



# 2025 Training Catalog

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

*Some trainings can be shortened or extended based on need.*

## **Addressing Health Inequities in Communities of Color**

**Description:** Health disparities are widespread among racially and ethnically diverse groups in the U.S. These disparities are deeply rooted in systemic racism, historical inequities, and biases within healthcare systems. Communities of color often face significant barriers to equitable access to quality healthcare, resulting in poorer health outcomes and reduced life expectancy. This training is designed to raise awareness about these health inequities, provide an understanding of their underlying causes, and offer practical strategies to address and reduce disparities in healthcare access and outcomes. By equipping professionals and community members with the tools to recognize and challenge their own biases, this training aims to foster more inclusive, culturally competent, and equitable care for all individuals.

Through interactive discussions, case studies, and evidence-based approaches, participants will gain insights into the specific health challenges faced by communities of color and learn how to advocate for systemic change that promotes health equity.

### **Objectives:**

- Understand the root causes of health inequities, with a focus on systemic racism and bias within healthcare systems.
- Gain a comprehensive understanding of the specific health challenges and outcomes affecting racial and ethnic minority populations in the U.S.
- Learn how unconscious biases can affect patient-provider interactions and contribute to unequal treatment and healthcare outcomes.
- Discover practical approaches to address health disparities, improve communication, and provide culturally competent care.
- Identify and discuss barriers to accessing healthcare, such as lack of insurance, geographic location, language, and trust, and explore solutions to reduce these barriers.
- Empower participants with tools and knowledge to advocate for policy changes that promote health equity and eliminate discriminatory practices in healthcare.
- Learn best practices for fostering an inclusive, respectful, and culturally competent healthcare environment that promotes trust and access to care for all individuals.

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

**Program Length:** 2 hours

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

**Description:** Advocacy is essential for both professionals and families at all stages of their journeys. This session will define advocacy and explore effective ways to develop the skills needed to achieve desired outcomes. If you've ever felt your voice wasn't being heard, this training is for you. Participants will learn key communication skills and how to strengthen their voice by identifying connections in self-expression. We will provide examples to help participants understand how to advocate for themselves and others. A special focus will address how to effectively advocate for yourself and others in a professional setting. We will also examine how

to determine the most appropriate response in a given situation and when and how to express yourself correctly.

**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 how to speak up for others.
- Learn the importance of arming yourself with needed information.
- Learn the specific keys to advocating within a professional setting.

**Program Length:** Up to 2 hours

**Age My Way**

*Approved for 1.5 Nursing Credits*

**Description:** This training focuses on four key areas of health in aging: physical, social, cognitive, and emotional wellness. Participants will explore the changes that come with older adulthood and learn strategies to maintain health in these areas or adopt new lifestyle habits to support them. This session will also address the impact of ageism in our culture, debunk common myths about aging, and inspire confidence to embrace the journey of aging your 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:** 1.5 hours

**Ageless Grace:**  
**Timeless Fitness for the Body & Mind**

**Description:** This program features twenty-one simple exercise tools designed for all ages and abilities. These exercises, based on natural, everyday movements, focus on promoting the healthy longevity of both the body and mind. Each of the 21 tools has a creative, imaginative name, making them easy to remember. These exercises are simple enough to do at home and can be performed seated in a chair, though they can also be done on a bed, while standing near or behind a chair, or even on the floor. Nearly anyone, regardless of physical condition, can participate.

**Target Audience:** Older adults, caregivers, health providers, and family members.

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

## **Aging Positively**

*Approved for 1.5 Nursing Credits*

**Description:** Are you approaching a pivotal age in your life? Have you made the best decisions to prepare for your future? Are you handling the challenges of aging in a positive way? *Aging Positively* will explore key tools to help you embrace the journey of aging. This session will involve group discussion on how to identify critical steps at key junctures in life. Understanding that aging can bring anxiety and fear, we'll cover how to navigate major life changes and plan for meaningful phases related to physical health, mental well-being, living arrangements, retirement, finances, and overall wellness. We will examine the impact of choices made earlier in life and how to use them as stepping stones to a successful future. Participants will engage in activities to spark their thinking about future needs and learn meaningful tips to begin building a thoughtful life plan. The session will empower you to start living well today and moving 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.

**Target Audience:** Older adults, individuals approaching retirement age, individuals looking to make proactive decisions about their future, as well as caregivers, family members, and professionals who work with aging individuals.

**Program Length:** 1.5 hours

## **Agitation and Aggression in Dementia: How to Prevent and De-escalate Hostile Behaviors**

*Approved for 2.5 Nursing Credits*

**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

### **Behavioral Health Issues in LGBTQIA+ 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

### **Bias Awareness Language: How to Use and Promote Inclusive Communication**

**Description:** This interactive and capacity-building training empowers participants with the tools and language needed to foster an inclusive environment where all voices are valued and

respected. In a supportive setting, participants will explore how intentional language can shape interactions, build trust, and advance shared priorities of equity, belonging wellness, and justice. Through guided discussions, reflective activities, and hands-on practice, attendees will gain a deeper understanding of bias-aware language and how to actively promote inclusivity in their personal and professional lives.

Participants will also engage in real-world scenarios and group exercises, learning to identify and address biased language while fostering meaningful connections with diverse communities. By the end of the session, attendees will be equipped with actionable strategies to use inclusive communication as a tool for positive change in their organizations and beyond

**Objectives:**

- Explore how words influence perceptions, relationships, and community dynamics, with a focus on fostering equity and inclusivity
- Recognize and reflect on implicit biases in everyday language, and learn to spot common language patterns that may unintentionally exclude or marginalize others
- Gain tools for using bias-aware language that aligns with values of respect, justice, and empathy across different contexts
- Build confidence in using inclusive language to create a supportive environment that encourages openness, safety, and engagement for all individuals
- Apply strategies and phrases to reframe biased language, actively promote inclusivity, and challenge stereotypes or assumptions
- Identify ways to integrate bias-aware language practices into daily routines and professional interactions, fostering lasting change and positive cultural shifts

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

**Program Length:** 2 hours

**Boundaries & Consent for Older Adults**

**Description:** Recent statistics show that 1 in 10 adults aged 65 and older experience some form of abuse each year. It's critical that every individual, regardless of age, feels empowered to assert their boundaries and live free from harm. *Boundaries & Consent for Older Adults* is a session designed to provide valuable insights into maintaining healthy, respectful relationships, understanding consent, and knowing where to turn for support. This training will equip participants with the tools to establish and protect personal boundaries while exploring the resources available within the community to ensure safety and well-being. We will address the importance of recognizing the warning signs of abuse, the impact on mental and physical health, and how to take action when help is needed. Join us for this vital conversation on creating safe, empowered environments for older adults.

**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 and Hoarding in a Senior Setting**

**Description:** This session will explore the growing body of literature on bullying and hoarding in older adult residential settings, focusing on peer-to-peer relational aggression and hoarding behaviors. These issues are increasingly recognized as problematic, negatively impacting the psychological and emotional health of seniors. The training will provide strategies for staff and administration to identify bullying and reduce resident victimization, both on an individual level and community level. Additionally, this session will offer an overview of hoarding as a mental health and social issue, addressing the complexities of treatment for individuals exhibiting 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:** 2 hours

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

**Description:** Compassion fatigue is characterized by a gradual decline in compassion over time, resulting from a combination of burnout and secondary traumatic stress due to vicarious traumatization from repeated exposure to traumatic material. This training will provide a comprehensive understanding of compassion fatigue, with a focus on how these issues affect individuals in caregiving or helping professions. Participants will learn to define and differentiate between burnout and compassion fatigue, understand their underlying causes, and identify their unique symptoms. In addition, the training will explore protective factors that can reduce the impact of these challenges and guide participants in developing personalized self-care plans. This training will equip participants with the knowledge and strategies needed to prevent and manage compassion fatigue in both their professional and personal lives.

**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.

**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:** 1.5 - 2 hours

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

**Description:** This training will equip participants with the knowledge and understanding of how addiction occurs, the signs to look for, and how to care for the caregiver. It will provide insight into what their loved one is experiencing and offer practical suggestions for supporting both their loved one and themselves. Additionally, participants will learn stress-relieving practices that can be easily incorporated into their daily lives to promote well-being.

**Objectives:**

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

**Program Length:** 2 hours

### **Combating Social Isolation**

**Description:** In this training, participants will engage in a comprehensive exploration of the multifaceted challenges posed by social isolation, gaining an understanding of its nuances and developing strategies to foster connection and well-being. This session will equip participants with the knowledge and skills needed 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 ways to combat social isolation for the elderly.

**Target Audience:** This training 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

### **Combating Stress and Burnout as a Caregiver of Residents with Dementia**

**Description:** This training will focus on stress and burnout in the caregiving profession, particularly when working with dementia patients. We will address the challenges these conditions create and explore strategies for utilizing stress management techniques and self-care to improve interactions with residents. The session will be divided into three segments:

**Review of Stress and Burnout:**

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

**Review of Stress Management and Self-Care:**

- Stress management/self-care techniques
- 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 effective engagement tips
- Empathy exercise
- Case scenarios in group discussions

**Target Audience:** Healthcare providers, caregivers, social workers, staff working in assisted living facilities or memory care units, dementia care specialists, and other professionals working with older adults.

**Program Length:** 3 hours

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

**Description:** This training is designed to equip caregivers, healthcare professionals, and support staff with the skills necessary to facilitate meaningful and empathetic conversations during end-of-life care. By enhancing communication skills, fostering empathy, and addressing cultural nuances, participants will be better prepared to navigate the complexities of these sensitive conversations, ensuring that individuals receive 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

### **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 begin by exploring how individuals with dementia communicate their needs and wants at various stages of their disease. Professional caregivers, family members, and friends will learn how to effectively interpret and respond to these needs and wants in ways that preserve dignity and demonstrate care. When it comes to behavioral challenges, participants will learn that all behavior has meaning and that behavior itself serves as a form of communication. The workshop will highlight the differences between typical behaviors in individuals with dementia and those that may present more significant challenges. Effective strategies for responding to these challenges will be illustrated through real-life examples, emphasizing the importance of safety for everyone.

#### **Objectives:**

- Understand the communication and behavioral challenges faced by individuals with dementia.
- Explore common communication difficulties associated with various forms of dementia.
- Learn how individuals with dementia communicate their needs and wants at the various stages of their disease.
- Discuss best practices, including the “Do’s and Don’ts” of communication with dementia patients.
- Gain insight into the causes of challenging behaviors in individuals with dementia.
- Identify strategies to address and manage 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

### **Compassionate Care: Best Practices for Supporting Grieving Individuals**

*Approved for 1.5 Nursing Credits*

**Description:** This training will equip participants with the knowledge and tools to provide empathetic, effective support during the grieving process. Participants will explore the complexities of grief, common emotional responses, and how grief can manifest in various ways. Through interactive discussions and real-life case studies, this training will provide practical strategies for responding to grief in a compassionate and professional manner. Attendees will leave

with a deeper understanding of how to guide and support individuals through the journey of grief, while maintaining healthy boundaries and self-care practices.

**Objectives:**

- Understand the stages and types of grief
- Identify emotional and physical responses to grief
- Develop effective communication skills
- Implement practical support strategies
- Understand professional boundaries and self-care

**Program Length:** 1.5 hours

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

**Description:** This training will provide tools and strategies to support loved ones battling addiction, including effective communication techniques. It will also offer insights into how addiction develops and the signs to watch for. Participants will learn coping strategies to address these challenges and provide meaningful support.

**Objectives:**

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

**Target Audience:** Family members, caregivers, healthcare professionals, support staff, community members, and anyone seeking to understand addiction and how to provide support to those impacted.

**Program Length:** 2 hours

### **Cultural Humility & Diversity**

**Description:** Participants will explore the origins of cultural humility and how 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:** Healthcare professionals, social workers, researchers, educators, human services professionals, policy makers, students, and community members.

**Program Length:** 1.5 hours

### **Cultural Humility & Diversity:** **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.

**Target Audience:** Healthcare professionals, social workers, researchers, educators, human services professionals, policy makers, students, and community members.

**Program Length:** 1.5 hours

### **Cultural & Linguistic Competency**

**Description:** Do you serve diverse children, families, or individuals? Is language a barrier to achieving successful outcomes? Are families from different backgrounds struggling with services or systems such as child welfare, mental health, education, juvenile justice, law enforcement, aging, veterans' services, or physical health? If so, this training on Cultural and Linguistic Competency will provide an opportunity to explore culture through self-reflection tools and activities.

We will examine how our personal identities influence our ability to serve families and review family data to understand how stakeholders want to be seen within systems. Participants will also learn how their personal values and traditions affect their daily work and how to use this understanding to ensure better outcomes for families.

#### **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, healthcare providers, educators, child welfare professionals, legal professionals, veteran services professionals, community outreach workers, administrators, caregivers, and family support workers.

**Program Length:** 1.5 hours

## **Death & Dying**

**Description:** This training covers key issues related to dying, death, and grieving, including ethical concerns in end-of-life care and strategies for communicating difficult news. It emphasizes community building around dying individuals and relationship-centered care. Participants will also explore capacity building, resilience training, and approaches to psychological and spiritual care for the dying. The training will address the relationship between pain and suffering; peri-death phenomena; and the care of caregivers.

### **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™ Simulation**

**Description:** This immersive *Dementia Live* experience offers participants a transformative, firsthand perspective on what it's like to live with dementia. Using specialized sensory gear, participants gain deep insights into the cognitive, sensory, and emotional challenges faced by individuals with dementia. Through realistic simulations and guided activities, they learn how to effectively respond to the unique needs and behaviors of those with cognitive impairments. Designed as an interactive training, *Dementia Live* combines empathy-building exercises with practical knowledge, equipping participants to approach real-world situations with thoughtfulness and compassion. Following the simulation, a facilitated group discussion provides time for reflection and sharing of insights. This critical part of the experience allows participants to connect with one another, process their reactions, and deepen their understanding.

Each participant also receives take-home tools to help them apply what they've learned. These resources focus on improving communication techniques, enhancing care processes, and creating

dementia-friendly environments. By the end of the training, participants will leave with heightened empathy for individuals with dementia, along with practical strategies to improve care quality and foster more compassionate, patient-centered interactions.

**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:** This training is ideal for caregivers, healthcare providers, social service professionals, and community members who support individuals with dementia. It offers valuable insights and skills for anyone seeking to enhance their understanding and empathy in providing respectful, person-centered care for those living with cognitive impairments.

**Program Length:** 30-minute sessions (accommodates 4 participants per session). Usually conducted as a full day of training for staff or the community.

### **Dementia Live™ Plus Wheels**

*Same description/objectives as the Dementia Live™ Simulation (See Above).*

In the *Dementia Live Plus Wheels* version, one or two participants will experience the simulation from a wheelchair, adding an additional layer of perspective on the physical challenges individuals with dementia may face. This experience enhances understanding of mobility limitations and how they intersect with cognitive and sensory impairments.

**Target Audience:** All professionals working in the aging, mental health, substance abuse system, and long-term care facilities.

**Program Length:** 30-minute sessions (accommodates 4 participants per session). Usually conducted as a full day of training for staff or the community.

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

*Approved for 1.5 Nursing Credits*

**Description:** Our aging and disabled populations are often left behind when it comes to services and support. Statistics show that by the year 2030, 1 in 5 individuals in Pennsylvania will be over the age of 65, leading to an increased demand for services in this demographic.

This session will address the significant issues faced by our aging population and explore strategies to foster meaningful relationships and garner support for families. We will highlight generational needs and assumptions that are often overlooked by the community, as well as discuss the key challenges faced by individuals with special needs. Additionally, we will examine the impact that social determinants of health have on both aging and disabled populations. A PowerPoint presentation and handouts will be provided to support further learning.

**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.

**Target Audience:** Caregivers, healthcare professionals, social workers, policy makers, aging services organizations, community members.

**Program Length:** 1.5 hours

**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:** This training has been adapted to allow professionals and community members to engage in this highly informative training.

**Program Length:** 2.5 - 3 hours

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

*Approved for 3.0 Nursing Credits*

**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:** 3 hours

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

**Description:** Effective communication is essential in all aspects of life, but how often do we truly feel heard? This session will focus on key principles of communication, including two-way conversations, meaningful exchanges, and ongoing dialogue. Participants will explore the importance of active listening, thoughtful responses, and understanding how their voice plays a role in the conversation. Through this training, you’ll learn how to communicate with clarity and empathy, how to express yourself in a way that encourages understanding, and how to engage in conversations that promote connection and cooperation.

### **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:** Caregivers, educators, healthcare professionals, community leaders, and anyone interested in improving their listening and communication abilities.



**Program Length:** 1.5 hours

### **End-of-Life Conversations**

**Description:** As aging seniors approach end-of-life care, their needs and the conversations surrounding them can become more complex and challenging. These discussions, though often difficult and emotionally charged, are crucial for ensuring that proper care and plans are in place. Avoiding these topics does not eliminate the need for preparation and communication. This training will focus on the importance of initiating end-of-life conversations and planning. Participants will explore key objectives through supportive information and interactive case studies. We will review various tools for active listening and emotionally intelligent communication, equipping families and staff with practical conversation tools to help aging adults navigate end-of-life discussions and 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:** Estate planning often involves protecting beneficiaries, whether it's shielding them from potential creditors or ensuring they retain vital government benefits they are receiving at the time of inheritance. One effective method of providing this protection is through a special needs trust. This training will teach you how to use a special needs trust to safeguard individuals with disabilities, ensuring they continue to receive essential support and benefits even after their caregiver passes away.

**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:** Caregivers, estate planners, financial advisors, attorneys, social workers, and family members.

**Program Length:** 2 hours

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

**Description:** When a dementia-related condition is diagnosed, it affects not only the individual but also their family members and others close to them. This situation is rarely isolated, and its impact is far-reaching. The purpose of this presentation is to explore the relationship changes that may occur within the family, providing both family members and professionals with a deeper understanding of the challenges associated with dementia-related illnesses. By identifying and discussing these shifts in family dynamics, the session aims to benefit everyone involved—the person with the diagnosis, family members, friends, and professionals. The presentation will include real-life case studies, interactive activities, and strategies for improving communication and problem-solving within the family and caregiving network.

**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, healthcare professionals, caregivers, social workers, therapists, and community support groups

**Program Length:** 2 hours

### **Family Roadmap Sessions**

(This is a 3-session training)

**Description:** The RoadMap Resource is a guiding tool that provides meaningful direction to support families as they navigate various systems through a five-step process. This process helps participants identify needs, highlight strengths, understand professional and medical requirements, and gain tools to advocate for themselves or support others effectively. During the training, participants will learn how to set achievable goals and familiarize themselves with key systems. The sessions are interactive, offering shared resources, practical information, and simple, accessible tools. By completing the three sessions, participants will gain confidence in establishing purposeful goals, seeking support, and building a comprehensive toolkit of resources. Supplies will be provided and mailed to each participant upon completion of the training series.

**Target Audience:** Family members, caregivers, advocates, and anyone looking to understand or navigate medical, professional, or social service systems.

**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.

**Objectives:**

- Gain a comprehensive understanding of Fetal Alcohol Spectrum Disorders (FASDs), including their causes, symptoms, and range of effects.
- Recognize the physical, behavioral, and learning-related symptoms associated with FASD in affected individuals.
- Understand the risk factors associated with alcohol consumption during pregnancy and its impact on fetal development.
- Gain the ability to articulate the dangerous and long-term consequences of FASD on an individual's health, behavior, and learning abilities.
- Participants will be equipped with strategies and educational approaches to prevent alcohol consumption during pregnancy, aiming to reduce the incidence of FASD.
- Learn about the importance of early detection and intervention in mitigating the effects of FASD on an individual's development and quality of life.
- Identify available resources and support systems for individuals with FASD and their families.

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

**Program Length:** 1 hour

### **FlashBack**

*Typically paired with **Wits Workout** (see page 49).*

**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.

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

**Program Length:** Under 1 hour

### **From Clash to Consensus: The Art of Conflict Resolution**

**Description:** This training is designed to equip participants with essential skills to navigate and resolve conflicts in community settings. This session will review conflict resolution approaches and skills essential to managing conflict scenarios. Skills learned will be applicable across various

relationships, including consumers who may be argumentative or resistant. Through practical strategies, de-escalation techniques, and application to real-world scenarios, attendees will learn how to foster understanding, build trust, and turn conflicts into opportunities for positive outcomes.

**Objectives:**

- Learn 5 conflict resolution styles and how to decide which to use in a situation.
- Develop skills relevant to conflict management and discuss the application of the skills to example cases.
- Recognize the role of emotions in conflict situations and learn emotional management skills to foster productive resolutions.
- Learn to apply techniques to diffuse tense situations and prevent conflicts from escalating.

**Target Audience:** Community service professionals, social workers, healthcare providers, mental health professionals, caregivers, educators, customer service representatives, and anyone working in roles that involve managing interpersonal or consumer-related conflicts.

**Program Length:** 1.5 hours

**Fostering Inclusion:**

**Etiquette and Awareness for Interacting with Individuals with Disabilities**

**Description:** This training is designed to equip service providers with the knowledge and skills to create more inclusive and respectful environments for individuals with disabilities. This session covers a broad range of disabilities, including physical, cognitive and mental health disabilities, and emphasizes the importance of respectful communication, accessibility, and person-centered support. Participants will learn to recognize and challenge stigma and ableism, practice inclusive etiquette, and implement strategies that promote dignity, independence, and meaningful engagement for all individuals.

**Objectives:**

- Gain knowledge about different types of disabilities, including physical, cognitive, and mental health disabilities, with a specific focus on “invisible disabilities.”
- Recognize and challenge stigma and learn ways to reduce stigma in service and community settings.
- Explore how ableism can manifest in policies, interactions, and environments, and learn strategies to create more inclusive practices.
- Learn best practices for creating inclusion in spaces preserving the dignity, independence, and autonomy of individuals.

**Target Audience:** Service providers, healthcare professionals, educators, social workers, caregivers, community organization staff, and anyone working to support individuals with disabilities in inclusive and respectful environments.

**Program Length:** 1.5 hours

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

**Description:** As life expectancy continues to rise, many older adults strive to live their best lives for as long as possible. Research has shown that there are several proactive steps we can take to maintain health throughout older adulthood. This training will provide practical strategies for maintaining health across four key life domains: physical, cognitive, social, and emotional health. While some health risks are more prevalent in older adulthood, we will focus on preventative health measures and healthy recovery practices following illness or injury. Participants will also learn tips for building healthy habits, staying motivated to make positive changes, and integrating these habits into their daily lives, ensuring that the golden years remain vibrant and fulfilling.

### **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:** Older adults, caregivers, family members, healthcare professionals, community organizations, senior centers, wellness coaches, and support staff.

**Program Length:** 2 hours

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

**Description:** While temporary and situational anxiety and depression are common, ongoing or chronic symptoms are not a normal part of aging. These persistent symptoms can significantly impact the health and quality of life for older adults. Unfortunately, anxiety and depression often carry a stigma, making it challenging for many older adults to recognize, communicate, and seek help for their symptoms.

This training will focus on the common symptoms of depression and anxiety in older adults, as well as the associated risk and protective factors. Participants will learn about validated screening tools specifically designed for older adults. We will also explore the latest research on treatment successes, as well as the gaps in treatment options. The session will cover both traditional interventions and newer, research-backed approaches that have shown effectiveness but have had limited community application.

### **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:** Healthcare professionals, social workers, counselors, caregivers, family members, mental health professionals, aging service providers, support staff, researchers in elder care studies.

**Program Length:** 2 hours

### **Healthy Thoughts in Older Adults for Individuals with Motor Impairments**

**Description:** This training focuses on the intersection of mental health and physical health in older adults with motor impairments. It aims to address the mental and emotional challenges faced by individuals whose mobility limitations may impact their overall well-being. Participants will explore the connection between motor impairments, anxiety, depression, and overall mental health in older adults. The session will cover common symptoms of emotional distress, stress management strategies, and techniques for promoting positive mental health, while also addressing the unique challenges these individuals may face in seeking help or participating in mental health interventions. The training will include practical tools for healthcare professionals and caregivers to encourage healthy thoughts and emotional resilience in older adults with motor impairments, as well as strategies to foster independence, improve self-esteem, and enhance quality of life. Through case studies, discussion, and practical exercises, participants will gain the knowledge and skills needed to support and promote mental well-being for this often-overlooked group.

**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:** Healthcare professionals, caregivers, family members, social workers, case managers, community-based service providers, and policy makers.

**Program Length:** 2 hours

### **Hearing Voices Simulation**

**Description:** This interactive workshop, developed by Pat Deegan, Ph.D., immerses participants in the experience of hearing distressing voices. Through the use of an audio track and a series of

simulated tasks, such as cognitive testing, social interaction, and emergency room interviews, participants gain a deeper understanding of psychiatric disabilities and increase empathy for those affected. The training also introduces research on voice-hearing, effective coping strategies, and guidance for supporting individuals who hear distressing voices.

**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:** The training has been developed and adapted for a wide range of mental health professionals, family members, community-based first responders, police officers, district attorneys, and judges.

**Program Length:** 2 hours (accommodates 28 participants per session).

### **Helping Children Cope with Anxiety, Depression, and Social Isolation Across the Ages**

**Description:** Coping with change and loss can be challenging for adults, and even more so for children. This training will explore the challenges of helping school-age children—from elementary through high school—navigate anxiety, depression, and social isolation. Participants will gain an understanding of the statistics, symptoms, and behaviors associated with these mental health issues. The training will also provide strategies for counselors, parents, and educators to support students in coping with these challenges. By equipping them with the right tools, we can help students better navigate their circumstances and build resilience.

**Objectives:**

- Review the challenges of assisting our school-age children (through elementary, middle, and high school) cope with anxiety, depression, and social isolation
- Address the fears our youth face.
- Discuss how to provide focused and intentionally brave spaces for them to process and communicate their losses and gains.
- Highlight statistics, symptoms, and behaviors.

- Establish ways to assist counselors and educators as they assist students with developing healthy coping strategies. We want to give them tools to navigate their current circumstances.

**Target Audience:** School counselors, educators, parents/guardians, mental health professionals working with children, youth support workers, social workers.

**Program Length:** 1.5 hours

### **Holistic Approaches to Addiction Recovery**

**Description:** This course is designed to review the principles of substance abuse, addiction, recovery, and traditional therapeutic services. It will define holistic treatments in addiction recovery, explore various holistic approaches in addiction therapy, and explain the benefits and outcomes of these 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:** Healthcare professionals, substance abuse treatment providers, individuals in recovery or their families, addiction recovery advocates or educators, and students or trainees in addiction counseling or therapy programs.

**Program Length:** 1.5 hours

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

**Description:** *IGNITE* is a powerful 2 to 2.5-hour in-service training designed to equip staff with practical tools to enhance communication, respond to behavioral expressions, alleviate caregiver stress, and engage residents in meaningful activities.

**Spark 1:** (*Objective*) Engage in a hands-on, immersive experience of living with dementia to transform care partners’ understanding and empathy for their residents. Staff will be equipped with effective tools to improve communication and care processes, empowering them to deliver better support.

**Spark 2:** (*Objective*) Discover how everyday items from the past can ignite the senses, evoke memories, and strengthen relationships. This personalized approach taps into the past to restore identity, dignity, purpose, and joy of living, fostering more meaningful connections with residents.

**Spark 3:** (*Objective*) Participate in this interactive brain health program, grounded in health and aging research, to facilitate brain exercises. This model promotes socialization, reduces isolation, and stimulates intellectual engagement, addressing key needs for older adults.



**Target Audience:** Caregivers, family members, healthcare professionals, social workers, therapists, and staff in senior living facilities.

**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.

#### **Objectives:**

- Gain a foundational understanding of Traumatic Brain Injury (TBI), including causes, symptoms, and effects on behavior and learning.
- Introduce the principles of Applied Behavior Analysis (ABA) and its relevance in treating children with TBI.
- Learn how to conduct a functional behavior assessment to identify the underlying causes of challenging behaviors in children with TBI.
- Understand and be able to apply behavioral shaping techniques to gradually improve desired behaviors in children with TBI.
- Learn functional communication to enhance the communication skills of children with TBI, thereby reducing problem behaviors.
- Explore skill-building approaches that can be integrated into everyday practice.

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

**Program Length:** 2 hours

### **It's More Than Just Stuff:** **Addressing Mental Healthcare Needs in Hoarding Disorder** **(Formerly: Hands on Approaches to Hoarding: Clearing a Path to Treatment)**

*Approved for 2.5 Nursing Credits*

**Description:** Hoarding disorder is an increasingly prevalent issue, particularly among older adults. It poses significant health risks and can lead to interpersonal difficulties and social isolation. This training will provide an in-depth exploration of hoarding disorder, beginning with a review of its diagnostic criteria and common behaviors and thought patterns associated with the condition. Special focus will be given to its prevalence and unique considerations in the older adult population.

Participants will gain an understanding of commonly used assessments to identify hoarding behaviors and treatment interventions proven effective in both the general and older adult populations. The training will also address co-occurring conditions, such as anxiety disorders, that are frequently present alongside compulsive hoarding.

Through this training, attendees will learn practical strategies, including therapeutic interventions and supportive techniques, to help individuals with hoarding disorder achieve treatment goals. Additional focus will be given to understanding the reasons behind hoarding, its impact on quality of life, and ways to provide meaningful assistance and support.

**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:** Healthcare professionals, mental health practitioners, aging services providers, family caregivers, professional organizers, public health workers, and housing and code enforcement officers.

**Program Length:** 2.5 hours

### **LEGO® SERIOUS PLAY® Experience for Older Adults**

*LEGO, SERIOUS PLAY, IMAGINOPEDIA, the Minifigure and the Brick and Knob configurations are trademarks of the LEGO Group, which does not sponsor our workshops.*

**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 3 steps:

1. The facilitator poses a question or prompt.
2. Each participant builds a model in response to the prompt. The LEGO blocks are developed specifically for this application.
3. Participants share their models to tell their own stories. The models serve as the basis for knowledge exchange, storytelling, and exploration of different points of view.

**Objectives:**

- To encourage recall and the use of long-term memory.
- To engage sensory memory through the use of LEGO blocks.
- To encourage socialization and develop interpersonal relationships.

- To stimulate fine motor skills and manual dexterity.
- To provide a positive space for communication and sharing.

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

**Program Length:** 1.5 hour sessions (up to 8 older adults at one time). Can conduct multiple sessions per day.

### **LGBTQIA+ 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 in Residential Living: Making it Work**

**Description:** Designed for older adults living in residential settings, this training focuses on fostering positive peer-to-peer interactions and strategies to prevent and address bullying. Participants will explore approaches that promote inclusivity, respect, and understanding, contributing to a harmonious community environment. The session highlights the importance of each resident embracing a positive social role and the collective benefits of cultivating an inclusive and supportive atmosphere. By building awareness and encouraging proactive engagement, this training aims to enhance community living experiences for all members.

#### **Objectives:**

- Participants will learn to identify bullying behaviors and their impact on individuals and the community within residential settings.

- Participants will explore practical techniques to foster respectful and supportive peer-to-peer interactions.
- Participants will understand the importance of developing positive social roles and how these contribute to creating an inclusive and harmonious community.
- Participants will gain skills in addressing conflicts constructively and promoting healthy communication within the residential community.
- Participants will understand how a positive environment benefits all residents and how to contribute to a culture of mutual respect and support.
- Participants will be equipped with tools to engage in community-building activities that reduce bullying and strengthen relationships.

**Target Audience:** Older adults living in residential or community-based settings, staff and caregivers in residential communities, activity coordinators, and program facilitators.

**Program Length:** 1.5 hours

### **Managing Challenging Behaviors**

**Description:** This training focuses on addressing the challenging behaviors encountered when working with the public, whether specific populations or in general. Participants will learn strategies to effectively manage difficult behaviors in both in-person and phone interactions. The training will cover key concepts, including definitions and types of challenging behavior, as well as common reactions to these behaviors.

Participants will also explore the critical role of self-awareness, understanding how their own behavior and experiences influence interactions. Through this session, attendees will gain practical skills for managing challenging situations and fostering productive communication in diverse scenarios.

**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:** Customer service professionals, healthcare professionals, human services workers, public sector employees, educators, caregivers, support staff, and nonprofit and advocacy workers.

**Program Length:** 3 hours

### **Managing Challenging Behaviors in Older Adults and Individuals with Paralysis**

**Description:** This training focuses on understanding and addressing challenging behaviors commonly observed in older adults and individuals with paralysis. Participants will explore the

unique factors influencing behavior in these populations, including the physical, emotional, and psychological impacts of aging and limited mobility. The training will cover definitions and types of behaviors, as well as reactions to challenging behaviors. Participants will develop skills to manage their own responses while fostering respectful and empathetic interactions. Practical strategies for both in-person and phone interactions will be discussed, with a focus on effective communication, de-escalation techniques, and creating positive engagement. This training aims to equip caregivers, family members, and professionals with the tools to navigate these interactions while promoting dignity, understanding, and better quality of life.

**Objectives:**

- Understand the types of challenging behaviors typically seen in older adults and individuals with paralysis
- Recognize the physical, emotional, and cognitive factors contributing to these behaviors
- Learn effective communication techniques for de-escalating challenging situations
- Develop a deeper understanding of the emotional and psychological experiences of individuals with paralysis or age-related changes

**Target Audience:** Caregivers, healthcare professionals, social workers, rehab staff, therapists, and family members who support older adults and individuals with paralysis.

**Program Length:** 2 hours

### **Mastering the Art of Professionalism**

**Description:** "Mastering the Art of Professionalism" is an interactive and comprehensive training designed to equip participants with the skills and mindset required for success in professional environments. Through discussions, exercises, and practical examples, participants will explore the foundations of professional behavior, the influence of personal and external factors on conduct, and strategies for effective communication, conflict resolution, and self-care. This training emphasizes adaptability, emotional intelligence, and the importance of maintaining a positive and professional demeanor in diverse workplace settings.

**Objectives:**

- Explore the psychological and environmental factors that influence behavior
- Define Professionalism
- Practice effective communication techniques, including active listening, assertive expression, and appropriate use of formal and informal language.
- Learn strategies to de-escalate and resolve workplace conflicts constructively.
- Master tools and methods to prioritize tasks, reduce procrastination, and enhance productivity.
- Identify strategies to manage stress, prevent burnout, and maintain a healthy work-life balance.
- Apply the "Seven Cs of Customer Service" to ensure client satisfaction and foster positive relationships.
- Learn to navigate challenging situations and shift workplace expectations with flexibility and composure.

**Target Audience:** This training is designed for professionals across various industries who want to enhance their workplace conduct, communication, and effectiveness.

**Program Length:** 3.0 hours

### **Medications and Older Adults**

**Description:** Join us for an insightful training session focused on the unique considerations surrounding medication use in older adults. This session will provide valuable insights into age-related changes that affect medication metabolism, strategies for safe medication administration, and effective communication with healthcare teams. Participants will gain essential knowledge and practical skills to improve the safety and well-being of older individuals in relation to medication management.

**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, social workers, medical administrators, older adults (if appropriate for the setting), and professionals working in long-term care facilities.

**Program Length:** 1.5 hours

### **Mental Health Roadmap**

**Description:** *Mental Health Roadmap* is an informative session designed to empower individuals and their loved ones to better understand the mental health system, navigate insurance options, and make informed decisions regarding care. If you’re struggling with accessing services, facing barriers to receiving the support you need, or unsure of the next steps, this course will guide you through the phases of obtaining a diagnosis and navigating what comes next.

Caring for a loved one can be overwhelming, especially when you're unequipped with the knowledge and tools necessary to provide the best support. This course will take you from the initial signs of concern (“something just isn’t right”) to learning how to ask the right questions of healthcare providers. Participants will receive helpful materials to guide them along their journey. Whether you’re seeking to understand how to handle specific challenges or wish to learn how to advocate effectively for yourself or others, the Mental Health Roadmap provides valuable insights and practical tools for overcoming obstacles and advocating for better mental health care.

**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.

**Target Audience:** Caregivers, family members, adults with mental health concerns, healthcare advocates, social workers, case managers, and community members.

**Program Length:** 1.5 hours

### **Navigating Special Education**

**Description:** This session will focus on the educational journey of students with special educational needs. We will explore how to effectively use Individualized Education Plans (IEPs) and 504 Plans to set goals that can be implemented by the educational team within a school setting. The session will emphasize the importance of planning for the future, starting now. Additionally, we will touch on the significance of specially designed instruction in supporting these students' unique learning needs.

**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:** Parents, guardians, special education teachers, school administrators, school counselors, social workers, education advocates, and caregivers.

**Program Length:** 1.5 hours

### **New Age of Anxiety and Depression: Navigating Stress and Building Resilience**

**Description:** In recent years, stress levels have increased for many individuals due to personal, local, and global challenges. This training will explore the cumulative effects of stress on both mental and physical health. We will focus on understanding how stress affects people from various backgrounds and identify strategies for managing it. The session will also cover the concept of resilience and present various models for intentionally reducing stress levels, providing practical tools to help individuals cope with daily pressures and challenges.

**Objectives:**

- Define “stress” and the different types of stress that impact us and can make us more susceptible to anxiety and depression symptoms.
- 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:** Healthcare professionals, caregivers, support staff in residential or community settings, individuals seeking to improve their mental health and manage stress, employees in high-stress environments, and mental health professionals.

**Program Length:** 2 hours

### **No Sugar Coating Allowed Here:**

## **Management of Diabetes in Older Adults**

**Description:** Managing diabetes can be challenging, particularly for older adults. This training will begin with an overview of diabetes, followed by a comprehensive review of all classes of diabetes medications. We will then explore the most up-to-date diabetes medication algorithms, focusing on guidelines specific to older adults. The session will include case studies to help participants apply the information in real-world scenarios.

### **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:** Healthcare providers, caregivers, family members, social workers, case managers, medical students, long-term care facility staff, and anyone involved in managing or supporting older adults with diabetes.

**Program Length:** 2 hours

## **Nutrition and Healthy Aging**

**Description:** This training will cover the leading diseases affecting adults aged 65 and older, including heart disease, diabetes, stroke, and dementia, with a focus on Alzheimer's. These illnesses pose significant health risks and can lead to interpersonal challenges and isolation for older adults. The training is designed for healthcare professionals, family caregivers, and anyone interested in learning about disease prevention, healthy eating, and maintaining an active lifestyle.

The session emphasizes the importance of early self-care in slowing the progression of chronic diseases. Participants will learn about risk factors, prevalence rates, and preventive measures for these conditions. In some cases, the training will also explore ways to potentially reverse the effects of less advanced stages of these diseases.

By raising awareness of the relationship between nutrition, physical activity, and brain health, the goal is to help individuals—and those who care for them—adopt healthier lifestyles to improve overall well-being and reduce the risk of chronic conditions. This training will provide practical tips on how daily habits can significantly impact the health of vital organs and 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:** Older adults, family caregivers, healthcare professionals, senior living communities/residential staff, community organizations, and support groups.

**Program Length:** 1 to 1.5 hours

### **One Team, One Mission**

**Description:** This course focuses on using team building in the workplace to strengthen relationships, boost morale, and improve patient outcomes. Participants will learn about the key qualities and dynamics that contribute to effective team building and how these strategies directly impact the quality of 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

### **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 indicates that trauma can have both short-term and long-term effects, often in ways that people may not expect. This is especially true for expectant parents who may not anticipate how they can feel retraumatized during pregnancy. During this webinar, we will explore the impact of trauma on expectant parents, both during pregnancy and beyond, and discuss the available supports and resources to help them navigate these challenges.

### **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 I*, we will explore the challenges of balancing the needs of children while adapting to new methods and systems. We will discuss strategies for establishing effective routines to meet family needs. Special attention will be given to the dynamics of multi-generational family units and their influence on family outcomes. Handouts and resources will be provided.

### **Objectives:**

- 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:** Grandparents and parents in multi-generational households, family caregivers, social workers, counselors, educators, and healthcare providers.

**Program Length:** 1.5 hours

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

**Description:** In *Preparing Families for Raising Grandchildren from Diverse Generational Lenses, Part 2*, we will revisit key takeaways from Part 1, while expanding on the challenges that grandparents face in supporting grandchildren in the current climate. Have you found it difficult to connect with new ways of engaging youth? Are you unsure how to support their educational experience? Do you need tips for relieving stress while managing family dynamics? This session will provide practical strategies and resources to help grandparents and families navigate these challenges. We will also explore what the "new normal" for youth and families may look like moving forward, address mental health concerns, and discuss ways to help youth re-engage socially after prolonged isolation. Join us for a comprehensive guide to supporting both grandparents and grandchildren through these changing times.

### **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:** Grandparents and parents in multi-generational households, family caregivers, social workers, counselors, educators, and healthcare providers.

**Program Length:** 1.5 hours

## **Prescription Drug Abuse: Focusing on Opioids in Older Adults**

**Description:** Opiate addiction has risen sharply among older Americans, particularly those who become addicted to prescription opioid drugs such as OxyContin and Vicodin. While drug-related deaths have increased across all age groups, the greatest rise has been seen in adults aged 55 to 64. Transitional life events, such as divorce, empty-nesting, and the loss of a parent, can trigger opioid misuse, and it is vital for family members to recognize behavior changes that may signal addiction. For many older adults, the stress of these transitions, combined with chronic pain, can lead them to self-medicate with opioids like OxyContin, Percocet, or Vicodin, often without consideration of the potential for addiction. Healthcare professionals frequently overlook the risk of addiction in older patients, even though opioids are commonly prescribed for pain management.

In this training, participants will learn about the generational aspects and co-morbidities of the Baby Boomer generation, including how addiction treatment for older adults with chronic pain can provide more effective solutions. The training will focus on the importance of a thorough assessment, engagement in the recovery process, and ongoing personal growth. Attendees will gain insights into evidence-based treatment approaches and learn to apply practical tools that can support older adults in safely managing chronic pain and recovering from addiction. This session

will also highlight the most current statistics and provide strategies for older adults to engage in holistic addiction recovery, enabling them to reclaim hope and wellness.

**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:** Healthcare professionals, family members, caregivers, social workers, counselors, addiction recovery specialists, older adults or individuals aged 55 and older (especially those dealing with chronic pain), as well as senior living staff and home health aides.

**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 enhance their critical thinking and observation skills when addressing challenging behaviors in older adults. Providers will learn how to assess these behaviors and identify potential triggers that may make them difficult to manage. The training will explore various perspectives and interventions for effectively treating and resolving challenging behaviors. Attendees will gain the ability to define challenging behaviors, recognize behavioral cues, and understand their underlying causes. Additionally, participants will explore intervention strategies for managing challenging behaviors and engage in group problem-solving activities with real-world examples.

**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:** Healthcare professionals, social workers, mental health counselors, therapists, long-term care staff, family caregivers, and family members.

**Program Length:** 2.5 hours

### **Professional Grief**

**Description:** Grief is a natural response to loss, but how does the grief experienced by professionals differ? This workshop addresses the unique grief that professionals face when dealing with the loss of clients, particularly in fields where multiple client deaths occur. Participants will explore techniques for coping with this grief, and the session offers an invaluable opportunity to grow both personally and professionally.

**Objectives:**

- Review basic information related to grief and loss including models and theories.
- Define disenfranchised grief and review how this type of grief relates to children and families.
- Discuss the difference between depression and grief.
- Review several tools social workers can utilize to assist clients with grief and loss issues.
- Participate in two activities to further relate to and understand the grief and loss process.

**Target Audience:** Professionals working in fields where they frequently experience client loss and individuals who provide end-of-life care or work with populations at higher risk for death

**Program Length:** 1.5 hours

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

**Description:** Sexual violence has a profound impact on individuals and communities. It can happen to anyone, regardless of identity. However, it is important to understand that sexual violence can also be prevented. In this session, we will explore the continuum of violence, the

concept of consent, boundaries, and practical ways to support survivors in your personal and professional 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)**

*Approved for 3.0 Nursing Credits*

**Description:** By the end of this training, participants will have a solid understanding of Trauma-Informed Care and be equipped to immediately apply their new skills and knowledge in their work. Attendees will recognize the importance of providing services in a manner that is welcoming and sensitive to the needs of older adults who are experiencing or have experienced trauma. The training will explore how trauma impacts responses and cognition, and will introduce the concept of resilience, offering strategies to build resilience in both oneself and 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:** 3 hours

## **The Sandwich Generation**

**Description:** Balancing the needs of a family can be challenging, and when the responsibilities of raising children and caring for aging parents are added, it can disrupt the entire family dynamic. How can families bridge generational gaps while managing the needs of both children and aging parents? How do you navigate service systems for family members facing challenges? And how do you find time for yourself? These are the key questions we'll explore in the Sandwich Generation session. We will discuss practical strategies for supporting family engagement in the 21st century and explore the importance of self-care for achieving successful family outcomes. Self-care will be emphasized as the foundation for managing these challenges. If you're looking for guidance on how to navigate these complex family dynamics and fill your toolkit with helpful resources, the Sandwich Generation session is the perfect starting point.

### **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:** Caregivers (particularly those who care for both children and aging parents), family members, and professionals working with families.

**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 hour

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

**Description:** This session will emphasize the importance of self-care and the value of taking care of yourself before caring for others. We will discuss strategies for making choices that enhance

your own well-being while still supporting those around you. Participants will learn simple, effective ways to care for themselves while balancing responsibilities for others. The session will also explore how to separate and nurture the Body, Mind, and Spirit for holistic well-being.

**Objectives:**

- Understand the importance of self-care
- Identify practical strategies to improve daily living and self-care routines.
- Learn techniques for balancing responsibilities to others with the need for self-care.
- Explore methods for separating Body, Mind, and Spirit, and how to nurture each aspect for overall wellness.

**Target Audience:** Caregivers, healthcare professionals, parents, community leaders, educators, and anyone experiencing burnout.

**Program Length:** 1.5 hours

### **Starting the Conversation: Preventing Underage Drinking**

**Description:** Underage drinking is an important topic that many parents wish to address with their children but may feel uncertain about how to begin the conversation. This presentation is designed to educate and empower parents by providing the tools, knowledge, and strategies needed to initiate meaningful discussions and support efforts to prevent underage drinking.

**Objectives:**

- Participants will learn about the dangers and consequences of underage drinking
- Attendees will be able to recognize behaviors and indicators that may suggest a child or teen is at risk of engaging in underage drinking.
- Gain Effective Communication Strategies
- Attendees will explore proactive approaches to help prevent underage drinking
- Participants will leave the session equipped with practical resources

**Target Audience:** Parents and caregivers of children and teens, school staff, youth mentors, etc.

**Program Length:** 1 hour

### **Strategies for Successful Aging**

**Description:** Concerned about your brain health? Whether you work with aging individuals, have a family member with Alzheimer's disease, or simply want to improve your cognitive well-being, this training is for you. From age 25 to 85, it's never too early or too late to make a positive difference for yourself or those you care for.

In this 3-hour session, we will cover the latest research on brain health, including the importance of neuroplasticity and ways to delay cognitive decline. Participants will learn evidence-based



strategies for improving brain and overall body health, including mental exercises and a demonstration of Ageless Grace.

The third hour will focus on brain-healthy eating, exploring groundbreaking studies and nutritional research that show how diet can significantly impact brain health.

Throughout the program, you will gain insights into:

- Cognitive activity
- Physical health and exercise
- Brain-healthy diet and nutrition
- The importance of social engagement

**Target Audience:** Caregivers, healthcare professionals, older adults interested in maintaining or improving their brain health, senior living communities staff, and anyone concerned about aging and brain health.

**Program Length:** 3 hours

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

**Description:** When working with individuals who exhibit challenging behaviors, it is crucial to define, focus on, and reinforce alternative or appropriate behaviors. This training will provide an overview of behavior, exploring how behaviors are learned and maintained. We will identify common challenging behaviors in vulnerable populations and the specific difficulties that arise when coping with them. The session will also cover effective intervention strategies and techniques for de-escalating and managing behaviors in a supportive manner.

**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:** Caregivers, healthcare providers, mental health professionals, direct care staff, educators, and community service workers.

**Program Length:** 2 hours

### **Stress Management**

**Description:** Feeling stressed? This workshop is designed to help you understand stress and provide practical tools for managing it. You'll explore various techniques for controlling stress both "in the moment" and over the long term. We'll share tips and strategies that you can apply not only to your own life but also share with friends, family, clients, and coworkers to help manage stress in any environment.

**Objectives:**

- Define stress
- Recognize common sources of stress and how to identify stressors in both personal and professional settings.
- Explore and practice various stress reduction technique
- Gain practical skills to manage stress in real-time, particularly in high-pressure situations.
- Create personalized plans for managing stress over the long term.
- Understand how self-care plays a role in managing stress and improving overall well-being.

**Target Audience:** General public, caregivers, family members, healthcare providers, educators, counselors, and workplace employees and employers.

**Program Length:** 1.5 hours

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

**Description:** This training will explore various aspects of substance abuse in older adults, including alcohol use, illicit drug use, and both prescription and non-prescription opioids. Common medication errors and misuse will also be covered. Attendees will gain knowledge of substance use disorder diagnostic criteria from the DSM-V, as well as the signs and symptoms of substance use. The session will also highlight resources for screening substance use in older adults and provide an overview of available 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:** Healthcare professionals, caregivers, family members, social workers, mental health providers, long-term care facility staff, substance abuse counselors, and public health advocates.

**Program Length:** 2 hours

### **Suicide Prevention**

**Description:** This training will provide education on suicide awareness and prevention, focusing on identifying risk factors for mental health challenges and recognizing behavioral changes that may indicate distress. Participants will learn to recognize warning signs in themselves, others, or those they work with and gain practical strategies for intervention and self-care. Additionally, the session will explore approaches for fostering supportive environments that promote mental well-being in any community.

**Objectives:**

- Identify risk factors for mental health challenges that can contribute to suicidal thoughts or behaviors in individuals

- Recognize behavioral changes that may indicate distress, including warning signs of suicide
- Understand strategies for intervention
- Explore methods for creating supportive environments that promote mental health and resilience within communities.
- Gain awareness of resources and referral options available for individuals at risk of suicide.

**Target Audience:** Healthcare professionals, caregivers, mental health professionals, community leaders and advocates, support staff, and anyone interested in learning more about suicide prevention and mental health.

**Program Length:** 1 hour

### **Supporting Seniors Through the Stages of Aging and Grief**

**Description:** As seniors reach landmark ages such as 60, 70, and 80, they inevitably experience change and loss. These transitions can often lead to feelings of fear, anxiety, and anger. It is crucial that support staff are equipped to help balance these losses with the joys of aging. This training will provide an understanding of dementia and Alzheimer's, along with strategies to support aging adults through these challenges. Participants will explore the 5 Stages of Grief, a process that helps individuals acknowledge, process, and express their experiences of loss. The stages will be examined through the common loss of mobility. Families and staff will receive practical strategies to assist aging adults in coping with these losses.

**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 coping strategies for change during the pandemic, including assisting older adults with isolation.

**Target Audience:** Support staff, healthcare professionals, family members, social workers, and staff in memory care units.

**Program Length:** 2 hours

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

**Description:** *Take a Moment to Breathe* is a five-week yoga and mindfulness program designed for children and pre-teens. This after-school class provides kids with strategies to reduce stress and manage anxiety, while promoting a positive self-image in a supportive environment. Through this program, both children and families will learn valuable mindfulness techniques in an inclusive, welcoming space.

**Objectives:**

- Introduce the basic principles and practices of yoga and mindfulness, tailored for children and pre-teens
- Learn and practice specific yoga poses and mindfulness techniques designed to reduce stress and cope with anxiety.
- Enhance participants' self-esteem and body awareness through positive reinforcement and mindful movement.
- Establish a safe, inclusive, and supportive environment where children feel comfortable exploring.
- Families will be engaged in the learning process, understanding the benefits of yoga and mindfulness for their children and how they can support these practices at home.
- Ensure that all children, regardless of their background or abilities, can participate and benefit.

**Program Length:** 1 hour per session

### **Too Cool to Juul**

**Description:** Juuling and vaping are rapidly growing trends that have made their way into schools and other environments where children and teens gather. These nicotine-heavy products, which are still poorly researched, pose significant health risks. This presentation provides an overview of what juuling/vaping is, the potential dangers associated with it, and how it compares to traditional nicotine products like cigarettes. Additionally, participants will learn how to recognize the warning signs of vaping use and how to address it in a proactive and informed way.

**Objectives:**

- Define juuling and vaping
- Identify the health risks associated with juuling/vaping
- Recognize the warning signs that a child or teen may be using juuling or vaping products.
- Understand the regulatory landscape surrounding vaping products and the ongoing research into their safety
- Learn strategies for addressing vaping use in a proactive manner with children and teens

**Target Audience:** Parents, guardians, educators, school staff, healthcare professionals, youth workers, community organizations, mental health professionals, and anyone who interacts with or cares for teens.

**Program Length:** 1 hour

### **Transitioning: Preparing for a Change!**

**Description:** Transitions represent significant life changes that can impact individuals emotionally and socially. This session focuses on understanding and navigating transitions at various life stages. Participants will explore strategies for planning ahead, setting goals, and preparing for potential challenges associated with transitions. Emphasis will be placed on fostering healthy

conversations, particularly with youth, to ensure smoother transitions for both caregivers and those they support. The session includes a practical tool to guide the planning process, along with handouts and key questions to aid in developing effective transition plans. Group discussions will reinforce these concepts and encourage their application in real-life situations.

**Objectives:**

- Define the concept of "transition" and identify common types of transitions experienced at various life stages
- Recognize the emotional and social challenges associated with transitions
- Develop strategies to create effective transition plans

**Target Audience:** Parents, guardians, caregivers, educators, social workers, counselors, individuals navigating significant life changes, and community leaders.

**Program Length:** 1.5 hours

### **Trauma Informed Care Parenting**

**Description:** This session will define trauma and explore how it intersects with various aspects of life. Participants will discuss the effects of trauma and its potential to shape identity and behavior. The training will provide helpful strategies to support individuals impacted by trauma, with a focus on recognizing its manifestations in youth. Additionally, the session will include a brief discussion on secondary trauma and its implications.

**Objectives:**

- Define trauma.
- Identify the effects of trauma on identity, behavior, and emotional well-being.
- Understand how trauma may present in youth and learn strategies to provide effective support.
- Apply tips and techniques to mitigate the influence of trauma and promote resilience in those affected.

**Target Audience:** Professionals, caregivers, educators, counselors, social workers, healthcare providers, and individuals who work with or support youth.

**Program Length:** 1.5 hours

### **Trauma Informed Teaching**

**Description:** Trauma comes in many forms, whether as a single event or repeated exposure, and these experiences shape how a person feels, thinks, and behaves. Trauma can affect anyone, and as educators, you may encounter both students and colleagues who have been impacted by it. By developing a better understanding of trauma, educators can foster stronger connections and create a more supportive and empathetic environment for all.

**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:** Educators, school staff, administrators, counselors, and other professionals working in educational settings who seek to understand trauma and its impact on students and colleagues.

**Program Length:** 1.5 hours

### **Understanding and Addressing Bullying: A Guide for Parents**

**Description:** Bullying and mean-spirited behaviors are concerns that no parent or educator wants their children or students to face. Unfortunately, bullying trends have steadily increased over the past decade and continue to rise. This presentation aims to educate parents on how to define bullying behavior, distinguish it from mean behavior, and recognize the various forms of bullying. Additionally, we will provide practical guidance on how to support children who are being bullied and strategies for effectively addressing and preventing bullying behaviors. By the end of the session, parents will be better equipped to identify warning signs, take appropriate action, and advocate for a safer environment for their children.

**Objectives:**

- Define bullying behavior and distinguish it from mean behavior.
- Identify the different types of bullying, including physical, verbal, social, and cyberbullying.
- Recognize the signs that a child may be experiencing bullying, both in-person and online.
- Understand the impact of bullying on a child's emotional and social well-being.
- Learn effective strategies for parents to intervene when their child is bullied.
- Explore ways to foster open communication with children about bullying and empower them to seek help.
- Understand the role of schools and communities in preventing and addressing bullying behaviors.
- Identify available resources and support systems for parents and children dealing with bullying.

**Target Audience:** Educators and parents of children and teenagers.

**Program Length:** 1 hour

### **Understanding Anxiety & Depression**

**Description:** Do worry, fear, anxiety, and uncertainty affect your daily life? Do you find yourself avoiding important people or activities? Are overwhelming thoughts and emotions taking a toll on your mental well-being? Join us to gain a deeper understanding of the different types of anxiety

and depression and their impact on you or those around you. In this session, we'll discuss practical tools and strategies to support individuals who struggle with emotional challenges. We'll also explore how to differentiate between situational anxiety/depression and ongoing emotional struggles. Through examples and discussions, we will build your toolkit of resources to help yourself or others navigate daily life with emotional wellness.

**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:** Mental health professionals, caregivers, educators, school staff, community leaders, individuals experiencing anxiety or depression, and anyone interested in learning more about managing anxiety and depression.

**Program Length:** 1.5 hours

**Understanding the Basics of Borderline Personality Disorder, Dialectic Behavioral Therapy, and Self-Care**

**Description:** This training provides an overview of Borderline Personality Disorder (BPD), focusing on its key characteristics, common co-occurring conditions, and challenges in diagnosis. Participants will explore the principles of Dialectical Behavior Therapy (DBT) and how it can be applied to support individuals with BPD. Additionally, the session offers practical strategies for managing crises and maintaining safety, along with guidance on self-care and boundary-setting to promote professional well-being. Designed for mental health professionals and caregivers, this training delivers essential tools for providing compassionate and effective care.

**Objectives:**

- Identify the key characteristics of Borderline Personality Disorder (BPD).
- Understand Dialectical Behavioral Therapy and its application in BPD treatment.
- Develop crisis management skills
- Integrate self-care and boundary-setting into professional practice.

**Target Audience:** Mental health professionals, healthcare providers, behavioral health specialists, caregivers, family members, first responders, and educators or trainers in mental health-related fields.

**Program Length:** 2 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 explore the significance of recognizing and addressing implicit bias. Overcoming implicit bias is not just a matter of social justice, but it also brings tangible benefits to individuals, organizations, and society. We will focus on understanding how implicit bias develops, the different types, its impact, and the steps we can take to challenge and reduce 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 recognize that older adults remain sexual beings, still experiencing the need for love and affection. Even when dementia alters cognition and behavior, and normal abilities decline, the desire for intimacy and companionship may persist. This presentation will address the reasons behind and potential triggers of "sexually inappropriate behaviors" in individuals with dementia, as well as provide effective caregiver interventions to manage these behaviors.

**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:** Caregivers, healthcare providers, senior living facility staff, family members, and dementia support groups.



**Program Length:** 2 hours

### **Understanding Memory Loss and Dementia in Older Adults**

**Description:** As seniors age, particularly in their 60s, 70s, and 80s, both their physical and mental ability decline. Memory loss becomes a significant challenge at these stages, often leading to feelings of fear, anxiety, and anger. This training will provide an in-depth understanding of dementia and Alzheimer's disease, offering essential information through supporting materials and a video. Participants will learn about disruptions in memory, ranging from simple forgetfulness, such as misplacing keys, to more severe memory loss associated with dementia. This training will help staff understand that while forgetfulness may include slow recall of names and dates, dementia-related memory loss can involve more life-altering changes, such as forgetting how to perform routine tasks like dressing or washing, becoming disoriented in familiar places, and exhibiting socially inappropriate behaviors. The training will also discuss Mild Cognitive Impairment, and the memory challenges it presents. Throughout the session, practical tips will be provided to support better understanding and care.

**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

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

**Description:** The goal of this training course is to provide a broad understanding of the typical stages of cognitive development in young adults, as well as the unique challenges they face in addition to physical disabilities. This training will explore the roles of professionals, parents, and caregivers, offering effective communication strategies and principles of practice aimed at reducing conflict, fostering open dialogue, and facilitating problem-solving.

**Objectives:**

- Identify and describe the normal stages of cognitive development in young adults, distinguishing between typical developmental milestones and those impacted by physical disabilities.
- Understand the unique challenges faced by young adults with physical disabilities in relation to their cognitive development and daily life activities.

- Define the roles and responsibilities of professionals, parents, and caregivers in supporting the cognitive development of young adults with physical disabilities.
- Learn and be able to practice effective communication strategies tailored to young adults with physical disabilities, aimed at reducing conflict and facilitating open dialogue.
- Participants will be equipped to identify and utilize resources and support systems available to young adults with physical disabilities to aid in their cognitive and personal development.

**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**

*Approved for 3.0 Nursing Credits*

**Description:** Vicarious and secondary trauma can occur when an individual’s work or personal experiences involve exposure to the trauma of others. This is most common in professions that require caregiving or where individuals are exposed to others’ trauma disclosures or witness trauma firsthand. While often linked to one’s profession, vicarious trauma can impact more than just job performance—it can also affect social, psychological, and physiological well-being. This presentation will review current research on vicarious trauma, including risk factors and protective factors for caregivers. We will explore interventions that have proven effective in reducing vicarious trauma for individuals and organizations. Participants will learn how to identify triggers and signs of vicarious trauma, as well as practice creating a personal wellness plan to manage symptoms and maintain healthy caregiving practices.

**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.

**Target Audience:** Healthcare professionals, social workers, counselors, caregivers, first responders, mental health professionals, teachers, and nonprofit workers.

**Program Length:** 3 hours

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

**Description:** *WISE* is an evidence-based wellness and prevention initiative designed for older adults to support healthy aging, make informed lifestyle choices, and reduce substance abuse.

Spanning six months with one session per month (each lasting under two hours), this training offers valuable educational services on critical topics for older adults, including medication misuse and management, stress management, depression, and substance abuse prevention.

The program promotes health by addressing high-risk behaviors among older adults. Key activities include interactive lessons such as:

- **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
- **Lesson 6:** Enhanced Quality of Life (Graduation)

WISE has been recognized as an evidence-based prevention program by both the National Registry of Evidence-Based Programs and Practices (NREPP) and the Aging and Disability Evidence-Based Programs and Practices.

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

**Program Length:** One session 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, designed to be conducted in various settings. Developed by educators from the University of Illinois Extension, *Wits Workout* draws on brain health and aging research to offer a comprehensive 24-session curriculum guidebook for professionals to lead brain exercise classes. This interactive model is aimed at increasing socialization, reducing isolation, and promoting intellectual engagement among 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. 1 session a month. Each session is 1 to 1.5 hours.

### **Workplace Well-Being**

*Approved for 1.5 Nursing Credits*

**Description:** Any form of work can take a mental, emotional, and physical toll on the daily lives of workers. The constant threat of burnout highlights the need for balance. Workers in fields such as education, food service, sanitation, and many others are particularly vulnerable to stress, anxiety, and depression due to their workloads. As society pushes for better work-life balance, it's important to recognize that there is no one-size-fits-all solution. True balance is the state in which an individual equally prioritizes personal and professional demands. By identifying burnout risk

factors and exploring strategies to prioritize overall health, individuals can improve productivity without sacrificing well-being. This presentation will incorporate real-life scenarios, participant activities, and problem-solving methods to help manage workload and promote balance, emphasizing the importance of well-being over the pressures 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