THRESHOLDS

Workforce Development

Catalog of Training

THRESHOLDS

Workforce Development Department
4101 N. Ravenswood, Chicago, IL 60613

This catalog contains programs of interest for professional and direct support staff in both mental health and addictions fields. In addition, there are programs of interest to people in recovery, their family members and/or advocates.

We encourage you to select sessions that you feel will benefit you personally or that will enhance your job performance and competency. We welcome your questions or comments on this catalog. You may direct them to:

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Note: Please use the Inquiry Form to formally request training. Sessions are on average 2-3.5 hours in length and can be approved for licensed social workers and counselors, and IAODAPCA certifications.

Thresholds New Staff Orientation Sessions	
Overview of Thresholds	This seminar provides an overview of Thresholds, including its mission and philosophy, organizational structure, membership and funding sources. The basic principles of the evidenced based practices and Thresholds' programs are presented.
The Experience of Mental Illness and Recovery	This training focuses on the experiences of people with mental illnesses: their experiences of illness (symptoms, treatments) and its consequences (stigma, disempowerment), as well as their experiences of recovery (what helped, what hindered). Stories of individuals, both in person and through various media, are highlighted.
Introduction to Motivational Interviewing and Clinical Best Practices	Motivational interviewing can be effectively used to guide people with mental illnesses and other cognitive/behavioral issues onto a path of recovery. Staff will have the opportunity to practice the basic techniques presented in this seminar.
Everyday Ethics	This classroom session invites attendees to expand on the rudiments of ethical decision making learned in the on-line ethics class, by immersing them in real-life, challenging situations and asking them to discuss, in small groups, what they would do and by what process they would arrive at their decision(s). Lively conversation typically ensues, making this a hands-on, animated training experience.
Cultural Diversity and Anti – Discrimination Policies	Members experience their illness and their recovery in a cultural context. In addition, cultural differences affect the helping process as each culture finds certain behaviors, interaction and values more important than others. This training is designed to help staff examine their own values and biases, and to create plans for making any needed changes in their attitudes toward other cultures. Policies surrounding diversity and workplace harassment will also be reviewed.

Core Competency – Basic These sessions are designed to build a foundation in Evidenced Based Practices that inform a person's view, attitude and approach to providing effective clinical services and leadership.	
Engagement in Recovery	This session focuses heavily on the engagement of consumers who have historically been suspicious of and resistant to engagement in treatment. Participants will learn assessment techniques to identify what stage of treatment a consumer may be in as well as hands-on techniques for facilitating trust and rapport and enhancing engagement. Vignettes and small group work will be included.
Train the Trainer	A review of adult learning theory provides the foundation for this session, which is designed to teach participants how to develop an outline and incorporate a variety of teaching methods and media into a presentation. Tips on managing trainer anxiety are included.
Co-Occurring Mental Illness and Substance Use Disorders	This training will explore the prevalence and nature of comorbid psychiatric and substance use disorders including reasons for use, the interrelationship of both disorders, and obstacles to engagement in services and recovery and best practices regarding effective treatment.
Harm Reduction: Any Positive Change	Although we usually think of Harm Reduction in relation to substance use and high-risk sexual behavior, its principles can inform our work in many contexts, and help us to look creatively at how we can help people live safer, better lives. In this session, we will look at the essential features of the Harm Reduction approach and see how they might be applied to issues such as hoarding, overspending, overeating, substance use and reducing risk of harm in unsafe or violent living situations.
Trauma Informed Care	This training provides basic information on the etiology, definition and prevalence of trauma as well as ways in which recovery programs and services can avoid re-traumatizing their clients. Worker self- care will also be discussed.

Core Competency - Advanced	
These sessions are designed to enhance the skills necessary to provide Evidence Based Practices.	
Stage Based Clinical Case Review	This session will assist staff in addressing concern for consumers by using a stage based approach to consultation and reviews.
OARS: Intensive Practice	Reflective listening is a way of listening and responding to another person that improves mutual understanding and trust. The ability to be understood by others is one of our greatest needs. Staff will have an opportunity to practice this highly effective tool. Review and practice with Open Ended Questions Affirmations Reflections Summarizations
The Importance of Change Talk	This session will focus exclusively on the role of change talk in the recovery process. Staff often find themselves ahead of members' change curves creating conflict and frustration for both parties. Strategies for eliciting change talk will be explored as well as appropriate responses to facilitate movement to the next stage of change readiness.
Reducing Harm: Substance use management strategies	This training focuses on harm reduction interventions regarding substance use. Change readiness assessment and stage based interventions interface well with harm reduction approaches around drug and alcohol use. Specific techniques for reducing risk associated with co-occurring mental illness and substance abuse will be the focus of this interactive session.
SEA Resilience: Story, Effect, and Adaptation to Trauma	The "SEA Resilience" (Story, Effect, Adaptation, Resilience) workshop is designed to help clinicians reframe their perceptions of members' behaviors. These behaviors may be seen as problematic, but make perfect sense when seen in relation to the person's history of trauma. Participants will learn how a member's **Story** has an **Effect** on them, resulting in **Adaptations** which have made survival possible and are evidence of the person's **Resilience**. We will also discuss how reframing perceptions in this way results in more helpful and effective interventions.

Mental Health First Aid	
Mental Health First Aid - Adult	Developed in Australia in 2001, Mental Health First Aid is sweeping the nation with certified trainers in all 50 states. Using the principles of CPR, students learn an acronym and practice using it in the classroom to help remind them what they may do if they see a developing mental health problem in the community. Mental Health First Aid certification introduces participants to risk factors and warning signs of mental health problems, and builds understanding of their impact and overviews common treatments.

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Mental Health First Aid - Youth	Youth Mental Health First Aid is a public education program which introduces participants to the unique risk factors and warning signs of mental health problems in adolescents, builds understanding of the importance of early intervention, and most importantly – teaches individuals how to help a youth in crisis or experiencing a mental health or substance use challenge. Mental Health First Aid uses role-playing and simulations to demonstrate how to assess a mental health crisis; select interventions and provide initial help; and connect young people to professional, peer, social, and self-help care.

Leadership Based	
Ethics and Anti-Discrimination for Supervisors	Attendees will get an overview of Thresholds policies on antidiscrimination and ethics, and then apply the policies to vignettes taken from real experiences at Thresholds. Staff will work on the vignettes in small groups and then present their conclusions, action plans, and strategies to the rest of the group. Emphasis will be placed on ability to analyze the situations, including risk of harm, and developing staff's ability to think critically and create action plans that utilize the policy and procedures.
Preparing Members for the Holiday Blues	People diagnosed with mental illness are especially at risk for psychiatric distress during the holidays. This training looks at the causes of holiday blues and preventative measures.
Crucial Conversations	This training helps managers identify the need for and take action on initiating conversations with staff on sensitive topics. Topics may range from performance deficits to individual issues with members. This training provides supervisors/managers with the skills to proactively and effectively communicate with others on a variety of uncomfortable or stressful issues.
Change Management	This training will explore some of the more popular theories on change in organizations and will help staff see where they are in that process and how they can make it more comfortable.
Strength Based Model of Clinical Supervision	In this session, participant will learn how to lead a clinical supervision session using the strength based model pioneered by Linda Carlson and Kansas University. Emphasis will be placed on conceptualizing consumers, modeling basic clinical skills, and applying the correct strategy based on the member's stage of treatment/change.
Conflict Resolution	In this session, staff will learn about a model for conflict resolution that promotes peaceful compromise and consensus. While emotions may run high, rules of conduct must be in place to avoid aggressive speech and body language. Other models for conflict resolution that staff and residents may have learned in their families and neighborhoods will also be reviewed, and staff will have the opportunity to discuss pros and cons of each model. Staff will have a chance to practice teaching the conflict resolution protocol to each other, and role play scenarios where staff teach and use the model with residents.

Leadership Based - Continued

Basics of Group Leadership	In this training, staff will review basic group leadership skills, such as room set up, preparation, role of the group leader(s), establishing group rules, using an evidence based curricula, and managing behaviors like sleeping, too much input, too little input, conflict, lateness, etc. Staff will role play a mock group during this session and provide feedback to their peers.
Understanding Vicarious Trauma	Also called "compassion fatigue", vicarious trauma can generally be associated with the "cost of caring for others". This trauma is the result of hearing the trauma stories of others and witnessing the pain, fear, and terror that trauma survivors have endured. In this session discussion will include signs and symptoms for counselors and self-care strategies.
Managing Crisis in the Workplace	Incidents in and around the workplace often generate significant stress and anxiety on the part of workers involved in or exposed to them. This session identifies some common workplace crises along with typical stress reactions. It then outlines helpful responses to these events minimizing the negative consequences of stress and promoting well-being on and off the job.
Staff Wellness	Promoting healthy lifestyles for is essential to the workplace. In this session we will look at factors that cause stress and burnout on the job and presents strategies for coping more effectively.
Team Building	This training examines how teams work and why they are important in different programmatic and administrative areas. Criteria for determining effective teams and techniques for building better teams will be included.
Train the Trainer II	Supports managers in leading and supervising their staff in Evidence Based Practices.

Content (Informational)

Overview of Supported Employment	This training presents an overview of evidenced based employment practice. It reviews the principles and practices and discusses the research behind the fidelity review process.
The Disease Model of Addiction	This session examines the phenomenon of addiction as a discrete disease focusing on genetic predisposition, initial exposure, patterns of use and progression to abuse, neuro-adaptation and strategies for interrupting the cycle.
Advanced Psychopharmacology	This training focuses on the newer medications in the pharmacopeia along with more detailed information about drug/drug interactions, long term side effects and other contraindications.
Symptom Management and Self Care	This training explores some of the many strategies consumers of mental health services can use to improve their lives and health, including techniques for coping with voices, influencing mood, managing stress, and improving sleep. Special mention will be made of nutrition and its influence on psychiatric as well as somatic illnesses.

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Content (Informational)	
Street Drugs 101	Staff will be introduced to the varied street drug types, as well as signs and symptoms of street drug use and drug interactions.
Overview of Personality Disorders	In this session staff will learn about the most prevalent types of personality disorders consumers are treated for within the mental health field. These include Narcissistic, Borderline, Anti-social, and Histrionic Personality disorders. Of interest will be how these issues of personality are currently described in the DSM-5.
Mental Illness 101	This workshop provides an overview of the range of mental health diagnoses and the types of symptoms associated with them, along with information about current treatments and services. An additional focus will be the reality of recovery, and the importance of recovery-based approaches in the community. The challenges of accessing treatment and services will also be discussed.
Understanding the DSM-5	This training will outline the major revisions in the Diagnostic Manual from the DSM IV-TR to the DSM 5, published in May of 2014. Special attention will be paid to the reconfiguration of the manual, the collapsing of the axes and the significant changes made to diagnoses of Trauma-related disorders, Obsessive compulsive related disorders and Substance related and addictive disorders. Cross-cutting dimensional assessments, the rationale for additions and deletions of diagnoses and areas for further clinical consideration will be included as well as topics that are generating controversy.
Understanding the DSM-5 for the Adolescent Population	This training will outline the major revisions in the Diagnostic Manual from the DSM IV-TR to the DSM 5, published in May of 2014. Special attention will be paid to the child and adolescent population diagnostic changes.
Understanding Symptoms of Anxiety	This training will help participants understand the often baffling overlap of symptoms associated with Anxiety Disorders. Trainees will receive an overview of current diagnostic criteria. Case studies will be used to enhance participants' knowledge of differential diagnosis.
Understanding Bipolar Disorder & other Related Disorders	This training focuses on the diagnoses of Bipolar Disorder I II, and Cyclothymia as well as understanding the broader bipolar spectrum. Clinically distinguishing features, differential diagnosis, course specifiers and statistical prevalence will be provided. Core features and nuances in presentation will also be discussed as well as the difference between Bipolar Disorder and Schizoaffective Disorder.
Schizophrenia & Related Disorders: Review of Etiology and Prognosis	In this seminar, theories about the causes of schizophrenia, types and characteristics; as well as state of the art treatment and prognosis are reviewed.
Understanding Depression	In this session participants will learn about the signs and symptoms, causes, and current treatment protocols for depression.

Modality Skills: These sessions are designed to introduce new information and strengthen clinicians understanding and skill in specific topic areas.	
Advanced Ethics and Boundary Issues	This training will focus on the importance of building a therapeutic alliance with people, with a concentration on Motivational Interviewing skills against the backdrop of a harm reduction philosophy. Case vignettes provided by participants will provide an opportunity to brainstorm and practice these skills and approaches.
Boundary Issues in Community MH	This training uses vignettes to help small groups work through the costs and benefits, right and wrong of responding to tricky situations that may come up during the course of their work.
Mental Health Advocacy (Admin)	The activities of advocacy incorporate such things as improvement in an individual's quality of life, improvement in justice and equity, community development, community education, learning for health professionals, and a focus on systems and social change. Advocacy and being able to ally yourself with others gives you an opportunity to make a difference in providing the hope, help, and support to those living with mental illness. In this session participants will discuss ways to address stigma and become a true advocate, address barriers and challenges to advocacy, and walk away with skills, strategies and tools for advocacy.
Mental Health Advocacy (Clinical)	In this session participants will discuss ways to address stigma and become a true advocate, address barriers and challenges to advocacy, and walk away with skills, strategies and tools for advocacy.
Administering IDDT Scales	This training will focus on the major components of the Evidence Based Practice for Dual Disorders model. Included will be education about the clinical benefits of providing services to consumers in this way and the tools used in assessment.
Wellness Management & Practitioner Training	This session is the instructor course necessary to lead Wellness Management and Recovery sessions with members.
Hoarding: Digging Out	The problem of hoarding has become very widely recognized because of national television programs, but it has also recently been the subject of research by experts in the field of mental health and is now a distinct diagnosis in DSM-5. In this session, we will look at the best answers available to the following questions: Why do people hoard? What can be done to help them? While participants will be introduced to the elements of a cognitive behavior therapy specific to hoarding, we will focus most on harm reduction in our work with people who hoard.
Developing Personal Recovery Goals	Participants will learn about the difference between 'treatment' goals and how we can help consumers articulate and identifying meaningful personal goals. Clinicians explore with members how they would like things to be different in their lives by talking about their hopes for the future, their aspirations and even their fantasies. Use of open-ended questions, active listening and reflective listening is required.

Modality Skills Continued	
Health Literacy	People with severe mental illnesses die an average of 25 years earlier than their cohorts who do not have severe mental illnesses. Understanding the typical diseases consumers are challenged with is essential to effective Community Support work. This training reviews diabetes, hypertension, hyperlipidemia, COPD, and coronary artery disease. Building motivation to follow up on medical care, take medications, eat well, quit smoking, and exercise is reviewed.
Introduction to DBT	Training covers the basic theories and practice of DBT including a brief biography of Marcia Linehan, Dialectics, DBT Model, Philosophy, Goals, Skills Categories, and Skills in all four categories of Mindfulness, Distress Tolerance, Emotional Regulation and Interpersonal Effectiveness. The training also covers beginning implementation of determining appropriate skills for each member, how to engage the member in DBT, Validation, Diary Cards, Chain Analysis and a plan for teaching skills without the traditional DBT Structure.
Basics of Cognitive Behavioral Interventions	This session will cover the basic elements of cognitive behavioral treatment. This rehabilitation approach has elements of psycho-education and uses normalizing experiences to combat a member's sense of alienation due to symptoms of mental illness. The presentation will cover information about the importance of addressing cognitive impairment, suggestions for identifying and recognizing cognitive impairment, and strategies for coping with cognitive impairment.
Relaxation Techniques	While this training will include a discussion of common methods of stress management (both good and bad), the bulk of the training will consist of participants practicing various relaxation techniques.

Modality Skills – Advanced: The following sessions will enhance and build clinical skills in advanced topics in mental health.	
Mindfulness & Distress Tolerance: Core Skills of DBT	This session will provide a broad overview of DBT with a special emphasis on Mindfulness and Distress Tolerance, two of the four basic skills associated with DBT. It should be stressed that the training will focus on practical application of DBT skills and techniques and not the formal therapy, per se. Participants will review situations in which these skills may be integrated into their work with consumers and will practice implementation in small groups.
Stage Based Cognitive Behavioral Interventions	This session will cover the basic elements of cognitive behavioral treatment. This rehabilitation approach has elements of psycho-education and uses normalizing experiences to combat a member's sense of alienation due to symptoms of mental illness. Participates will receive practical information to apply in their work with members.
Women and Substance Abuse	Women's experience with and recovery from drugs and alcohol is substantively different than men's. This training will address the prevalence of substance abuse among women as well as unique aspects of physiology and treatment

CBT for Psychosis	Through a combination of didactic training and participatory case examination, this session will introduce participants to the elements of Cognitive Behavior Treatment for delusions and hallucinations, as well as its demonstrated efficacy in helping clients to reduce the incidence and/or effects of psychotic symptoms.

Core Safety Competencies in Mental Health (Required within Thresholds)	
Crisis Prevention and Response	This training will help staff identify situations and circumstances that present significant risk to themselves and others and to practice proactive, preventive measures when possible to circumvent or decrease the risk. There will be special emphasis on suicide risk. Additionally, staff will learn best practices when responding to crisis and tips for debriefing when the crisis has passed. Small group discussion of situations that frequently lead to critical incidents will be included.
Crisis De-Escalation	In this session, staff will examine their own reactions to emotionally charged situations. All reactions are normalized, and then a protocol for recognizing and defusing potential crises is introduced. Staff will practice the protocol, which uses key markers for assessing real situations which have arisen on the unit. This training is a precursor for conflict resolution, which involves more sophisticated negotiation skills
Suicide Risk Assessment and Prevention	This training will examine the prevalence and causes of suicide, the difference between suicide and self-injury and warning signs and symptoms that could suggest the imminence of suicide.
Street Safety and Outreach	In this session, staff working in the community will learn about and discuss: productive and unproductive fear; unsafe people places and things; being aware of personal space; dealing with the threat of weapons; levels of verbal escalation; and when and how to say, "no".

Electives	
Cultural Diversity	Members experience their illness and their recovery in a cultural context. In addition, cultural differences affect the helping process as each culture finds certain behaviors, interaction and values more important than others. This training is designed to help staff examine their own values and biases, and to create plans for making any needed changes in their attitudes toward other cultures.
Aspiring Ally	This training workshop will provide participants with information about how to be an ally by promoting social justice as the member of a privileged group. It will cover key terms and concepts for aspiring allies as well as qualities of an effective ally and typical mistakes that aspiring allies make. Participants will learn what a micro-aggression is and how to spot when one is happening. This training is designed to foster the specific critical thinking skills that will help build a culture of allies at Thresholds.

Transgender Ally	This training provides an opportunity to deepen understanding around the trans population. Sexual orientation, gender identity and gender expression are distinguished. Following, information on psychosocial factors as well as useful tips on how to be an Ally to this group are outlined and explored.
Hearing Voices that are Distressing	In this training, designed to increase staff sensitivity to the experience of mental illness, hearing distressing voices is simulated through the use of audiotapes. Participants then try to negotiate some of the day-to-day tasks members' face. The session closes with a debriefing session in which participants are encouraged to talk about their impressions. **Note: This training is intended for non-voice hearers.**
Introduction to Psychopharmacology and Brain Disorders	This training includes a review of the biochemical theory of mental illness and how medications impact the symptoms of psychiatric disorders. The various classes of medications commonly prescribed to consumers are presented, as are the actions, interactions and side effects of those medications.

Managed Care	
Health Reform and Innovations	In this session new information on Health Care Reform and how individuals with severe mental illness with be affected.