses, apps, fact sheets, resource guides & more, free</i> Range of resources on child trauma – search by resource, audience and trauma type</p>		<p><u>Children's Health Queensland Project ECHO</u> <i>94 online networks, free</i> Range of Communities of Practice including Brain Builders, Child Development Health and Wellbeing, Complex Pain, First Nations Care, Infant Mental Health</p>
<p><u>Headspace: Resources for Health professionals</u> <i>Online information & resources, fact sheets for families, free</i> Research & information about common mental health issues in young people including clinical practice guidelines</p>				<p><u>Queensland Health: Aboriginal and Torres Strait Islander Social and Emotional Wellbeing: Domains, Contributing/ Risk and Protective Factors</u> <i>Online resources, free</i> Explore framework domains SEWB-Domains.- Contributing-Risk-and-Protective-Factors PDF SEWB-cards.pdf SEWB-card-guide.pdf ETS-SEWB-Possible-Protective-Factors.pdf</p>
<p><u>Mental Health in Primary Schools (MHiPS)</u> <i>Hybrid including Community of Practice, 2024-25 pilot schools in Queensland</i> Upskill teachers to become mental health & wellbeing leaders building whole school capacity</p>				<p><u>Murdoch Children's Research Institute: Victorian Training Program in Community Child Health</u> <i>1-year fellowship, in-person (Melbourne), \$\$</i></p>

				Clinical and theoretical training in developmental-behavioural paediatrics
<u>Australian Govt: Mental Health Professional Online Development Program</u> <i>Various (100+ hours), online, free</i> For mental health & social services workforce, health professionals, family & friends 70+ topics: clinical assessment & interventions, working relationally with consumers & families, recovery-oriented practice, diversity, policies & legislation, therapeutic theory & practice				