**Foundational Trainings (1–5)**

1. **Introduction to Substance Use Disorders**
   * Overview of the continuum of substance use (from experimental to severe use)
   * Key terminology (tolerance, dependence, withdrawal)
   * Basic understanding of the biopsychosocial model of addiction
2. **Foundational Trainings (1–5)**
3. **1. Introduction to Substance Use Disorders**  
   This training provides a broad overview of how substance use progresses from experimental or recreational stages to severe dependence, offering counselors insight into key terms such as tolerance, withdrawal, and dependence. Participants will explore the biopsychosocial model of addiction, which examines biological, psychological, and social factors contributing to substance use. By completing this course, counselors can expect to gain a strong foundational understanding of addiction, learn common terminology, and appreciate the complexity of factors that influence clients’ substance use.
4. **Pharmacology of Addictive Substances**
   * Common drugs of abuse (alcohol, opioids, stimulants, cannabis, etc.)
   * Mechanisms of action and neurochemical effects
   * Withdrawal syndromes and toxicity
5. **2. Pharmacology of Addictive Substances**  
   In this training, counselors learn about the most commonly misused substances, including alcohol, opioids, stimulants, and cannabis—and the neurochemical processes that underlie their effects. Discussions include withdrawal syndromes, toxicity risks, and how these substances interact with the brain and body. Counselors will emerge with an enhanced ability to recognize substance-specific presentations, educate clients about the physiological impact of these substances, and guide more informed treatment planning.
6. **Screening, Brief Intervention, and Referral to Treatment (SBIRT)**
   * Evidence-based screening tools (e.g., AUDIT, DAST)
   * Conducting brief motivational interventions
   * Linking clients to appropriate treatment levels
7. **3. Screening, Brief Intervention, and Referral to Treatment (SBIRT)**  
   SBIRT training introduces evidence-based tools (like the AUDIT and DAST) for early identification of problematic substance use and teaches short, motivational interventions to engage clients who may be ambivalent about change. The course also covers referral pathways to higher levels of care when needed. By the end, counselors can expect to confidently implement brief, targeted interventions and link clients to the most appropriate services, improving early detection and treatment outcomes.
8. **Motivational Interviewing (MI) for Substance Use Disorders**
   * Core principles (express empathy, develop discrepancy, roll with resistance, support self-efficacy)
   * Strategies to enhance client engagement and retention
   * Roleplays and skill-building exercises
9. **4. Motivational Interviewing (MI) for Substance Use Disorders**  
   This training covers the principles of Motivational Interviewing—expressing empathy, developing discrepancy, rolling with resistance, and supporting self-efficacy—and demonstrates how to enhance client motivation and commitment to change. Through roleplays and skill-building activities, counselors learn to elicit clients’ own reasons for change and build stronger therapeutic alliances. Mastering MI empowers counselors to reduce resistance, increase engagement, and support positive treatment outcomes.
10. **Ethical and Legal Considerations in SUD Treatment**
    * Confidentiality regulations (42 CFR Part 2, HIPAA)
    * Boundaries and dual relationships
    * Mandated reporting and ethical decision-making frameworks
11. **5. Ethical and Legal Considerations in SUD Treatment**  
    Focusing on confidentiality regulations such as HIPAA and 42 CFR Part 2, this course helps counselors navigate the ethical and legal complexities of working with clients who have substance use disorders. It addresses boundary issues, dual relationships, mandatory reporting, and ethical decision-making models. Upon completion, counselors will better understand their professional responsibilities and feel prepared to uphold ethical standards while protecting clients’ rights and well-being.

**Intermediate Trainings (6–14)**

1. **Cognitive Behavioral Therapy (CBT) for Substance Use**
   * Identifying and restructuring cognitive distortions
   * Skills training (coping strategies, problem-solving)
   * Relapse prevention techniques
   * **6. Cognitive Behavioral Therapy (CBT) for Substance Use**  
     This training outlines how CBT principles can be applied to identify and restructure unhealthy thought patterns, develop coping strategies, and enhance problem-solving skills in clients with substance use disorders. The curriculum includes relapse prevention techniques designed to anticipate high-risk situations. Counselors who complete this training gain practical tools for helping clients modify thought and behavior patterns that contribute to continued substance use
2. **Co-Occurring Disorders (COD) & Integrated Treatment**
   * Understanding the interplay of mental health and addiction
   * Dual-diagnosis assessment tools
   * Integrated treatment planning
3. **7. Co-** emphasizes the relationship between mental health issues and substance use, highlighting common **Occurring Disorders (COD) & Integrated Treatment**  
   Co-occurring disorders training assessment tools and integrated treatment models. Participants learn to screen for both substance use and mental health concerns, ensuring that treatment addresses the full spectrum of a client’s needs. Counselors will be equipped to collaborate with multidisciplinary teams and design comprehensive, simultaneous interventions that improve client outcomes.
4. **Family Systems & Couples Therapy for Addiction**
   * Family dynamics in substance use recovery
   * Enabling, co-dependency, and roles within the family system
   * Evidence-based interventions for families
5. **8. Family Systems & Couples Therapy for Addiction**  
   This training explores how family roles, dynamics, and communication patterns can perpetuate or mitigate substance use. Counselors learn to identify behaviors like enabling and co-dependency and practice evidence-based interventions that involve family members and partners in the recovery process. Upon completion, counselors will have strategies to strengthen family support, resolve conflict, and improve overall relationship functioning in the context of addiction treatment.
6. **Group Therapy for Substance Use Disorders**
   * Group counseling models (psychoeducational, process groups, skills groups)
   * Stages of group development
   * Managing group dynamics and challenging behaviors
7. **9. Group Therapy for Substance Use Disorders**  
   In this training, participants review various group counseling formats, from psychoeducational to process-oriented, and examine the stages of group development. The training also addresses strategies for managing challenging behaviors and group dynamics. Counselors will develop confidence in facilitating effective group therapy sessions that enhance peer support, mutual learning, and accountability among group members.
8. **Trauma-Informed Care in Addiction Treatment**
   * Understanding trauma’s impact on the brain and behavior
   * Trauma-informed principles (safety, trustworthiness, empowerment)
   * Specific interventions (e.g., seeking safety)
9. **10. Trauma-Informed Care in Addiction Treatment**  
   Understanding the influence of trauma on the brain and behavior is central to this training, which advocates for a trauma-informed approach focused on safety, trustworthiness, and empowerment. Counselors learn specific interventions (e.g., Seeking Safety) that integrate addiction and trauma work. By adopting trauma-informed principles, counselors can create a supportive environment that reduces retraumatization and fosters healthier coping strategies in clients with trauma histories.
10. **Medication-Assisted Treatment (MAT)**
    * Overview of FDA-approved medications (buprenorphine, methadone, naltrexone, etc.)
    * Best practices for combining MAT with psychosocial supports
    * Addressing stigma and misconceptions
11. **11. Medication-Assisted Treatment (MAT)**  
    Counselors in this training explore how FDA-approved medications (such as buprenorphine, methadone, and naltrexone) can be paired with psychosocial support for clients with opioid and alcohol use disorders. Discussions include best practices, stigma reduction, and dispelling common misconceptions about medication in recovery. Upon completion, counselors will be better equipped to advocate for and support clients considering or receiving MAT as part of a comprehensive treatment plan.
12. **Relapse Prevention & Continuing Care**
    * Identifying high-risk situations and triggers
    * Developing healthy coping strategies and lifestyle changes
    * Setting up aftercare and recovery support (12-step, SMART Recovery, etc.)
13. **12. Relapse Prevention & Continuing Care**  
    This module emphasizes the identification of high-risk triggers and the development of effective coping strategies to support long-term recovery. Counselors review aftercare planning, involving mutual-help groups like 12-step or SMART Recovery, and learn how to maintain client engagement post-treatment. Mastery of these skills helps counselors foster clients’ resilience and reduce the likelihood of relapse by creating robust support networks and sustainable routines.
14. **Cultural Competency in SUD Treatment**
    * Intersection of culture, race/ethnicity, and substance use
    * Culturally adapted interventions
    * Reducing barriers to treatment
15. **13. Cultural Competency in SUD Treatment**  
    This training encourages counselors to examine how culture, race, ethnicity, gender, and other identities shape the experience and treatment of substance use disorders. It covers culturally adapted interventions, potential treatment barriers, and strategies to provide inclusive care. Counselors will become more adept at recognizing the unique needs of diverse clients and tailoring interventions to respect and accommodate cultural differences.
16. **Mindfulness and Third-Wave Behavioral Therapies**
    * Overview of mindfulness-based relapse prevention (MBRP) and Acceptance and Commitment Therapy (ACT)
    * Techniques for cravings management
    * Incorporating mindfulness practices in group and individual sessions
17. **14. Mindfulness and Third-Wave Behavioral Therapies**  
    Counselors learn how mindfulness-based relapse prevention (MBRP) and Acceptance and Commitment Therapy (ACT) can enhance traditional treatment models by helping clients manage cravings and increase psychological flexibility. Sessions explore practical mindfulness exercises for both individual and group settings. Participants will gain tools to help clients stay present in the moment, reduce impulsive behaviors, and commit to values-driven actions.

**Advanced Trainings & Clinical Supervision (15–20)**

1. **Advanced Assessment and Diagnostic Tools**
   * Comprehensive biopsychosocial assessments
   * Structured clinical interviews (e.g., SCID)
   * Interpreting complex presentations and differential diagnoses
2. **15. Advanced Assessment and Diagnostic Tools**  
   This training delves into comprehensive biopsychosocial assessments, structured clinical interviews like the SCID, and approaches for interpreting complex presentations. Counselors learn to differentiate between overlapping mental health and substance use issues. With these advanced diagnostic skills, practitioners are better prepared to develop nuanced treatment plans and ensure that co-occurring conditions are recognized and addressed.
3. **Program Development & Outcome Evaluation**
   * Designing evidence-based SUD programs
   * Quality improvement measures and data-driven decision-making
   * Implementing fidelity monitoring and outcomes assessments
4. **16. Program Development & Outcome Evaluation**  
   In this course, counselors explore how to design evidence-based substance use disorder programs and measure their effectiveness through quality improvement and data-driven methods. Participants also learn about implementation fidelity and ways to adapt programs to different populations without sacrificing core components. Counselors completing this training can expect to enhance their leadership skills and contribute to ongoing program refinement, ultimately improving client outcomes.
5. **Leadership and Management in SUD Treatment Settings**
   * Effective team-building and organizational strategies
   * Managing burnout and staff turnover
   * Policy development and advocacy
   * **17. Leadership and Management in SUD Treatment Settings**  
     Focusing on organizational strategies, this module teaches effective team-building, policy development, and methods to address burnout and staff turnover. Counselors learn how to cultivate a positive workplace culture and advocate for resources to sustain high-quality care. Upon completion, participants will be equipped with practical leadership tools to manage clinical teams and influence broader organizational change
6. **Foundations of Clinical Supervision in Addiction Treatment**
   * Roles and responsibilities of clinical supervisors
   * Models and frameworks for supervision (e.g., developmental, reflective)
   * Supervision contracts, structure, and legal/ethical considerations
7. **18. Foundations of Clinical Supervision in Addiction Treatment**  
   This training provides an overview of clinical supervisors’ roles, including ethical obligations, supervision contracts, and various supervisory models (developmental and reflective). Counselors who are moving into supervisory positions will gain clarity on structure, legal considerations, and best practices to support supervisees. By solidifying foundational supervision skills, participants will foster professional growth and ensure effective oversight of clinical services.
8. **Advanced Clinical Supervision: Skills and Strategies**
   * Providing feedback and performance evaluations
   * Addressing supervisee resistance and cultural considerations
   * Fostering professional growth and competency in evidence-based SUD modalities
9. **19. Advanced Clinical Supervision: Skills and Strategies**  
   Building on foundational supervision concepts, this advanced module addresses methods for giving constructive feedback, evaluating performance, and navigating supervisee resistance. The course also emphasizes cultural humility and strategies to develop supervisees’ competencies in evidence-based practices. Counselors completing this training will sharpen their abilities to mentor, coach, and facilitate ongoing professional development within their clinical teams.
10. **Peer Recovery Support & Supervision of Peer Specialists**
    * Role of peer recovery coaches/peer specialists in SUD treatment
    * Supervisory strategies for integrating peer roles into clinical teams
    * Ethical and boundary considerations when supervising peer-based interventions
11. **20. Peer Recovery Support & Supervision of Peer Specialists**  
    Counselors learn how to integrate peer recovery coaches or specialists into treatment teams, exploring ethical and boundary considerations unique to peer-led interventions. Supervisory strategies include supporting peers in role clarity, maintaining professional boundaries, and collaborating effectively with clinical staff. Participants emerge with a framework for successfully managing peer programs, thus enhancing the continuum of care for clients in recovery.

**1. Harm Reduction Strategies**

* **Principles and Philosophy** of harm reduction (e.g., meeting people “where they’re at”)
* **Overdose Prevention** (e.g., naloxone training, fentanyl awareness)
* **Syringe Services Programs**, safe use sites, and bridging to treatment
* **Motivational Approaches** that integrate harm reduction with more traditional abstinence models
* **1. Harm Reduction Strategies**  
  This training focuses on the philosophy and principles of harm reduction, emphasizing practical ways to meet clients “where they’re at” in their substance use. Topics include overdose prevention through naloxone training, fentanyl awareness, and strategies such as syringe services programs to reduce disease transmission. Counselors will learn motivational approaches that blend harm reduction with traditional models, thereby expanding their ability to engage clients who are not yet ready for abstinence.

**2. Telehealth and Digital Interventions for SUD**

* **Best Practices** in delivering virtual behavioral health services (video platforms, phone sessions)
* **Technology Tools** (apps, text-based interventions, online recovery communities)
* **Regulations and Privacy** (HIPAA, 42 CFR Part 2, state telehealth laws)
* **Engagement Strategies** for clients with limited digital access
* **2. Telehealth and Digital Interventions for SUD**  
  Addressing the growing use of technology in healthcare, this course teaches best practices for virtual counseling, the use of apps and online recovery communities, and privacy regulations (HIPAA, 42 CFR Part 2, and state-specific laws). Special focus is given to strategies for engaging clients with limited digital access. Counselors will come away prepared to deliver high-quality, remote substance use services and navigate the ethical and legal dimensions of telehealth.

**3. Stages of Change and Readiness to Change**

* **Prochaska and DiClemente’s Model** (precontemplation, contemplation, preparation, action, maintenance)
* **Assessing Readiness** and tailoring interventions accordingly
* **Motivational and Educational Tactics** for each stage
* **Common Barriers** and strategies to promote movement through the stages
* **3. Stages of Change and Readiness to Change**  
  In this session, participants dive into Prochaska and DiClemente’s model—precontemplation, contemplation, preparation, action, and maintenance—and learn to assess and match interventions to a client’s stage. The training explores common barriers to change and motivational tactics that encourage progress. Counselors can expect to refine their ability to gauge readiness accurately and apply stage-appropriate strategies to guide clients toward sustainable recovery.

**4. Specialized Interventions for Adolescents**

* **Developmentally Informed Treatment** (cognitive, social, and emotional differences from adults)
* **Family Involvement** and school-based programs
* **Evidence-Based Models** (e.g., Adolescent Community Reinforcement Approach [A-CRA], Seven Challenges)
* **Early Intervention and Prevention** strategies (collaboration with schools, juvenile justice)
* **4. Specialized Interventions for Adolescents**  
  Focusing on the unique developmental needs of youth, this training covers cognitive, social, and emotional factors that differ from adult populations. Participants review evidence-based approaches (e.g., A-CRA, Seven Challenges) and strategies for involving families and schools in the treatment process. Counselors will gain tools to engage adolescents effectively, address early intervention, and prevent escalation of substance use disorders.

**5. Gender-Responsive and Women’s Treatment Issues**

* **Unique Biological and Psychosocial Factors** affecting women’s substance use
* **Trauma Histories**, pregnancy, and parenting considerations
* **Barriers to Treatment** (childcare, stigma, domestic violence)
* **Gender-Specific Support** (support groups, wraparound services)
* **5. Gender-Responsive and Women’s Treatment Issues**  
  This course explores how biological, psychological, and social factors intersect in women’s substance use, addressing concerns such as trauma, pregnancy, parenting, and intimate partner violence. Counselors also learn to identify and reduce barriers like childcare availability and stigma. By the end, participants will be equipped to provide gender-specific support and tailor interventions that address women’s unique treatment needs.

**6. SUD in Older Adults**

* **Physiological and Cognitive Changes** affecting substance use and tolerance
* **Polypharmacy** and interactions with prescription medications
* **Screening Tools** adapted for older populations (e.g., MAST-G)
* **Integrating Medical and Behavioral Care** to address co-morbid conditions
* **6. SUD in Older Adults**  
  Addressing the growing population of older adults with substance use issues, this training examines age-related physiological changes, polypharmacy concerns, and specialized screening tools (e.g., MAST-G). The curriculum stresses collaboration with medical providers to manage co-morbid conditions. Counselors completing this course will gain an understanding of how to adapt interventions for seniors and effectively support their recovery while considering their broader health challenges.

**7. Crisis Intervention and Emergency Care in SUD**

* **Identifying and Managing Crises** (acute intoxication, withdrawal, suicidal ideation)
* **Emergency Department Protocols** and warm handoffs to treatment
* **De-escalation Techniques** and crisis stabilization
* **Coordination with First Responders** (EMS, law enforcement, crisis lines)
* **7. Crisis Intervention and Emergency Care in SUD**  
  This module educates counselors on identifying and managing acute crises such as severe withdrawal, suicidal ideation, or overdose. Participants learn de-escalation techniques, hospital and emergency department protocols, and ways to coordinate with EMS and law enforcement. Acquiring these skills enables counselors to respond swiftly and effectively in high-risk situations, ensuring client safety and continuity of care.

**8. Ethical Decision Making in High-Risk Situations**

* **Complex Boundaries and Dual Roles** in SUD treatment
* **Mandated Reporting, Confidentiality, and Duty to Warn**
* **Ethical Frameworks** for resolving dilemmas
* **Case Scenarios** focusing on real-world complexities (e.g., client relapse, domestic violence, legal mandates)
* **8. Ethical Decision Making in High-Risk Situations**  
  Focusing on complex ethical dilemmas, this training addresses mandated reporting, confidentiality, and dual-role boundaries in substance use disorder treatment. Participants practice applying ethical frameworks to real-world scenarios, such as client relapse or domestic violence. By the end, counselors will be more adept at navigating conflicting obligations, protecting client welfare, and upholding professional standards.

**9. Forensic and Criminal Justice Populations**

* **Specialized Court Programs** (drug courts, mental health courts, re-entry programs)
* **Risk-Need-Responsivity (RNR) Model** for offender rehabilitation
* **Correctional Setting Treatment** (MAT in jails/prisons, group approaches)
* **Reintegration and Aftercare** linking parole, probation, and community treatment
* **9. Forensic and Criminal Justice Populations**  
  Counselors in this course examine specialized programs like drug courts, mental health courts, and re-entry initiatives, as well as the Risk-Need-Responsivity (RNR) model for offender rehabilitation. Training includes implementing MAT and group interventions in correctional settings, followed by strategies for reintegration into the community. Counselors will be prepared to serve justice-involved clients more effectively, reducing recidivism and supporting lasting recovery.

**10. Implementation Science and Sustainability in SUD Programs**

* **Adopting Evidence-Based Practices** in community and clinical settings
* **Program Fidelity and Quality Improvement** methods
* **Workforce Development and Training** to maintain high standards
* **Sustainability Planning** (funding streams, policy advocacy, stakeholder buy-in)
* **10. Implementation Science and Sustainability in SUD Programs**  
  Designed for counselors involved in program development or leadership, this course covers the adoption of evidence-based practices, maintaining program fidelity, and using quality improvement methods. Participants learn about workforce development, stakeholder engagement, and funding strategies to ensure long-term impact. Completing this training empowers counselors to champion ongoing innovation and sustainability within their organizations, ultimately enhancing client outcomes.
* **Nicotine Use Disorder**  
  This training focuses on understanding nicotine as an addictive substance and exploring the biological, behavioral, and social factors that contribute to Nicotine Use Disorder (NUD). Counselors learn about nicotine’s pharmacological effects, the various forms of tobacco products (e.g., cigarettes, vaping devices, smokeless tobacco), and how nicotine dependence develops. Evidence-based cessation strategies, including motivational interviewing, behavioral counseling, and pharmacotherapies (e.g., nicotine replacement therapy, bupropion, varenicline), are discussed in detail. By integrating these approaches, participants will be able to tailor comprehensive cessation plans, address co-occurring substance use, and support clients in overcoming cravings and withdrawal. The goals for counselors include enhancing their ability to assess for nicotine dependence, increase client motivation to quit, and implement practical interventions that lead to sustained smoking cessation.

Goals

**Nicotine Use Disorder**

1. **Explain the Pharmacology of Nicotine and Its Effects on the Brain**
   * Participants will be able to describe how nicotine affects neurochemical pathways and leads to dependence.
2. **Identify Evidence-Based Cessation Strategies**
   * Participants will learn about various interventions, including nicotine replacement therapy, bupropion, varenicline, and behavioral counseling.
3. **Demonstrate Assessment and Screening Techniques for Nicotine Dependence**
   * Participants will practice using tools (e.g., Fagerström Test for Nicotine Dependence) to determine the severity of nicotine use.
4. **Develop Personalized Treatment Plans for Clients with Nicotine Use Disorder**
   * Participants will learn to incorporate motivational interviewing and relapse prevention strategies into individualized care plans.
5. **Integrate Co-Occurring Disorder Considerations into Nicotine Cessation**
   * Participants will understand how to address concurrent substance use or mental health issues that may affect smoking cessation efforts.

* **Domestic Violence and Substance Use Disorders**  
  This training addresses the complex interplay between intimate partner violence (IPV) and substance use disorders, recognizing that each can exacerbate the other. Counselors learn how substance use may escalate the frequency and severity of abuse, while ongoing violence can perpetuate or worsen drug or alcohol misuse. The session covers screening techniques for domestic violence, safety planning, and trauma-informed approaches that protect victims’ confidentiality and well-being. Participants also explore legal and ethical considerations, such as mandated reporting, and strategies for working collaboratively with local domestic violence services. Counselors completing this course will be better equipped to identify signs of IPV, create interventions sensitive to victims’ safety, and incorporate substance use treatment that acknowledges the trauma and power dynamics inherent in abusive relationships.
* **Goals**

**Domestic Violence and Substance Use Disorders**

* **Examine the Interrelationship Between Substance Use and Domestic Violence**
  + Participants will explore how substance use can both contribute to and be exacerbated by intimate partner violence.
* **Utilize Screening Tools and Early Identification Methods**
  + Participants will learn to detect signs of domestic violence and substance misuse, employing validated screening instruments.
* **Implement Safety Planning and Crisis Intervention Strategies**
  + Participants will practice creating safety plans that protect clients and address the immediate risks associated with IPV.
* **Apply Trauma-Informed Approaches in Treatment**
  + Participants will understand how to provide interventions that acknowledge survivors’ trauma histories and reduce re-traumatization.
* **Navigate Legal and Ethical Responsibilities**
  + Participants will become familiar with reporting requirements, confidentiality considerations, and collaborative approaches with community resources.
* **HIV/AIDS**  
  This training highlights the vital connection between HIV/AIDS and substance use, emphasizing how behaviors such as intravenous drug use and high-risk sexual activity can increase HIV transmission rates. Counselors explore the medical and psychosocial aspects of HIV/AIDS, including current treatments, prevention strategies (e.g., pre-exposure prophylaxis, or PrEP), and harm reduction measures. Special attention is given to addressing stigma, confidentiality (particularly in relation to HIV status disclosure), and cultural competency when working with diverse populations affected by HIV. By the end of the session, counselors will be prepared to integrate HIV screening, education, and prevention into substance use disorder treatment plans, enhancing overall client care and public health outcomes.

Goals

**HIV/AIDS and Substance Use Disorders**

1. **Discuss the Epidemiological Links Between HIV/AIDS and Substance Use**
   * Participants will learn how certain substance use behaviors increase the risk of HIV transmission and impact disease progression.
2. **Apply Harm Reduction Strategies for Prevention and Risk Reduction**
   * Participants will explore methods such as needle-exchange programs, safe injection practices, and PrEP education.
3. **Integrate HIV Screening and Referral Protocols Into SUD Treatment**
   * Participants will learn to incorporate routine HIV testing, referral to specialized care, and linkage to community resources.
4. **Address Stigma and Confidentiality Issues**
   * Participants will develop strategies to handle sensitive disclosures, protect client privacy, and reduce stigma in diverse populations.
5. **Collaborate in Multidisciplinary Care Teams**
   * Participants will understand how to coordinate with medical professionals, case managers, and social workers to support clients’ comprehensive needs.