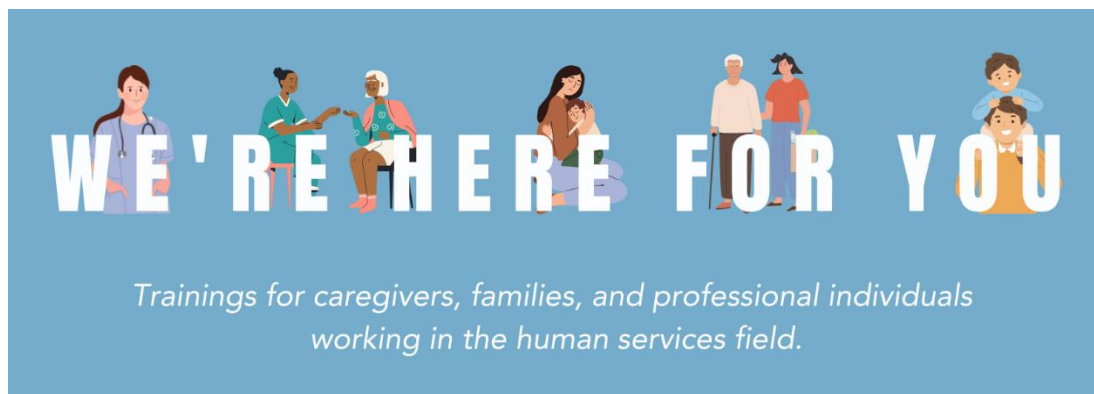




# 2024 Trainings



**Available Trainings to Interested  
Agencies, Organizations and  
Communities**

**\*\*Some trainings program lengths may be able to be shortened or lengthened depending on need.**

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

### **\*Advocacy: How to Use Your Voice!**

**Description:** This session will define advocacy and explain effective ways to utilize the skills necessary to achieve the desired outcomes. Advocacy uses key skills derived from effective communication and you will see connections within developing Advocacy skills. We will share examples of how to use your voice for yourself, your family, or for others.

#### **Objectives:**

- Define Advocacy.
- Learn how to speak for others.
- Learn the importance of arming yourself with needed information.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

### **\*Advocacy: How to Use Your Voice as a Professional**

**Description:** This session will define Advocacy and explain effective ways to utilize the skills necessary to achieve desired outcomes. If you ever felt your voice isn't being heard, this training is for you, as this training will use some key skills derived from effective communication and you'll be able to identify the connections within developing your voice. Participants will learn and use key examples to understand what it means to use your voice for themselves and for others. There will be a special focus of discussion on how to be effective when providing support on behalf of others with professionals. Advocacy is required at all levels of the journey for staff and families. We will examine what role best serves the need presently, and how to express yourself and when.

#### **Objectives:**

- Define advocacy and its characteristics for obtaining outcomes.
- Understand the difference between individual advocacy vs. corporate advocacy.
- Learn strategies to becoming an effective utilizer of your voice.
- Learn the specific keys to advocating within a professional setting.

**Program Length:** Up to 2 hours

### **Age My Way**

**Description:** This training will focus on four key areas of health in aging: physical wellness, social wellness, cognitive wellness, and emotional wellness. We will look at changes that come with older adulthood and ways to maintain health in these areas or start and develop new lifestyle habits to support them. We will discuss the impact of ageism in our culture and dispel some myths of aging that it brings, opening the door for confidence to Age My Way!

**Objectives:**

- Identify four key areas of health in aging and ways to start or maintain health habits.
- Discuss social barriers to engaging health as we age and ways to reduce their impact.

**Program Length:** 1 hour

### **Aging Positively**

**Description:** Are you heading toward a pivotal age in your life? Have you made the best decisions preparing for future living? Are you handling the challenges of getting older in a helpful way? Aging Positively will highlight some important tools to embrace the journey of aging. This session will include a discussion with participants on how to identify the steps to be considered at critical junctures of life. We know that getting older can bring a level of anxiety and fear so we will discuss how to embark on major changes and plan for the most meaningful phases of life as it relates to physical health, mental health, living arrangements, retirement, finances, and preparing for living well. We will evaluate the impact of choices and decisions that one makes early in life and how to use them as springboards to a successful future. Participants will be able to start thinking about these impending needs by engaging in a couple of activities to spark their minds about the future. They will learn meaningful tips to start building a thoughtful plan from day one. We will discuss how to start living well from today going forward.

**Objectives:**

- Identify various stages of change as individuals age.
- Learn the benefits of early planning for future living.
- Highlight barriers to building a positive, meaningful life while aging.
- Discuss the positive results of long-term planning.

**Program Length:** 1.5 hours

### **Ageless Grace**

**Description:** Timeless Fitness for the Body & Mind – The program consists of twenty-one simple exercise tools designed for all ages and abilities. These exercises, based on everyday movements that are natural and organic, focus on the healthy longevity of the body and mind. The 21 tools have creative, imaginative names, so they are easy to remember. They are simple to do at home. The movements are designed to be performed seated in a chair, yet they can be done on a bed,

standing near or behind a chair, or down on the floor. Almost anyone can do them, regardless of their physical condition(s).

**Target Audience:** CNAs, PT/OT/SLTs, LPCs, social workers, activity directors, recreational therapists, fitness professionals, caregivers, and family members who work with seniors.

**Program Length:** 45 mins to 1 hour

### **Behavioral Health Issues in LGBTQ+ Older Adults**

**Description:** This training is aimed at enhancing understanding and support for the mental health and well-being of LGBTQ+ older adults. Participants in this training will delve into key issues, statistics, and strategies relevant to behavioral health, and fostering a more compassionate and inclusive approach. By addressing behavioral health issues in the LGBTQ+ older adult community and promoting cultural competence, participants will learn how to contribute to a more supportive and inclusive environment for this diverse population.

#### **Objectives:**

- Review statistics and common mental health and substance abuse issues in LGBTQ+ older adults.
- Discuss isolation and depression.
- Understand the causes of mental health issues in LGBTQ+ older adults.
- Define “Coming Out” and the benefits and barriers that go along with it.
- Define and discuss prejudice within groups.
- Review factors that aid the mental health of LGBTQ+ older adults.
- Discuss the three levels of LGBTQ+ competence.
- Learn how to combat discrimination.

**Target Audience:** This training is essential for healthcare professionals, caregivers, community advocates, and anyone committed to promoting the mental health and resilience of LGBTQ+ older adults.

**Program Length:** 2 hours

### **Boundaries & Consent for Older Adults**

**Description:** Recent statistics suggest that 1 in 10 adults who are 65 years and older experience some type of abuse each year. Everybody deserves to be empowered to utilize their boundaries and feel free from harm. Join us as we present information on healthy relationships, consent, and how to access local free and confidential services.

#### **Objectives:**

- Explore consent dynamics.
- Establish and safeguard personal boundaries.
- Understand the scope of boundaries and consent.

- Incorporate Trauma-Informed Approaches: Real-World Case Studies.
- Navigating the Landscape: Insights into Community Support Structures.

**Target Audience:** This training is great for older adults, professionals, and anyone else who would like to support those aging in their lives.

**Program Length:** 1.5 hours

### **Bullying (For the Parents)**

**Description:** Many of us understand that bullying and mean behaviors are not something we want our children and students to have to deal with; unfortunately, in recent years bullying trends have continued to rise over the past decade and continue to do so. This presentation will serve to educate parents on how to define bullying behavior and differentiate it from mean behavior, how to recognize the different types of bullying behavior, and how to handle it if their child is bullied.

**Target Audience:** Educators and parents of children, teenagers, and young adults.

**Program Length:** 1 hour

### **Bullying and Hoarding in a Senior Setting**

**Description:** This session will review the growing body of literature on bullying and hoarding in older adult residential settings: peer-to-peer relational aggression and hoarding in senior residential settings. This is beginning to be recognized as problematic and having a negative impact on the psychological and emotional health of seniors. The training will focus on strategies that staff and administration can use to identify bullying and decrease resident victimization on an individual level as well as a community level. In addition, this session will provide an overview of hoarding as a mental health and social issue explaining the complexity of treatment for people who have hoarding behaviors.

#### **Objectives:**

- Identify signs and symptoms of bullying in a senior setting.
- Learn interventions that can help decrease bullying. Interventions will be reviewed that address the victim and the perpetrator of bullying, and interventions that can impact bullying in a setting from an administrative level to a direct staff level.
- Identify symptoms of hoarding, beyond just accumulation of objects.
- Learn interventions and treatments that address hoarding behaviors, and how they are applied effectively with older adults.

**Target Audience:** Staff working in residential housing, assisted living, independent living, and nursing home facilities where older adults reside.

**Program Length:** Up to 3 hours

## **Care for the Caregiver: Using Self-Care to Combat Compassion Fatigue**

**Description:** Compassion fatigue is characterized by a gradual lessening of compassion over time, resulting from a combination of burnout and secondary traumatic stress related to vicarious traumatization from repeated exposure to traumatic material.

### **Objectives:**

- Define and understand burnout, vicarious/secondary trauma, and compassion fatigue.
- Differentiate between burnout vs. compassion fatigue.
- Utilize assessment tools to understand personal levels of compassion satisfaction as well as compassion fatigue.
- Understand protective factors and develop a plan of self-care.

*The training will use a mix of lectures, individual and small group activities, and videos.*

**Target Audience:** This training is for professionals who provide care to anyone, such as nurses, social workers, case managers, housing service coordinators, nursing home and personal care home administrators, and aging and mental health workers.

**Program Length:** Up to 2 hours

## **Caring for the Caregiver: Let's Battle Addiction**

**Description:** This training will not only help participants learn how to care for the caregiver but will equip them with the knowledge and understanding of how addiction occurs and the signs to look for. This training will provide insight into what their loved one is going through and offer suggestions on how to help their loved one and themselves. Participants will learn stress-relieving practices they can implement in their everyday lives.

### **Objectives:**

- Learn to recognize addiction.
- Learn and adapt coping skills.
- Learn and manage stress-relieving practices.

**Program Length:** 2 hours

## **Chronicles of COVID – Assisting Our Children Throughout the Ages Cope with Anxiety/Depression and Social Isolation**

**Description:** Coping with change and loss is difficult for adults, let alone our children. This training will discuss the challenges of assisting our school-age children (through elementary, middle, and high school) to cope with anxiety, depression, and social isolation related to the COVID-19 pandemic. When you consider the impacts of the COVID-19 pandemic on our youth there is a need for us to be intentional about addressing their fears and also provide focused and intentionally brave spaces for them to process and communicate their losses and gains. Along with sharing solutions on how we can address social isolation, mental health, and resources, this training

will also provide statistics, symptoms, behaviors, and ways to assist counselors, parents, and educators return to normal and help students cope. Providing them with tools to navigate our current circumstances will help as they transition to this new normal.

**Objectives:**

- Review the challenges of assisting our school-age children (through elementary, middle, and high school) cope with anxiety, depression, and social isolation related to the COVID-19 pandemic.
- Address the fears our youth face since the start and ongoing impact of this pandemic.
- Discuss how to provide focused and intentionally brave spaces for them to process and communicate their losses and gains.
- Share solutions on how we can address social isolation, mental health, and resources.
- Highlight statistics, symptoms, and behaviors.
- Establish ways to assist counselors and educators with getting back to the new normal as they assist students with developing healthy coping strategies. We want to give them tools to navigate our current circumstances that will help as they transition to this new normal.

**Target Audience:** Counselors, teachers, educators, therapists, parents, and Children and Youth staff.

**Program Length:** 1.5 hours

## **Communication and Behavioral Challenges of Dementia**

**Description:** With dementia, communication challenges and behavioral challenges are often two sides of the same coin. This interactive workshop will initially focus on how individuals with dementia communicate their needs and wants at the various stages of their disease process. Professional caregivers, family, and friends will learn how to effectively interpret and respond to their needs and wants in ways that are caring and dignified. With behavioral challenges, participants will learn that all behavior has meaning, and that behavior is communication. The difference between typical behaviors for individuals with dementia and those that may present challenges will be emphasized. Effective responses to behavioral challenges will include real-life examples and will emphasize the importance of safety for everyone.

**Objectives:**

- Understand both communication challenges and behavioral challenges of dementia patients.
- Discuss the common communication challenges that are related to conditions and illnesses of dementia.
- Learn how individuals with dementia communicate their needs and wants at the various stages of their disease process.
- Discuss the “Do’s and Don’ts” of communication.
- Understand the challenging behaviors of dementia patients.
- Learn the possible causes of challenging behaviors.
- Problem-solve challenging behaviors.

**Target Audience:** Professionals, family caregivers, family, and friends of individuals with dementia. Also, those professionals who may have contact with dementia patients on a daily or weekly basis.

**Program Length:** 2 hours

### **Combatting Social Isolation**

**Description:** In this training, participants will embark on a comprehensive exploration of the multifaceted challenges posed by social isolation, understanding its nuances, and developing strategies to foster connection and well-being. This training equips participants with the knowledge and skills necessary to recognize, address, and combat social isolation in themselves and others.

**Objectives:**

- Define social isolation and discuss some connected behaviors.
- Discuss signs and causes of social isolation and how it affects behavior.
- Review things to avoid and ways to safeguard your well-being.
- Discuss the impact of COVID-19 on isolation and behaviors.
- Discuss ways to combat social isolation for the elderly.

**Target Audience:** This training is versatile and can be tailored to various professional backgrounds, ensuring that a broad range of individuals can benefit from its insights and practical applications.

**Program Length:** 1.5 hours

### **Combatting Stress, Burnout, and Compassion Fatigue as a Caregiver of Residents with Dementia**

**Description:** This training is a comprehensive program designed to address the unique challenges faced by caregivers in the field of dementia care. In this session, we will empower caregivers with the knowledge and tools needed to navigate the emotional demands of their role effectively. By addressing stress, burnout, and compassion fatigue, participants will be better equipped to navigate the complex emotional challenges of dementia care.

**Objectives:**

- Define and understand stress, burnout, and compassion fatigue.
- Utilize assessment tools to understand personal levels of stress, burnout, and compassion fatigue.
- Review and understand protective factors.
- Develop a plan for self-care.
- Engage in group discussion of scenarios.

**Target Audience:** This training is particularly relevant for those directly involved in the care of individuals living with dementia, aiming to support both professional and family caregivers.



**Program Length:** 1.5 hours

### **Communicating with the Dying Resident**

**Description:** This training is designed to equip caregivers, healthcare professionals, and support staff with the skills needed to facilitate meaningful and empathetic conversations during end-of-life care. By enhancing communication skills, understanding empathy, and addressing cultural nuances, participants will be better equipped to navigate the complexities of these delicate conversations, ultimately ensuring that the individual receives compassionate and dignified care.

**Objectives:**

- Review effective communication and good listening skills.
- Define empathy.
- Discuss the different barriers to End-of-Life conversations and ways to enhance them.
- Discuss strategies for handling difficult questions/requests.
- Discuss cultural and language differences pertaining to death will.

**Target Audience:** This training is geared toward healthcare professionals, caregivers, support staff, counselors, and therapists who may work with older adults and/or terminally ill patients.

**Program Length:** 1.5 hours

### **Compassion Fatigue: Resiliency in Substance Abuse**

**Description:** Burnout is a real thing, and when it pertains to mental and emotional burnout, we call this compassion fatigue. This training will help caregivers and professionals learn how to cope and destress when experiencing this. Participants will learn stress-relieving practices they can implement to help build their resiliency.

**Objectives:**

- Learn to recognize addiction.
- Understand the factors of compassion fatigue.
- Learn and adapt coping skills.
- Learn and manage stress-relieving practices.

**Target Audience:** This training is for professionals who provide care to anyone, such as nurses, social workers, case managers, housing service coordinators, nursing home and personal care administrators, and aging and mental health workers.

**Program Length:** 2 hours

### **Coping with a Loved One Battling Addiction**

**Description:** This training will offer tools and strategies to help loved ones battling addiction, including advice on how to communicate with them effectively. This training will also provide

information on how addiction occurs and the signs to look for. Participants will learn strategies to cope with these challenges.

**Objectives:**

- Define and recognize addiction.
- Learn communication skills.
- Learn and adapt coping skills.

**Program Length:** 1.5 hours

**Coping with Change and Loss: Impacts of COVID-19 Focusing on Social Isolation in Older Adults**

**Description:** As aging seniors go through landmark ages, such as 60, 70, and 80, change and loss are inevitable. Those experiences can bring about feelings of fear, anxiety, and anger. It is imperative that support staff are able to help bring balance between the losses and joy. This training will discuss supporting an understanding of dementia and Alzheimer's. The below objectives will be covered through supportive information and a video. The 5 Stages of Grief is a process that helps aging adults to acknowledge, process, and express their experiences of loss. The 5 Stages of Grief will be examined through a common loss of mobility. Families and staff will be provided with strategies to help aging adults cope with loss during the COVID-19 pandemic.

**Objectives:**

- Understand dementia and Alzheimer's and define communications.
- Explore change and loss in aging patients.
- Explore grief: grieving loss and the 5 Stages of Grief.
- Discuss the impact of the COVID-19 pandemic and quarantine isolation.
- Discuss coping strategies for change during the pandemic, including assisting older adults with isolation.

**Target Audience:** CNAs, PT/OT/SLTs, LPCs, social workers, activity directors, recreational therapists, fitness professionals, administrators, case managers, housing service coordinators, caregivers, and family members who work with seniors.

**Program Length:** 2 hours

**Coping with Change and Loss:  
Regaining Normalcy from the Impacts of COVID-19**

**Description:** As aging seniors go through landmark ages, such as 60, 70, and 80, change and loss are inevitable. Those experiences can bring about feelings of fear, anxiety, and anger. It is imperative that support staff are able to help bring balance between the losses and joy. This training will discuss supporting an understanding of dementia and Alzheimer's. The below objectives will be covered through supportive information and a video. The 5 Stages of Grief is a process that helps aging adults to acknowledge, process, and express their experiences of loss. The

5 Stages of Grief will be examined through a common loss of mobility. Families and staff will be provided with strategies to help aging adults cope with loss during the COVID-19 pandemic.

**Objectives:**

- Understand dementia and Alzheimer’s and define communications.
- Explore change and loss in aging patients.
- Explore grief: grieving loss and the 5 Stages of Grief.
- Discuss the impact of the COVID-19 pandemic and quarantine isolation.
- Discuss coping strategies for change during the pandemic, including assisting older adults with isolation.
- Identify the increased adverse effects of communication and the influence of Social Determinants of Health on persons with motor impairments, as a result of Covid-19.
- Review ways to create a disability-inclusive response during the pandemic.

**Target Audience:** CNAs, PT/OT/SLTs, LPCs, social workers, activity directors, recreational therapists, fitness professionals, administrators, case managers, housing service coordinators, caregivers, and family members who work with seniors.

**Program Length:** 2 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

## **Cultural Humility & Diversity**

**Description:** Participants will explore cultural humility’s genesis and the ways in which it has been used to produce inequity-reducing research, clinical practice, and policy. Participants will have the opportunity to directly and purposefully explore their positionality and personality, and engage in acts of reflexivity without judgment, using timely case studies and immersive role-playing exercises during the webinar time. At the end of the training, participants will be situated to better understand, redirect, and leverage their interpersonal traits in a way that will be conducive to successful engagement with culturally diverse individuals.

**Objectives:**

- Explore personal traditions, values, and experiences to better understand their reflection upon real life.
- Gain an understanding of cultural humility vs. cultural competency.
- Explore the impact of inequity and how systems foster and perpetuate its continuity.
- Identify cultural experiences to learn how to use them as assets.

**Target Audience:** Caregivers, nurses, social workers, and any other professionals who work with many populations.

**Program Length:** 1.5 hours

## **Cultural Humility & Diversity in Working with Individuals with Disabilities and Paralysis**

**Description:** Participants will explore cultural humility's genesis and the ways in which it has been used to produce inequity-reducing research, clinical practice, and policy. Participants will have the opportunity to directly and purposefully explore their positionality and personality, and engage in acts of reflexivity without judgment, using timely case studies and immersive role-playing exercises during the webinar time. At the end of the training, participants will be situated to better understand, redirect, and leverage their interpersonal traits in a way that will be conducive to successful engagement with culturally diverse individuals. Special focus will be honored by discussing the impact of culture and equity on those with disabilities.

### **Objectives:**

- Explore personal traditions, values, and experiences to better understand their reflection upon real life.
- Gain an understanding of cultural humility vs. cultural competencies.
- Explore the impact of inequity and how systems foster and perpetuate its continuity.
- Identify cultural experiences to learn how to use them as assets.
- Review ways culture and equity may look different for those with disabilities.

**Program Length:** 1.5 hours

### **\*Cultural & Linguistic Competency**

**Description:** Do you want to know if your personal experiences impact outcomes for families? Do you work with diverse children and families? Do you serve older adults who are raising children/grandchildren? Is language a barrier to successful outcomes for your families? Do families from different environments struggle with services? Do you desire to be more culturally sensitive to the needs of families? Do you wonder how families view the systems, such as child welfare, mental health, education, juvenile justice, law enforcement, aging, veterans, and physical health which may be relevant to their family situation? The Cultural and Linguistic Competency training will aid in providing an opportunity to understand culture through the use of self-reflection tools and activities. We will take a look at how who we are affects our ability to serve families. Together, we will review some family data to learn the ways in which stakeholders desire to be seen within systems. Participants will learn how their personal values and traditions interact within their daily work experience and how, through this lens, to ensure the outcomes for families are seen as benefits.

### **Objectives:**

- Identify personal cultural experiences and learn how to use them as assets.
- Discuss stakeholders, (such as families, youth, providers, agencies, case managers, physicians, therapists, and treatment teams) and their various systems (such as child welfare, mental health, education, juvenile justice, law enforcement, aging, veterans, and physical health) to better understand the culture of systems.
- Identify strategies to engage diverse families.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

## **Death & Dying**

**Description:** This training covers core issues related to dying, death, and grieving. It includes a discussion of ethical issues in end-of-life care and training in the communication of difficult news; community building around dying persons and relationship-centered care. We also cover capacity building, and resilience training as well as approaches to psychological and spiritual care of the dying; the relationship between pain and suffering; peri-death phenomena; and care of the caregiver.

### **Objectives:**

- Discuss types of loss.
- Learn the stages of grief.
- Address fears related to the loss of others.
- Learn the impact of grief and loss in different cultures.

**Target Audience:** Caregivers, nurses, social workers, care managers, and any other professionals who care for individuals who are terminally ill.

**Program Length:** 2 hours

## **Dementia Live Experience!**

**Description:** In this high-impact experience, you will be immersed into a life with dementia, resulting in a deeper understanding of what it is like to live with a cognitive impairment and sensory change. You will be empowered to build new bridges of communication. Dementia Live™ is an inside-out catalyst to change for those who live, work, and visit in your community. Dementia Live™ is experiential learning that simulates cognitive and sensory impairment, giving participants a real-life simulation of what it must be like to live with dementia. Through the hands-on learning experience, participants gain greater awareness and understanding of the constant struggles affecting persons with dementia as they go about their daily lives. Greater understanding leads to more sensitive care partnering.

### **Objectives:**

- Recognize the importance of viewing a person with dementia as a unique individual.
- Gain knowledge, skills, and attitudes for those working in health and care settings. This includes key staff working with people living with dementia designed to support them to play leadership roles.
- Understand dementia symptoms by going through the experience of living with dementia by the experience.
- Communicate effectively and compassionately with individuals who have dementia, and promote health, well-being, and independence.

- Understand the key reasons why a person with dementia may exhibit signs of distress and how behaviors seen in people with dementia may be a means for communicating unmet needs.

**Target Audience:** All professionals working in aging, mental health, substance abuse systems, and long-term care facilities. A shorter version can be utilized for older adults, family members, or community-based groups and Alzheimer’s support groups.

**Program Length:** Varies (depending on the size of the group)

## **Dementia Live Plus Wheels**

*Same description and objectives as Dementia Live Experience (See Above)*

**Variation Description:** Dementia Live Plus Wheels is an hour with rotations of 5-10 attendees per hour and will incorporate the use of two wheelchairs in the experience room permitting two participants the opportunity to experience what it may be like to be physically impaired while going through the dementia simulation experience. After the experience, participants will go through a group debriefing/empowerment session in which the discussion will include the group’s perceptions, emotions, physical limitations, and what they discovered going through this simulation. Focus will be on improving care processes, understanding visual and perceptual deficits, creating a dementia-friendly environment, understanding caregiver burnout, enhanced nutrition and dining experiences, engaging activities and life enrichment, and successful family visits. Additional interactive activities and videos will complete the hour-long session.

**Target Audience:** All professionals working in the aging, mental health, substance abuse system, and long-term care facilities. A shorter version can be utilized for older adults, family members, or community-based groups and Alzheimer’s support groups.

**Program Length:** 1 hour with up to 4-hour long sessions in one day.

## **Discrimination in the Aging and Disabled Populations**

**Description:** Our disabled and aging populations are often the ones left behind. Statistics show by the year 2030 in Pennsylvania, 1 in 5 will be over the age of 65 and the need for services will increase with this same population. Are you often faced with challenges for the aging population? How about being in need of services for those who are disabled or have disabilities? This session will address some of the significant issues faced by our aging population and describe some helpful ways to foster meaningful relationships and garner support for families. We will highlight several of the generational needs and assumptions that are often overlooked by the community while unlocking some key adversities of those with special needs. We will also touch on the impact that social determinants of health play as it relates to the aging and disabled. A PowerPoint and handouts will be shared as well.

**Objectives:**

- Gain a better understanding of statistics as they relate to the aging and disability populations.
- Learn key tips to always being inclusive of these identified populations.

- Understand key considerations when seeking support and services for the aging population and individuals with disabilities.
- Learn important ways to be proactive when considering the generational needs of others.

## **Diversity, Equity, & Inclusion: Understanding the Impact**

**Description:** Diversity, Equity, and Inclusion (DEI) has become a prominent subject of focus for businesses and programs across the country, often targeting hiring practices, company culture, and political policy, but what does it mean? In this interactive training, we forget the politics and break down the fundamentals of DEI. Participants will learn what DEI means, how it can positively impact our society, what implicit bias is and how it fits in, and most importantly: how true DEI is more than an initiative – It’s a mindset! This workshop educates individuals on how to open their perspectives and worldviews to accept, appreciate, and support diverse populations. It allows people to heal from implicit bias that can be traumatizing and reduces the amount of segregation and discrimination people experience. The workshop will also provide an opportunity for individuals to understand their own personal bias and propensity for judgment in a way that encourages a significant reduction in the stigma surrounding stereotyped groups.

### **Objectives:**

- Develop a basic understanding of Diversity, Equity, and Inclusion.
- Identify how the “DEI Mindset” can improve our society and the ability to connect with others.
- Define, recognize, and begin to heal from implicit bias.
- Find opportunities by busting down DEI barriers.
- Discover how to have conversations and change the world!

**Target Audience:** The original target audience for this Diversity, Equity, and Inclusion training originally was youth and young adults. However, the training has been adapted to allow professionals to community members to engage in this highly informative training.

**Program Length:** Up to 3 hours

## **Diversity, Equity, & Inclusion in the Workplace**

**Description:** For businesses and programs nationwide, Diversity, Equity, & Inclusion (DEI), has become an important matter of conversation, frequently affecting company culture, hiring practices, and political policy. However, what exactly does DEI mean? In this training, we will first delve into the core principles of DEI and its potential to create a positive impact on both society and workplace culture. Participants will learn how to open their perspectives and worldviews to accept, appreciate, and support diverse populations. This workshop provides an opportunity to heal from implicit bias that can be traumatizing and reduces the amount of segregation and discrimination people experience, especially within the workplace. We will also assist participants with understanding their own personal bias and propensity for judgment in a way that encourages a significant reduction in the stigma surrounding stereotyped groups.

**Objectives:**

- Develop a basic understanding of Diversity, Equity, and Inclusion.
- Identify how the “DEI Mindset” can improve our society and our ability to connect with others.
- Define, recognize, and begin to heal from implicit bias.
- Find opportunities by busting down DEI barriers.
- Discover how to have conversations and change the world!

**Target Audience:** Professionals and community members.

**Program Length:** Up to 3 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

### **\*Education – Classroom & Beyond**

**Description:** This session will discuss the educational journey, particularly for students with special educational needs. We will discuss briefly how to effectively use your IEP and 504 Plan to develop goals to be implemented by the team in a school setting. The session will discuss the value of planning for the future, now. We will briefly discuss the importance of specially designed instruction.

**Objectives:**

- Learn how to navigate the educational system.
- Learn how to prepare for the future.
- Learn how to use goals to drive your plan.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

### **\*Effective Communication: How to Make Your Voice Count!**

**Description:** Are you a grandparent raising grandchildren or a staff person supporting families faced with challenging needs? Then you understand the importance of communication. Everyone uses various forms of communication to get through every day but are you being heard? Are your needs being met? Consider this training on Effective Communication. This session will discuss three key points (two-way conversations, meaningful conversations, and ongoing conversations) to consider in effectively communicating with others and learning the importance of active



listening and thoughtful responses with others. Learning to understand your personal power in your story; your voice will be encouraged through the work in this session. Some examples of communication that will be discussed are how to share your voice and be heard; how to disagree without being disagreeable; and the impact of hearing, but not listening.

**Objectives:**

- Learn how to speak so that others listen.
- Learn to listen so that others will act.
- Learn how to empower yourself to own your voice.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

### **End of Life Conversations**

**Description:** As aging seniors approach end-of-life care, needs and discussions change. Needed care and conversations may be difficult and frightening for everyone involved. Avoiding the topic does not negate the need for discussion and planning. This training will review the importance of end-of-life conversations and planning. The below objectives will be covered through supportive information and case study interaction. Various tools for active listening and emotionally intelligent interactions will be reviewed. Families and staff will be provided with conversation tools to help aging adults navigate end-of-life and end-of-life planning.

**Objectives:**

- Understand why end-of-life conversations are frequently avoided.
- Understand the importance of these conversations in caring for a client holistically.
- Review how and when to have end-of-life conversations with clients.

**Target Audience:** Professionals working with older adults in hospitals, hospice care, and nursing homes.

**Program Length:** 1.5 hours

### **Estate Planning for Special Needs Families**

**Description:** Sometimes, estate planning involves protecting our beneficiaries either from themselves or future creditors or protecting them so that they do not lose any government benefits that they would be receiving at the time they would inherit. An effective way to offer this protection is through a special needs trust. In this training, you will learn how to protect those with disabilities to ensure they do not lose any support or benefits when their caretaker dies.

**Objectives:**

- Learn about the two types of special needs trusts.

- Learn how to protect beneficiaries either from themselves or future creditors or protecting them so that they do not lose any government benefits that they would be receiving at the time they would inherit.

**Target Audience:** Family caregivers and those professionals who may be working with families of special needs loved ones.

**Program Length:** 2 hours

### **Family Dynamics in Dementia Care**

**Description:** When it becomes apparent that someone has a dementia-related condition, this impacts not only the individual with the diagnosis but also family members and others close to that person. This is not a stand-alone situation. The purpose of this presentation/discussion is to highlight some of the relationship changes that may occur within the family. In addition, it is also to give both family members and professionals some understanding of the respective challenges faced when dealing with dementia-related illnesses. It is hoped that through identification and discussion of the changes in the family's dynamics, everyone can benefit: the person with the diagnosis, family members, friends, and professionals. This presentation will include the sharing of real-life situations, and participant activities, as well as ways to promote problem-solving through improved communication with one another.

**Objectives:**

- Help professionals and family members understand the impact that family dynamics have on the care and treatment of individuals with dementia.
- Help professionals and family members positively deal with the inevitable changes that occur when caring for someone with dementia.
- Learn to work together to generate positive suggestions for professionals and family members as they move through dementia's challenging journey.

**Target Audience:** Family members and professional caregivers.

**Program Length:** 2 hours

### **Family Roadmap Sessions**

(This is a 3-session training. Must attend all sessions to receive materials and Certificate of Attendance)

**Description:** The RoadMap Resource is the guiding star which will provide some meaningful direction and guidance to support families and help them navigate through systems in a five-step process to include learning to highlight needs, identifying strengths, understanding professional/medical needs, and gaining some tools to become an effective support for others and/or advocating for yourself. Participants will learn how to set achievable goals and understand the basics of several systems. The sessions are interactive with shared resources, and useable information with simple, accessible tools. Participants will complete the three sessions with a hearty sense of establishing purposeful goals, tips to seeking support, and learn basic tips on how

to build a toolkit of resources as your guide. Supplies will accompany these sessions and will be mailed to each participant upon completion of the series of trainings.

**Program Length:** Each session is 2 hours.

### **Fetal Alcohol Spectrum Disorders**

**Description:** Fetal alcohol spectrum disorders (FASDs) are a group of conditions that can occur in a person whose mother drank alcohol during pregnancy. These effects can include physical problems and problems with behavior and learning. Often, a person with FASD has a mix of these problems. This presentation lays out the dangerous consequences of this issue, how to recognize these effects in an individual, and how to prevent it from happening.

**Target Audience:** Medical professionals, social workers, professionals working with substance abuse cases, etc.

**Program Length:** 1 hour

### **FlashBack**

**Description:** Reminiscing is an important activity for everyone. We all cherish our happy memories and enjoy talking about them. FlashBack is an interactive reminiscing activity that draws on the power of everyday items from the past to ignite the senses, evoke memories, and promote good social interaction. This interactive activity involves groups of participants looking through numerous photo cards of nostalgic items from the past. Participants are encouraged to pick 3-5 photo cards that trigger a memory for them and are encouraged to share their stories with the group. Typically paired with **Wits Workout** (see page 51).

**Target Audience:** This is an interactive training for older adults.

**Program Length:** Under 1 hour

### **Gaining an Awareness of the Culture & Sexuality in Working with Individuals with Dementia**

**Description:** Awareness is always the key to success. When we know better, we do better. Understanding sexuality with individuals with dementia will equip us to make better decisions regarding their care and implement measures that promote the safety of themselves and others.

**Objectives:**

- Explore the connection between sexuality and dementia.
- Define key terms: dementia, culture, sexuality, intimacy, & engagement.
- Explore important considerations: physical needs, personal ethics and cultures, institutional ethics and cultures, and informed consent.
- Explore important considerations for engaging the family of individuals with dementia.

**Program Length:** 2 hours

## **Healthy Aging: Keep the Golden Years Feeling Golden**

**Description:** As the age expectancy of adults has risen, we want to continue to live our best lives as long as possible! Research has shown that there are a number of ways we can be proactive with health in older adulthood. This training will provide steps that older adults can take to gain and maintain health across four life domains: physical health, cognitive health, social health, and emotional health. While some health risks are more common in older adulthood, we will discuss strategies for preventative health and healthy recovery from illness or injury. Finally, we will discuss tips on building healthy habits, how to get motivated to make changes, and how to make them part of a person's lifestyle, so that the golden years stay feeling golden throughout life!

### **Objectives:**

- Identify ways to gain and maintain health across several important life domains: physical health, cognitive health, social health, and emotional health.
- Discuss risks to health more common in older adults, and strategies for avoiding or overcoming them.
- Review ways to make new habits and integrate them into lifestyle.

**Target Audience:** Professionals and family members who work and/or care for older adults as well as any older adults who are interested in staying healthy in their golden years.

**Program Length:** 2 hours

## **Healthy Thoughts in Older Adulthood: Recognizing & Treating Anxiety & Depression**

**Description:** While we all experience some temporary and situational anxiety and depression symptoms, ongoing or chronic symptoms are not a normal part of aging and can interfere with health and quality of life for older adults. Anxiety and depression often have a stigma associated with them as well, making it difficult for many older adults to recognize and communicate symptoms they are experiencing and seek help. This training will explore common symptoms of depression and anxiety in older adults as well as risk factors and protective factors. Screening tools that are validated with older adults will be reviewed. Current research treatment successes, as well as treatment gaps, will be addressed. The training will discuss effective intervention options – those that have been most commonly used in the past, as well as approaches that have shown effectiveness in research but limited community application thus far.

### **Objectives:**

- Learn to recognize potential symptoms of depression and anxiety in older adults, and how to assist them in accessing treatment.
- Identify barriers to accessing effective treatment for older adults with depression and anxiety, and how to advocate for and encourage proper diagnosis and intervention.
- Identify protective factors for anxiety and depression, and community or natural supports that can supplement professional treatment and support prevention, recovery from symptoms, and ongoing maintenance of mental health.

**Target Audience:** Anyone who works with older adults with mental illness, such as those suffering from anxiety and depression. This includes mental health providers, care managers,

case managers, nurses, social workers, counselors, acute care and long-term care staff, and substance abuse professionals.

**Program Length:** 2 hours

### **Healthy Thoughts in Older Adults for Individuals with Motor Impairments: Recognizing and Treating Anxiety & Depression**

**Description:** Anxiety and depression are mood disorders that can impact a person at any stage of life, however in older adulthood, they may be less likely to be identified and treated sufficiently. This training looks at the prevalence rates of anxiety and depression and the risk factors that lead to these mood disorders in older adulthood with a particular focus on individuals with motor impairments, such as paralysis. Screening and treatment options will be discussed, both through the lens of professional or medical services as well as community support and healthy living. Finally, protective factors to support older adults with motor impairments against mood disorders will be reviewed, as well as a discussion of how to develop these protective skills in more vulnerable populations.

#### **Objectives:**

- Learn to recognize potential symptoms of depression and anxiety in older adults and those living with paralysis and other motor impairments, and how to assist them in accessing treatment.
- Identify barriers to accessing effective treatment for older adults and individuals living with motor impairments with depression and anxiety, and how to advocate for these populations and encourage proper diagnosis and intervention.
- Identify protective factors for anxiety and depression, and community or natural supports that can supplement professional treatment and support prevention, recovery from symptoms, and ongoing maintenance of mental health.

**Target Audience:** Older adults, and those living with paralysis, as well as those who provide care to individuals living with paralysis. This training is also for those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 hours

### **Hearing Distressing Voices Simulation**

**Description:** Developed by Patricia E. Deegan, Ph.D., this groundbreaking simulation training provides a unique perspective on the challenges faced by those living with distressing voices, offering a transformative experience for participants that goes beyond traditional learning methods. Following a brief video lecture from Dr. Pat Deegan herself, participants will use MP3 players while engaging in various activities at four distinct workstations, each designed to mimic real-life situations faced by individuals with psychiatric disabilities. The training concludes with a

debriefing session, fostering a deepened empathy among participants for those who live with a mental health disorder or suffer from a cognitive impairment.

**Objectives:**

- Through hands-on engagement at workstations, participants will develop a heightened sense of empathy towards and gain a deeper understanding of the daily struggles faced by individuals living with distressing voices and other mental health disorders.
- Participants will enhance their communication skills, learning effective ways to engage with and support individuals dealing with distressing voices and other mental health diagnoses.
- Participants will develop an increased sensitivity to environmental factors that may exacerbate distressing voices, enabling them to identify potential triggers and contribute to creating more supportive and accommodating environments.
- Participants will learn and apply person-centered approaches when interacting with individuals living with distressing voices and other psychiatric disabilities, fostering a more compassionate and supportive approach in professional or personal contexts.
- Through a structured debriefing session, participants will reflect on their experiences, share insights, and discuss the emotional impact of the simulation, promoting a culture of ongoing learning and self-awareness.

**Target Audience:** All professionals working in the mental health or human services field.

**Program Length:** 1.5 – 3 hours (depending on the number of participants).

## **Holistic Approaches to Addiction Recovery**

**Description:** This course is designed to provide a review of the tenets of substance abuse, addiction, recovery, and traditional therapeutic services, define holistic treatments in addiction recovery, explore holistic approaches in addiction therapies, and explain the benefits and outcomes of holistic treatments.

**Objectives:**

- Review the tenets of substance abuse, addiction, recovery, and traditional services.
- Define holistic treatment in addiction recovery.
- Examine holistic approaches in addiction therapies.
- Explain the benefits of holistic therapies.

**Target Audience:** Addiction counselors, social workers, case managers, recovery support specialists, and caregivers.

**Program Length:** 1.5 hours

## **How to Manage and De-escalate Combative Behaviors in Individuals with Dementia.**

**Description:** Aggressive behaviors in dementia patients can be considered common. And while it may be comforting to know you are not dealing with an anomaly it does not make managing the situation easier or less frustrating as a caretaker. Aggressive behaviors could be verbal or physical and at times come for no apparent reason. They can be sudden and identifying the trigger can place pressure on caretakers, especially in a facility setting where other patients could be placed at risk. This training will discuss the causes of this aggressive behavior and share practical affective responses to these behaviors. We will review case studies and current research on how others have successfully operated with these obstacles. We will also promote the creation of an I.C.E. (In Case of Emergency) action plan that all staff can provide input to, which can be used when urgent situations occur requiring immediate attention.

### **Objectives:**

- Understand the cause of aggressive behaviors in dementia patients.
- Identify possible triggers, which can then be avoided to minimize disruption.
- Identify current treatment plans used with dementia patients expressing aggressive behavior.
- Discuss potential options to address these behaviors.
- Discuss how to ensure other residents are kept safe during outbursts.
- Create action steps/ I.C.E. action plan.
- Review case studies to engage real-life application of the action plan.

**Target Audience:** Professionals, family caregivers, family, and friends of individuals with dementia. Also, those professionals who may have contact with dementia patients on a daily or weekly basis.

**Program Length:** 2.5 hours

## **IGNITE – Sparks for Today’s Dementia Care**

**Description:** IGNITE is a powerful 2 to 2.5-hour in-service training that will transform staff with practical tools to improve communications, respond to behavioral expression, relieve caregiver stress, and engage residents in meaningful activities.

**Spark 1:** (Objective) Engage in a cutting-edge hands-on experience of living with dementia, transforming care partners’ understanding and empathy for their residents. From this experience, staff will be empowered with effective tools to improve communications and care processes.

**Spark 2:** (Objective) Discover how everyday items from the past ignite the senses, evoke memories, and change relationships. This personalized approach reaches into the past to restore identity, dignity, purpose, and joy of living! Flashback to the past!

**Spark 3:** (Objective) Join us in this interactive, engaging, brain health program where we will draw on health and aging research to facilitate these brain exercises. This interactive model serves a need in increasing socialization, reducing isolation, and promoting intellectual engagement.

**Target Audience:** Anyone caring for older adults with dementia.

**Program Length:** 2 to 2.5 hours

### **Improving Outcomes for Children with Traumatic Brain Injury**

**Description:** Applied Behavior Analysis (ABA) is a well-established, but often underutilized, treatment methodology for those with Traumatic Brain Injury (TBI). A behaviorally analytic approach to treatment can be used to decrease challenging behaviors as well as improve learning outcomes for those with TBI. This training will give a brief overview of what TBI is and will then focus on strategies to reduce problem behavior as well as approaches to skill building that can be used in everyday practice. Examples of topics covered include functional behavior assessment, antecedent strategies, behavioral shaping, and functional communication training.

**Target audience:** Professionals, family, friends, and caregivers of children with a TBI.

**Program Length:** 2 hours

### **Isolation in Older Adults**

**Description:** As aging seniors go through landmark ages, such as 60, 70, and 80, change and loss are inevitable, especially with the impact of the COVID-19 pandemic. It is imperative that support staff and family members are able to help bring balance between loss and joy. The below objectives will be covered through supportive information and a video. The stages of grief are a process that helps aging adults to acknowledge, process, and express their experiences of loss. The experience of grief and loss will be examined. Families and staff will be provided with strategies to help aging adults cope with loss during the COVID-19 pandemic.

**Objectives:**

- Understand dementia and Alzheimer's.
- Learn communication techniques to utilize.
- Explore and understand change and loss in aging patients.
- Learn the impact of the COVID-19 pandemic.
- Learn coping strategies for change during the COVID-19 pandemic.

**Target Audience:** Older adults and those who provide care to older adults. This training is also for those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 hours



## **Isolation in Older Adults & Individuals with Paralysis: Managing Adjustments after the Losses of the Pandemic**

**Description:** This training is focused mainly on individuals with paralysis. As aging seniors go through landmark ages such as 60, 70, and 80, change and loss are inevitable, especially with the impact of the COVID-19 pandemic. When mobility is impacted, those feelings of fear, anxiety, and anger can be exacerbated. It is imperative that support staff and family members are able to help bring balance between loss and joy. The below objectives will be covered through supportive information and a video. The stages of grief are a process that helps aging adults to acknowledge, process, and express their experiences of loss. The experience of grief and loss will be examined through a loss of mobility. Families and staff will be provided with strategies to help aging adults cope with loss during the COVID-19 pandemic.

### **Objectives:**

- Understand dementia and Alzheimer's.
- Learn communication techniques to utilize.
- Explore and understand change and loss in aging patients.
- Learn the impact of the COVID-19 pandemic.
- Learn coping strategies for change during the COVID-19 pandemic.

**Target Audience:** Older adults, and those living with paralysis, as well as those who provide care to individuals living with paralysis. In addition, this training is also for those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 hours

## **Its More Than Just Stuff: Addressing Mental Healthcare Needs in Hoarding Disorder**

**(Formerly: Hands on Approaches to Hoarding: Clearing a Path to Treatment)**

**Description:** Hoarding disorder is an increasing problem and is especially visible in the older adult population. It can produce several significant health risks and lead to increased interpersonal problems and isolation for older adults. This training will review the diagnostic criteria for hoarding disorder, as well as other common behaviors and cognitions observed in the disorder. This training will discuss prevalence and special considerations in the older adult population. The training will also review assessments commonly used to identify and treat hoarding disorders. Specific treatment interventions that have shown to be effective with the general population, and specifically the older adult population, will be discussed in detail and practical application. This training will also focus on the symptoms and behavior of hoarding, reasons for hoarding, diminished quality of life, and co-morbid anxiety disorders which often present with compulsive hoarding diagnoses. The training will review therapeutic interventions used to treat hoarding and how support personnel can assist with treatment goals.

### **Objectives:**

- Learn how hoarding is defined and diagnosed, and common features of the disorder.

- Learn how hoarding disorder presents in older adults and its prevalence.
- Learn what types of interventions work best for treating hoarding disorder, across older adult populations and other populations.
- Identify symptoms of hoarding, beyond just accumulation of objects.

**Target Audience:** Professional caregivers and family members.

**Program Length:** 2 hours

### **LEGO Serious Play for Older Adults (Coming Soon)**

**Description:** LEGO Serious Play methodology is a powerful tool that combines visual, auditory, and kinesthetic learning styles into one uniquely creative and powerful approach. It supports people—both introverts and extroverts—to think with their hands and better communicate their ideas, allowing a greater flow of information. People get to hear and see what others are saying. This is the perfect tool to get everyone excited about thinking creatively. Everyone bonds and actively participates as they problem-solve together, all while having fun in an environment that encourages free idea generation.

The core process of the LEGO Serious Play methodology is structured in 4 steps:

1. The facilitator poses a question.
2. Each participant builds a model in response to the question. The LEGO blocks are developed specifically for the construction of the 3D model for this application.
3. Participants share their metaphorical models to tell their own stories. The models serve as the basis for knowledge exchange and exploration of different points of view, problem-solving, and decision-making.
4. Reflection on what the participants built and shared their stories.

**Objectives:**

- Improve manual dexterity.
- Stimulate brain function.
- Encourage team building.
- Improve problem-solving and communication skills.

**Target Audience:** This program is geared towards the older adult population with and without dementia/cognitive disabilities.

### **LGBTQ+ Older Adults: Unique Issues and Healthcare Needs**

**Description:** Dedicated to fostering cultural competency and understanding among healthcare professionals and support staff, this session equips participants with the knowledge and sensitivity required to address the unique challenges faced by LGBTQ+ older adults. This training aims to cultivate a more inclusive healthcare environment by providing participants with the knowledge and tools to meet the unique needs of LGBTQ+ older adults. By fostering cultural competence and sensitivity, healthcare professionals can create affirming spaces that contribute to the overall well-being of this diverse population.

**Objectives:**

- Recognize the diversity and visibility of older LGBTQ+ people.
- Define cultural awareness, cultural humility, and cultural responsiveness.
- Discuss and break down the umbrella term: “LGBTQ+”
- Define and discuss different LGBTQ+ terminology.
- Discuss in-depth the unique challenges and issues faced by the LGBTQ+ community.
- Discuss the health disparities in the LGBTQ+ community.

**Target Audience:** This training is tailored for a diverse range of professionals and individuals who are involved in providing care, support, and services to older adults.

**Program Length:** 1.5 hours

### **Managing Bullying and Group Dynamics in Residential Settings**

**Description:** This training is typically presented to providers and agency management. It will review the growing body of literature on bullying in older adult residential settings, which is beginning to be recognized as problematic, although under-researched and under-reported. Research to date will be discussed, as well as intervention lessons learned from school bullying initiatives and social psychology. Examples of intervention models being used and studied to decrease bullying will be discussed. The training will focus on strategies that staff and administration can use to identify bullying and decrease resident victimization on an individual level as well as an agency level.

**Objectives:**

- Identify signs and symptoms of bullying in a senior setting.
- Learn interventions that can help decrease bullying. Interventions will be reviewed that address the victim and the perpetrator of bullying, and interventions that can impact bullying in a setting from an administrative level to a direct staff level.
- Understand the growing problem of bullying in older residential settings.
- Assist staff and agency management with strategies to help identify bullying and decrease resident harassment as it relates to their community.
- Discuss intervention models being used and studied to decrease bullying.

**Target Audience:** Providers and agency management.

**Program Length:** Up to 3 hours

### **Managing Bullying in Residential Living: Making it Work**

**Description:** Presented to older adults living in residential settings, this training will focus on peer-to-peer interaction strategies and approaches that are protective against bullying and contribute to improved community living. The training will discuss the importance of each member of the community developing a positive social role in the residence, and the benefits of creating an inclusive and positive environment.

**Target Audience:** Residents living in community homes, apartments, etc., and those individuals coming together often, such as senior centers.

**Program Length:** 1.5 hours

### **Managing Challenging Behaviors**

**Description:** In this training, we will address the challenging behaviors that are present when working with the public, whether specific populations or in general. Skills to address challenging behaviors both in person and over the phone will be addressed. Participants will develop skills related to challenging behaviors when dealing with special populations. This training provides definitions of behavior, types of behavior, and reactions to challenging behaviors. Participants will learn the importance of managing their own behavior and the experience they bring to interactions.

**Objectives:**

- Understand our reactions to the challenging behaviors of others and how our perspective can influence the management of those behaviors.
- Develop skills for managing challenging behaviors both in person and over the phone.
- Identify special populations and challenging behaviors that can be expected in those populations.

**Target Audience:** Anyone who works with individuals with mental illness and difficult behaviors, such as substance abuse and mental health providers, care managers, case managers, nurses, social workers, counselors, and acute care and long-term care staff.

**Program Length:** Up to 3 hours

### **Managing Challenging Behaviors in Older Adult Care and Individuals with Paralysis**

**Description:** This training will discuss ways to assess and intervene when challenging behaviors interfere with caring for older adults. We will review examples related to individuals, such as challenging behaviors that may be directed at caregivers, and examples related to groups, such as peer-to-peer aggression or bullying in older adult communities. Intervention strategies across roles, from direct care to administration, will be discussed.

**Objectives:**

- Define behavior and how behaviors are learned and maintained.
- Identify some common challenging behaviors in older adult populations.
- Learn strategies for problem-solving challenging behaviors.
- Learn potential intervention strategies for challenging behaviors.

**Program Length:** 2 hours

### **Medications and Older Adults**

**Description:** Join us for an insightful training session designed to enhance understanding of the unique considerations surrounding medication use in the elderly. This training will provide

valuable insights into age-related changes affecting medication metabolism, strategies for safe medication administration, and effective communication processes with healthcare teams. Participants will gain valuable knowledge and skills to enhance the overall safety and well-being of older individuals.

**Objectives:**

- Describe age-related changes that can affect a medication's metabolism in the body.
- Discuss methods of safe medication use in older adults.
- Discuss the process to relay information to health care teams in regard to medications.

**Target Audience:** Healthcare professionals, caregivers, and anyone involved in the care of older adults.

**Program Length:** 1.5 hours

### **Memory Loss and Aging: Myths & Reality**

**Description:** As aging seniors go through landmark ages such as 60, 70, and 80, the agility of their body and mind decreases. Memory loss is greatly impacted at these stages. This can bring about feelings of fear, anxiety, and anger. This training will discuss supporting an understanding of dementia and Alzheimer's. The below objectives will be covered through supportive information and a video. We will explore disruptions in memory such as simple forgetfulness to life-altering interruptions in memory loss for aging adults with dementia. This training will help staff understand that forgetfulness can include misplacing keys and slow recall of names and dates, whereas memory loss with dementia can include forgetting how to do things that you have done many times such as dressing and washing, getting lost or disoriented in familiar places, and behaving socially inappropriate. The loss of memory in Mild Cognitive Impairment will also be discussed. Tips will be provided throughout the training.

**Objectives:**

- Understand the definition of dementia and Alzheimer's.
- Understand the effectiveness of communication.
- Understand the definition of memory and its function.
- Explore memory loss in aging adults.
- Understand the difference between normal memory loss versus memory loss in dementia.
- Discuss the impact of Mild Cognitive Impairment on memory.
- Improve skills for engaging aging adults with dementia through tips and suggestions.

**Target Audience:** Professional caregivers and family members.

**Program Length:** 2 hours

## **Mental Health Roadmap**

**Description:** Mental Health Roadmap is a walkthrough on how to empower individuals and loved ones to better understand the basics of the mental health system, understand the uses of insurance, and how to make the most informed decisions for yourself and/or loved ones. If you are struggling with accessing services, understanding the barriers to getting what you need, or simply knowing what to do next, join us and be guided through the phases of getting the diagnosis and wondering what is next. When faced with the daunting responsibility of caring for your loved ones, we are often unequipped with the knowledge and tools to best support them. This course takes you on a journey from the initial mention of “something just isn’t right” to learning how to ask the important questions of system providers. Participants will receive materials to help guide them along the way. If you are struggling with understanding what to do when presented with certain challenges or want to learn how to exercise your voice to advocate for yourself or for others, Mental Health Roadmap offers a meaningful opportunity to embrace these challenges and walk away with useful tools and resources.

### **Objectives:**

- Embrace the process of accessing services and navigating the mental health system.
- Learn how to better understand the language of systems.
- Learn key tips for utilizing your voice and/or advocating on behalf of others.

**Program Length:** 1.5 hours

## **New Age of Anxiety and Depression: Navigating Consumers through Stress During Chaotic Times**

**Description:** Baseline stress levels for many people have increased in recent years. In addition to personal and local stressors associated with motor impairments, we have all felt the effect of global stressors as well. This training will look at the cumulative effects of stress on mental and physical health and how individuals living with paralysis and motor impairments have been impacted by the COVID-19 pandemic. In an effort to mediate the effects of stress, the concept of resilience will be discussed as well as other models of intentionally reducing stress levels.

### **Objectives:**

- Define “stress” and the different types of stress that impact us and can make us more susceptible to anxiety and depression symptoms.
- Identify specific impacts and vulnerabilities in populations living with paralysis and motor impairments.
- Define “resiliency,” and the factors and behaviors that promote resiliency.
- Discuss models of stress management and application to self and others that you support.

**Target Audience:** Older adults, and those living with paralysis, as well as those who provide care to individuals living with paralysis. This training is also for those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 hours

### **No Sugar Coating Allowed Here: Management of Diabetes in Older Adults**

**Description:** Diabetes management can be confusing, particularly in the older population. This training will start with an overview of diabetes followed by a review of all classes of diabetes medications. This will lead us to a review of the most up-to-date diabetes medication algorithms along with a review of the guidelines specific to older adults. There will be case studies to facilitate the application of the information. This training is presented by a CRNP.

**Objectives:**

- Review the diagnosis and treatment of Type 2 Diabetes.
- Provide an overview of diabetes medications including efficacy, hypoglycemia risk, weight change, cost, cardiovascular effects, and renal effects.
- Discuss current guidelines for diabetes management of older adults.

**Target Audience:** Professionals working with older adults in any setting such as hospitals, nursing homes, etc.

**Program Length:** 2 hours

### **Nutrition and Healthy Aging**

**Description:** The leading diseases of those 65 and older are discussed in relation to their causes and preventative measures to stay healthy. Diseases discussed are heart disease, diabetes, stroke, and dementia with an emphasis on Alzheimer's. These illnesses can produce several significant health risks and lead to increased interpersonal problems and isolation for older adults. This training is geared for not only professionals and family caregivers, but anyone who chooses to learn more about prevention, nutrition, activities, and healthy eating. Emphasis is directed toward taking care of oneself at an early age, which can result in slowing down the process of chronic disease or illness which could lead to early onset of heart disease, stroke, diabetes, or dementia-related symptoms at an early age. This training will review the risk factors, prevalence rate, and ways to prevent, or in some cases, even reverse these diseases, if it is not as progressed. These tips will help all individuals and those who care for aging individuals become more mindful of what they are eating and how it affects their bodies. The overall goal is to increase awareness and understanding of nutrition and activity for all individuals and to assist them in practicing the best form of self-care for themselves or for their loved ones. The session will cover ways we eat and live each day that can significantly affect the health of our brains and other vital organs/systems.

**Objectives:**

- Identify several causes of chronic diseases.
- Identify ways to boost memory.
- Identify ways in which you can become a better caregiver through nutrition and healthy lifestyle practices.
- Learn what healthy foods to add to your lifestyle.
- Learn five foods that will boost memory and why.

- Understand an overall picture of why taking care of yourself can promote healthy aging and avoid illness or disease.

**Target Audience:** CNAs, PT/OT/SLTs, LPCs, social workers, activity directors, recreational therapists, fitness professionals, caregivers, and family members who work with seniors, and general populations who want to remain healthy as they age.

**Program Length:** 1 to 1.5 hours

## **Nutrition and Healthy Aging with Ageless Grace**

**Description:** The leading diseases of those 65 and older are discussed in relation to their causes and preventative measures to stay healthy. Diseases discussed are heart disease, diabetes, stroke, and dementia with an emphasis on Alzheimer's. These illnesses can produce several significant health risks and lead to increased interpersonal problems and isolation for older adults. This training is geared for not only professionals and family caregivers, but anyone who chooses to learn more about prevention, nutrition, activities, and healthy eating. Emphasis is directed toward taking care of ourselves at an early age, which can result in slowing down the process of chronic disease or illness which could lead to early onset of heart disease, stroke, diabetes, or dementia-related symptoms at an early age. This training will review the risk factors, prevalence rate, and ways to prevent, or in some cases, even reverse these diseases, if it is not as progressed. These tips will help all individuals and those who care for aging individuals become more mindful of what they are eating and how it affects their bodies. The overall goal is to increase awareness and understanding of nutrition and activity for all individuals and to assist them in practicing the best form of self-care for themselves or for their loved ones. The session will cover ways we eat and live each day that can significantly affect the health of our brains and other vital organs/systems. The second piece of this training is a segment on neuroplasticity, delaying cognitive decline, the importance of exercising mentally, and a demo of Ageless Grace.

### **Objectives:**

- Identify several causes of chronic diseases.
- Identify ways to boost memory.
- Identify at least two ways in which they can become a better caregiver through nutrition and healthy lifestyle practices.
- Learn what healthy foods to add to your lifestyle.
- Learn five foods that will boost memory and why.
- Understand an overall picture of why taking care of yourself can promote healthy aging and avoid illness or disease.

**Target Audience:** CNAs, PT/OT/SLTs, LPCs, social workers, activity directors, recreational therapists, fitness professionals, caregivers, and family members who work with seniors, and general populations who want to remain healthy as they age.

**Program Length:** 1.5 to 2 hours



## **One Team, One Mission**

**Description:** Using team building in the workplace to strengthen relationships, foster morale, and improve patient outcomes, this course offers participants the opportunity to learn about the qualities and dynamics that go into effective team building and how effective team building impacts quality patient care.

### **Objectives:**

- Define and explain team building and leadership.
- Identify what qualities make up an effective team.
- Engage in a variety of team-building activities.
- Understand the effect team building has on morale, patient care, patient outcomes, and burnout.
- Discuss the effects of both effective and ineffective team building and how it relates to burnout and job satisfaction.
- Engage in self-reflection to identify strengths and weaknesses.

**Target Audience:** Employers and employees of any company or agency (profit or non-profit).

**Program Length:** 2 hours

## **One Team, One Mission: Discovering Ways to Collaborate After COVID-19**

**Description:** Using team building in the workplace to strengthen relationships, foster morale, and improve patient outcomes, this course offers participants the opportunity to learn about the qualities and dynamics that go into effective team building and how effective team building impacts quality patient care. Address the need for team building upon returning to normal after the COVID-19 pandemic.

### **Objectives:**

- Define and explain team building and leadership.
- Identify what qualities make up an effective team.
- Engage in a variety of team-building activities.
- Understand the effect team building has on morale, patient care, patient outcomes, and burnout.
- Discuss the effects of both effective and ineffective team building and how it relates to burnout and job satisfaction.
- Engage in self-reflection to identify strengths and weaknesses.
- Learn tips and strategies for a new work routine after the COVID-19 pandemic.
- Understand the fears & anxiety associated with returning to work after the COVID-19 pandemic.
- Practice communication skills.
- Participate in team-building activities.

**Target Audience:** Employers and employees of any company or agency (profit or non-profit).

**Program Length:** 1.5 hours

## **Opioids and Alcohol: A Deadly Cocktail**

**Description:** Join us as we delve into the complex and dangerous intersection of opioids and alcohol. By addressing the intricate relationship between emotions, substance use, and recovery, participants will gain valuable insights to inform their practices and contribute to a more comprehensive and compassionate approach to addiction prevention and treatment. Additionally, the session will explore relevant statistics and resources to equip attendees with the knowledge and tools necessary to address this critical public health issue.

### **Objectives:**

- Discuss the deterministic viewpoint of behavior/addictions and basic emotions.
- Discuss emotional/psychological needs.
- Review holistic recovery interventions for both emotional and physical health.
- Review statistics and resources.

**Target Audience:** This training is essential for healthcare professionals, counselors, addiction specialists, law enforcement, and community advocates working to combat the devastating impact of opioids and alcohol misuse.

**Program Length:** 1.5 hours

## **Parenting After Trauma**

**Description:** Research tells us that the impact of trauma can lead to both short-term and long-term challenges. Often times people who experience trauma do not expect the ways they can feel retraumatized especially those expecting children. During this webinar, we will explore how trauma can impact expectant parents during pregnancy and beyond and what supports exist during this time.

### **Objectives:**

- Discuss the interconnected nature of trauma.
- Understand the psychological and emotional impact on parents and parent-child relationships.
- Discuss the behavior impact on parenting practices.
- Break down the trauma-informed parenting styles.
- Recognize trauma triggers.
- Discuss the impact on parental self-efficacy.
- Cultivate a sense of empathy and understanding.
- Provide community resources and support.

**Target Audience:** Parents, medical staff, and those who work with families to be better trauma-informed and consider the ways we can approach pregnancy and parenting with a supportive framework.

**Program Length:** 1.5 hours

### **Preparing Families for Raising Grandchildren from Diverse Generational Lenses - Part I**

**Description:** In Preparing Families for Raising Grandchildren from Diverse Generational Lenses, Part 1, we will discuss the challenges associated with balancing the needs of children while learning to understand new methods and systems. We will tackle tips to better understand the role the COVID-19 pandemic has played on the mental health of children while learning to establish effective routines to balance the needs of the family. Special focus will be given to recognizing the impact of being a multi-generational family unit and how this can affect outcomes for families. Handouts and resources will be shared.

**Objectives:**

- Identify ways the COVID-19 pandemic has impacted families across diverse areas.
- Highlight the importance of mental health for others and yourself.
- Learn key strategies for managing family needs from differing lenses.
- Learn strategies to re-establish routines and balance life's demands.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

### **Preparing Families for Raising Grandchildren from Diverse Generational Lenses - Part II**

**Description:** Learning to navigate through these current times due to the COVID-19 pandemic has been difficult. And for grandparents, these challenges are magnified in many ways. In Preparing Families for Raising Grandchildren from Diverse Generational Lenses, Part 2, we will start by highlighting key points from Part 1 as a reminder. Are you struggling to understand how to support youth in their current educational experience? Are you struggling with connecting to new ways of engaging youth? Have you forgotten that you are just as important to the success of the family? Do you want to learn key tips for relieving stress? Preparing Families for Raising Grandchildren from Diverse Lenses Part 2 will provide, through examples and resources, ways to gain solid footing through the challenges beyond the COVID-19 pandemic. We will discuss what the “new normal” for youth and families will look like going forward, learn to understand key questions surrounding mental health needs for families, and how youth can learn to re-engage with others as they hopefully recover from continuous months of isolation. Join us for a thorough walk-through of critical areas that affect both grandparents/families and youth.

**Objectives:**

- Highlight some areas of impact from the COVID-19 pandemic for families.
- Learn key tips for understanding the multi-generational experience.
- Learn strategies for managing stress in challenging times.

- Assess how the COVID-19 pandemic has changed communication, technology, and engagement.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

### **Prescription Drug Abuse, Focusing on Opioids in Older Adult** **(can also include “social isolation” information if preferred)**

**Description:** Opiate addiction has skyrocketed within a growing number of older Americans who are now becoming addicted to prescription opioid drugs like Oxycontin and Vicodin. While drug-related deaths have increased dramatically in all age groups, the greatest percentage increase has been among adults ages 55 to 64. As older individuals approach transitional life events such as divorce, empty-nesting, and the loss of a parent, it is important for family members to be actively aware of any changes in their behavior that may reflect opioid misuse. Even dealing with difficult emotions up to, and including, retirement may throw become a tipping point for older adults to self-medicate and isolate to cope. Chronic and persistent pain is often managed with strong opioid medications like Oxycontin, Percocet, or Vicodin, and it is common for healthcare professionals to overlook the potential for addiction in their older patients. Although there are various strategies for managing pain in older adults that do not involve prescription drugs, opioids still tend to be over-prescribed in this age group. Participants will learn about determinism and how addiction treatment for individuals over fifty with chronic pain can become more of a solution in addition, be able to describe the generational and co-morbidity aspects of the Baby Boomer generation. By taking a hard look at prescription medication addiction, participants will also learn to apply practical tools for older adults and learn the importance of a thorough assessment which includes proper engagement in the recovery process and continued personal growth. This informative training brings to light the most current facts and statistics including generational and evidence-based treatment approaches. Finally, the training will provide concrete support to older adults so that they may engage in their own treatment, address their chronic pain with safe management techniques, and find hope through the enduring process of holistic addiction recovery.

**Objectives:**

- Define the deterministic viewpoint of behavior and how it manifests into addiction in older adults.
- Understand the basics of addiction as a disease and the root causes of addiction in older adults.
- Learn about the effects of trauma on older adults and how it affects their emotions.
- Explain the psychology of basic needs and brain rewards.
- Make sense of current statistics and other cultural factors.
- Explore recovery interventions for holistic healing in older adult populations, including those individuals living with paralysis.
- Understanding the impact that the COVID-19 pandemic and social isolation have on prescription drug abuse.

- Gain knowledge of the correlation between social isolation and increased drug abuse.

**Target Audience:** Anyone who provides care to older adults, especially those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 to 2.5 hours

### **The Prescription Opioid and Heroin Crisis**

**Description:** Join us for a comprehensive training program where we delve into critical issues surrounding drug overdose death rates in the U.S. and, more specifically, Pennsylvania. This training aims to equip participants with a deep understanding of the crisis, its contributing factors, and the responsive measures implemented by the Commonwealth. Together, we can work towards creating a more informed and empowered community that actively contributes to the resolution of the prescription opioid and heroin crisis.

#### **Objectives:**

- Review drug overdose death rates and statistics in the U.S. and Pennsylvania.
- Discuss different factors that led to the current crisis and go over in detail how the Commonwealth has responded.
- Discuss medical marijuana as an alternative to prescription opioids.
- Resources will be provided.

**Target Audience:** Any professionals working in the fields of public health, healthcare, law enforcement, social services, community advocacy, and education.

**Program Length:** 1.5 hours

### **Problem Solving Skills in Working with Challenging Behaviors**

**Description:** In this training, participants will increase their critical thinking and observation skills related to challenging behaviors encountered when working with older adults. This training will assist providers in learning how to better assess behavior and determine triggers for behaviors in older adults that may be difficult to manage. Additionally, perspectives and interventions for treating and resolving challenging behaviors in older adults will be discussed. Attendees will be able to identify ways to define challenging behaviors and observe cues to help them understand why they are occurring. They will also be able to discuss various intervention strategies for challenging behaviors and problem-solve examples as a group activity.

#### **Objectives:**

- Learn methods to accurately identify common causes and manifestations of challenging behaviors.
- Learn management strategies to directly target the trigger causing the undesired behavior.
- Learn communication strategies to use with persons with dementia as a behavior management strategy.

**Target Audience:** Anyone who works with individuals with mental illness and difficult behaviors, such as substance abuse and mental health providers, care managers, case managers, nurses, social workers, counselors, and acute care and long-term care staff.

**Program Length:** Up to 2.5 hours

## **Recognizing Sexual Violence & Supporting Survivors**

**Description:** Sexual violence has a tremendous impact on everyone. Sexual violence can happen to anyone regardless of any identifying factor. But sexual violence can also be prevented. Join us as we discuss the continuum of violence, consent, boundaries, and how to support survivors in your own life.

### **Objectives:**

- Discuss the prevalence of sexual violence, dispel myths and misconceptions, and emphasize the importance of recognizing different manifestations.
- Discuss the importance of believing survivors and validating their experiences.
- Emphasize the role of friends, family, and professionals in creating a supportive environment.
- Explore the short-term and long-term impact of sexual violence on survivors, considering aspects such as mental health, relationships, and overall well-being.
- Address strategies for preventing sexual violence, including promoting consent education, healthy relationships, and bystander intervention.

**Target Audience:** This training is great for all adult audiences to explore options and feel better informed about issues that continue to impact many.

**Program Length:** 1.5 hours

## **Respecting the Impact of Trauma** **(Formerly: Trauma Informed Care)**

**Description:** At the completion of their training, attendees will leave with a working knowledge of Trauma Informed Care and will be able to apply their new skills and knowledge immediately upon returning to the field. Participants will understand that the commitment of a trauma-informed system is to provide all services in a manner that is welcoming and appropriate to the needs of older adults who are experiencing or who have experienced trauma. The training will review responses and changes in cognition relative to trauma experiences. The training will also discuss the definition of resilience and how to build resilience in oneself or others.

### **Objectives:**

- Learn the meaning and definition of trauma, identify examples of trauma experiences or events, and gain an understanding of the prevalence of trauma.
- Learn the symptoms of trauma, in general, and specific to the older adult population.
- Learn the 4 R-s of a trauma-informed approach and examples of their application.

- Learn the six key principles of trauma-informed care and examples of application.
- Learn some common behavioral and perceptual expressions of trauma.
- Understand the word resilience and some ways to develop greater resilience.

**Target Audience:** Professionals working in the aging, mental health, substance abuse, or long-term care systems, older adults, caregivers, family members, etc.

**Program Length:** Up to 3 hours

### **Review of Stress and Burnout in Working with Residents with Dementia**

**Description:** This training will concentrate on the stress and burnout that can occur and the problems they create working with dementia patients. In addition to the bullet points below, we will be concentrating on utilizing stress management techniques and self-care for improved effective resident interactions in the presentation. We will be breaking the training into three segments:

**Review of stress and burnout:**

- What is stress?
- What is burnout?
- Self-assessment tool for participants.
- Why it is pertinent to work and health.

**Review of stress management and self-care:**

- Stress management/self-care technique.
- Stress management/self-care blueprint for change.
- Review of trauma-informed care and how stress management and self-care apply.

**Review of engaging residents with dementia:**

- Review of tips.
- Empathy exercise.
- Case scenarios in groups.

**Target Audience:** Caregivers, nurses, social workers, and family members who work or care for the older population, especially those with dementia.

**Program Length:** 3 hours

### **The Sandwich Generation**

**Description:** Learning to balance the needs of a family can be difficult in and of itself, and when considering adding to the expectations of the family structure and routines can wreak havoc on the entire family. How does a family figure out the best way to bridge the generational gaps of raising children while potentially taking care of parents? How do you manage navigating service systems for family members experiencing challenges? How do you find time for yourself? These are the questions we will discuss and delve into during the Sandwich Generation session. We will discuss some helpful ways to support family engagement in the 21st century and have some meaningful conversations about the value and importance of self-care. Self-care will be the key to having successful outcomes for families. If you are struggling with understanding how to maneuver these

diverse scenarios and fill your toolkit with some helpful resources, the Sandwich Generation would be the perfect place to start.

### **Objectives**

- Learn essential tips to bridge the impact of 21st-century ways.
- Discover what potentially has been lost in family engagement by the introduction of technology.
- Gain useful tools to create/make intentional pathways going forward.
- Learn to balance the needs of others and yourself.

**Target Audience:** This session would be good for anyone who lives with and/or cares for multi-generational families, adults who may be caring for the elder parents/family while still managing their own children and lives. This would also work for those who need to be thinking about how to make those important decisions for others while balancing the demands of daily life. Most of us will have to face these challenging times knowing that individuals are living longer than before, making this a great presentation for any individual who is thinking ahead.

**Program Length:** 1.5 hours

## **Scams Against Seniors**

**Description:** This training is aimed at empowering seniors with the knowledge and strategies to protect themselves from the rising threat of scams. By understanding the intricacies of scams and learning practical prevention and response strategies, participants can navigate the digital age securely and actively build a safer environment for themselves and their peers.

### **Objectives:**

- Highlight scam statistics.
- Identify different types of scams and ways to avoid each.
- Discuss what to do if you have fallen victim to a scam.
- Provide resources.

**Target Audience:** Older adults

**Program Length:** 1.5 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

## **\*Self-Care: Body, Mind, & Spirit!**

**Description:** This session will address the value of taking care of yourself before others. We will discuss how to make choices that improve one's daily living while continuing to support others. You will learn simple ways to care for yourself while juggling doing for others. You will also learn ways to separate Body, Mind, and Spirit.



**Objectives:**

- Understand taking care of YOU matters.
- Understand why YOU come first.
- Understand Body, Mind, and Spirit are three different things.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

### **Strategies for Successful Aging**

**Description:** Concerned about your brain? Do you work with people who are aging or have a family member with Alzheimer's disease? Whether you are 25 or 85 years old, you can make a difference today for those you care for or yourself. Learn about the latest research and the evidence-based program that can reduce the risk of Alzheimer's and improve your brain and overall body health. This 3-hour training includes information on healthy living for your brain and body and information on the latest research. Neuroplasticity, delaying cognitive decline, and the importance of exercising mentally, and a demo of Ageless Grace will be shared. The third hour will cover brain healthy eating/healthy brain. Learn about what groundbreaking studies and nutrition research have revealed about how the way we eat and live each day can significantly affect the health of our brains. Additionally, learn how you can power up your brain today, no matter your age. The entire program will cover cognitive activity, physical health and exercise, diet and nutrition, and social engagement.

**Target Audience:** Anyone, especially those caring for older adults and older adults with dementia.

**Program Length:** 3 hours

### **Strategies for Understanding Behaviors & Applying Responsive Techniques**

**Description:** When working with individuals who are exhibiting challenging behaviors we must define, focus on, and reinforce alternative or appropriate behaviors. This training will define behavior and how behaviors are learned and maintained. We will identify common behaviors among vulnerable populations with whom coping becomes challenging. Finally, a discussion on intervention strategies and other techniques designed to help in de-escalating and managing behaviors.

**Objectives:**

- Define behavior and how behaviors are learned and maintained.
- Identify common behaviors among vulnerable populations that become challenging to cope with.
- Discuss intervention strategies and other techniques designed to help in de-escalating and managing behaviors.

**Target Audience:** Anyone who works with individuals with mental illness and difficult behaviors, such as substance abuse and mental health providers, care managers, case managers, nurses, social workers, counselors, and acute care and long-term care staff.

**Program Length:** 2 to 3 hours

### **Strategies for Understanding Behaviors** **When Addressing Social Isolation**

**Description:** When working with individuals who are exhibiting challenging behaviors, we must define, focus on, and reinforce alternative or appropriate behaviors. This training will define behavior and how behaviors are learned and maintained. We will identify common behaviors among vulnerable populations, including individuals with paralysis and individuals with disabilities with whom coping becomes challenging. Finally, a discussion on intervention strategies and other techniques designed to help in de-escalating and managing behaviors.

**Objectives:**

- Define behavior and how behaviors are learned and maintained.
- Identify common behaviors among vulnerable populations with which become challenging to cope.
- Discuss intervention strategies and other techniques designed to assist in de-escalating and managing behaviors.

**Target Audience:** Older adults, and those living with paralysis, as well as those who provide care to individuals living with paralysis. This training is also for those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, substance abuse and mental health providers, as well as family members.

**Program Length:** 2 hours

### **Stress Management**

**Description:** Feeling stressed out? Then this is the workshop for you! Learn about stress and explore various stress management techniques. We will review techniques for controlling stress “in the moment” as well as long-term stress management. Tips and techniques are designed to share with friends, family, clients, and your place of work.

**Objectives:**

- Understanding stress.
- Understanding the various techniques available for short-term and long-term stress management.
- Create a personal stress management plan.

**Target Audience:** Anyone who can benefit from decreased stress management (crisis folks, probation and parole folks, health care, social workers, nurses, etc.).

**Program Length:** 1 to 1.5 hours

## **Substance Use Disorders & Medication Misuse in Older Adults**

**Description:** This training will cover various aspects of substance abuse in older adults, addressing alcohol use, illicit drug use, and opioids (prescription and non-prescription). Common medication errors and misuse will also be discussed. The training will provide attendees with information regarding substance use disorder diagnostic features from the DSM-V, signs and symptoms of substance use, resources for screening for substance use in older adults, and treatment options.

### **Objectives:**

- Recognize symptoms, risks, and protective factors of substance abuse in older adults.
- Identify commonly abused or misused illicit or prescription drugs.
- Compare substance abuse screening tools and treatment options for substance abuse.

**Target Audience:** Anyone who provides care to older adults, especially those who work in community settings such as aging care managers, housing staff, nurses, social workers, counselors, acute care and long-term care staff, and substance abuse and mental health providers.

**Program Length:** Up to 3 hours

## **Suicide Prevention**

**Description:** This training will provide education on suicide awareness and prevention, specifically among older adults. Risk factors for mental health difficulties in older adults will be described, as well as behavioral changes that often accompany those difficulties, which individuals may be able to recognize in themselves, neighbors, or loved ones. The training will provide strategies for intervention and self-care, as well as more global approaches for building supportive environments in older adult communities.

**Target Audience:** Mental health professionals and family members.

**Program Length:** 1 hour

## **Take a Moment to Breathe: Kids Yoga and Mindfulness Classes**

**Description:** Take a Moment to Breathe is a five-week yoga and mindfulness class for children and pre-teens. This program offers after-school yoga, which will provide children with the framework and strategies needed to reduce stress and cope with anxiety while promoting a positive self-image and safe environment. Through this project, children and families will learn in an inclusive environment.

**Program Length:** 1 hour per session

## **Taste of Dementia (TOD)**

**Description:** This experience is designed to elevate person-centered care practices through a deepened understanding of what dementia is, and in what ways it affects patients. A Taste of Dementia is a more flexible and convenient version of the traditional Dementia Live Experience that has been researched and tested for group events given time and space constraints. A Taste of Dementia gives participants insight into what it is like to live with a cognitive impairment and sensory change through experiential learning so that caregivers can provide better care to those with dementia. The Taste of Dementia involves Dementia Live eyewear, plastic gloves, and other items to complete tasks at each participant's seat/table. It also includes the Dementia Live confusion audio track. The experience itself involves participants trying to complete a series of tasks while the Dementia Live eyewear, gloves, and audio track mimic symptoms of dementia. The exercise is followed by an empowerment session. As part of this experience, we include a segment of Flashback, an interactive staff training activity that draws on the power of everyday items from the past to ignite the senses, evoke memories, and change relationships.

**Target Audience:** Anyone caring for someone with dementia.

**Program Length:** 1 hour

## **Too Cool to Juul**

**Description:** Juuling/vaping is a new and ever-consuming fad sweeping across the nation and unfortunately, has also found its way into our schools and other environments where our children/teens are. Nicotine-heavy and dangerously under-researched, this product is one that needs to be discussed. This presentation gives an overview of what the product is, the warning signs of someone who may be using it, and how it compares to other nicotine products such as cigarettes.

**Target Audience:** Medical professionals, professionals working with substance abuse, school nurses, parents, etc.

**Program Length:** 1 hour

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

## **\*Transitioning - Preparing for a Change!**

**Description:** "Transition" refers to any type of change. How does one prepare for change? What does someone need? How will any change affect others, if at all? What are the potential emotional or social disturbances that could occur? There are key questions and key steps to planning ahead when faced with change/transition. This session will highlight many different types of changes/transitions individuals may go through at various stages of life and how to properly plan for each of them. Change is challenging for most people but proper planning in advance and having some intended goals identified will aid in smoothly moving through any transition for both the youth and caregivers. The session will emphasize the importance of intended goals or outcomes

along with healthy, planned conversations with youth beforehand. We will share a helpful tool that adults can utilize as a guide and support with necessary steps to be considered along the way. Participants will also receive handouts and key questions that will be shared for adults and caregivers to keep in mind in the development of a good transition plan. Some group discussions will aid in bringing these learned concepts and ideas to be thought of as essential practices.

**Objectives:**

- Learn how to prepare yourself and others for change/transition.
- Learn the importance of asking key questions.
- Learn the benefits of putting in advance work.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

*\*The following training deals with different challenges that the older population as grandparents face as caregivers to their grandchildren. Also, this training is not only a good reference for older adults but the professionals who support and work with these specific older adults.*

### **\*Trauma Informed Care Parenting!**

**Description:** This session will define trauma and reflect on ways to help others understand how trauma intersects in several parts of our lives. We will discuss the effects of trauma and how it can potentially change who you are as a person. We will learn helpful tips to support the influence of trauma and better understand how these effects show up in youth. There will also be minimal reflection on secondary trauma as well.

**Objectives:**

- Define trauma.
- Learn the impacts of trauma in daily living.
- Learn how trauma affects who you are as a person.

**Target Audience:** Case managers, social workers, agency leaders/supervisors, grandparents, and other caregivers for children.

**Program Length:** 1.5 hours

### **Trauma Informed Teaching**

**Description:** Trauma comes in many forms. It can be a single event or repeated exposure, those experiences and perspectives shape the way a person feels, thinks, and behaves. Trauma can happen to anyone—as educators, you may encounter both students and colleagues who have been impacted. Having a better understanding of trauma will help educators to foster a stronger connection and understanding of trauma.

**Objectives:**

- Gain a deeper awareness of key trauma-related concepts.
- Develop an understanding of trauma's effects on behavior.
- Learn tips for understanding and preventing vicarious trauma.
- Learn how to use a De-Escalation Preferences Form to use with students and colleagues.
- Learn how to use resources to explore trauma-informed care further.

**Target Audience:** Counselors, teachers, educators, therapists, parents, and children and youth staff.

**Program Length:** 1.5 hours

### **Underage Drinking (For the Parents)**

**Description:** Underage drinking is a topic we all hope we have the ability to educate our children on but sometimes we may feel we do not have the right tools to start the conversation. This presentation serves to educate and equip parents with the knowledge and ability to open a dialogue with their children and help prevent underage drinking.

**Target Audience:** Parents of pre-teens/teens/young adults.

**Program Length:** 1 hour

### **Understanding and Addressing Challenging Behaviors in Individuals with Dementia**

**Description:** Aggressive behaviors in dementia patients can be considered common. And while it may be comforting to know you are not dealing with an anomaly it does not make managing the situation easier or less frustrating as a caretaker. Aggressive behaviors could be verbal or physical and at times come for no apparent reason. They can be sudden and identifying the trigger can place pressure on caretakers, especially in a facility setting where other patients could be placed at risk. This training will discuss the causes of this aggressive behavior and share practical, effective responses to these behaviors. We will review case studies and current research on how others have successfully operated with these obstacles. We will also promote the creation of an I.C.E. (In Case of Emergency) action plan that all staff can provide input to, which can be used when urgent situations occur requiring immediate attention.

**Objectives:**

- Understand the cause of aggressive behaviors in dementia patients.
- Identify possible triggers, which can then be avoided to minimize disruption.
- Identify current treatment plans used with dementia patients expressing aggressive behavior.
- Discuss potential options to address these behaviors.
- Discuss how to ensure other residents are kept safe during outbursts.
- Create action steps/ I.C.E. action plan.
- Review case studies to engage in real-life application of the action plan.

**Target Audience:** Any professional or family caregiver who cares for or works with individuals with dementia.

**Program Length:** 2 hours

### **Understanding Anxiety & Depression**

**Description:** Do worry, fear, anxiety and uncertainty inhibit your daily life? Do you avoid people or activities that are important to you? Does your mind seem filled with overwhelming thoughts and emotions? Join us to gain a better understanding of types of anxiety and depression and how they can impact your life or the lives of others. Together, we will discuss tools and tips to support someone who struggles with emotional disorders. We will also engage in meaningful conversation around balancing situational anxiety/depression and defining ongoing emotional challenges to determine the differences. We will use examples to build your toolkit of resources for yourself or to aid others in daily living.

**Objectives:**

- Define anxiety and depression.
- Describe how stressful life events may be linked to emotional disorders, i.e., anxiety, depression, mood disorders.
- Describe primary features of stress responses connected to anxiety/depression.
- Assess the role one's environment may play in emotional disorders.
- Learn key tips to help better understand situational circumstances versus long-term emotional disorders.

**Target Audience:** Individuals, family members, social workers, educators, professional caregivers, employees, etc.

**Program Length:** 1.5 hours

### **Understanding Implicit Bias: Unconscious Influences on Decision Making**

**Description:** This workshop is an extension of “Diversity, Equity and Inclusion in the Workplace.” In this interactive training, we will dive deeper into the importance of recognizing implicit bias. Addressing implicit bias is not only a matter of social justice and equality, but it also has tangible benefits for individuals, organizations, and society as a whole. We will focus on understanding implicit bias from how it develops, the various types, the impact it has, and how we can do our part to overcome it.

**Objectives:**

- Develop an understanding of implicit bias and how it develops.
- Identify different types and how to recognize them in everyday life.
- Learn about the impact of implicit bias and the consequences of ignoring it.
- Develop strategies to help overcome implicit bias for individuals and organizations.
- Learn ways to assess and monitor implicit bias.

**Target Audience:** Professionals, community members, and anyone seeking to expand their knowledge and understanding of DEI.

**Program Length:** 2.5 hours

### **Understanding Intimacy and Dementia**

**Description:** It is important to understand that older adults continue to be sexual beings with the need for love and affection. When mind and behavior are altered by dementia, and normal abilities decline, sexual desire, the need for intimacy, and the need for companionship may exist well after the loss of normal abilities. This presentation will also focus on both the reasons and possible triggers for “sexually inappropriate behaviors” in persons with dementia and on effective caregiver interventions.

**Objectives:**

- Understand the impact of the need for intimacy when an individual has a dementia-related illness.
- Explore aging and the continued need for intimacy.
- Discuss and define dementia, sexuality, intimacy, and companionship.
- Discuss multiple considerations relating to intimacy, sexuality, and dementia, such as ethics, informed consent, personal history, and dementia-related behaviors.
- Identify what behaviors are “inappropriate,” and those that may be “acceptable.”
- Identify and discuss what potential “inappropriate” behavior triggers are.
- Identify and discuss caregiver interventions.
  - Participants will initially complete a list of questions designed to identify their understanding of the topic areas. Whenever possible, group discussions (small or large) will be utilized.

**Target Audience:** Family members and professional caregivers.

**Program Length:** 2 hours

### **Understanding the Cognitive Stages of Development in Young Adults with Physical Disabilities**

**Description:** The goal of this training course is to offer a broad understanding of the characteristics of the normal stages of cognitive development in young adults and discuss the challenges they face apart from having physical disabilities. This training will explain the role of the professional, the parent, and the caregiver, and provide effective communication strategies and principles of practice to help diminish conflict, open dialogs, and help with problem-solving.

**Target Audience:** Family members, social workers, educators, and professional caregivers.

**Program Length:** 2 hours



## **Vicarious Trauma: Impact to the Helpers.** **Recognizing and Minimizing Risks in Care Fields**

**Description:** Vicarious and secondary trauma can occur when one's work or experience involves exposure to the trauma experiences of others. Most often this occurs in occupations that include delivering care to individuals who may be disclosing trauma experiences or witnessing other people's experience of trauma in other ways. Though often acquired through a person's profession, vicarious trauma can affect people far beyond job performance. Vicarious trauma can have impacts on social, psychological, and physiological responses as well. This presentation will review some of the research available in the field of vicarious trauma, including some risk factors and protective factors for caregivers. We will review interventions for individuals and organizations that have shown some effectiveness in reducing vicarious trauma. We will discuss how to identify likely triggers of vicarious trauma and recognize signs and symptoms of vicarious trauma in ourselves. We will discuss and practice developing a personal wellness plan for managing symptoms, to keep our helping healthy.

### **Objectives:**

- Learn what vicarious trauma is, other similar terminology used in the research field, and signs and symptoms of vicarious trauma.
- Identify ways to become informed and aware of vicarious trauma, both on an individual and organizational level.
- Learn about research outcomes related to vicarious trauma and interventions to reduce vicarious trauma.
- Consider ways to develop a personal wellness plan, to self-identify potential triggers for vicarious trauma, and how to reduce risk.

**Program Length:** 3 hours

## **Wellness Initiative Senior Education Program (WISE)**

**Description:** WISE is an evidenced-based wellness and prevention program targeting older adults, which is designed to help them celebrate healthy aging, make healthy lifestyle choices, and avoid substance abuse. Taking place once a month for six months, (each session under 2 hours), this training provides valuable educational services to older adults on topics including medication misuse and management, stress management, depression, and substance abuse. WISE promotes health through education concerning high-risk behaviors in older adults. Key activities include various interactive engaging lessons. **Lesson 1.) Understanding the Changes Associated with Aging; Lesson 2.) Aging Sensitivity; Lesson 3.) Valuing Cultural & Generational Diversity; Lesson 4.) Medication and the Older Adult; Lesson 5.) Substance Abuse, Addiction and Older Adults; and Lesson 6.) Enhanced Quality of Life** (graduation for the participants). WISE has been recognized as an evidence-based prevention program by the National Registry of Evidence-Based Programs and Practices and Aging and Disability Evidence-Based Programs and Practices.

**Target Audience:** Older adults

**Program Length:** One day a month for six months; under 2 hours for each session

## Wits Workout

**Description:** Wits Workout is an engaging and interactive brain health program for older adults that can be conducted in a variety of settings. Drawing on brain health and aging research, educators from the University of Illinois Extension created Wits Workout, which consists of a 24-session curriculum guidebook designed for professionals to facilitate these brain exercise classes. This interactive model serves a need in increasing socialization, reducing isolation, and promoting intellectual engagement in older adults.

### **Objectives:**

- Maintain or adopt long-term health-promoting behaviors through these brain exercise classes.
- Increase socialization, reduce isolation, and promote intellectual engagement in older adults.

**Target Audience:** This is an interactive training for older adults.

**Program Length:** 6-8 sessions. Each session is 1 hour.

## Workplace Well-Being

**Description:** Any form of work has the ability to take a mental, emotional, and physical toll on the everyday life of workers. The constant threat of burnout legitimizes the importance of balance. Workers within the fields of education, food service, sanitation, and so many other professions are susceptible to increased stress, anxiety, and depression resulting from their workloads. Work-life balance has been pushed to the forefront as a need of society as a whole. This balancing act does not have a one-size-fits-all appearance, but it is the state of equilibrium in which an individual equally prioritizes their personal demands as well as the demands of their career. Through the identification of burnout risk factors and solutions to prioritizing one's overall health, individuals will be able to boost productivity without absorbing a personal toll. This presentation includes real-life situations, participant activities, and problem-solving methods to decrease the individual's workload. The priority of balance is paramount over the individual priority of professional or personal success.

### **Objectives:**

- Define caregiver burnout/fatigue.
- Learn the causes of caregiver burnout/fatigue.
- Review the importance of work-life balance.
- Understand the risk factors of burnout.
- Define the dynamic of dual-career couples (DCCs).
- Learn ways to prevent burnout.
- Learn how to encourage work-life balance for employees.

**Target Audience:** All individuals and/or professionals.

**Program Length:** 1.5 hours