



AVADE® Home Health Care Instructor (train-the-trainer) Certification Course

The AVADE® Home Health Care WPV Prevention training programs meets the requirements of State and Federal guidelines and regulatory compliance for maintaining a Workplace Violence Prevention Training Program. This instructor course involves scenario-based exercises, group interaction, discussion, lecture and hands-on techniques. AVADE® training is modular based and can be adapted into a variety of scheduling and training dynamics.

Upon successful completion of the 16hr. (2-day) AVADE® certification program, Instructors will receive the following:

- **AVADE® 3-year In-house Instructor certification - Personal Safety Training Inc.**
 - Authorization to train and certify staff in the:
 - AVADE® (2 hour) certification course
 - AVADE® (4 hour) certification course(s)
 - AVADE® 1-day certification course(s)
 - AVADE® Hands-On Module includes:
 - *AVADE® Level II Self-Defense Tactics & Techniques*
- **The AVADE® Instructor package includes:**
 - *AVADE® 2-hour, 4-hour, One Day, and hands-on PPT's*
 - *AVADE® Home Health Care Instructor Manual*
 - *AVADE® Home Health Care WPV Prevention Student Guide*
 - *AVADE® Student Handouts and Training Forms*
 - *AVADE® Self-Defense Tactics Videos*
 - *"Be Safe Not Sorry" – the Art and Science of keeping YOU and your family Safe from crime and violence.*
 - *Maintenance of training records*
 - *Continual support from AVADE® Personal Safety Training Inc.*

AVADE® Home Health Care Instructor Course Outline

Introduction

- What is AVADE® Training?
- What is Workplace Violence?
- Workplace Violence Defined
- The Myth of Workplace Violence
- Crime and Violence in Healthcare
- The AVADE® Principles
- AVADE® Modules and Objectives
- Personal Safety Measures
 - Personal Safety Habits
 - Developing Habits

Awareness

- Awareness
- Risk Factors to Workplace Violence
- General Safety Measures
- Levels of Awareness
- Self-Awareness
- Emotional Awareness
- The Amazing Mind
- Situational Awareness
- Environmental Awareness
- Driving Concerns
- Parking Perspectives
- Unconscious Awareness
- Mental Movies and Impressing the Unconscious Mind
- Higher Awareness
- Developing & Increasing Awareness

Vigilance

- Vigilance
- Hypervigilance
- The Five Senses
- Trust Your Intuition
- Using Your Intuition
- Messages of Intuition
- Developing Intuition
- Stop-Look-Listen
- Home Concerns
- Entering the Home

Avoidance

- Who Commits Violence?
- Characteristics of Individuals who Commit Violence
- Stranger Violence
- What is a Predator
- Predator-Prey & Adaptation
- The Reverse Line-Up
- Predator Characteristics
- Prey Paradigms
- Prey Characteristics
- Hard Target vs. Easy Target
- Confident-Assertive-Defensive Presence
- Guest/Client/Patient Violence
- Lateral Violence
- Lateral Violence Symptoms
- Domestic Violence
- Observable Behavior May Suggest Possible Domestic Victimization
- Protect Yourself From Domestic Violence in the Workplace
- Imminent Threat of Domestic Violence in the Workplace
- Extreme Violence
- Developing Your Avoidance Ability

Interpersonal Communication Skills

- Interpersonal Communication Skills (IPC)
- Interpersonal Communications Involve
- Developing Your Communication Skills
- The Power of Influence
- The I's of Eye Communication
- Body Language
- Postures and Gestures
- Hands (Watch the Hands)
- The "Right" Angle
- Components of the Assault Cycle
- Signs and Symptoms of Stress
- Stress De-Escalation
- Signs and Symptoms of Anger
- Anger De-Escalation
- Signs and Symptoms of Intoxication
- Intoxication De-Escalation
- Signs and Symptoms of Combat
- Strategies to Avoid Physical Harm
- Signals of Submission
- Developing IPC

Defense of Self and Others

- What is Self-Defense
- The Attitude of Self-Defense
- Assault
- Types of Assault
- Lawful Use of Defense
- Reasonable Force
- Reasonable Belief
- Deadly Force
- Excessive Force
- Weapons
- Civilian Levels of Defense
- Post Incident Response
- Post Incident Documentation

Stress Management

- What is Stress
- Types of Stress
- Fear
- Fight-Flight-Freeze
- Putting the Brakes on the Fight-Flight-Freeze
- Managing Your Stress
- Strategies for Managing Your Stress
- Post Incident Stress Debriefing
- Critical Incident Stress Debriefing

Time and Distance

- Time and Distance
- OODA Loop
- Weapons and Time/Distance
- Dangerous Weapons in YOUR Workplace
- The Art-of-Distraction

Escape Planning

- Escape Planning
- Developing Escape Plans
- Own the Door
- Improper Positioning
- Dominant Hand / Proper Positioning
- The “Right” Angle
- Spatial Empathy
- Proper Escorts
- Relationship Escape Plans

Environmental Factors

- Environmental Safety Factors
- Lighting
- Panic Alarms
- Private Places
- Staff Identification
- Parking Lot Safety
- Obstacles Around You
- Telephone Safety

Emergency Codes & Procedures

- Active Shooter
- Surviving an Active Shooter
- Personal Codes for Alerting Others

Level II – Self-Defense Tactics and Techniques

Safety Rules

- Self-Defense Awareness

Fundamentals of Defensive Tactics

- Stance-Balance-Stability
- Defensive Movements
- Robot Exercise
- Core Energy Principle
- Defensive Verbalization
- Distraction Techniques
- Escape Strategies
- Reactionary Gap
- Hand Positions

Defensive Blocking

- Deflective Blocks
- Shoulder Block
- Elbow Block
- Turtle Block
- High Block
- Middle Block
- Outside Blocks
- Low Block

Personal Defensive Weapons

- Palm Heel Defense
- Fist Defense
- Hammer Fist Defense
- Forearm Defense
- Elbow Defense
- Knee Defense
- Kick Defense
- Vulnerable Areas of the Body

Self-Defense Techniques

- One Hand Wrist Grab Defense
- Two Hand Wrist Grab Defense
- Bite Defense
- Hair Pull Defense
- Front Choke Defense
- Front Choke Defense (Special Situation)
- Rear Airway Choke Defense
- Rear Carotid Choke Defense
- Rear Bear Hold Defense
- Ground Defenses
- Gun Threat Response Defense
- Knife Threat Response Defense

Elements of Reporting Self-Defense or Force

- Report and Documentation (post responses)
- Civilian Levels of Defense

Instructor Forms and Requirements

- Appendices
- Adult Learners
- PowerPoint and Manuals
- Presenting to Staff
- Teaching Aids
- Instructor Presentation
- Teaching Practice
- Presentation Evaluation
- Reference Guide and Bibliography
- Procedures for Training
- Training Requirements
- Forms and Written Tests
- Skills Tests
- Course Feedback

Special Instructor Development Tools and Techniques

The effective Instructor knows that through his/her interaction with their class that motivation and inspiration are needed to affect any long-lasting change. A comprehensive instructor development section provides proven instructional techniques to enhance learning and retention of the AVADE® material taught.

- ✓ Instructor must attend all sessions of the training to be certified.
- ✓ Instructor candidate must pass the 25-question written exam with an 80% or better.
- ✓ Instructor candidate must pass the trainers presentation with an acceptable rating.
- ✓ Instructor candidate must pass the physical skills test with acceptable rating.
- ✓ Instructor must adhere to all requirements & guidelines as set forth in the manual.
- ✓ Recertification as an instructor is required every three years.