



# 2026 Training Catalog

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

*Many trainings in this catalog can be adapted to meet the needs of different audiences, settings, and time available. We're happy to work with partners to shape or create a training that best meets their need.*

## **Dementia & Cognitive Health**

*Trainings in this category focus on understanding cognitive changes, dementia-related conditions, and supportive care strategies.*

### **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 put pressure on caregivers, especially in a facility setting where other patients may be at risk. This training will discuss the causes of this aggressive behavior and share practical, effective responses to these behaviors. We will review case studies and current research on how others have successfully operated with these obstacles. We will also promote the creation of an I.C.E. (In Case of Emergency) action plan that all staff can contribute to, which can be used when urgent situations arise 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

# Communication and Behavioral Challenges of Dementia

*Approved for 2.0 Nursing Credits*

**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

## 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

## 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

## 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 abilities 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

## Older Adults

*Trainings in this category focus on age-related challenges, risks, conditions, and caregiving considerations.*

### 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, and researchers in elder care studies.

**Program Length:** 2 hours

## Managing Challenging Behaviors in Older Adults

**Description:** This training focuses on understanding and addressing challenging behaviors commonly observed in older adults. 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 a better quality of life.

### Objectives:

- Understand the types of challenging behaviors typically seen in older adults
- 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 age-related changes

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

**Program Length:** 2 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

## 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

## 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

## No Sugar Coating Allowed: Managing Diabetes in Older Adults

(Can be adapted to address diabetes in other populations)

**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

## 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

## 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

## 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

# Healthy Aging

*Trainings in this category focus on wellness and quality of life across the aging process.*

## 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 healthy habits.
- Develop actionable strategies to maintain or enhance physical, social, cognitive, and emotional wellness.
- Examine the impact of ageism on individuals and society.
- Encourage participants to create a personalized plan for aging well.

**Program Length:** 1.5 hours

## 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

## Minimalism: Simplify Your Life, Amplify Your Joy

**Description:** Minimalism offers a refreshing path to clarity, freedom, and intentional living in a world overwhelmed by possessions and distractions. This course guides participants through the principles and benefits of minimalism, providing practical tools to declutter physical spaces, simplify schedules, and focus on what truly matters. Participants will explore strategies for gentle decluttering, organizing for accessibility, and embracing digital minimalism while cultivating mindful consumption and prioritizing meaningful experiences. With a focus on reducing stress and enhancing well-being, this course empowers individuals to create a simpler, more fulfilling life with less clutter, greater clarity, and a renewed sense of purpose.

### Objectives:

- Define minimalism and explain its core principles.
- Identify factors that contribute to overconsumption and clutter.
- Apply practical and effective decluttering techniques.
- Embrace minimalism as an ongoing process and cultivate openness to change.
- Develop strategies to sustain minimalist practices over time.
- Prioritize meaningful experiences and relationships over material possessions.
- Understand the connection between minimalism and environmental sustainability.

**Target Audience:** Older Adults.

**Program Length:** 1.5 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:** 1.5 hours

## 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

# Mental Health and Behavioral Health

*Trainings in this category focus on clinical understanding, assessment, and intervention related to mental and behavioral health conditions.*

## 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

# Managing Challenging Behaviors: Mental Health, Substance Abuse, and Community Stress Factors

*Approved for 3.0 Nursing Credits*

**Description:** This interactive session explores behavioral challenges associated with mental health diagnoses, substance abuse, and community stressors. Participants will delve into understanding behavior as a form of communication, examining its underlying functions, and applying evidence-based strategies to promote positive behavior changes. Emphasis is placed on reducing stigma, fostering effective communication, and equipping professionals with tools to create supportive care environments.

## **Objectives:**

- Define behavior and explain how behaviors are learned and maintained.
- Identify three common challenging behaviors associated with specific mental health populations.
- Recognize the impact of stigma and stress on behavior.
- Apply evidence-based strategies for addressing challenging behaviors.
- Demonstrate techniques for managing difficult behaviors in personal and professional interactions.

**Target Audience:** Nurses, healthcare professionals, mental health providers, substance use counselors, social workers, long-term care staff, nonprofit workers, first responders, educators, and behavioral health technicians.

**Program Length:** 3 hours

# Mental Health Roadmap

*Approved for 1.5 Nursing Credits*

**Description:** Navigating the mental health system can be overwhelming, but understanding it is the first step toward effective advocacy and support. This practical session guides professionals and family members in recognizing early signs of mental health concerns, exploring care options, and overcoming barriers such as stigma, cost, and accessibility.

With interactive activities and actionable strategies, participants will gain confidence in asking the right questions, preparing for appointments, and addressing challenges in accessing care. Designed to empower individuals and caregivers, this training provides the tools and resources needed to advocate effectively, support loved ones, and navigate the mental health journey with clarity and purpose.

## **Objectives:**

- Explore strategies for working effectively with healthcare providers, educators, and insurance professionals to advocate for care.
- Develop skills to define clear goals based on strengths and needs, and outline actionable steps for achieving them.



- Learn to organize, track, and communicate essential information related to diagnosis, treatment, and care plans.
- Gain tools and confidence to ask meaningful questions, address barriers, and advocate for mental health needs effectively.

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

**Program Length:** 1.5 hours

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

*Approved for 2.0 Nursing Credits*

**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

## Paths to Clarity: Tools for Bipolar Disorder, Schizophrenia, and Schizoaffective Disorder

**Description:** This training focuses on three diagnoses classified as Serious Mental Illnesses (SMIs): Bipolar I Disorder, Schizophrenia, and Schizoaffective Disorder. Participants will review key diagnostic criteria, common diagnostic challenges, and symptom presentations associated with each condition, with particular attention to symptoms and behaviors that may increase risk for individuals living with these disorders.

Given the high prevalence of trauma within this population, the training will also examine common trauma experiences and introduce trauma-informed care approaches that support safety, stability, and engagement.

Effective management of SMIs requires a comprehensive, coordinated approach. This training will explore treatment strategies across four core areas: medication management, therapeutic interventions, behavioral strategies, and psychosocial supports. Participants will also examine interventions tailored to specific symptoms and behavior patterns associated with each of the three targeted diagnoses.

**Objectives:**

- Identify three common symptoms associated with the targeted Serious Mental Illnesses (SMIs) and explain how these symptoms may escalate into severe or high-risk behaviors.
- Describe three diagnostic challenges specific to schizoaffective disorder.
- Identify three trauma-informed approaches and describe common trauma experiences among individuals with these diagnoses.
- Identify one evidence-based intervention within each of the following categories: medication management, therapeutic approaches, behavioral interventions, and psychosocial supports.

**Target Audience:** Healthcare professionals, mental health professionals, direct support staff in residential or community-based settings, caregivers and family members supporting individuals with serious mental illness, first responders and crisis response professionals, and human services professionals seeking to strengthen trauma-informed, person-centered care practices.

**Program Length:** 3 hours

## Serious Mental Illness: Understanding the Diagnosis and Interventions

**Description:** Serious mental illness (SMI) is a mental, behavioral, or emotional disorder that causes serious functional impairment and strongly interferes with one or more major life activities. In this training, we will discuss common features of some SMIs, including borderline personality disorder, schizophrenia, psychosis, and bipolar disorder. Symptoms that often occur in active illness states will be described, as well as additional symptoms that may be observed if the individual also has a co-occurring intellectual or developmental disability. Trauma-informed intervention strategies will be presented specifically for behavioral stabilization. We will discuss behavioral strategies that can be broadly applied across diagnoses, how best to use them, and why they can be effective. Some interventions specific to certain diagnoses or symptoms will also be reviewed.

**Objectives:**

- Participants will be able to identify common symptoms of targeted serious mental illnesses (SMIs) discussed, and understand ways that they can escalate to severe or dangerous symptoms.

- Participants will be able to describe some ways that co-occurring intellectual or developmental disabilities interact with SMI symptoms.
- Participants will learn trauma-informed, behaviorally based intervention approaches.
- Participants will learn some interventions that may be effective with specific SMI populations.

**Target Audience:** Direct support professionals, case managers, behavioral health professionals, social workers, counselors, nurses, crisis response, and community-based support staff.

**Program Length:** 6 hours (This is a full-day training with an hour break typically taken for lunch)

## Strategies for Understanding Behaviors & Applying Responsive Techniques

**Description:** This training focuses on understanding challenging behaviors as meaningful forms of communication across a wide range of settings and populations. Participants will explore how behaviors are learned and maintained, how to recognize behavioral cues, and how to identify underlying triggers and unmet needs that contribute to challenging behaviors.

Through guided discussion, real-world examples, and interactive problem-solving activities, attendees will build critical thinking and observation skills to assess behaviors and apply responsive, person-centered strategies. The session emphasizes practical approaches for de-escalation, communication, and behavior support that promote safety, dignity, and positive outcomes in professional, caregiving, and community environments.

Content can be adapted to address the needs of specific populations or settings, including healthcare, education, caregiving, and community services.

### Objectives:

- Define behavior and explain how behaviors are learned and maintained
- Identify common challenging behaviors and recognize patterns, triggers, and contributing factors
- Apply observation and assessment strategies to better understand behavioral cues
- Utilize communication and de-escalation techniques to respond effectively to challenging behaviors
- Implement problem-solving and responsive intervention strategies that support positive behavior change

**Target Audience:** Caregivers, healthcare professionals, mental health providers, social workers, educators, direct care staff, community service workers, supervisors, and family members.

**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

## Understanding the Basics of Borderline Personality Disorder, Dialectical Behavioral Therapy, and Self-Care

*Approved for 2.5 Nursing Credits*

**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 Dialectic 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:** 2.5 hours

## Understanding Anxiety & Depression

*Approved for 1.5 Nursing Credits*

**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

# Trauma Support

*Trainings in this category focus on trauma and responding in ways that promote safety, resilience, and recovery.*

## 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

## 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

## Diversity, Equity, & Inclusion

*Trainings in this category focus on awareness, understanding, and action to promote equity and inclusion.*

### 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

## Allyship in Action: Becoming an Effective Advocate for Equity

**Description:** This training focuses on fostering racial equity by empowering participants to move beyond performative allyship and become authentic advocates for change. Through the lens of privilege, power, and systemic racism, participants will develop tools to address inequities and support marginalized racial communities. Using interactive activities, real-life case studies, and actionable strategies, attendees will learn how to create meaningful and sustainable change.

**Objectives:**

- Define and distinguish between allyship, advocacy, and equity, with a focus on racial justice.
- Identify personal and societal privileges related to race, understand their impact, and



learn strategies to leverage privilege effectively for equity.

- Analyze examples of performative allyship versus authentic advocacy to avoid unintentional harm and build trust.
- Acquire actionable techniques to address racial microaggressions, advocate for marginalized racial voices, and create systemic change

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

**Program Length:** 1.5 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 inclusiveness 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 the 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

## Cultural Humility & Diversity

**Description:** This training explores cultural humility as an ongoing, reflective practice that supports respectful, inclusive, and effective interactions across diverse populations. Participants will examine how culture, identity, language, values, and lived experiences shape communication, relationships, and service delivery in professional and community settings.

The session emphasizes moving beyond a checklist-based approach to cultural “competency” and instead fostering cultural humility, curiosity, and responsiveness. Participants will explore the impact of language, power dynamics, and systemic inequities while building awareness of personal assumptions and biases that can influence interactions. Practical strategies for culturally and linguistically responsive communication will be discussed, with an emphasis on improving understanding, reducing barriers, and strengthening trust across diverse communities.

This training is designed to support professionals and community members in creating environments that are welcoming, respectful, and responsive to the needs of individuals from varied cultural and linguistic backgrounds.

### **Objectives:**

- Define cultural humility, diversity, and linguistic responsiveness and explain how they differ from traditional cultural competency models
- Recognize how culture, identity, language, and lived experience influence communication, relationships, and service delivery
- Reflect on personal assumptions, biases, and perspectives and understand how they may impact interactions with others
- Identify systemic and structural factors that contribute to inequities and barriers in accessing services and supports
- Apply culturally and linguistically responsive communication strategies to promote understanding, inclusion, and trust
- Explore practical approaches for creating inclusive environments that respect and value diverse identities and experiences

**Target Audience:** Healthcare professionals, human services and social service staff, educators, direct support professionals, nonprofit and agency staff, caregivers, community advocates, supervisors, and community members working with or serving culturally and linguistically diverse populations.

**Program Length:** 1.5 hours

# 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 be 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, and community members.

**Program Length:** 1.5 hours

## Diversity, Equity, & Inclusion: The Foundation

**Description:** This foundational training provides a clear, practical introduction to Diversity, Equity, and Inclusion (DEI), focusing on understanding core concepts beyond politics or performative initiatives. Participants will explore what DEI means, why it matters across systems and settings, and how it influences relationships, decision-making, organizational culture, and community outcomes.

Through interactive discussion and guided reflection, participants will examine implicit bias, explore how bias can impact interactions and environments, and begin developing a DEI mindset rooted in awareness, accountability, and respect. The session emphasizes that DEI is not a one-time initiative, but an ongoing practice that supports inclusion, reduces stigma and discrimination, and fosters environments where individuals feel valued and supported. Content can be adapted to reflect workplace dynamics, community contexts, or service-based environments, making this training suitable for a wide range of audiences and settings.

**Objectives:**

- Develop a foundational understanding of Diversity, Equity, and Inclusion and how these concepts apply across systems and environments
- Explain the importance of a DEI mindset and how it contributes to inclusive, respectful, and effective communities and workplaces
- Define implicit bias, recognize how it develops, and identify ways bias can influence perceptions, decisions, and interactions
- Reflect on personal perspectives and assumptions in a way that promotes growth, empathy, and accountability
- Identify opportunities to reduce stigma, discrimination, and barriers to inclusion within professional, organizational, and community settings
- Explore strategies for engaging in meaningful conversations that support equity, understanding, and positive change

**Target Audience:** Professionals, supervisors, healthcare and human services staff, educators, community leaders, nonprofit and agency staff, caregivers, students, and community members seeking a foundational understanding of Diversity, Equity, and Inclusion.

**Program Length:** 2 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

## 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

## Substance Use, Addiction, & Prevention

Trainings in this category focus on education, prevention, treatment, and recovery related to substance use.

### 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

## 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

## Modern Marijuana: Potency, Risks, and Realities

**Description:** For decades, marijuana has often been viewed as a relatively harmless—or even beneficial—substance. Many people still associate it with the low-potency products common in past decades. However, today’s marijuana products differ significantly in potency, formulation, and methods of use. Increased THC concentrations, new delivery methods, youth-focused trends, and evolving marketing strategies have transformed marijuana into a substance with greater potential risks and unintended consequences.

This training examines the evolution of marijuana over time, including how products have changed and how THC affects the brain and body. Participants will explore short- and long-term effects, current laws and policy considerations, signs of problematic use, and steps to take when someone may be struggling with marijuana misuse or addiction.

**Objectives:**

- Describe the marijuana plant and the primary chemicals it produces
- Explain the effects of THC on the brain and body and distinguish between THC and CBD
- Identify signs of concerning marijuana use and potential addiction

- Discuss how marijuana products and social perceptions have changed over time
- Identify current laws related to marijuana use and how they have evolved
- Describe appropriate next steps when a loved one may need support for marijuana addiction

**Target Audience:** Parents, caregivers, educators, school staff, healthcare professionals, youth workers, community organizations, mental health professionals, and anyone working with or supporting adolescents and young adults.

**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

## 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.
- 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 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-5, 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

## The Prescription Opioid and Heroin Crisis

**Description:** Join us for a comprehensive, compassionate training designed for professionals who work with individuals affected by opioid use disorder, as well as community members who may be in recovery themselves. We'll explore critical issues surrounding drug overdose rates in the U.S.—with a focus on Pennsylvania—while addressing the factors contributing to the opioid crisis and the Commonwealth's responses. Participants will gain practical tools, stigma-reducing strategies, and knowledge to better support those affected by opioid use disorder and to strengthen recovery-oriented communities.

### Objectives:

- Review current drug overdose death rates and related statistics in the U.S. and Pennsylvania.
- Identify key factors that contributed to the prescription opioid and heroin crisis and summarize the Commonwealth's response efforts
- Recognize the impact of stigma and language on individuals with opioid use disorder and apply trauma-informed, person-centered approaches when engaging with affected individuals.
- Discuss evidence-based pain management alternatives – including, where appropriate, medical marijuana – and evaluate harm reduction strategies that support recovery.
- Locate and utilize relevant community resources, treatment options, and support networks for individuals, families, and professionals addressing opioid use disorder.

**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

## Grief, Loss, & End-of-Life Care and Planning

*Trainings in this category focus on supporting individuals, families, and professionals through grief, loss, and end-of-life considerations.*

### 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

## 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

## 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

## 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 protect 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

## 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

## Families, Children, & Education Systems

*Trainings in this category focus on supporting children, families, and caregivers through development, prevention, and system navigation.*

### 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 them 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

## 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, and social workers.

**Program Length:** 1.5 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

## Family Roadmap Series

(This is a 3-session series)

**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.

## 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

## 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 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

## Grandparents Raising Grandchildren Series

*(This is a 2-session series)*

**Description:** The *Grandparents Raising Grandchildren Series* is a two-part training designed to support grandparents and families navigating the complexities of raising grandchildren in today's world. Drawing from diverse generational lenses, this series explores the emotional, practical, and systemic challenges faced by grandparent caregivers while caring for children across developmental stages. Participants will examine family dynamics, changing parenting expectations, communication differences across generations, and the impact of stress, trauma, and societal changes on both grandparents and grandchildren. The series also addresses mental health considerations, educational systems, routines, and coping strategies that support healthy family functioning. Through guided discussion, practical strategies, and shared resources, participants will gain tools to strengthen family relationships, establish effective routines, reduce stress, and better support grandchildren's emotional, social, and educational needs.

### Objectives:

- Recognize the unique challenges and strengths of grandparents raising grandchildren across diverse generational perspectives
- Understand how societal, cultural, and developmental differences influence family dynamics and caregiving roles
- Identify strategies to establish effective routines, boundaries, and communication within multi-generational households
- Explore the impact of stress, trauma, and life transitions on both grandparents and grandchildren
- Learn practical tools to support children's emotional well-being, mental health, and social re-engagement
- Access resources and strategies to navigate education systems and changing expectations for youth and families
- Apply stress-management and self-care practices to promote resilience for grandparent caregivers



**Target Audience:** Grandparents raising grandchildren, family caregivers, parents in multi-generational households, social workers, counselors, educators, healthcare providers, and professionals supporting kinship and grandfamilies.

**Program Length:** Two sessions, 1.5 hours each

## 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 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

## The Truth About Vaping

**Description:** Vaping has become increasingly common among children and teens, particularly in school and community settings. These products often contain high levels of nicotine and other substances that pose serious health risks, especially to developing brains and bodies. Despite common misconceptions, vaping is not a harmless alternative to traditional tobacco use. This training provides an overview of what vaping is, the health and behavioral risks associated with it, and how it compares to traditional nicotine products. Participants will also learn how to recognize warning signs of vaping use and explore practical strategies for addressing vaping with children and teens in a proactive, informed, and supportive way.

### Objectives:

- Define vaping and explain how vaping devices work

- Identify the health risks associated with vaping, including nicotine dependence
- Recognize common warning signs that a child or teen may be using vaping products
- Understand current regulations and ongoing research related to vaping safety
- Apply age-appropriate strategies for discussing vaping and prevention 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 children and teens.

**Program Length:** 1 hour

## Starting the Conversation: How to Talk to Your Kids About Drugs

**Description:** Research shows that conversations about alcohol and other drugs should begin early—often by elementary school age—yet many adults feel unprepared to know what to look for or how to start these discussions. As substance trends, products, and concealment methods continue to evolve, it can be challenging for parents, educators, and youth-serving professionals to stay informed.

This training provides an overview of the most common substances of concern among children, teens, and young adults. Participants will learn to recognize signs and symptoms of use, understand short- and long-term risks, and identify products and concealment methods commonly used by youth. The training also offers practical guidance on how to check items safely and appropriately.

In addition, participants will explore age-appropriate strategies for discussing substance use, responding to common questions, and approaching conversations in a way that supports prevention, safety, and open communication.

### Objectives:

- Identify common substances of concern among children, teens, and young adults and describe their effects
- Recognize signs of substance use, including products and common concealment methods
- Identify concerning or addictive behaviors and determine appropriate next steps
- Apply age-appropriate strategies for addressing substance use with children, teens, and young adults
- Utilize practical tips and resources to support effective, ongoing conversations and respond to challenging questions

**Target Audience:** Parents, guardians, caregivers, foster parents, and adults responsible for supporting children and adolescents.

**Program Length:** 2 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

## 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

## 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

## 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 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

# Workforce Well-Being, Skills, & Communication

*Trainings in this category focus on supporting a resilient, skilled, and effective workforce.*

## 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:** 2 hours

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

**Description:** This training provides participants with a clear understanding of how addiction develops, the warning signs to look for, and the impact substance use can have on both the individual and their family. The training emphasizes the unique challenges faced by caregivers, offering practical coping strategies, communication tools, and stress-relieving practices to support both the caregiver and their loved one. Participants will also explore recovery options, enabling behaviors to avoid, and holistic resources to promote long-term well-being.

### Objectives:

- Explain how addiction develops in the brain and identify common substances and behaviors associated with addiction.
- Recognize the stages and signs of addiction and describe how substance use impacts both the individual and their family.

- Apply communication strategies, including active listening and person-first language, to effectively engage with a loved one experiencing addiction.
- Differentiate between supportive and enabling behaviors and identify practical steps to establish healthy boundaries.
- Implement coping strategies and self-care practices to reduce stress, promote resilience, and maintain caregiver well-being.
- Identify available treatment and recovery options, including professional supports, support groups, and holistic resources.
- Demonstrate stress-relieving practices (e.g., mindfulness, guided imagery, relaxation techniques) that can be incorporated into daily routines.

**Program Length:** 2 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

## Finding Your Voice: Self-Advocacy in Professional & Personal Settings

**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 become 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

## 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

## Grief and Trauma: Its Impact on Professionals

**Description:** This training explores the ways grief and trauma shape both personal well-being and professional practice. The session highlights the definitions, symptoms, and effects of grief and trauma, while addressing the overlap between the two. Participants will examine how these experiences can influence relationships, workplace performance, and mental health. The



training also emphasizes the importance of self-care, offering practical strategies for professionals to remain resilient while supporting others.

**Objectives:**

- Define grief and trauma and recognize their multidimensional impact.
- Identify the emotional, physical, and behavioral symptoms associated with grief and trauma.
- Discuss the intersection of grief and trauma in professional and personal contexts.
- Recognize the importance of self-care in preventing burnout and maintaining resilience.
- Apply strategies to embrace professional responsibilities while prioritizing personal well-being.

**Target Audience:** Healthcare professionals (nurses, social workers, counselors, physicians, and allied health staff), human services and behavioral health providers, educators and school staff, caregivers, peer support specialists, community workers, and any professionals working with individuals or families affected by trauma and loss.

**Program Length:** 1.5 hours

## Managing Difficult Interactions in Professional and Public Roles

**Description:** This training focuses on addressing the challenging behaviors encountered in professional and public-facing roles. Participants will learn practical strategies for effectively managing difficult behaviors in various interactions, whether in person or over the phone. Key concepts include identifying types of challenging behavior, understanding common reactions, and fostering productive communication in diverse scenarios.

**Objectives:**

- Understand personal reactions to challenging behaviors and how these influence management strategies.
- Develop practical skills for managing challenging behaviors both in person and over the phone.
- Identify common challenging behaviors and special considerations for specific populations.

**Target Audience:** Customer service professionals, administrative professionals, public-facing employees, nonprofit staff, caseworkers, outreach coordinators, volunteers, and professionals requiring phone-based communication.

**Program Length:** 2.5 hours

# Mastering the Art of Professionalism

*Approved for 3.0 Nursing Credits*

**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 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

## 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

## Stillness Within: Exploring Meditation & Mindfulness

**Description:** In our fast-paced and often overwhelming world, finding moments of peace and clarity can feel like a distant dream. This mindfulness course provides a practical and accessible way to cultivate presence, reduce stress, and enhance overall well-being. Through guided meditations, gentle movement exercises, and other mindfulness techniques, participants will learn to develop internal awareness by observing thoughts and feelings without judgment, fostering a deeper connection with their inner selves. The course teaches methods to anchor oneself in the present, calming the mind and body while reducing reactivity and navigating emotions with greater ease. Participants will also enhance their emotional regulation, building resilience to respond to life's challenges with awareness. Additionally, the course emphasizes cultivating self-compassion, encouraging a kinder and more supportive inner dialogue, and provides strategies for integrating mindfulness into everyday life. Benefits of this program

include improved focus and concentration, enhanced emotional regulation, increased self-awareness and self-compassion, and a greater sense of peace and well-being.

**Objectives:**

- Define mindfulness and explain its core principles.
- Recognize and describe various meditation techniques.
- Identify common obstacles to mindfulness practice.
- Practice guided meditations, including breath awareness and body scanning.
- Learn to bring attention back to the present moment when the mind wanders.
- Develop and sustain regular mindfulness practices.
- Understand the importance of mindfulness as a tool for self-care and well-being.

**Target Audience:** Healthcare Professionals

**Program Length:** 1.5 hours

## Stress Management: The Key to Coping

**Description:** This interactive training focuses on increasing participants' understanding of stress and how it affects mental, emotional, physical, and behavioral well-being. Participants explore what stress is, common stress responses, and factors that contribute to stress in daily life, including work demands, life transitions, and decision-making pressures. The training also examines how unmanaged stress can impact relationships, workplace functioning, and overall quality of life. Emphasis is placed on practical coping strategies, stress-reduction techniques, and the role of self-care in maintaining balance. Participants leave with realistic tools they can apply immediately to better manage stress and support personal and professional well-being.

**Objectives:**

- Define stress and distinguish between positive (eustress) and negative (distress) forms of stress.
- Identify common physical, emotional, mental, and behavioral responses to stress, including personal warning signs.
- Recognize factors that make situations stressful, including life transitions, lack of control, and perceived demands.
- Examine the impact of stress on decision-making, relationships, and workplace functioning.
- Apply practical coping strategies and stress-reduction techniques to better balance personal and professional responsibilities.
- Understand the value of self-care and how it supports long-term health, resilience, and quality of life.

**Target Audience:** Caregivers, human services professionals, direct support professionals, social service and behavioral health staff, healthcare workers, parents and family members,

individuals experiencing personal or workplace stress, community members seeking practical stress-management tools

**Program Length:** 1.5 hours

## The Power of Positivity: How to Drop Negative Thoughts

**Description:** This engaging and research-based session explores how positive thinking and optimism influence emotional well-being, mental health, and overall resilience. Participants will examine the connection between mindset and behavioral health, learning how conscious awareness and intentional thought patterns can reduce stress, improve coping, and enhance quality of life. Drawing from psychological research in cognitive-behavioral and mindfulness practices, the training provides practical strategies to recognize and reframe negative thinking while fostering self-compassion, balance, and emotional stability. Through interactive reflection and discussion, participants will leave equipped with tools to support themselves and others in building a more positive, mentally healthy outlook.

### Objectives:

- Describe the relationship between positive thinking, mental wellness, and behavioral health outcomes.
- Identify common forms of negative thinking and their impact on mood, stress, and behavior.
- Apply research-based strategies such as cognitive reframing, mindfulness, and gratitude to counter negative thoughts.
- Practice self-awareness techniques to promote optimism, resilience, and emotional regulation in daily life.
- Develop an individualized action plan for integrating positive practices into professional and personal routines to support sustained mental wellness.

**Target Audience:** This training is designed for professionals and caregivers in the human services, healthcare, and behavioral health fields, as well as community members interested in improving their mental well-being. It is especially beneficial for individuals experiencing compassion fatigue, stress, or burnout, and for those who provide support to populations at risk for behavioral health challenges. The content is accessible, practical, and applicable to both workplace and home environments.

**Program Length:** 2 hours

## 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 stages of life. Participants will explore strategies for planning, setting goals, and preparing for potential challenges associated with transitions. Emphasis will be placed on

fostering healthy conversations 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

## 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

# Vicarious Trauma: Impact to the Helpers

*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

## **Interactive and Experiential**

*Trainings in this category focus on learning through participation, experience, and engagement.*

### **Dementia Live™ Simulation**

**Description:** This immersive 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.



## 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).

## 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

## 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. *Can be adapted for teams and staff.*

**Program Length:** Typically presented as a 6-session series with one session being held biweekly or monthly. Each session is 1 hour (Can be held as a standalone session)

## FlashBack

*Typically paired with **Wits Workout**.*

**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 icebreaker for any audience.

**Program Length:** 15-30 minutes

## LEGO® SERIOUS PLAY® Experience

*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 older adults. *Can be adapted for teams and staff.*

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

## 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:** 6-session series. One session is held biweekly or monthly. Each session is 1.5-2 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