



Frequently asked Questions Regarding Resiliency Training Office of Emergency Health Systems – CISM Program

Could you analyze what qualifies as a resiliency training/critical incident management program under this law?

Training should have a focus on the physiological, neurological, psychological and emotional effects of cumulative and/or traumatic events and the everyday stress impacting first responders and healthy ways of coping and identifying resources available to them.

I consult with a fire union who is contracting 2 hours of resiliency training outside of the provided DHHS training. Does this training platform and duration meet the training criteria described in this law?

Our CISM mental health practitioners have stated that a minimum of 2 to 4 hours initially with a minimum of one hour annually would be sufficient.

Are there specifics in training the DHHS is requiring to meet the presumption?

No, as long the training focuses on that mentioned above which is a focus on the physiological, neurological, psychological and emotional effects of repeated trauma and stress with first responders.

What are the minimum requirements that a training program must have in order to be approved by Department of Health and Human Services?

The minimum of what the Department looks at with training is being able to identify the effects of cumulative and/or traumatic events have on their physiological, neurological, psychological, and emotional health and recognize PTSD. The training should provide ways on how first responders can support themselves in a healthy manner and what services are available to them from both a mandatory or voluntary aspect.

The law says that the Department of Health and Human Services is supposed to maintain a record of who has completed it. How are those records obtained when the training is supplied outside of DHHS in order for an employee to qualify for the presumption?

Right now the department will accept email notification of course completion certificates of those who send their records to the Department. This will eventually be moved to online tracking; however, the Department will have no way to record the training unless individuals submit documentation to the state.

Who is qualified to do the training? What level of experience and credentials is required?

The training should be taught by someone who has been certified to teach resilience training. The type will vary on the program being used. Some will require that the trainer have a mental health background others will allow current or former first responders to teach if they have completed the required certifications. The rule the Department has historically followed is the trainer must be a subject matter expert in the field they are teaching, which we typically verify by having certification and/or in this case mental health credentials.

For further information contact the Office of Emergency Health Systems at 402-326-0173 or Debbie.kuhn@nebraska.gov.