

Design Document

Training Title: Recognizing Suicide Risks

Business Goal and Problem	Anchor Haven Ministries' (AHM)'s goal is to eliminate 100% of the suicide attempts and deaths of those involved in its ministry within the next year. They will do this by early recognition of signs of suicide risk and ideation and implementing protective factors on a daily basis. There were 12 total suicides, attempts, and ideations reported in 2024 related to AHM's ministries. This has increased significantly, with a total of 5 total suicides, attempts, and ideations reported the previous year within the ministry.
Target Audience	AHM Staff and Volunteers: • Youth Pastors & Mentors • Licensed Counselors & Social Workers • Volunteer Tutors & Activity Coordinators • Community Outreach Leaders Demographics: • Staff and volunteers are all of a Christian faith • Diverse age range (16-65 years of age) • Racially and ethnically diverse • Diverse educational background
Learning Objectives	Terminal LOs: 1. Implement protective factors on a daily basis 2. Recognize suicide risks in a person 3. Recognize people who are demonstrating suicide ideation and/or making suicidal attempts Enabling LOs: 1. Define protective factors 2. Define examples of suicide risks 3. Define examples of suicide ideation and types of attempts
Training Recommendation	Delivery Method: • E-learning

	Approach: The course will use a single scenario-based approach, following an employee who wants to better recognize suicide risks among the young people she works with. Guided by a professional counselor, she will learn how to identify and respond to those warning signs.
Training Time	This course will take between 15 and 20 minutes.
Deliverables	• Storyboard including script • Storyline Source File • Job-aid (Suicide Risk Checklist for Referral)
Training Outline	I. Introduction A. Navigation B. Introduce Workplace Scenario C. Course Objectives II. Protective Factors A. Forms With Examples 1. Biological 2. Psychological 3. Social 4. Professional 5. Spiritual B. Explain Research and Appropriate Words III. Risk Factors: Explain With Examples A. Health B. History C. Environment IV. Suicide Ideation: What Is It? Includes Definition and Examples A. Active B. Passive C. Signs of Suicidal Ideation V. Types of Suicidal Attempts With Examples A. Active B. Passive C. Gestural D. Repeated VI. Course Summary

	VII. Assessment VIII. Congratulations
Assessment Plan	Level 2 Assessment: The learner will practice their skills after each section in an ungraded knowledge check. ○ Protective Factors: define purpose of protective factors ○ Risk Factors: identify the person who is demonstrating the most suicide risk ○ Suicide Ideation: identify the type of suicide ideation/attempt in case studies Learners will be assessed through a four-question scenario-based graded quiz that measures their ability to implement protective factors, recognize suicide risks, and identify individuals exhibiting suicidal ideation or behavior. They will need a 75% to pass, and they can re-take the quiz until a passing score is earned. ○ Question 1 and 3: choose the appropriate protective factors to be used in a case study ○ Question 2: communicate the risk factors with a counselor ○ Question 4: identify young people who should be referred to a counselor for suicide risk or ideation Level 3 Assessment: To determine whether the training has led to measurable behavior change, referral data from AHM's counselors will be tracked to identify any increase in referrals and a corresponding decrease in suicide attempts or hospitalizations. Three months after the training, surveys will be distributed to counselors, supervisors, staff, and volunteers to assess whether youth in need of intervention are being appropriately referred. This combination of data analysis and follow-up surveys will help evaluate the effectiveness of the training in improving recognition and response to suicide risks.