



Norwegian Directorate for Children,
Youth and Family Affairs

Training of PRIDE trainers and trainers support in Norway

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Tasks laid out to the COE

- **Ensure quality and fidelity to PRIDE**
- **Training**
 - **both basic training and advanced training**
- **Develop a module based training program based on PRIDE principals**

Norway Bufetat 5 regions

4 departments



4 departments



4 departments



5 departments



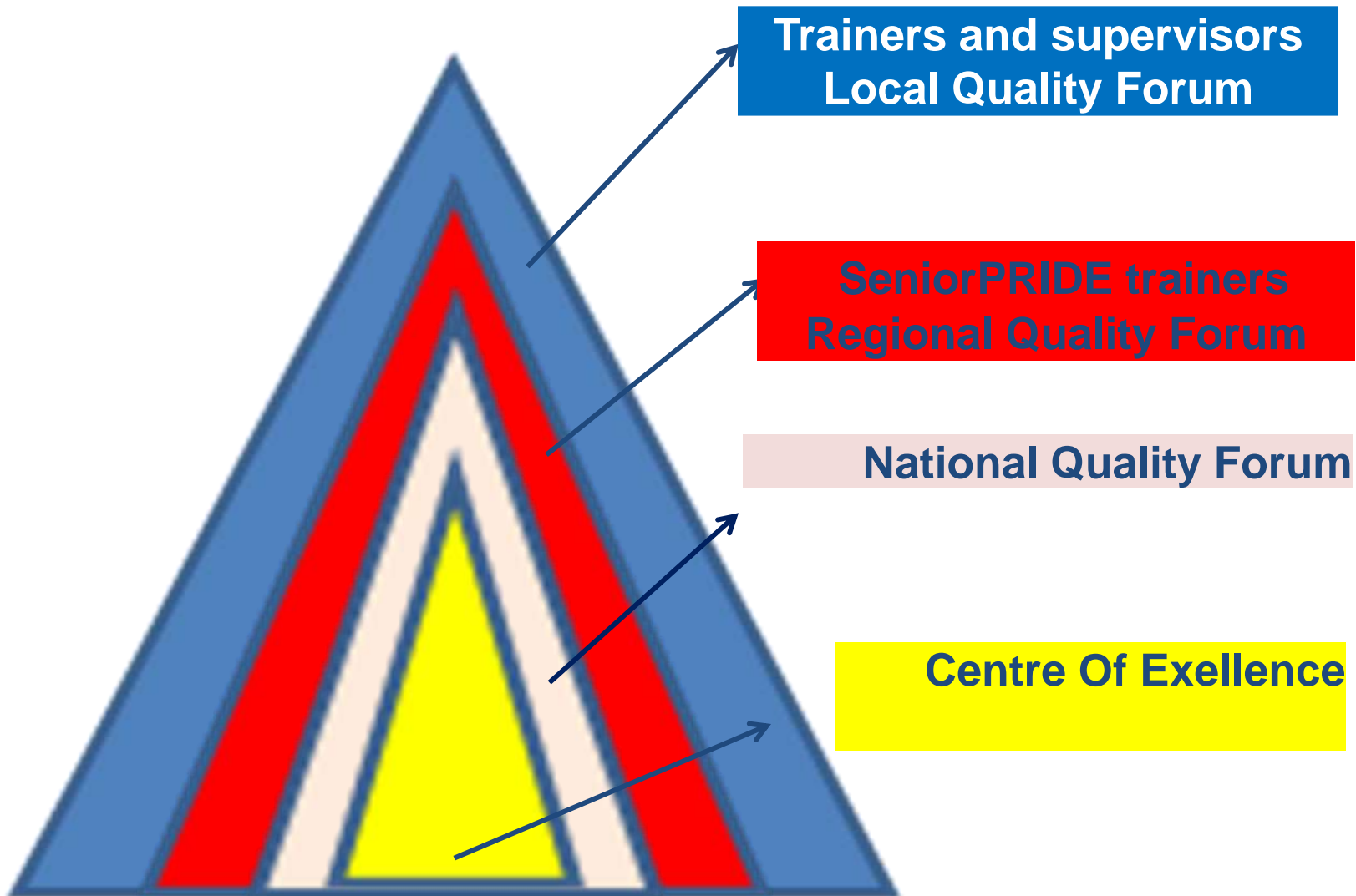
5 departments



22 departments for
PRIDE

10
Senior
PRIDE
leaders

Quality system for support and development



10 senior-PRIDE-trainers

- **Facilitates 4 sessions for PRIDE trainers every year**
- **Facilitates training in advanced modules**
- **Provides supervision to PRIDE trainers in the region**
- **Contribute to the development of PRIDE**
- **Contribute to the work of the COE**

National standard

- **The training of PRIDE trainers**
 - **Senior PRIDE trainers works in shift**

- **Support and supervision**
 - **Local PRIDE – trainers**
 - **Senior PRIDE - trainers**

- **Develop modules in PRIDE**
 - **basic training**
 - **advanced training**

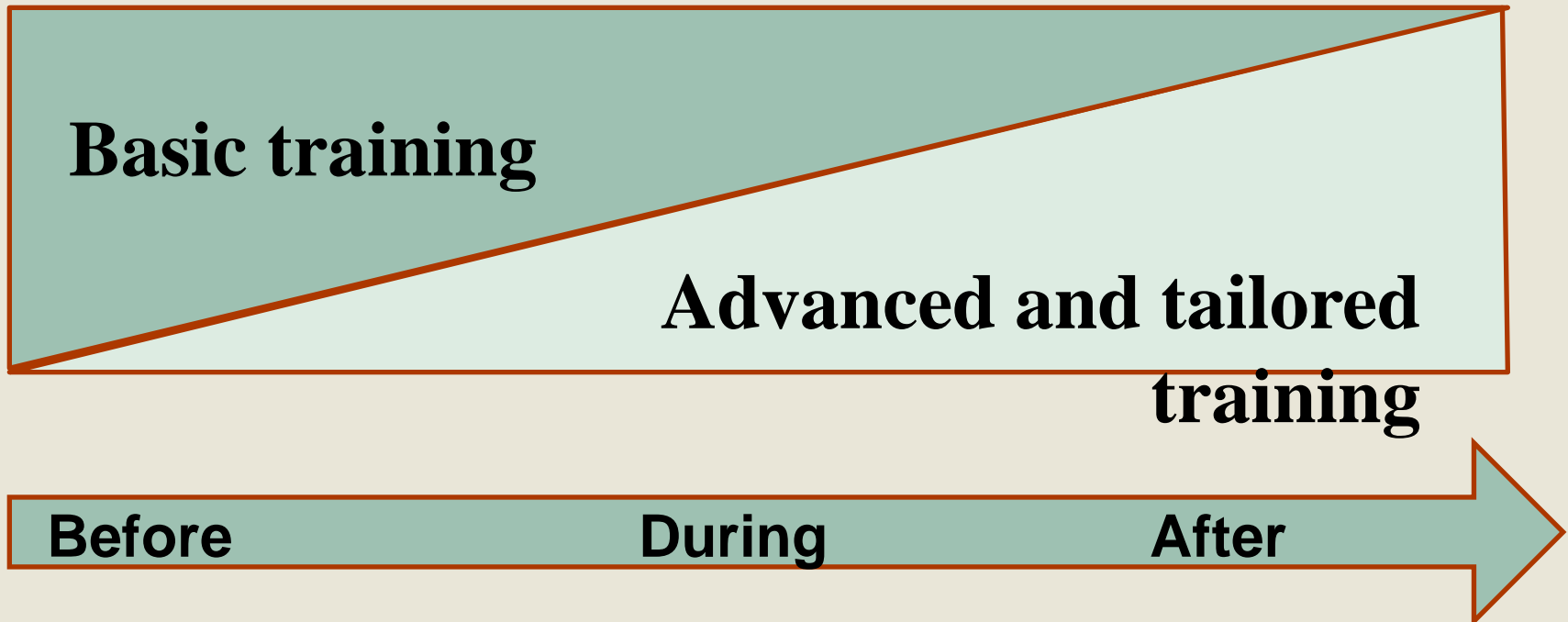
Support for Senior-PRIDE-trainers

1. Evaluation and reflection after training

2. Supervision «school»

- Regardless of method or program
- Competence in how to communicate and form a relationship
- Self reflection
- Input on how to facilitate good practice

Increased Focus for Tailored training



National quality system

- Practice
- Knowledge- and evidence based
- Local, regional and national cooperation
- Senior PRIDE trainers bind the system together

PRIDE

Bufetat Region Vest



Regional quality forum PRIDE

1 responsible in every unit

2 senior-PRIDE trainers

1 regional coordinator supervises the work

Tasks

- **Ensure national standard**
- **Carry out and implement a master plan**
- **Carry out basic and advanced training**
- **Coordination and implementation**

Local PRIDE forum

Ensure national standard, coordination and implementation

The PRIDE team:

- Prepare and facilitate training
- Evaluate and adjust

Supervision

2-3 times every semester – 3 hours

An offer to all PRIDE trainers

Supervision model:

- No preparations
- Exercises
- Evaluation
- Supervision methods: Reflecting team, role play etc..

Supervision topics

The aim is to ensure a national standard for support and quality of PRIDE and to standardize practice

- Competence
- Challenging communication
- Difficult and sensitive topics
- How to write good reports