**Problem**: Violence, patient disengagement, and staff burnout impact nurses profoundly. As a nurse in acute and primary healthcare, I observed the invisible impact of trauma in many situations.

**What Did You Do?** I developed TIDE Education, a training program that incorporates Trauma-Informed Care (TIC) principles. To create this, I extensively researched TIC, attended courses, and connected with healthcare settings in Australia and abroad where TIC had positive impacts. Such as, Ohio State Wexner University Hospital outlined in their <podcast>. To deepen my understanding of trauma's intersection with healthcare, I worked in juvenile detention and women’s prisons. Fundraising allowed me to attend the 2024 APNA conference in Adelaide, where I discovered Dr. Nathan Moore’s VR program, "Code Black," designed to train nurses in aggression response. Despite having no VR experience, I incorporated this tool into TIDE Education.

**Results:** TIDE Education is now delivered in Perth and remote WA. Participants report improved TIC competence and confidence through surveys. Anecdotal feedback highlights the effectiveness of VR in real-life situations, with participants later applying their new skills in professional and personal settings. TIDE has even been covered by ABC News. [Virtual reality program hopes to turn the tide of violence in hospital EDs - ABC News](https://www.abc.net.au/news/2025-03-16/trauma-informed-care-hoping-to-combat-violence-in-hospitals/105046110)

**Lessons:** Feedback reveals the need for mandatory TIC training in public service. Nurses are expressing fear and a desire for support. A holistic approach is essential, as TIDE highlights the need for practice, policy, and structural changes. I hope audiences consider implementing TIDE training to benefit their settings.