

Trauma-Informed Approach

Key Principles for Job Corps Centers

What is a Trauma-Informed Approach?

A trauma-informed approach (TIA) defines the way that an organization delivers its services. It's an approach that focuses on the strengths (not the problems) of the persons they serve. An organization that uses TIA has the following characteristics:

- It is grounded in an understanding of trauma and is responsive to the impact of trauma on people's lives.
- It emphasizes physical, psychological, and emotional SAFETY for both students and staff. Both the staff who provide services and the students who engage those services must both feel safe for TIA to work.
- Finally, it creates opportunities for student survivors of trauma to rebuild a sense of control and empowerment.

Principles of Trauma-Informed Care

For more information visit:
[Job Corps Trauma-Informed Approach](#)



Safety

Throughout the program, students and staff feel emotionally and physically safe.



Trustworthiness & Transparency

Operations and decisions are made with transparency and the goal of building and maintaining trust.



Peer Support

Others who have experienced trauma can serve as key partners in recovery.



Collaboration

Emphasis is placed on partnering and leveling of power between students and staff, and among center staff.



Empowerment, Voice & Choice

Individual strengths are recognized, built on, and validated and new skills are developed as needed.



Cultural, Historical & Gender Issues

Policies are responsive to the racial, ethnic and cultural needs of individuals. Cultural connections are valued.

(Adapted from the SAMHSA's "Guiding Principles of Trauma-Informed Care.")

July 2023

Strategies for Implementing a Trauma-Informed Approach

Getting Started

Trauma-informed care does not have to be a burden to adopt. Below are some ideas for how to begin implementing TIA:

- Provide staff training about trauma and trauma-informed approach
 - PowerPoints are available for centers to use or adapt on the [Trauma-Informed Approach web page](#)
- Consider forming a committee to look at current processes and policies and explore opportunities for growth on the center
- Create safe, welcoming physical spaces for staff and students

Ongoing Efforts

Creating a trauma-informed center involves more than a one-time training. Here are some ways to further integrate TIA into center culture:

- Continue to work with staff to build competence and understanding. Consider offering trainings related to:
 - Communication
 - Cultural Competence
 - Resilience and Self Care
 - Mental Health First Aid (MHFA)
- Consider incorporating TIA training into staff orientation/onboarding
- Provide education and social/emotional learning activities for students
 - Handouts and activity ideas are available on the [TIA web page](#)

Peer Support

Peer support allows students to share experiences, build safety and hope, and increase their social network.

- Conduct debriefings and/or support groups after traumatic events
- Utilize existing programs or develop partnerships:
 - SGA and [Youth2Youth](#)
 - [Mental Health First Aid for Youth](#)
 - [NAMI on Campus](#)