

Evaluation of the Peer Worker Leadership Training

The Peer Worker Leadership Training is one of the three sections of the BC Peer Worker Training Curriculum designed to deliver uniform educational resources that are accessible across the province, evidence-based, and informed by the lived and living experiences of people who use substances.

This component of the training was designed by the Peer2Peer Project at the BC Centre for Disease Control, in collaboration with Peer Research Assistants at RainCity Housing and SOLID Outreach Society. The training modules center the voices and experiences of peer workers and have been developed for and by peer workers in BC. The Peer Worker Leadership Training focuses on equipping peer workers with leadership skills and tools for professional success.

323 Surveys Completed

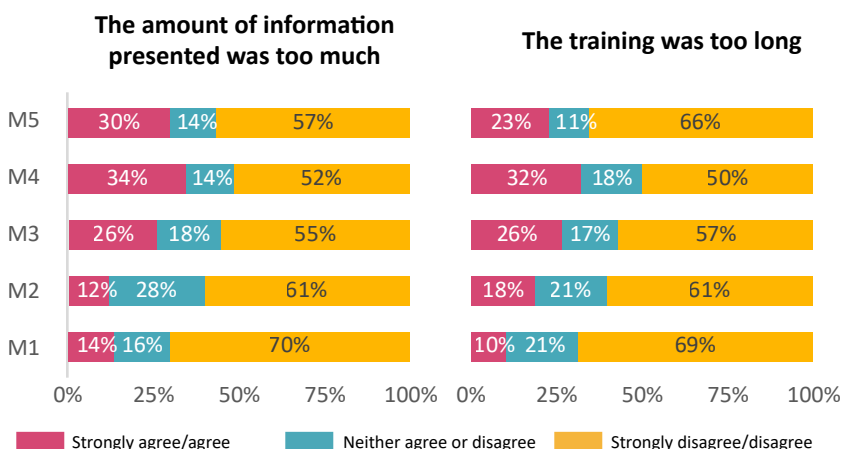
An evaluation survey has been embedded in the online training. This report is based on the results from the 323 surveys completed by November 1, 2021. These numbers may be an under-estimate for the actual participants because: 1) The survey was embedded in the training modules a few months after the first few modules were available online. 2) Participants have the option to skip over the evaluation survey.

Training Format and Platform

Over time, the proportion of participants that find the online training platform effective has increased. Peer Research Assistants indicate that the online training platform is effective for shorter trainings. This would explain why some of the participants for Modules 1 and 2 (3% and 4% respectively) found the online platform ineffective since those were the two longest modules.

Length and Amount of Information

The phrases on the evaluation form related to amount of information and length of modules were negatively worded so “Disagree/ Strongly Disagree” were the favourable responses. Even though the length of the training modules decreased over time, a higher proportion of participants from Modules 3 - 5 indicated that too much information was presented and/or that the training was too long. This may be a result of some sites that conducted in-person trainings showing two trainings in the same day, resulting in an overall long day for the participants.



The training consists of five online modules which were developed and made available online:

- Module 1: Recognizing Mental Health Disorders
- Module 2: Effective Communication in Peer Work
- Module 3: Peer-to-Peer Counselling Skills
- Module 4: Conflict Resolution
- Module 5: Organizational Etiquette for Peer Work



“The ‘click on for more...’ was great”

“I liked that it can be taken at my own time”

“Self-paced”

“Audio-learning style, not have to read it myself”

“I was reading faster than the voice over”

“You can’t save progress and return to it later”

“No handout to take home”

92–98% agreed or strongly agreed that the online training platform was effective.



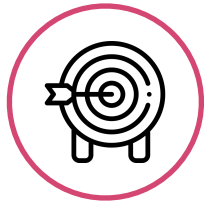
“To the point and factual”

“It was easy to follow yet held our attention”

“The animation makes it easy to watch/ understand for all levels of education”

“Too much information”

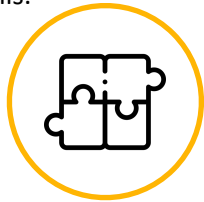
“It was a tad bit too long”



91-100% agreed or strongly agreed that the training was clear and understandable.



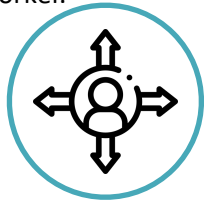
82-97% agreed or strongly agreed that the training helped them improve their knowledge and skills.



84-93% agreed or strongly agreed that the videos and activities in the training were engaging.



88-98% agreed or strongly agreed that the training was relevant to their life as a peer worker.



89-93% agreed or strongly agreed that they would likely recommend this training to a colleague.

Training Content

The majority of the participants of all modules considered the training content to be clear and understandable. These results are also in line with the number of participants indicating that the trainings have helped them improve their knowledge and skills. Furthermore, the majority of participants indicated that the videos and activities in the training were engaging (ranging from 85% to 93%).

“Interesting facts and helpful tips”

“Provided more tools to work with”

“Explained extremely well without seeming pretentious”

“Loved the visual aids and cartoon examples”

“The descriptive videos and the examples for everything”

“It was interactive”

“I feel these trainings can be more elaborated through videos rather than the written slides”

“Maybe a more advanced version for more well-read people”

“Need more hands-on activities”

“The language is probably too academic for most lay persons”

Relevance to Peer Workers

The majority of the participants indicated that the trainings were relevant to their lives as peer workers. This was not surprising given that the training content was developed in collaboration with peer workers with lived/ living experience of substance use and examples were provided from their real-life experiences.

“It was information that was directly related to my current position”

“It was relative to some recent personal experiences I have had to deal with”

“Loved the clarity and the amount of info that related to my own experience as a peer”

“Need more direct examples of peer work”

“A lot of the content was very basic and predictable there was nothing about peers leading roles”

