



Catalog of Services

- Training Courses
- Needs Assessment
- Technical Assistance
- Curriculum Development
- Evaluation

The Training Institute of National Development Research Institutes

Training Plans

The TI provides three different kinds of training plans – *Standard*, *Intensive*, and *Intensive Plus* – each with different levels of intensity in the client-vendor partnering relationship. Each plan views client agencies/programs as the experts on their staff, staff experience, and their staff needs. The TI works in collaboration with client's to identify these needs and design a work plan that helps to meets them.

Standard Plan:

The TI has developed, over its long history, an efficient method for diagnosing training needs and designing a work plan to meet those needs in a cost-effective manner. The *Standard Plan* includes four phases: 1) needs assessment, 2) work plan design, 3) delivery of work plan courses, and 4) evaluation.

Needs assessment includes interview, either over the phone or in person, with the key client contact.

Work plan design is a collaborative process negotiated between the key client contact and the TI Program Manager. The work plan is designed based on a balance of need and budget and includes: a number of courses, selection of course subject matter for each training, length of each course, the need for and extent of tailored content on a course by course basis, the use of on-site training space or NDRI's training room, and the dates of the deliveries. Work plans are designed from existing courses as shown in this *Course Catalog* or created as part of a curriculum development plan. Additional courses are added to the course catalog throughout the year depending on new and emerging subjects in the field. Courses can also be tailored to meet the needs of the client's staff. Extensive *tailoring* on any individual course will require an additional fee. New courses can be developed (either "course frames" or "full narrative curriculum") for additional fees. The TI Program Manager then selects trainers based on expertise and availability and confirms delivery dates. At least 1 month lead-time is needed before beginning the deliveries on any work

plan. This allows adequate time for the scheduling of trainers and for confirming site availability.

Training Deliveries take place either on-site or at NDRI. Each delivery uses state-of-the-art technology up to the limits of the training space and the individual needs of the course material. A participant manual with a copy of all PowerPoint slides and additional relevant materials (additional content handouts, articles, worksheets, and exercises) will be designed and given to each participant on the day of the delivery.

Evaluation in the *Standard Plan* includes a post-training satisfaction survey for each course, trainer narrative evaluation, and follow-up meeting, either in person or over the phone, with the key client contact at the completion of the training plan.

Intensive Plan:

The Training Institute has developed and field-tested a more intensive model of training needs assessment, work plan development, delivery and post-training evaluation. The *Intensive Plan* creates and requires a more intensive "partnering relationship" with clients leading to more in-depth *multidimensional* needs assessment, precise mutual development of tailored training work plans, agency/program sensitive delivery of trainings; and full evaluation of the TI package of trainings, delivered at a higher cost in both time and budget.

Needs Assessment: includes a multidimensional assessment conducted with each client agency/program. A face-to-face meeting with the Key Client Contact and other key staff is conducted by the TI Program Manager at their site. Assessment may also include a paper questionnaire, focus group(s) of staff, and additional meetings with key client contact and or other stake-holders. Needs assessment generally takes 2 weeks to one month to complete. A narrative report of the training needs "diagnosis" is generated by the Program Manager that is reviewed with the key client contact and which is subsequently used to develop the work plan which will address those needs.

Work Plan: The work plan is developed by the TI Program Manager and the key client contact collaboratively through telephone, e-mail and face-to-face meetings. The key client contact then forwards desired date and time options for training deliveries. This phase generally takes 1-2 weeks.

Training Delivery: The TI Program Manager then secures the best suited consultant from the TI consultant pool and matches them with agency temperament and need(s). The Program Manager works with and coordinates connections between training consultants, the key client contact and TI administrative staff to assure consistently high quality training delivery. Trainings are generally delivered over a 1-3 month time period.

Evaluation - During each training event pre and post assessments are conducted. Within one month of the completion of the full training work plan the key client contact, other key staff and the TI Program Manager meet to discuss data collected which includes pre and post test assessment findings and may also include data from a post-work-plan focus group and or additional paper questionnaires. Remaining and additional unmet needs are also explored at this time. Evaluation is ongoing and is completed at the final evaluation meeting.

Total duration of *Intensive Plan* partnership varies depending on multiple factors such as number of trainings in the work plan, number of staff to be trained and available training dates. Additional fees may be charged for extensive tailoring of courses and or development of new curriculum in either the “course frames” or “full narrative curriculum” formats as per the *Standard Plan*.

Intensive Plus:

Includes all of the services in the *Intensive Plan* with the addition of one or both of the following additional evaluation components: 1. Content evaluation of the curriculum, and 2. a Two-Month follow-up.

The *content evaluation* of the curriculum is an evaluation of knowledge gained using a pre test and a post test. The questions will be based on the learning objectives with the pre test providing a baseline of content knowledge and the post test a measure of knowledge gained.

The *two month follow-up* evaluation of the completed training work plan is an additional individual assessment that will look at what was and wasn't successfully implemented after two months. The additional evaluation will also identify benefits and barriers to implementation and additional needs based on practice. Knowledge and retention as a follow-up to content evaluation can also be achieved through this process. The follow-up assessments are mailed by individuals to the Evaluator or submitted through the internet via Survey Monkey. The data is analyzed and a final report is reviewed with the client by both the Evaluator and the Program Manager.

Technical Assistance & Capacity Building

The TI has an extensive history of working collaboratively with local, state, and international organizations providing technical assistance and capacity building. TI staff partner with clients to assess needs, define initiatives, and concretize achievable work plans. Technical assistance and capacity building initiatives span a wide range of areas: staff skill development/enhancement, program design and

implementation, and organizational planning. The TI team helps agencies and organizations of all sizes reach their defined goals and plan futures. To arrange a technical assistance consultation, contact Joseph Lunievicz, BA, RYT, Director, Training Institute.

Curriculum Development

New curriculum can be created specifically for client agency/program staff. There are two types of curriculum that can be developed: *Course Frames* and *Full Narrative Curriculum*.

Full Narrative Curriculum:

Full Narrative Curriculum consist of: a short course description; a trainer outline made up of course goals and learning objectives, brief content outline, time frames, and training formats for each section; a full module by module narrative with both content and trainer notes, fully annotated; PowerPoint slides; and a corresponding participant manual. The development of a Full Narrative Curriculum follows an extensive 14-step curriculum development process.

The completed narrative curriculum includes:

- Trainer Manual (trainer outline, full content narrative, trainer notes, PowerPoint, additional materials and resources module by module)
- Participant satisfaction evaluation
- Participant Manual

Course Frames:

Course Frames consist of: a short course description; a trainer outline made up of course goals and learning objectives, brief content outline, time frames, and training formats for each section; PowerPoint slides; an explanation of exercises with trainer notes in the Notes Page format of the PowerPoint document; and a corresponding participant manual. The development of a Course Frame follows an 8-step curriculum development process.

1. Select the writing team which will consist of a writer with expertise in the subject matter and the TI Program Manager.
 2. Develop, in collaboration with the client representative(s) an overall course goal, course goals and learning objectives.
 3. Complete the trainer outline.
 4. Complete a first draft of the PowerPoint.
 5. Conduct a course walk-through with client representatives.
 6. Write a second draft with adjustments from the walk-through and add in trainer notes on each page with an explanation of each exercise.
 7. Pilot the course with a sample target audience.
 8. Write final draft based on feedback from pilot.
- Creating a Course Frame Curriculum can take 1-3

months depending on the length of the course and the content matter.

Training of Trainers

Training of Trainers (TOT) workshops on NDRI courses can be provided for groups of trainers at three different levels: 1) Trainers with little experience as trainers and little or no experience in the content area, 2) Trainers with experience as trainers and little or no experience in the content area, and 3) Trainers with experience as trainers and experience in the content area.

Level 1 Training of Trainers:

Level 1 is the most extensive training provided. It provides one day of training in presentation skills, a full run-through of the training itself (length depends on length of training; for example a 6 hour training would be provided for a six hour curriculum), an second run-through with a focus on goals/learning objectives of each module, training flow and transitions, and the mechanics of the experiential exercises (length is usually half the length of the course; for example a 6 hour training would need 3 hours), an additional half day to allow participants to prepare presentations for the following day, and one day for participants to practice training a fifteen minute segment with full critique from peers and the trainer. This level of TOT is limited to a 16 participants and requires 2 trainers. A 6-hour course would therefore require a 4-day TOT.

Level 2 Training of Trainers:

Level 2 is directed at the experienced trainer with limited background in the subject matter of the curriculum. It provides the same services as Level 1 minus the initial 1-day presentation skills workshop. This level of TOT is also limited to 16 participants and requires 2 trainers. A 6-hour course would therefore require a 3-day TOT.

Level 3 Training of Trainers:

Level 3 is directed at the experienced trainer with sufficient background in the subject matter of the curriculum. It provides a run-through (length is usually the length of the course; for example a 6-hour training would need six hours) with a focus on goals/learning objectives of each module, training flow and transitions, and the mechanics of the experiential exercises. This level of TOT is limited to 30 participants and usually, depending on the length of the training (6-hours or under) requires only 1 trainer. A 6-hour course would therefore require a 1 -day TOT.

Who to Contact:

For more information about individual services and/or pricing on fee-for-service work, contact:

For Training, Curriculum Development and TOT

- Joseph Lunievicz, BA, RYT, Director, Training Institute (212) 845-4565
- Mary McCarty-Arias, MA, CRC, Program Manager (212) 845-4594
- Diana Padilla, Program Manager (212) 845-4564

For Evaluation:

- Lloyd Goldsamt, PhD., Evaluator (212) 845-4468

Certificates:

Certificates are awarded at the conclusion of each course. Participants in training programs are expected to be present for the entire session. Each participant who completes all the requirements of the program receives a certificate from the Institute certifying that completion.

Accreditation:

The Training Institute of NDRI is certified by the New York State Office of Alcohol and Substance Abuse Services (OASAS) as an Education and Training Provider, number 0115.

Look for ♦ next to title of courses identifying which are accredited for CASAC/PPP/CPS hours.

On-Site Training:

All courses listed below can be conducted either on site at NDRI or at your agency. Additional costs may be incurred for travel out of the New York metropolitan area.

Manuals:

All course deliveries include manuals with up to date information about the subject matter for each participant.

Course Listings:

Following is a list of courses grouped by subject categories that are currently offered at the Training Institute. Modifications in length and or content can be made to meet specific, identified needs.

Key to Course Descriptions:

Course Listing Table of Contents

<u>Title</u>	<u>Page</u>
Substance Abuse Courses	5
Mental Health & Co-Occurring Disorders	5
Lesbian, Gay, Bisexual & Transgender Issues	6
Individual Counseling & Case Management	7
Group Counseling	9
Family and Adolescent Issues	10
Cultural Competency	10
Outreach & Prevention	11
Domestic Violence	11
Vocational Counseling	12
Medication Treatment Issues	12
Research & Evaluation	12
HIV/AIDS	13
Faculty	16

COURSE LISTINGS

SUBSTANCE ABUSE

Overview of Substance Abuse: ♦ (6, 12hrs)

This course addresses the Bio-Psycho-Social implications of alcohol, tobacco and other drug (ATOD) use, abuse, and dependence. Key concepts include ATOD use and abuse; basic pharmacology; the effects of psychoactive drugs on neurochemistry; drug specific treatment/prevention issues and strategies. *Class size: unlimited.*

Understanding the ASAM Patient Placement

Criteria: (3hrs) The American Society of Addiction Medicine's (ASAM) Patient Placement Criteria (ASAM PPC-2R) is the most widely used and comprehensive national guidelines for placement, continued stay and discharge of patients with alcohol and other drug problems. This workshop will provide an overview of the six dimensions of the ASAM PPC-2R and how it is used to assess appropriate levels of treatment service and care. *Class size: limited to 30.*

Treatment Models and Modalities: (3hrs)

This workshop explores the historical substance abuse treatment philosophies and the modalities that have evolved. A review of the current bio-psycho-social continuum of care will be examined. Interventions reviewed include Harm Reduction, Detoxification, Individual/Group Strategies, Cognitive-Behavioral, Life Skills, Acupuncture, Relapse Prevention and Aftercare. *Class size: unlimited*

Principles of Self-Help in the Treatment of Alcohol and Other Drug Dependence: ♦ (6hrs)

The treatment of alcohol and other drug dependence relies heavily on self-help groups such as Alcoholics Anonymous and Narcotics Anonymous. This workshop explores the use of Twelve Step and other types of self-help programs as either the basis of treatment or as an adjunct to treatment. It discusses the problems of resistance to self-help groups and provides strategies for increasing compliance with them. The workshop will also help counselors to find alternative ways to fulfill the purpose of self-help programs in their treatment plans. *Class size: limited to 30.*

Nutrition, Addiction and Health: ♦ (3, 6hrs)

This course will increase the counselors knowledge of the connections between nutrition and addiction/relapse; including the connections between foods and neurochemistry, signs and symptoms of food allergies/addictions, and which foods to remove from a diet and why. *Class size: unlimited.*

Heroin Update: ♦ (3hrs)

The wider availability of high quality heroin has raised a number of treatment issues. This course will focus on opioid use, pharmacology, and toxicology. The unique attributes of opioids, models of opioid addiction and their implications for treatment will be emphasized. *Class size: unlimited.*

Cocaine: Pharmacology, Effects and Treatment: ♦ (6hrs)

This course addresses the Bio-Psycho-Social ramifications of cocaine use, abuse, and dependence. Neuro-behavioral stages of recovery, treatment strategies, relapse issues, the alcohol connection, and treatment planning skill practices will be covered. *Class size: unlimited.*

Women, Alcohol, and Other Drug Abuse: Issues in Pregnancy, Parenting, and Recovery: (6hrs)

This one day course will increase knowledge about the interaction between women, pregnancy, HIV, and alcohol and other drug use. It will include statistics, values clarification, and special issues for women around substance use. It will also describe the impact of substance use on the fetus and review effects on infants and children. *Class size: limited to 30.*

Overdose Prevention: 3hrs

There are more fatal heroin overdoses each year in New York City than homicides or suicides. Many of these deaths are preventable- users and their families and friends can learn how to prevent, recognize and respond to overdoses. It is also legal in New York State for non-medical people to use prescribed naloxone for the purpose of preventing a potentially fatal overdose. In addition to learning the essentials of preventing overdose deaths participants will also learn the epidemiology and physiology of opioid overdose and how to implement a NYSDOH-compliant overdose prevention program. Participants will also be certified as Trained Overdose Responders. *Class size: limited to 30.*

MENTAL HEALTH & CO-OCCURRING DISORDERS

Overview of Mental Illness: (3, 6hrs)

This course is designed to orient service providers to mental illness in order to be able to make effective referrals to mental health services. Topics to be covered include: overview of common psychiatric disorders, overview of mental health service delivery systems and overcoming barriers to mental health care. *Class size: unlimited.*

Introduction to Co-Occurring Disorders: (3, 6hrs)

Statistics show that the correlation between substance abuse and mental illness is high. This course will focus on terminology, prevalence rates, and special issues. It will also include DSM-IV TR criteria for substance abuse, symptoms of psychosis, common dual disorder combinations, and assessment. *Class size: unlimited.*

Co-Occurring Disorders: Advanced Practice: (3, 6hrs)

This course will provide advanced information on mental illness and chemical abuse. It will include criteria for determining differential diagnosis and assessment, the impact and influence of substances on psychopathology, and appropriate treatment planning and interventions. *Class size: unlimited.*

Mental Health Assessment and Treatment Skills for Counselors: ♦ (6hrs)

This course will focus on the major mental health disorders that present in most clients in substance abuse and HIV/AIDS treatment settings. Participants will learn how to recognize the essential aspects of these disorders, how to conduct mental health assessments, and how to work effectively with this population. *Class size: limited to 30.*

Prescription Medications and Street Drugs: (3hrs)

For many people with dual disorders, mixing prescription drugs with street drugs is a major problem. This course will focus on prescribed medications including anti-psychotics, anti-depressants, and anti-anxiety drugs. It will also examine potential problems of drug combinations including potentiation, reduced effectiveness, and other possible harmful side effects. *Class size: unlimited.*

Mental Health and Latinas: A Cultural Approach to Identification, Assessment, and Treatment: (3 hrs)

Mental Health is a prevalent issue with Latina clients in drug treatment. Recognition and assessment of mental health issues with Latinas is of major concern, particularly when you consider how Latino cultural syndromes can lead to inappropriate referrals. Latina culture impacts on client's perception of mental illness and can lead to resistance to care. This workshop will discuss Latina cultural issues that often impact on the access of mental health services as well as evidence based practices that practitioners can use to effectively work with the Latina community. *Class size: unlimited.*

Latinas and Depression: ♦ (3hrs)

While many people share common symptoms of depression, people of different cultures experience and express these symptoms in different and specific ways. This workshop will explore how Latinas in particular experience and express their symptoms of depression, and look at how immigration patterns and displacement

of Hispanic groups can contribute to it. *Class size: unlimited.*

Women and Mental Health: (6hrs)

Women with varying cultural and ethnic backgrounds experience mental health and mental illness differently. This workshop will explore how these differences are expressed by women and interpreted by mental health practitioners. *Class size: limited to 30.*

LESBIAN, GAY, BISEXUAL & TRANSGENDER ISSUES**Lesbian, Gay, Bisexual & Transgender (LGBT)****Overview & Practice Skills: ♦ (3, 6hrs)**

This course will increase awareness about sexual orientation, gender identity, and how personal biases impede care and identify how to develop an environment that is LGBT user effective. *Class size: generally limited to 30; can be adapted for larger groups.*

Homophobia – Reducing the Risk and Harm:**♦ (3, 6hrs)**

In this course participants will define the various types of homophobia, identify the impacts of homophobia and develop individual and organizational strategies to reduce the harms and risks of homophobia. *Class size: generally limited to 30; can be adapted for larger groups.*

The A B Ts of Gender: ♦ (3, 6hrs)

Participants will explore the relationship between gender and sexual orientation, and the impact of gender stereotyping in different contexts. Participants will develop strategies to combat the impacts of gender stereotyping. *Class size: generally limited to 30; can be adapted for larger groups.*

Working with LGBT Clients in Treatment &**Recovery: ♦ (3, 6hrs)**

This course explores the intersections of sexuality, HIV status, sexual identity, and addictions and explores and identifies effective best practices working with LGBT people in treatment and recovery. *Class size: generally limited to 30; can be adapted for larger groups.*

Transgender – Effective Practice: ♦ (3, 6hrs)

Participants will gain insight into the transgender experience, explore personal values and beliefs, and develop skills to more effectively work with people from transgender communities. *Class size: generally limited to 30; can be adapted for larger groups.*

Coming Out as a Straight Ally: ✦ (3, 6hrs)

This course will define what it means to be a "straight ally," and will identify some of the unique challenges faced by straight allies in their personal and professional lives. Participants will develop strategies for becoming more effective straight allies. *Class size: generally limited to 30; can be adapted for larger groups.*

INDIVIDUAL COUNSELING & CASE MANAGEMENT

Counselor Training: Basic Skills: (6, 12hrs)

This basic course on counseling covers the following subjects: defining the helping relationship, development of active listening skills, development and refinement of empathic responses, dealing with conflict in feelings, and responding to client values and attitudes. This course is recommended for case workers/counselors new to the field and as a refresher course for experienced mental health professionals. *Class size: limited to 30.*

Counselor Training: Advanced Skills: (6, 12hrs)

Building upon the skills learned in the "Basic Skills" course, this course will focus on client resistance, techniques for reframing, strategies for working with client strengths, how to use genograms to map social support, nonjudgmental assessment and contracting/therapeutic goal setting. This course is for experienced counselors and or counselors who have taken the Basic Skills course. *Class size: limited to 30.*

Introduction to Case Management: + (6hrs)

This one-day training will provide participants with a basic understanding of the case management process. It will focus on an intensive step-by-step review of the purpose and best practices of case management and will include an examination of the goal planning process. Topics to be covered include: History and evolution of case management; Review and comparison of case management models; Distinction between case management and other forms of client interventions; nature and importance of goal planning; Components and relationship between steps of the case management process; Reasons and process for closure. *Class size: 30*

Case Management: Establishing Effective Relationships: (6hrs)

This follow-up to Introduction to Case Management, one-day training will provide participants with skills to establish effective partnerships with their clients. Topics to be covered include: Engaging and maintaining clients in the case management process; clarifying roles and responsibilities of clients and case managers; recognizing and following through on

clients' subtle hints, cues and inconsistencies regarding sensitive issues; using a strength-based approach in dealing with resistance; confronting clients in a respectful and effective manner; developing a variety of strategies to address clients' resistance. *Class size: 30*

Writing Effective Case Notes: ✦ (6hrs)

In this training, we will review the similarities and differences between progress and case notes. We will gain knowledge of how to write case notes that are clear, concise and in accordance with regulatory agencies. Participants will also be taught how to use correct grammar and spelling when writing case notes. *Class size: limited to 30.*

Cultural Diversity in Substance Abuse and HIV/AIDS: (3, 6hrs)

This course presents some of the issues, which define culture, and examines cultural norms, which impact on substance abuse and HIV/AIDS counseling for Latino and African-American cultures. This course will sensitize participants to cross-cultural counseling and provide the opportunity to practice skills, which will enable counselors to incorporate cultural norms into substance abuse and HIV/AIDS counseling. *Class size: unlimited.*

Addiction Counselor Ethics: ✦ (3, 6, 9, 12hrs)

This course will cover: definitions and discussions of ethical principles, transference and counter transference - their impact on the counseling relationship, the nature of the counselor-client relationship, ways to prevent unethical behavior and the avenues available to deal with them. *Class size: 30.*

Confidentiality around Substance Abuse: (3 hrs)

This course will look at confidentiality from the substance abuse perspective. It will define the law which determines substance abuse confidentiality, the history of the law, and how to follow the law at agencies. The course will review the forms that are necessary for releases of information of substance abuse. *Class size: unlimited.*

Using the Stages of Change Model with Substance Abusing Clients: (3, 6hrs)

This workshop will examine how the Prochaska and DiClemente stages of behavior change model can be utilized by treatment providers. Client assessment of "staging" along with appropriate "stage specific" counselor interventions encouraging behavior change will be reviewed. *Class size: unlimited.*

Assessment Interviewing: Working with the Addiction Severity Index: (6hrs)

The Addiction Severity Index (ASI) is one of the most widely used addiction assessment tools in this country. This course will focus on all aspects of how to use the ASI. Participants will practice administering the ASI and learn how to determine severity indexes in each section of the interview including medical status, employment status, drug/alcohol use, legal status, family history, social relationships, and psychiatric status. *Class size: limited to 30.*

Working Effectively with Active Drug Users: †(6 hrs)

This course will consider issues such as how to engage and retain clients in services, the core values of the street drug culture and culturally appropriate and sensitive services. It will also include ways to make it easier for clients to access services (including case management), harm reduction based case management services, assisting clients in making incremental changes in their behavior and how drug users measure their success. *Class size: 30*

Documentation for Treatment Planning: † (6hrs)

This course will enhance participant's understanding of individualized treatment planning and documentation. The function of the client treatment record, considerations in charting, generic elements of a client record, and identifying criteria for formulating appropriate treatment objectives will all be covered. Participants are encouraged to bring a blank treatment plan from their agency for use as a worksheet. *Class size: limited to 30.*

Entitlements Overview: (3, 6hrs)

This course offers an introduction to the broad range of entitlements available in New York State, including federal, state, and New York City-specific programs. Aimed at beginning case managers, the emphasis is on understanding the various programs, the forms needed to apply for benefits, benefits levels and means limits. *Class size: unlimited.*

Techniques for Working with Resistant Behavior: (3, 6hrs)

The term "resistant" has taken on a pejorative meaning in recent years. At best, clients labeled as such have been done a disservice. At worst, they have not been served at all. This course defines and addresses resistance in treatment more effectively than the more traditional approach. The training will provide a framework for understanding the source of resistance and a model for effectively working with clients who manifest it in the therapeutic process. *Class size: 30.*

Relapse Prevention: † (6, 12hrs)

This course uses a variety of methods, including skills practice, to increase the counselor's knowledge of relapse prevention/ intervention issues. The content includes stages of recovery, relapse indicators, conditioned cues, risk reduction techniques and planning for relapse prevention. *Class size: 30.*

Relapse Prevention for Women: † (3hrs)

This course explores special issues for women in recovery, which may impact upon their sobriety. The content includes risk assessment at different stages in recovery, conditioned cues (i.e. PMS), risk reduction techniques, and treatment planning. *Class size: unlimited.*

The Harm Reduction Model for Working with Substance Users: † (3, 6, 12hrs)

This course presents an effective model for working with substance users in the age of HIV, with particular attention to the user committed to long-term use. Utilizing lecture, discussion, role-plays and video, the course will examine the information necessary to understand drugs, drug use and drug users, the existing models of treatment, as well as Harm Reduction alternatives. *Class size: unlimited.*

The Theory and Practice of Motivational Interviewing: † (6, 12hrs)

Motivational interviewing is a therapeutic model for evoking and enhancing people's intrinsic motivation to change unhealthful behaviors that are inconsistent with their values and goals. In this workshop, participants will learn the techniques of motivational interviewing and how to apply them in their clinical work, particularly in the context of substance abuse treatment. *Class size: 30.*

African-Centered Motivational Interviewing: † (6, 12 hrs)

This course is based on two developments in substance abuse treatment: motivational interviewing and African-centered counseling. Motivational interviewing is designed to "go where the client is at" while African-centered counseling starts with the recognition that culture is highly relevant to people's everyday behavior. This course will include lectures and role-plays. *Class size: limited to 30*

Latino-Centered Motivational Interviewing: (6, 12hrs)

This course is based on two developments in substance abuse treatment: motivational interviewing and Latino-centered counseling. Motivational interviewing is designed to "go where the client is at" while Latino-centered counseling starts with the recognition that culture is highly relevant to people's

everyday behavior. This course will include lectures and role-plays. *Class size: limited to 30.*

Clinical Supervision: (3, 6, 12hrs)

This course will present the clinical aspects of supervision. The learning process will focus on the roles of supervision, effective management, staff development planning, ethical concerns, and the link between clinical supervision and evaluation procedures. *Class size: limited to 30.*

Crisis Trauma & Bereavement Issues (3,6hrs)

With the impact of the World Trade Center attacks still being felt by both service providers and the client population at large, this course will focus on the impact of trauma and its' short and long term bereavement issues. Signs and symptoms, critical incidents and PTSD will also be covered. *Class size: 30*

Stress Management Recovery: (3, 6, 12hrs)

Early recovery stages for clients with chemical dependency problems create changes and pressures, which generate stress. Counselors will become familiar with stress prevention and reduction techniques that they can integrate into the treatment planning process for their clients. This course uses a variety of methods, including group activities, self-analysis, and structured exercises. *Class size: limited to 30.*

Counselor Vulnerability and Burnout: (6hrs)

Counselors and service providers are susceptible to an accumulation of stress and burnout due to multiple workplace stressors including large caseloads, ever increasing job responsibilities, and limited supportive resources. This training will provide participants with a safe and supportive place to explore and discuss stress and recognize the signs and symptoms of burnout. By the end of this training, participants will develop an individualized self-care plan to prevent/treat burnout. *Class size: limited to 30.*

Professional Boundaries: (6hrs)

This one-day training will focus on skills, information and attitudes inherent in establishing and maintaining appropriate professional relationships with clients. Using skill building activities, case studies and didactic presentations, participants will have an opportunity to explore the importance of establishing clear boundaries with clients define the role of workers in establishing boundaries and practice effective interventions for working with clients who may violate appropriate boundaries. *Class size: limited to 30.*

Drug Treatment for Women Offenders: (6hrs)

This course addresses the treatment issues for women offenders who decide to "stop jailing" and start in recovery. The content includes: relapse prevention and stages of change, parenting and child custody,

criminality and addiction, domestic violence, modified encounter group techniques, and mandated vs. prison-based treatment options. *Class size: limited to 30.*

Working With Criminal Justice Clients (3, 6, 12hrs)

This course will help participants to understand the impact of alcohol and other drug abuse on the criminal justice system. Participants will also learn about different approaches and skills needed to successfully treat the criminal justice client including relapse and prevention as it applies to alcohol and other drug abuse criminal behavior. *Class size: limited to 30.*

GROUP COUNSELING

Group Facilitation Skills for Counselors: (6hrs, 12hrs)

This course uses a variety of methods, including skills practice, to present essential elements of effective group facilitation. At the end of this course, counselors will have increased knowledge of group dynamics and their role as a group facilitator. *Class size: limited to 30.*

Advanced Group Facilitation Skills for Counselors: (6, 12hrs)

This advanced training is designed to provide participants with the opportunity to apply their knowledge of group dynamics and theory to simulated group experiences. Feedback will be provided on demonstrated group skills and alternative approaches/interventions will be recommended in a format that combines both experiential and presentation style exercises. *Class size: limited to 30.*

Co-Facilitating Skills: (3hrs)

Today many organizations use two facilitators to run groups instead of one. There are both strengths and challenges unique to the co-facilitating relationship. This course will focus on providing the skills needed to establish an effective working relationship between co-facilitators. Identifying personal styles, communication problems, responsibilities and group format will all be discussed. *Class size: limited to 30.*

Abuse Survivors: A Group Model: (3hrs)

This course will provide prevalence data concerning physical/sexual abuse survivors in alcohol and substance abuse treatment programs. Adult behavioral indicators (i.e. PTSD), effects on the family, & treatment considerations will be discussed. A sexual survivor group model will also be examined. *Class size: unlimited.*

FAMILY & ADOLESCENT ISSUES

Alcohol & Other Drug Affected Family Systems: (6hrs)

This course uses a family systems approach to identify roles, rules, boundaries and other issues of families affected by alcohol and other drug dependence. Differences noted in families affected by different drugs (i.e. alcohol, cocaine, heroin) will also be covered. *Class size: unlimited.*

Children from Alcoholic & Other Drug Dependent Families: (3hrs)

This course addresses the Bio-Psycho-Social legacy of alcohol and other drug abuse. Risk factors, core issues, behavioral indicators and interventions will be covered. Implications for children, as well as, adult children in treatment settings will be included. *Class size: unlimited.*

Parenting in Recovery: (3, 6hrs)

Those in recovery often have a hard time understanding that getting sober is not enough. Unfortunately, having frequently been raised in dysfunctional families themselves; recovering people have had inadequate parenting role models. This course will assist counselors in helping clients to bridge the gap between the different demands of living in recovery and parenting in recovery. *Class size: limited to 30.*

Women, Alcohol and Other Drug Abuse: Issues In Pregnancy, Parenting and Recovery: (6hrs)

This course explores the effects of alcohol and other drug (AOD) abuse on women. The effects of fetal AOD exposure & implications for mother, infant & child will be addressed. Special issues for women in recovery & strategies for intervention will also be reviewed. *Class size: limited to 30.*

Working With Adolescents: ♦ (6hrs)

This course will cover counseling and substance abuse issues specific to adolescents. Topics will include a model of adolescent development, psychopathology in adolescence - DSM-IV, the dynamics of addiction, family dynamics, COSA issues, prevention and treatment strategies. *Class size: limited to 30.*

Group Work with Adolescents: ♦ (6hrs)

This workshop is designed to provide participants with an overview of issues that surface when working with adolescents in a group setting. Participants will learn effective facilitation strategies and will have the opportunity to implement them in a combination of presentation and experiential style activities. Participants will be expected to have some previous background in adolescent development and basic group dynamics. *Class size: limited to 30.*

Parenting for Prevention: (3hrs)

Contrary to contemporary myth, every youngster does not drink or use drugs, nor does every youngster “experiment.” What can parents actually do and say to children? Research demonstrates that parents have a great impact on their children’s attitudes and behaviors regarding alcohol and other drugs. Learn what works, what doesn’t work, and exchange ideas with other service providers and parents. *Class size: unlimited*

Adolescent Suicide: Issues and Impact: (3, 6hrs)

This course addresses suicide prevalence, issues in adolescent development, and the neurochemical basis for adolescent depression and suicide. Assessment of lethality for suicide and strategies for prevention, intervention, and post intervention are included. *Class size: unlimited.*

Parent and Community Organizing: (3hrs)

This course will provide participants with an overview of the possibilities, frustrations and how-to’s of organizing parents around substance abuse involvement, and school improvement issues. With facilitation provided by an experienced parent trainer, participants will learn what motivates and hinders parents in getting involved in school or district-wide issues and how to create a sense of ownership of a project by parents. *Class size: unlimited.*

CULTURAL COMPETENCY

Cultural Proficiency for Treatment Providers: (3, 6hrs)

This training will help participants gain an understanding of how a client’s cultural experience impacts on their motivation to stop using drugs and successfully complete a treatment plan. Participants will learn to distinguish between different terms used for culture; explore perceptions of motivation and how culture influences behavior. *Class size: unlimited.*

Cultural Competency in Treatment: (3hrs)

This workshop will explore the connections between client centered cultural data collection, treatment matching, and staff diversity with improved outcomes in reducing risky behavior, improved retention, and graduation rates from social service programs. *Class size: unlimited.*

LGBTQ Youth and Culture: Best Practices: (3hrs)

The odds are good that your juvenile drug court has lesbian, gay, bisexual, or transgender participants whether you know about them or not. From a cultural perspective effectively individualizing treatment for an LGBTQ youth will require accurate assessment and heightened sensitivity to both their needs as LGBTQs and accessibility issues of the treatment system. This

workshop will cover definitions, values, and drug treatment issues with the hope of improving practitioner sensitivity and knowledge base about this important treatment population

Cultural Issues to Consider when Working with Latino Clients: ♦ (3hrs)

This workshop will identify and discuss cultural issues and values inherent to the Latino community. Incorporating the client's cultural perspective when working with this population will help providers develop effective strategies that can facilitate an atmosphere that will enhance motivation to a treatment/service plan and increase the likelihood of healthy behavior change. *Class size: unlimited.*

Latina Culture and Mental Health: ♦ (3 hrs)

Providers working with Latinas who have mental health issues encounter challenges from both a gender and cultural perspective. This workshop will discuss effective approaches that incorporate and address cultural values that impact the access of mental health services, and can increase the likelihood of a successful outcome with the Latina community. *Class size: unlimited.*

Language Barriers and Success: (3, 6hrs)

This workshop will discuss the communication challenges that drug court/treatment practitioners encounter when working with clients with diverse languages and idioms. As the demographics of target populations are changing and new (to us) languages are emerging, we see how it impacts on engaging clients to stay and complete the drug treatment program. This workshop will present strategies that can be used to affect better communication and engagement with clients. *Class size: unlimited.*

OUTREACH & PREVENTION

Peer Programming: Client Based Education: (6hrs)

This course will outline specific techniques for helping your clients to help each other make positive behavior changes in their lives. Based on an empowerment model, individuals trained as peer educators become armed with a great deal of knowledge which not only allows for changes within their own lives but also allows them to act as role models for others within their communities. *Class size: limited to 30.*

Working with Active Drug Users: ♦ (6hrs)

This course will consider issues such as how to engage and retain clients in services, the core values of the street drug culture and culturally appropriate and sensitive services. It will also include ways to make it easier for clients to access harm reduction based case management services. We will explore ways to assist clients in making incremental changes in their behavior

and look at how drug users measure their success. *Class size: limited to 30.*

Outreach Strategies: (6hrs)

This one-day course will cover the skills necessary to perform street outreach education on an individual basis, targeting persons at risk for HIV through substance use and or sex work. Participants will learn techniques to do street outreach and education and some of the issues specific to providing education in the street environment. Participants will have the opportunity to practice skills for outreach through role-plays and case studies. *Class size: limited to 30.*

Developing Skills for Enhanced Outreach: (4-days)

This four-day training is designed to provide outreach workers with the skills to increase their effectiveness of conducting outreach to hard-to-reach populations using an enhanced outreach model. This training will provide outreach workers with a wide array of activities that will teach them how to approach clients, gain their trust and help clients access needed services. The training opportunities for skills practice regarding health behavior change and concepts of motivational interviewing. *Class size: limited to 20.*

Presentation Skills: + (3, 6, 12hrs)

This course is designed to help service-providers become more effective presenters by developing and practicing platform-speaking skills to small and large groups of people. The course will cover areas such as adult learning theory, presentation mechanics, targeting appropriate language level, working with statistics and working with visual aides. In the 12hr version only, a ten-minute, critiqued, presentation will be completed by each participant. *Class size: unlimited for 3hr, 30 for 6hr, and limited to 16 for 12hr.*

DOMESTIC VIOLENCE

Domestic Violence: (3, 6hrs)

This course will help service providers understand domestic violence and its impact on families. Topics to be covered include: history and context of DV work today, definition of terms and terminology, screening issues for victims and perpetrators, resources and safety planning. *Class size: limited to 30.*

Domestic Violence in Lesbian, Gay, Bisexual and Transgender (LGBT) Communities: (3, 6hrs)

This advanced course on domestic violence assumes previous knowledge of basic DV concepts. Topics covered include: definition of sexual and gender identity terminology; LGBT tactics of power and control, screening issues, safety planning and resources. *Class size: limited to 30.*

Domestic Violence and Children: (3hrs)

This course will focus on the effect of domestic violence on children and include: mandated reporting issues, elements of maltreatment, elements of abuse, behavioral and emotional problems associated with witnessing violence, and factors to consider when developing a safety plan. *Class size: unlimited.*

VOCATIONAL COUNSELING

Vocational Rehabilitation in the Treatment Setting: (6, 12hrs)

This course is designed to increase the counselor's knowledge of the rehabilitation process. The content includes determination of work readiness, identifying obstacles, and the development and implementation of vocational rehabilitation plans. *Class size: limited to 30.*

Co-Existing Disabilities: Substance Abuse/Alcoholism and Physical/Emotional or Cognitive Disabilities: (3hrs)

This course will examine special risk factors and focus on spinal cord, traumatic brain injury, deafness, and learning disabilities coupled with alcoholism/substance abuse. *Class size: unlimited.*

Returning to Work from Disability: Entitlement Issues: (3hrs)

As clients are considering a return to work, many are concerned about losing their benefits; the effect working will have on their benefits, and how to return to benefits should their health take a turn for the worst. Also there are a number of ways to keep Medicare and Medicaid, even as earnings increase. This course is designed for senior case managers, social workers and vocational counselors who must be able to help clients strategically plan their transition back to work. *Class size: unlimited.*

Returning to Work in Recovery: (3hrs)

More than 77% of persons with substance-abuse disability are employed and will be returning to work after or during treatment. This course will provide substance-abuse counselors and vocational rehabilitation professionals with tools to enable them to help their clients to return to work in a healthy way. Participants will identify triggers specific to work, learn the 12 Steps of Work Recovery, and participate in some return-to-work exercises. *Class size: unlimited.*

Substance Abuse in the Workplace Training for Managers: (3hrs)

This course is designed to heighten supervisor's awareness regarding the effects of the most frequently used substances and the symptoms suggestive of alcohol and other drug use. The Federal Drug-Free Workplace Act of 1988, supervisors' role, resources,

and action planning will be covered. *Class size: unlimited.*

MEDICATION ASSISTED TREATMENT ISSUES

Medications as Treatment for Addiction: (6hrs)

The history and rationale of using drugs in the treatment of substance abuse will be reviewed. Special emphasis will be given to the medications presently in use for the treatment of alcohol, tobacco, cocaine and opiate dependence. *Class size: unlimited.*

Methadone Treatment Overview: (3, 6hrs)

This course will provide an overview of the theoretical underpinnings, history, and current status of methadone treatment in the USA. Current Federal and recent revisions in State regulations, including opioid replacement therapy (LAAM) and eligibility requirements, will be discussed. The impact of poly-drug use, the HIV epidemic, concerns generated by dosing issues (i.e. impairment and diversion), and detoxification (supervised withdrawal) issues will also be considered. *Class size: unlimited.*

Methadone Treatment and Alcohol: (3, 6hrs)

This course will provide participants with an understanding of alcoholism and its progression in clients in methadone maintenance treatment. The individual and combined effects of opioids and alcohol will be addressed. Interventions will also be identified. *Class size: unlimited.*

RESEARCH & EVALUATION

Research Abstracts & Terminology: ✦ (3hrs)

Translating the language of Research can be a difficult task, especially when you want to keep your prevention programs up to date with the newest research findings. This three-hour course will cover definitions of common research terms and terminology; information on how to read an abstract and a case study of an existing completed research project. *Class size: unlimited.*

How to Get a First Rate Program Evaluation: (3hrs)

A first rate program evaluation will: use data you already have, refine your existing intakes and record keeping, fit the style of your program, help you define program success by focusing on outcomes and assist with program improvement and change. This three-hour course designed especially for grant writers and program developers will review evaluation techniques and strategies, discuss how to choose an evaluator and include case studies from existing NYC evaluators. *Class size: unlimited.*

HIV / AIDS

AIDS: Overview of HIV/AIDS: † (3, 6hrs)

This basic course will cover definitions of HIV and AIDS, description of the spectrum of illness, HIV antibody testing, and means of transmission, preventive risk reduction practices, and some common barriers to noncompliance around them. *Class size: unlimited.*

Overview of Sexually Transmitted Infections (STDs): (3hrs)

This basic course will cover information about the more common STDs including hepatitis A-B-C, gonorrhea, syphilis, trichomoniasis, chlamydia, and herpes. Signs and symptoms, treatment and epidemiology will also be covered. *Class size: unlimited.*

AIDS: HIV Treatment Update: (3hrs)

This course will cover major opportunistic infections (PCP, Toxo, CMV, etc.), treatments for them and side effects as well as the current knowledge of antiretroviral treatments for HIV (AZT, protease inhibitors, etc.). The course will also highlight the ways that certain treatments may trigger clients to relapse into substance use. *Class size: unlimited.*

AIDS: Counseling Issues: (6, 12hrs)

This course presents a model for meeting the changing bio-psycho-social demands of counseling around HIV. The course uses a biological model to discuss the emotional issues that arise at various points in disease progression. From the early stage of high-risk behavior to the final stage of death and dying, the information and skills covered in this course provide a framework for identifying clear counseling tasks as well as desired outcomes. *Class size: limited to 30.*

HIV Confidentiality Issues: (3hrs)

This course will cover the New York State HIV/AIDS Confidentiality Law, purpose, procedures, guidelines and penalties governing client identity and record keeping procedures. Appropriate ways of disclosing client HIV status will be covered along with case studies. *Class size: unlimited.*

Promoting Primary Care & Treatment Adherence for HIV Positive Individuals: (6hrs)

This 1 day training is designed to increase awareness of non-physician and human services providers about HIV primary care guidelines and treatment adherence. Participants will be able to list the components of primary care for patients living with HIV; identify the key elements of the comprehensive physical exam, and identify the routine laboratory screening and assessment used in primary care, including methods used to assess and measure adherence. *Class size: limited to 30.*

Universal Precautions: (3hrs)

This hands-on course is designed to introduce public health workers to risk reduction practices in the clinical setting with regard to HIV, Hepatitis, Tuberculosis and other communicable diseases. Actual "how-to's" will be demonstrated and practiced along with issues of agency policy and employee adherence to practice. *Class size: limited to 30.*

AIDS: Running an HIV Support Group: (6hrs)

This course is designed to assist substance abuse and alcohol counselors in designing and implementing HIV support groups. It focuses on the concept of support groups and how such groups differ from traditional group modalities. Different types of groups are examined to address concerns that arise along the spectrum of HIV illness (i.e. "worried well", infected, etc.). *Class size: limited to 30.*

Advising the HIV Client about Disclosure: (3hrs)

For HIV antibody positive individuals, disclosure may lead to social awkwardness, rejection, and discrimination in work, housing, and other life areas. This workshop will explore disclosure-related issues, including preparations for disclosure, deciding who to tell, and a brief review of a curriculum designed to enhance positive social interaction with persons with HIV. *Class size: unlimited.*

Serving Families: From Assessment to Service Plan (10.5hrs)

This one and a half day, AIDS Institute NYSDOH designed, training is a follow-up course to Enhancing the Partnership between Client & Case Manager course. It will prepare case management staff to conduct thorough HIV/AIDS comprehensive needs assessments and develop effective service plans. The course uses the COBRA and grant-funded case management assessment form as a model and will cover topics such as interviewing and documentation techniques; the difference between goals, objectives and tasks; and how to use clients' strengths in development of a service plan. *Class size: limited to 30.*

Addressing Prevention in HIV Case Management: (6.5hrs)

This 1-day, AIDS Institute NYSDOH designed course, will prepare case managers to help people living with HIV to avoid sexual and substance use behaviors that can result in 1) transmitting HIV to others and 2) negative health outcomes for themselves. Topics include: identify specific approaches to integrating prevention into case management intake, service planning and goal setting; guidance on how to implement the DOH's technical assistance bulletin addressing prevention services in the case

management setting; harm reduction and prevention strategies; psychosocial issues; provider values and beliefs; strategies for working with special populations and referrals for prevention services. *Class size: limited to 30.*

Addressing Prevention with HIV Positive Clients: (6.5hrs)

This 1-day, AIDS Institute NYSDOH designed course, is a companion to the above listed course for case managers but is targeted at all providers instead of being case management specific. *Class size: limited to 30.*

Mental Health Services: (13hrs)

This two-day training, designed by the AIDS Institute NYSDOH, is designed to orient HIV providers to basic information about mental illness and to prepare providers to make effective referrals to mental health care services. Topics to be covered in this training include: exploration of values, bias and stigma of mental illness within different cultures, overview of mental health and HIV/AIDS in NYS, overview of common psychiatric disorders, overview of the mental health service delivery system resources and referrals, overcoming barriers to mental health care. *Class size: limited to 30.*

HIV Issues for African American Women in Drug Treatment: ♦ (6hrs)

This one-day course examines the link between cultural identity and recovery for African American women in drug treatment. Issues related to cultural identity are explored as both barriers to treatment and strengths for healing. Unique strategies are developed and concrete examples given for engaging this population in HIV prevention and treatment. *Class size: limited to 25.*

HIV Issues for Latinas in Drug Treatment: (6hrs)

This course will address trends of HIV among the Latina population, as well as the impact of substance use on this epidemic. Issues that help define Latina culture will be examined along with cultural norms which impact on substance use, sexuality and HIV. It will also provide the opportunity to look at how to incorporate these norms into culturally appropriate education and counseling interventions. *Class size: limited to 25.*

AIDS: Counseling Issues Related to HIV/AIDS and Women: (3hrs)

This course presents some of the issues specific to the counseling of women with regard to HIV/AIDS. Utilizing experiential exercises this course will sensitize participants and provide the opportunity to practice skills, which will enable counselors to incorporate a

gender-specific approach into HIV/AIDS counseling/education. *Class size: limited to 30.*

Reducing the Risk and Harm of HIV: (12 hrs)

This two-day AIDS Institute NYSDOH designed training will provide participants with up-to-date information about what researchers, providers, and consumers have found to be helpful in reducing the risk and harm associated with HIV infection. Participants will have an opportunity to improve skills in the areas of HIV risk reduction, harm reduction, encouraging behavior change and cultural competency. *Class size: limited to 30.*

Skills Practice and Implementation of Stage-Based Behavioral Counseling: ♦ (18hrs)

This 3-day, AIDS Institute NYSDOH designed course is designed as a follow-up to Reducing the Risk and Harm of HIV. It provides further training in the Stage-Based Behavioral Counseling for HIV/STD risk reduction model providing further skills practice with trained "client instructors" in more advanced role-plays covering: client staging of readiness for change, selection and use of stage-specific counseling strategies; documentation of behavioral counseling; common barriers to implementation; and how to begin implementation at your agency. *Class size: limited to 30.*

AIDS: Counseling Issues Related to HIV/AIDS and Adolescents: ♦ (3hrs)

This course presents some of the issues specific to the counseling of adolescents with regard to HIV/AIDS, sexuality and substance use. Utilizing experiential exercises this course will sensitize participants and provide the opportunity to practice skills, which will enable counselors to utilize an integrated approach to HIV/AIDS counseling/education with adolescents. *Class size: limited to 30.*

Safer Sex & HIV: (3hrs)

"Don't have sex without a condom," is out and "Have sex in a different way," is in as the age of AIDS continues. This course will cover a risk reduction paradigm for counselors to use with clients and will help counselors to expand the client's view of the norms of sexual activity in our society. *Class size: limited to 30.*

Methamphetamines, MSMs and HIV: ♦ (12 hrs)

This two day training will increase participants' knowledge of methamphetamine use among MSMs (men who have sex with men), its connection to HIV, and how providers can work with clients from a harm reduction perspective. Values clarification exercises will help sensitize participants to the issues faced by MSMs and increase their skills and competence in addressing methamphetamine use. *Class size: limited to 30.*

Race, Gender & HIV/AIDS Prevention:

New Faces & Directions: ♦ (6hrs)

This 6-hour training will provide an overview of how race and gender impact on past and current HIV prevention education by exploring theoretical frameworks and human sexuality concepts on how race and gender dynamics form human relationships and partnerships in the fight against AIDS. It examines how human similarities and differences may hinder effective HIV prevention efforts and highlights clinical strategies and interventions on how best to address racial and gender biases, clinicians' counter-transferential concerns and the primary needs, self care agendas and complicated challenges of individuals living with HIV/AIDS. *Class size: limited to 30.*

HIV and Hepatitis C Co-Infection (3,6hrs)

More than 25% of people living with HIV in the US are coinfecting with Hepatitis C virus (HCV). This AIDS Institute NYSDOH course will provide basic information

about the liver and hepatitis C, including transmission, prevention, course of illness, screening and treatment. It will also describe how coinfection with HIV and HCV affects the progression of each disease. *Class size: limited to 30.*

Sex, Gender, and HIV/STDs (12hrs)

This two day AIDS Institute NYSDOH training is designed to help health and human service providers promote sexual health among clients by building their capacity to talk sensitively and non-judgementally about sexual identity, gender identity and sexual behaviors. Topics to be covered during the training include: sexual and gender identity; strategies for talking with clients about sexual health issues; HIV/STD prevention and harm reduction strategies for sexual behaviors. *Class size: limited to 30.*

Staff LISTING

JOSEPH LUNIEVICZ, BA, RYT

Director
NDRI Training Institute
212.845.4565
Lunievicz@ndri.org

ANDREW OSBORNE, MS Ed., CHES

Director Emeritus/Senior Advisor
NDRI Training Institute
212.845.4566
Osborne@ndri.org

MARY MCCARTY-ARIAS, MA, CRC

Program Manager
NDRI Training Institute
212.845.4594
Mary.McCarty-Arias@ndri.org

PAUL WARREN, LMSW

Program Manager
NDRI Training Institute
212.845.4506
Paul.Warren@ndri.org

DIANA PADILLA

Program Manager
NDRI Training Institute
212.845.4564
Diana.Padilla@ndri.org

JILL WILLIAMS, BA

Program Manager
212.845.4512
NDRI Training Institute
Jill.Williams@ndri.org

LLOYD GOLDSAMT, PhD.

Evaluator
NDRI Training Institute
212.845.4568
Lloyd.Goldsamt@ndri.org

SHARON TONEY

Administrative Officer
NDRI Training Institute
212.845.4571
Sharon.Toney@ndri.org

CLYDE FREDERICK

Senior Administrative Assistant
NDRI Training Institute
212.845.4503
Clyde.Frederick@ndri.org