



Integrated Primary Mental Health and Addiction (IPMHA) professional development training

Summarised report, October 2025

Background

In January 2025, Te Pou provided a series of professional development trainings for health improvement practitioners (HIPs), health coaches and support workers who are employed in an IPMHA-funded role in primary care or community settings. The trainings were informed by sector feedback on the need for ongoing professional development for these roles. Three trainings were made available:

- **Focused Acceptance and Commitment Therapy (FACT) training**
six workshops (three for HIPs and three for health coaches and support workers)
- **Pūrākau and Motivational Interviewing (MI)**
six workshops for HIPs, health coaches and support workers
- **Peer supervision skills training for support workers**
two workshops for support workers.

This report summarises feedback from people who attended the workshops. It includes self-reported increases in trainees' knowledge, understanding, skills, and confidence after the workshop as well as their intention to apply their learning from the training in their work.

Detailed reports are published on the Te Pou website:

- [FACT training report](#)
- [Pūrākau and Motivational Interviewing training report](#)
- [Peer supervision skills training report.](#)



Training completions

Between January and June 2025, a total of 253 HIPs, health coaches and support workers attended the workshops. A breakdown of the number of people who attended each training is provided in the table below.

Total number of people trained = 253

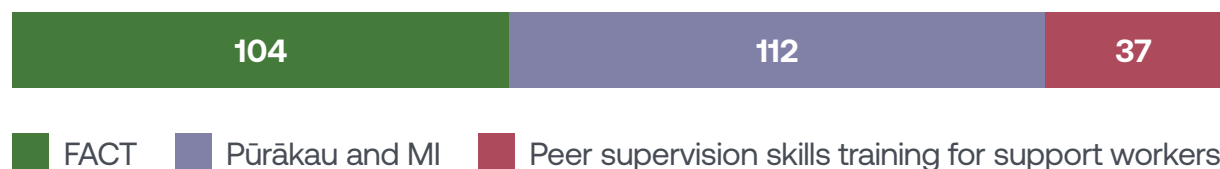
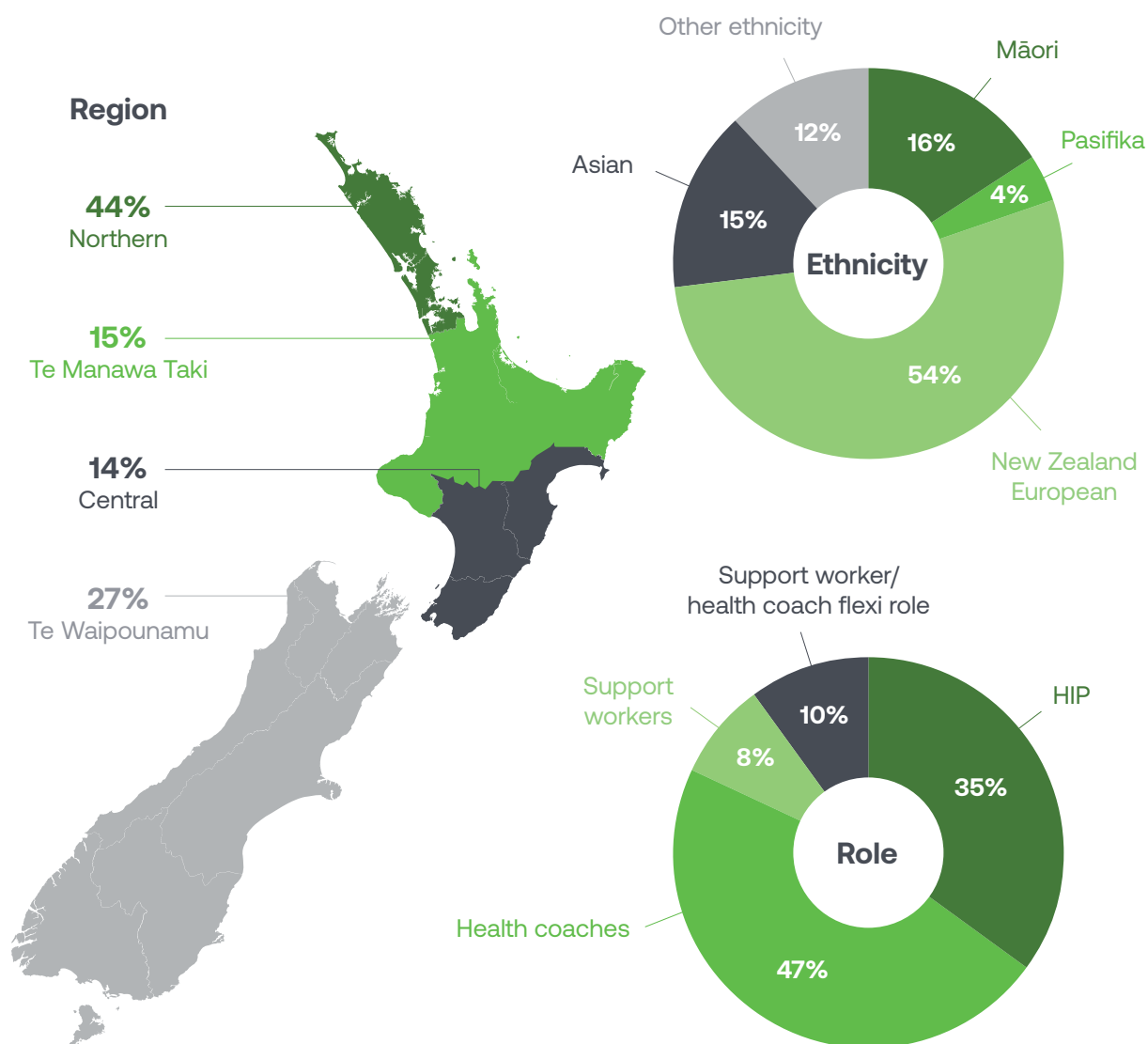


Figure 1: Trainee's region, ethnicity and role

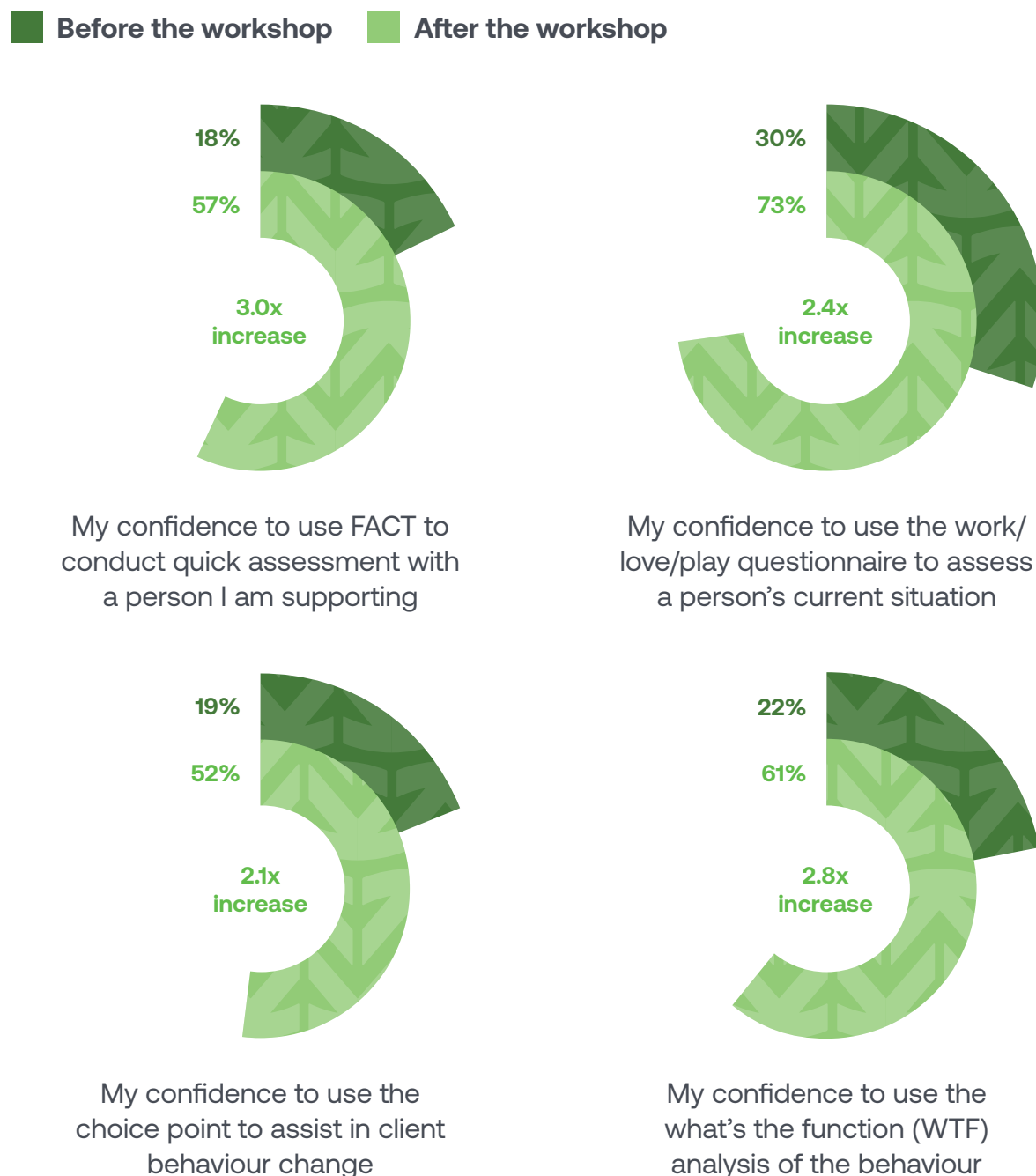


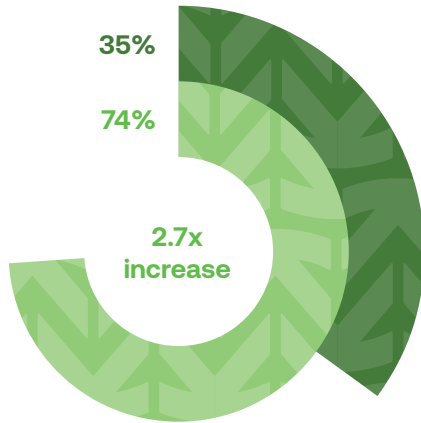
Trainee's feedback from FACT training

94 percent of trainees reported they are likely to use their learning from the workshop in their work.

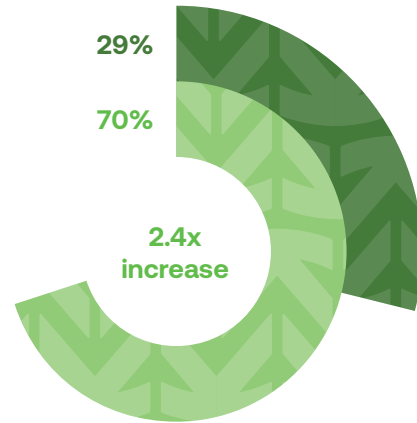
Trainees' confidence to apply workshop topics increased overall. The largest gain was seen in their confidence to practice behaviour change processes such as 'begging' and 'present-future time travel' (3.2 times increase), and the smallest seen in their confidence to use the choice point (2.1times increase). See Figure 2.

Figure 2: Trainee's feedback on increased confidence – FACT training (98 people)

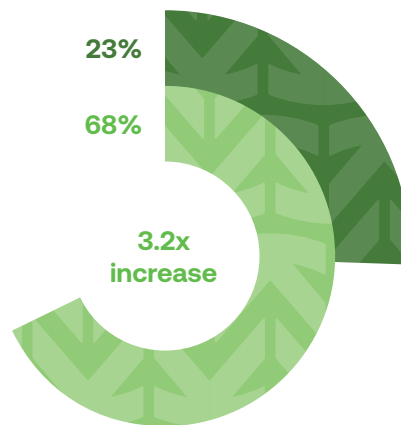




My confidence to implement Symptom Distancing process



My confidence to use the bullseye



My confidence to practice behaviour change processes such as 'begging' and 'present-future time travel'

Overall, the FACT workshop was well-received, with several participants stating they would use “all of it” and found it to be the most engaging and practical training they had attended. Comments from trainees included:

“The best FACT training I have done. The trainer is a great teacher and passion for their work is impressive.”

“Fantastic workshop, very valuable. The trainer made everything easy to understand, has engaging stories and very practical ideas to apply (rather than the usual “this is the theory” workshops.”

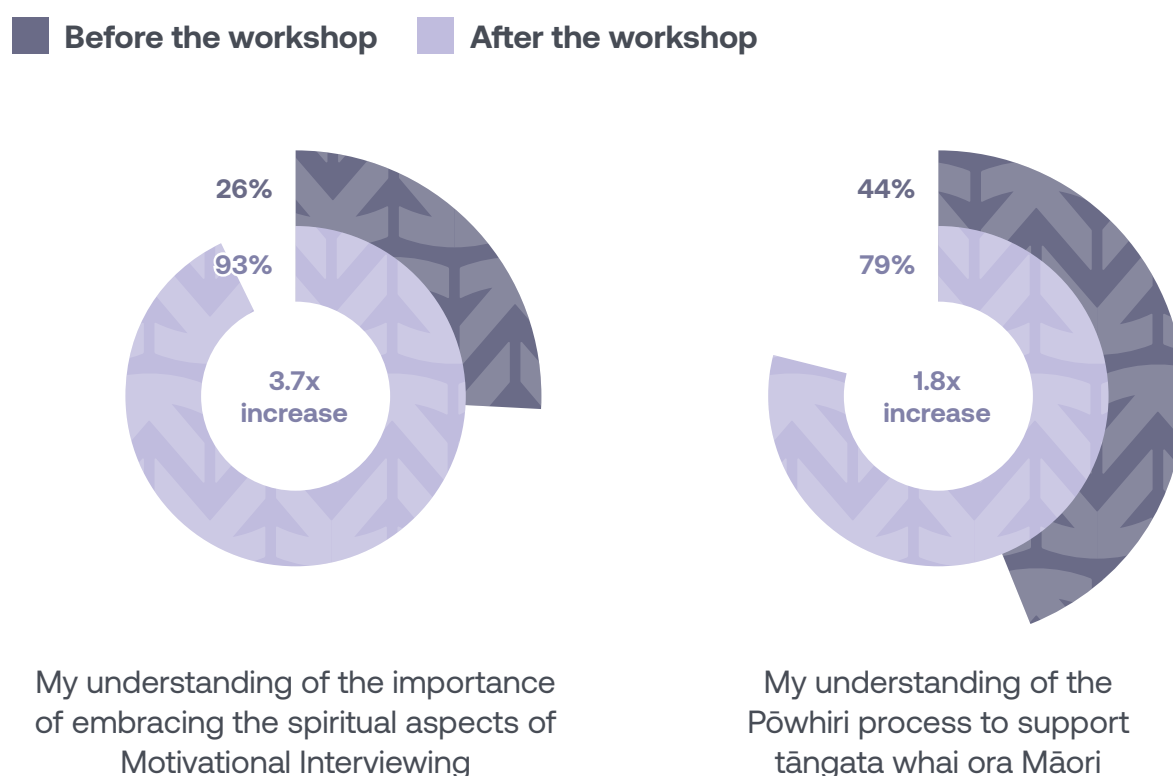
“The best fact training I have done. The trainer is a great teacher and passion for their work is impressive.”

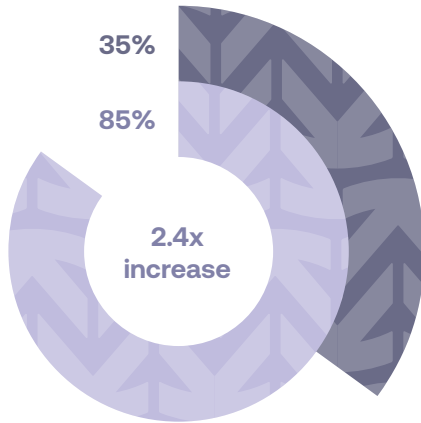
Trainee's feedback from the Pūrākau and Motivational Interviewing training

97 percent of attendees who completed the evaluation survey said they are 'likely' or 'very likely' to apply their learning from the workshop to their practice.

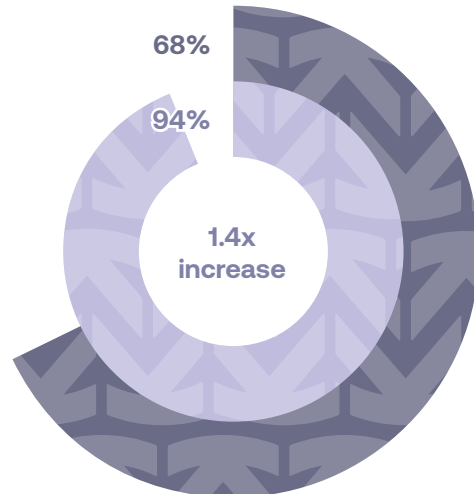
Trainees reported increases in the knowledge, understanding, skills and confidence after the workshop. More specifically, trainees' confidence to identify Change Talk and develop more of it increased 5.3 times, representing the biggest increase, while the least increase was in trainees' skill to practice accurate empathy (1.4 times increase). See Figure 3.

Figure 3: Trainee's feedback on increased understanding, knowledge and confidence – Pūrākau training (73 people)

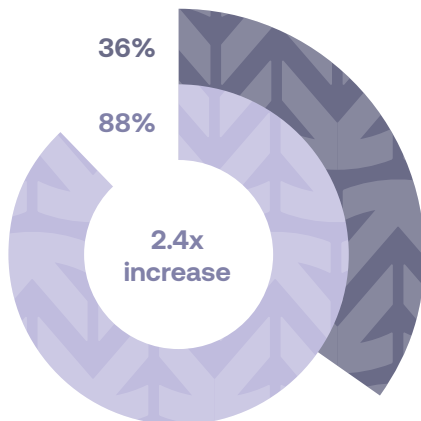




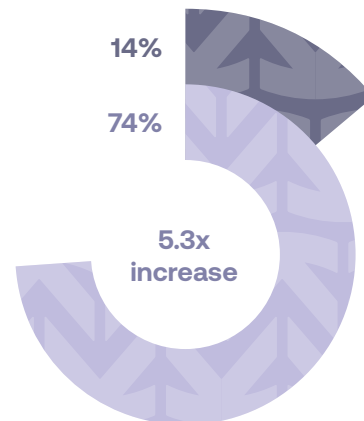
My understanding of the tasks in Motivational Interviewing



My skill in accurate empathy



My knowledge of what Motivational Interviewing is used for and what it is not



My confidence to identify the Change Talk and develop more of it

Comments from trainees included:

“Learning the Pōwhiri process was beneficial as well as I didn’t know this at all previously despite having gone to many”.

“Spotting change talk and gauging where the whai ora is at in terms of readiness before leaping to making goals – this education will make a huge difference to the quality of my work”.

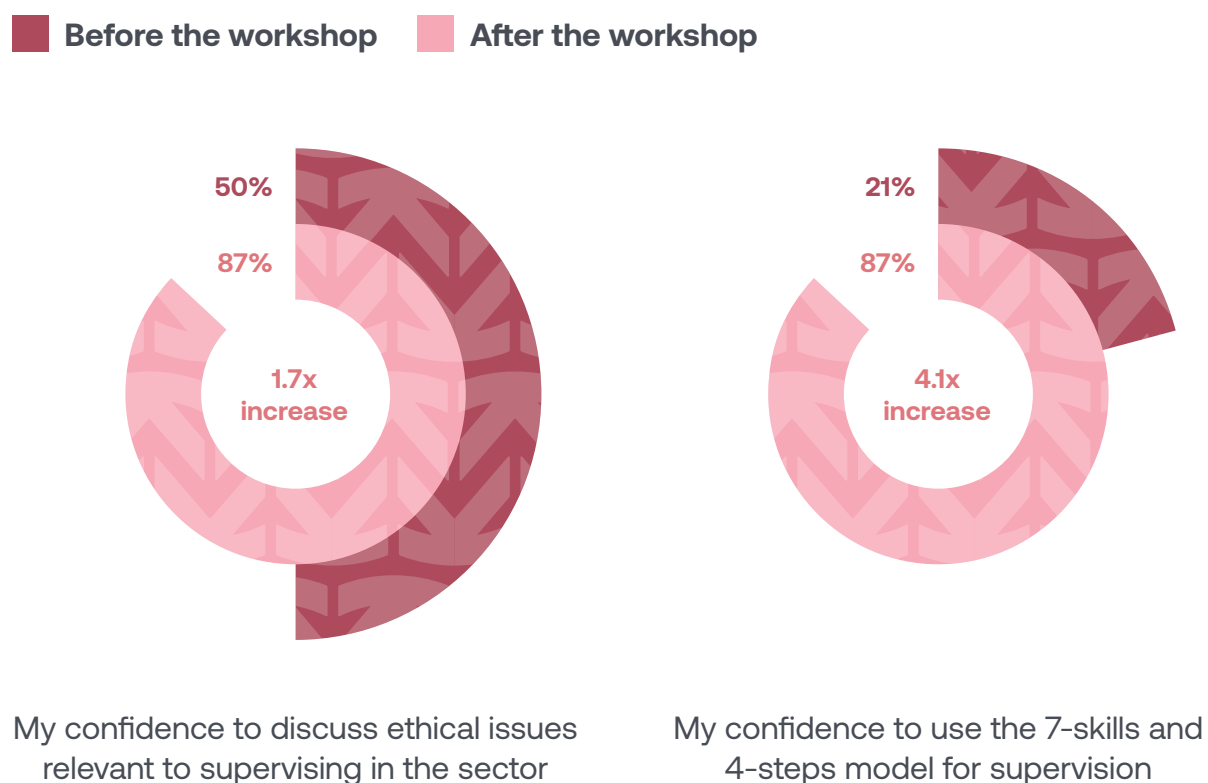
“The [trainer] enriched my understanding and connection with te ao Māori principles. He was fully engaged, included everyone and freely shared his knowledge. Excellent workshop that will greatly improve my health coaching Practice”.

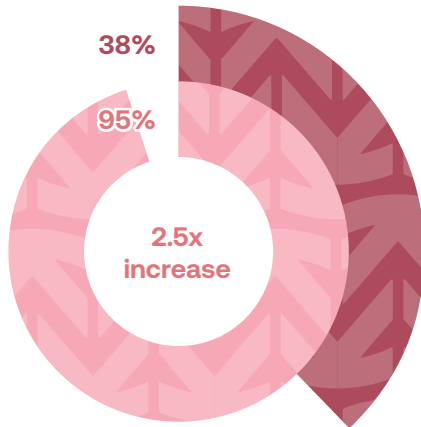
Trainee's feedback from the peer supervision skills training

96 percent of trainees who completed the evaluation survey reported that they intend to apply learning from the training to their work.

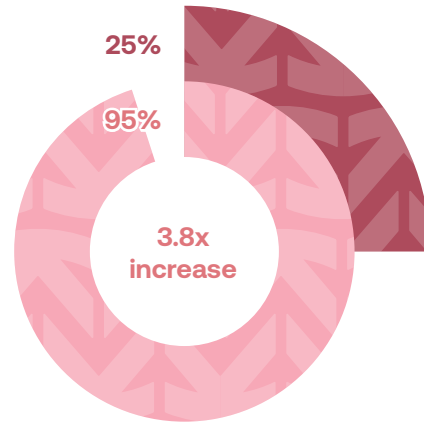
Similarly, trainees' confidence increased across topics after the peer supervision skills training. The most increase was recorded in their confidence to discuss models of supervision (5.4 times increase), and the least was in their confidence to discuss ethical issues relevant to supervision (1.7 times increase). See Figure 4.

Figure 4: Trainee's feedback on increased confidence – Peer supervision skills training (25 people)

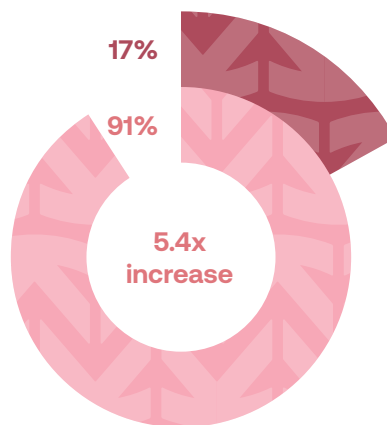




My confidence to discuss the importance of cultural safety in supervision



My confidence to use peer supervision tools



My confidence to discuss models of supervision

Trainees rated this training highly and many expressed desires to see the workshops continue to be available to other people who are in position to supervise people.

Comments from trainees included:

"This is one of the best training courses I have taken. It was incredibly well facilitated and paced, with relevant content and interesting topics and exercise. 10/10".

"It is a vital course for all those who are in a position to oversee others in any organisation".