Trainings offered:

Trauma Informed Practice - 1.5 hour training

This training uses research to examine what happens within a person's body and brain when they experience trauma and how that may lead to those trauma responses resurfacing even years later. The training looks at what kind of behaviors we may see from a child or adult who has experienced past trauma, how and why it's critical to view these behaviors through a trauma-informed lens, and how we can help support people experiencing a trauma response appropriately within our role. We also talk about burnout and secondary trauma, and how to avoid that as people working in caregiving fields. This training can be offered in person or virtually.

Adverse Childhood Experiences - ACES (Certified trainer) - 2 hours of training

This training looks at how trauma impacts a developing brain and how those impacts can show up in health and behavioral outcomes later in life. It also discusses resiliency factors and how we as professionals can bolster resiliency in the people we work with. This training can be offered in person or virtually.

Bridges Out of Poverty (Certified trainer) - 6-7 hours of training

This course helps participants better understand some of the causes and conditions of poverty, looking more deeply at these concepts and how they apply to the people we work with. This training defines resources more broadly and looks at the different types of resources that families need to have access to beyond financial resources. It can also help understand how a person's mindset, understanding of social rules, and access to resources and social capital can help them move out of poverty. This training is best offered as an in-person format but can be done virtually if needed. There is an optional participant manual that can be purchased for an additional cost.

Strengths Finder (Certified Strengths Coach) - 2 hour training

Gallup Strengths Finder is an assessment and training to help identify your top 5 naturally occurring strengths and how you can best utilize those to be more successful and impactful in your personal and professional life. It also includes a team grid and training around how to use strengths to build stronger, better functioning teams. This training includes each participant taking an individual assessment prior to the training. Individual and team reports will be printed and provided to participants at the time of training. This training is preferably done as an in-person event but can be done virtually with smaller teams.

Working Genius (Certified facilitator) - 1.5 hour of training

This training involves participants taking an assessment prior to the training. This assessment and training helps individuals and teams to understand their natural working styles, particularly in relation to how they work within a team. It will give insight into participants' most natural role in a team and how they can utilize those skills to feel more energized and fulfilled at work. This training is best done with teams or departments that work together, as it can provide insight into how teams operate and how to make their communication and processes more efficient. This training is preferable as an in-person training format.

Family Centered Coaching (Certified facilitators) - 9 hours of training

Family Centered Coaching is an approach to working with families in a way that is trauma informed and client directed. It acknowledges the importance of the entire family unit and the roles that people play within that family. This training includes practical, easy to implement tools to

personalize and use with families to deepen your understanding of the family and what their goals are. This is done in an in-person training format due to the highly interactive nature of this curriculum.

Motivational Interviewing (Certified facilitators) - 10-12 hours of training - 2 trainers

Motivational Interviewing (MI) teaches participants how to use the spirit and skills of MI to help build rapport, resolve ambivalence, engage with change behavior, and de-escalate resistance. MI is a best practice approach to working with individuals across many fields of practice. This is a highly interactive workshop where participants learn and practice the skills to be able to confidently apply them when they leave. This is offered as an in-person workshop due to the highly interactive nature of this curriculum.

Advanced Motivational Interviewing (Certified facilitators) - 8 hours of training - 2 trainers

Advance MI builds on the first two-day MI training by reviewing and practicing the skills in increasingly complex ways, as well as incorporating in some additional MI skills and practices. The full two-day MI training MUST be completed prior to taking the Advanced workshop. This is offered as an in-person workshop due to the highly interactive nature of this curriculum.

Results Oriented Management and Accountability (ROMA) (Certified trainer) - 2-6 hours of training

This training looks at the cyclical process of ROMA that Community Action agencies use in their assessment, planning, and reporting processes. It does a deep dive into the method of assessing the community, using that data to inform program planning, implementation of programs, and analyzing the impact data to ensure accountability with funders as well as keeping outcomes at the forefront of the agency's attention. This can be offered in-person or virtually, and can be modified to be a shorter overview of the materials or refresher, or a full 6-hour training. (There is no charge for this training for other Community Action Agencies)

Intercultural Development Inventory (IDI) (Certified facilitator) - 1.5 hour group session + 30 minute debrief per participant

This training involves each participant taking an assessment prior to the training. The IDI assessment is a tool to help participants understand their comfort and skill level in interacting with people of different cultural groups. This training will define the 5 mindsets within the IDI framework and where the areas of strengths, challenge, and development exist for each of the 5 mindsets. This training consists of a group debrief that is 60-90 minutes long, then a one-on-one debrief with each participant to go through their individual assessment results. Each participant also receives an Intercultural Development Plan which is a workbook with guided exercises aimed at increasing intercultural competency. This can be offered in-person or virtually.

Customer Service - 2- 3 hours of training

This training looks at how we approach customer service as an agency, including both internal and external customers. It includes discussion around relevant case studies to apply the concepts taught.

Other:

Poverty Simulation (Certified Facilitators) - 3 hours for event, plus hour for set up and 30 minutes for tear down

This is a facilitated event that takes participants through a month of experiencing poverty through role-playing real life family scenarios. This is a highly impactful experience that helps

participants understand the barriers that families face when trying to simply survive when resources are limited. To host a Poverty Simulation, a large, open space is needed that can be set up with tables and chairs, and a group of 30-80 individuals to participate.