



NMCSAP
NEW MEXICO
SEXUAL ASSAULT
SERVICE PROVIDERS

Advocate Training



I. Policy Statement

Sexual Assault Service Providers (SASPs) will provide or have all new staff attend the NMCSAP hosted 40-hour training for new advocates and staff who interact with sexual assault survivors to ensure that advocates and staff are skilled in responding to survivors and follow all policies and procedures of the center. SASP Directors recognize that advocacy with sexual assault survivors is challenging work and are committed to ensuring that self-care and community care activities are offered in advocate trainings and meetings.

Advocate Training

Training Requirements for Advocates and Staff

- Advocates and staff are required to have a minimum of 40 hours of initial training, with 35 hours of training provided prior to assisting survivors. The remaining five hours may be provided through shadowing an experienced advocate and/or practice hotline calls after the new advocate has completed 35 hours.
- Advocates are required to complete a minimum of 20 hours of training annually after completing the initial 40-hour training to continue skill development and ensure they are current on all agency policies and procedures.
- A written evaluation of each advocate must be provided to them either upon completion of the 35 hours of in-person training or after the entire 40 hours of training is complete, and annually thereafter.
- Advocates must have the opportunity to provide evaluation of advocate training to the center at minimum upon completion of the 35 hours of in-person training.
- Centers/the NMCSAP must provide advocates with a training manual for use during training and in their work with survivors.
- Centers must hold advocate meetings 10 times per year for team- building, training, and to continually assess advocates' skills.

Training Structure and Content

The 40-hour training must use adult learning principles, including: content on priority knowledge and skills as listed below under required topics; information is framed within a larger theory or model to allow for understanding, progression, and integration; the training is organized with clear learning goals and objectives; training provides opportunities for participants to actively engage and practice new skills and knowledge, and uses creative methods to accommodate visual, auditory, and kinesthetic learners.

Training must include a minimum of 5 hours of role plays and hotline call practice.

Training must address the following required topics:

- Defining advocacy with sexual assault survivors, including crisis intervention, general advocacy, and medical and legal accompaniment.
- Sexual Violence – Adults & Children Trauma
- Confidentiality & the SASP Core Confidentiality Standard
- Anti-oppression/Anti-racism/Social Justice/Cultural Awareness
- Institutionally underserved populations, which may include Black, Indigenous, Latine, Asian American and Pacific Islander, Lesbian/Gay/Bi-sexual/ Transgender/ Queer/Questioning/Intersex, non-binary and gender non-confirming, people with disabilities, people with mental illness, immigrants, non-English speakers, boys and men, and military personnel
- Sexual Assault Laws - Mandated Reporting, Child Sexual Abuse
- Sexual Assault Response Team (SART) - Sexual Assault Nurse Examiner Services/ Protocols & Evidence Collection Kit
- SART - Sexual Assault & the Criminal Justice System
- Resource Information and Referral
- Self and Community Care

Advocate Training

NMCSAP Hosted 40 Hour Foundations Training

NMCSAP will host two or three 40-Hour Foundations in Advocacy training for new advocates each year. The training will include a minimum of 28 hours of live training, with participants required to complete additional hours through asynchronous work, which may include modules of the OVC TTAC training listed below. If an advocate's organization receives federal victim services funding, they will be required to complete the full OVC TTAC training.

For new staff to meet their training requirement and ensure compliance with the NM Victim Counselor Confidentiality Act:

- All new staff providing advocacy services must have forty (40) hours of academic or other formal victim advocacy or counseling training or a minimum of one year of experience in providing victim advocacy or counseling prior to providing advocacy services in order to protect the private information of program participants.
- The agency must maintain complete training records during employment, including a certificate of completion of required skills and knowledge, including Core Advocacy training provided by the New Mexico Coalition of Sexual Assault Programs within six (6) months of employment.



If you work for a dual domestic violence agency and have completed the 12 hours of OVC TTAC training through NMCADV or CSVANW, you do not need to complete the training again. A certificate of completion must be provided to NMCSAP.

The OVC TTAC training can be accessed at:

https://www.ovcttac.gov/views/TrainingMaterials/dspOnline_VATOnline.cfm

Advocate Training

The modules required from the OVC TTAC are:

Basics

TITLE	LENGTH	HRS
The Civil Justice System	60	1
The Criminal Justice System	60	1
Ethics	45	0.75
The Military Justice System	60	1
Tribal Justice Systems	45	0.75
Types of Victim Services	60	1
Victim Compensation	30	0.5
Victims' Rights	45	0.75
		6.75

Core Competencies and Skills

TITLE	LENGTH	HRS
Advocacy	30	0.5
Assessing Victims' Needs	45	0.75
Basic Communication Skills	30	0.5
Collaboration	45	0.75
Confidentiality	60	1
Conflict Management and Negotiation	45	0.75
Crisis Intervention	30	0.5
Culture, Diversity, and Inclusivity	45	0.75
Documentation	45	0.75
Problem Solving	30	0.5
Referrals	30	0.5
Self-Care	60	1
Trauma-Informed Care	30	0.5
		8.75

Crimes

TITLE	LENGTH	HRS
Intimate Partner Violence	45	0.75

Total = 16.25 hrs

Advocate Training

Training Format for SASP Programs Hosting Training

Training will include a mix of on-line training, in-person training, and shadowing of experienced advocates/ practice hotline calls for direct experience. Training days will be a maximum of 7 hours of training time, not including meals and breaks, to ensure that the amount of information trainees receive in any one day can be adequately understood and integrated with the knowledge and skills they need to be effective advocates. This is also to ensure that training is healthy for both trainees and trainers/center staff.

The suggested format for the 40-hour training is:

- An introductory meeting of 2-3 hours during which new advocates can meet, begin team building with each other and center staff, and receive an overview of advocacy, the center where they will work, and advocate training.
- Up to 5 hours of on-line training completed prior to the second day of in-person training to prepare new advocates for learning about advocacy with sexual assault survivors.
- A minimum of 28 hours of in-person training on the required topics (or virtual).
- Role plays must be observed and the trainers will provide feedback to trainees.
- A minimum of 5 hours of shadowing an experienced advocate and/or practice hotline calls to provide direct experience before new advocates respond to sexual assault survivors.