

Mission-Driven Learning & Development from Community Solutions

Course Catalog



Meet CS Learning



Community Solutions' mission is to create opportunities for positive change by promoting and supporting the full potential of individuals, the strengths of families, and the well-being of our community. As a trusted service provider for over 50 years, we deliver a comprehensive continuum of prevention, intervention, treatment, and residential services throughout Santa Clara and San Benito Counties—learning, growing, and evolving alongside the communities we serve.

In response to the growing need for high-quality, trauma-informed, and culturally responsive training, we launched the CS Learning Training Institute to provide interactive and meaningful learning experiences designed to empower our staff, partners, and community stakeholders. Our goal is to equip professionals with the tools, skills, and insights needed to create lasting change, promote healing, and support resilient communities.

6,140

Individuals served in Fiscal Year 2024

30

Different Lines of Services Provided to Individuals, Children, and Families 275+

Number of Beds Provided to Individuals

399

Total Employees

200+

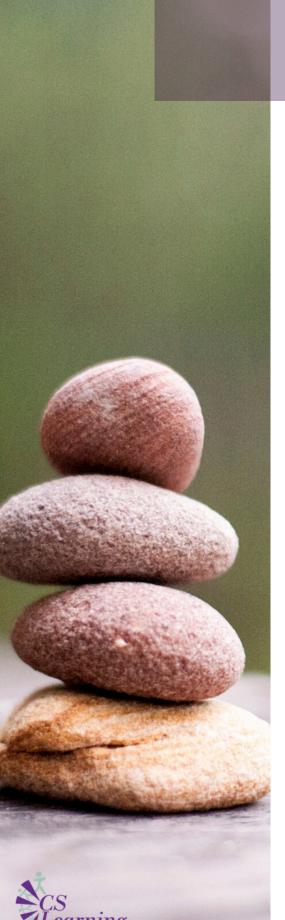
Trainings Provided
Annually

40+

Total Learning
Partnerships
(Past and Present)



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Statement of Inclusion

We are committed to fostering an inclusive, respectful, and supportive learning environment for all. We believe that diversity in backgrounds, identities, experiences, and perspectives enriches the educational experience and strengthens our community.

We welcome individuals of every race, ethnicity, nationality, gender identity and expression, sexual orientation, age, ability, socioeconomic background, religion, and belief system. Our programs, policies, and practices are designed to ensure equity and access, while promoting a culture of understanding, empathy, and collaboration.

We are happy to provide learners equal access to our content. Please let us know in the discovery call any accommodation needs.



Allergies and Dietary Restrictions

Please notify us if you have any food allergies or dietary needs, as many of our workshops provide snacks.



Accessibility

We welcome individuals with physical disabilities, learning disabilities, and those who are neurodivergent.



Lived Experience

Individuals with lived expertise are valued and celebrated.



Photos, Videos, and Social Media

Please notify us if you prefer we do not photograph or record your session. We respect the privacy and autonomy of participants.



The CS Learning Team

Our CS Learning team is here to support with your learning and development needs. From scheduling and invoicing, to facilitation and impact reporting, the team is dedicated to ensuring high-quality service delivery for individuals and teams.



Melissa SantosVP of Workforce and
Business Development
(she/her)



Nicole Irigoyen
Director of Workforce
Development
(she/her)



Yari Bonilla
CS Learning
Operations Lead
(she/her/ella)



Melanie Davis Lead Workforce Development Facilitator (she/her)



Lauren McCabe
Employee Experience
Project Manager
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Katherine Hernandez

CS Learning

Administrator

(she/her/ella)



Andriana Ancira
CS Learning Internship
Coordinator
(she/her/ella)



Adam Fonseca
Workforce
Development Facilitator
(he/they)



Adjunct Faculty

In addition to the core team, CS Learning partners with an array of adjunct faculty who specialize in a variety of areas to ensure a comprehensive scope of course offerings with facilitators of relevant and diverse backgrounds and expertise.



Rachel Garner LCSW-S (she/her)



Lisa Colliss
LCSW
(she/her)



Abraham Gonzalez
ASW
(he/him/el)



Margarita Gomez
OT
(she/her/ella)



Holly Hughes LCSW (she/her)



Perla Flores
MPA
(she/her/ella)



Matthew Rensi PhD, LPCC (he/him)





Course Topics

This catalog contains a variety of courses for human service professionals and organizations looking to enhance their skills and impact. Courses are organized in alphabetical order. Individuals can also register for seats by visiting our website.

Organizations looking to book course or packages for their teams can schedule a discovery call with our team to explore options.

Target Audiences

CS Learning offers professional development experiences for:

- Case managers
- Peer partners
- Counselors
- Mental health clinicians
- Victim service providers

- Educators
- School personnel
- First responders
- Community organizers
- Health workers

Training and Consultation Packages

You can also find comprehensive training and consultation packages to support deeper organizational development. We have various packages that offer training, consultation, or both.

Continuing Education Units (CEU's)

We are an approved provider of CEU's for the following licenses:

California Association of Marriage and Family Therapists (CAMFT)

CEPA Provider Number: 129412

- LMFT
- LCSW
- LPCC
- LEP

California Department of Alcohol and Drug Programs (CADAAC)

Provider Number: 7213401223

- CADCI
- RADTI
- CADC
- RADT II
- CADC II
- SUDC
- CADC III
- LAADCI

California Mental Health Services Authority (CalMHSA)

Provider Number: 1009

Approved for this course only:

Boundaries and Ethics for Case Managers & Peer Partners

Peer Support Specialist





Adult Mental Health First Aid

8 Hours

Mental Health First Aid is a national, evidence-based program designed to equip participants with the skills to identify, understand, and respond to signs of mental illnesses and substance use disorders. The program provides an overview of mental illness and substance use disorders, explores risk factors and warning signs, enhances understanding of the impact of mental illnesses, and covers common treatments.

Boundaries & Ethics for Case Managers & Peer Partners

3 Hours

Working in the behavioral health field can be challenging, especially when it comes to navigating relationships and boundaries with clients. This course supports case managers and peer partners to unpack legal and ethical elements of confidentiality, self-disclosure, and managing professional relationships.

CBT: A Clinical Perspective for Therapists

6 Hours

Cognitive Behavioral Therapy (CBT) is an approach focused on recognizing the differences between thoughts, feelings, and actions, and teaches that we all have the ability to shift our thinking patterns. CBT is considered a best practice for the treatment of depression and anxiety.

Co-Occurring Diagnosis & Integrated Treatment

3 Hours

Integrating historically segregated approaches to treating SUD's and psychiatric disorders is crucial to improve treatment outcomes. This workshop will provide skills and interventions to effectively diagnose and treat co-occurring disorders, including DSM-V diagnostic criteria, a comprehensive review of substance use disorders, a neuroscience model of SUD's, and shifting paradigms to reduce stigma.

NEW

Child Abuse Mandated Reporter Training

Child abuse mandated reporter will provide essential knowledge about the community responsibilities, including identifying the four types of abuse: physical, emotional, sexual, and neglect. Explore the influence of cultural biases and socioeconomic factors on families while engaging in interactive discussions to enhance their skills in recognizing and responding to signs of abuse.

3 Hours

**A 4-hour version is available for licensed childcare providers.



Creating a Trauma-Informed Classroom Environment

1.5 Hours

Trauma impacts everything—the brain, the body, and the capacity to learn. Participants will learn strategies to recognize trauma responses, reduce re-traumatization, and foster resilience through relationship-building and routines. Ideal for educators seeking to better support all students, especially those affected by adverse childhood experiences.

DSM-5-TR: What You Need to Know

2 Hours

The nuances of the DSM can seem confusing and complicated at the best of times. This is further compounded when there is a new edition. Don't waste countless hours trying to parse the changes, we've already done it for you and put it into a clear, concise training. This course will walk you through major updates to the DSM, changes in diagnoses and new items in the DSM so you can be confident when diagnosing clients.

Empathic De-Escalation

3 Hours

Empathy, as a skillset, is the antidote to disconnection. Research is clear that when human services providers respond with empathic skill, our interactions improve and along with that, positive health outcomes follow. Using trauma informed care and motivational interviewing as foundational frameworks, we will explore common reasons that people become escalated, how to prevent that from happening, and how to respond when encounters reach the point of tension or conflict.

Family Systems & Involvement in Treatment

3 Hours

This workshop focuses on the role of family systems in the development, maintenance, and treatment of substance use disorders. An overview of Systems Theory will be introduced as a framework for conceptualizing a family disease model of SUD's. Common family roles, and dynamics within family systems, interventions to support growth, and sustained individual and family recovery—including a family relapse prevention plan.

Foundations of Dialectal Behavioral Therapy Skills

6 Hours

DBT is an approach that combines strategies like mindfulness, acceptance, and emotional regulation to teach people how to live in the moment, cope with stress in healthy ways, identify emotions, manage distressing emotions, and improve relationships with others.



Heart First: Responding to Student Disclosures and Distress

1.5 Hours

Every teacher receives mandated reporter training, but those courses tend to provide little guidance on how to emotionally support a student that comes forward with a disclosure of abuse or a child who is in crisis. This course provides guidance on how to provide emotional support in the moment—and how to create warm referrals for students who need extra support.

**This course has a recommended prerequisite, and pairs with the course Seeing the Unseen: A Guide to Youth Mental Wellness.

Implementing the Medical Model for SUD Services

4 Hours

This training explores the medical model in the treatment of substance use disorders (SUD's), focusing on the biological and neurological underpinnings of addiction; emphasizing addiction is not a moral failing. Participants will gain an understanding of science-based approaches, such as the principles and practices of hard reduction and medically assisted treatment, which reduce stigma and promote long-term recovery through comprehensive care.

Intersections of Gender-Based Violence

8 Hours

This course is a basic introduction to leading mental health groups. It will focus on the group type and format, initial sessions, ethical and legal considerations, and how facilitators can navigate challenging interactions in a group while keeping trust and rapport.

Introduction to Leading Groups

2 Hours

This course is a basic introduction to leading mental health groups. It will focus on the group type and format, initial sessions, ethical and legal considerations, and how facilitators can navigate challenging interactions in a group while keeping trust and rapport.

Introduction to TraumaInformed Care

3 Hours

This course introduces the principles of Trauma-Informed Care, emphasizing the impact of trauma on mental, emotional, and physical well-being while uncovering new research on generational and historical trauma. Participants will learn strategies to create safe, supportive environments that promote healing, reduce traumatization, and support resilience and growth in individuals affected by trauma.

**A version of this workshop is also available at the intermediate level.



Keys to Understanding Fetal Alcohol Spectrum Disorders

3 Hours

Fetal Alcohol Spectrum Disorders (FASD) is commonly underdiagnosed and under identified. This course will cover associated complications, along with tools for prevention and intervention. You will learn ways that you can raise awareness for these disorders, which can ultimately result in proper treatment and prevention of FASD along with some valuable resources.

Motivational Interviewing I: Foundations for Change

6 Hours

In this course, participants will learn about using motivational interviewing as an approach to helping people change and see the crucial importance of tailoring interventions to an individuals' placement in the stages of change theory to improve the likelihood of success. Learners will practice specific skills and techniques which include establishing rapport, eliciting change talk, and establishing commitment language.

Motivational Interviewing II: From Talk to Action

4.5 Hours

This intermediate-level Motivational Interviewing (MI) training is designed for practitioners with previous exposure to MI who are ready to apply MI skills more effectively to different client populations, including couples, families, and the underserved. Participants will deepen their understanding of the four processes of MI and learn to recognize and respond skillfully to both change talk and sustain talk—including if an alliance rupture occurs.

Motivational Interviewing III: Precision & Partnership

4.5 Hours

Through a combination of interactive activities and guided practice, participants will revisit core MI concepts while diving deeper into advanced strategies, including complex reflections, managing resistance, and responding effectively to change talk. Special emphasis will be placed on applying MI in challenging scenarios such as client crises and working with individuals with personality disorders.

**This is an advanced course, and MI I and II are recommended before taking MI III.

Motivational Interviewing for SUD Treatment

6 Hours

Specifically for professionals in the SUD treatment field, this course starts with a basic review of the stages of MI, stages of change theory, and active listening skills like OARS in MI. Learners will practice utilizing MI with clients, conducting risk assessment, and connecting with clients that present with high amount of sustain talk and discord related to SUD's.



Recognizing & Responding to Suicidal & Homicidal Ideation

2 Hours

This course covers an introduction to assessing and engaging with clients that are experiencing suicidal and/or homicidal ideation. With an emphasis in identifying common warning signs, safety planning, and verbal de-escalation, it reviews Joiner's interpersonal theory of suicide and gives practical and actionable items for mental health professionals.

Restorative Justice Circle Processes for Beginners

1 Hour

A circle process is a powerful tool for building community, fostering empathy, and repairing harm in work and school environments. Participants will learn the structure, purpose, and facilitation techniques of circles, with a focus on practicing this skill for use in their classrooms and workplaces.

**This course pairs with Restorative Practices: Social-Emotional Learning in Action.

NEW Restorative Practices: SocialEmotional Learning in Action

1.5 Hours

There is much more to restorative justice than circle processes. This workshop brings forth additional restorative practices, like affective statements, family group conferences, and victim-offender mediation. An emphasis on verbal conflict resolution is a theme throughout this course.

**This course pairs with Restorative Justice Circle Processes for Beginners.

Safety in the Field

3 Hours

In this course, participants will learn about the importance of safety when working in community-based behavioral health settings. It will teach learners how to use safety precautions, with an emphasis on respect and cultural humility, while working in the field delivering services and conducting meetings in client's homes.

Seeing the Unseen: A Guide to Youth Mental Wellness

1.5 Hours

An introductory look at youth mental health, focusing on common challenges such as anxiety, depression, and toxic stress. Participants will gain tools to recognize early signs, respond with empathy, and connect youth to appropriate support resources.

**This course is a pre-requisite and pairs with Heart First: Responding to Student Disclosures and Distress, which is an advanced continuation of this topic.



Seeking Safety

6 Hours

In this course, participants will learn about the importance of safety when working in community-based behavioral health settings. It will teach learners how to use safety precautions, with an emphasis on respect and cultural humility, while working in the field delivering services and conducting meetings in client's homes.

Sexual Orientation, Gender Identity and Expression (SOGIE)

8 Hours

This training provides the necessary tools and best practices for participants to learn how to recognize that LGBTQI+ members are in their care, to intervene during instances of harassment and discrimination, to support LGBTQI+ members in systems of care, and to empower themselves and colleagues to create affirming environments, and to utilize best practices in providing LGBTQI+ affirming care to increase LGBTQI+ members ability to achieve permanency.

Superpowers of Sleep, Stress, and Self-Care

2 Hours

This course covers research on the effects of experiencing stress and sleep deficits; including its impact on brain and body function. focuses on research around self-care and improving how we can better manage our stress and sleep in order to be more joyful, effective, and fulfilled in our work and personal lives.

Substance Use Disorders 101: Awareness, Compassion, and Action

3 Hours

SUD's 101 introduces the effects and prevalence of substance use disorders, and identifies the differences between use, misuse/abuse, and substance dependence and categorizes different forms of substances and their impacts/symptoms. Finally, harm reduction principles are introduced to support clients in recovery.

Substance Use Disorders 201: Treatment Theories and Approaches

This course provides participants with a deep dive into the neuroscience of the development of problematic substance use and treatment approaches and theories like stages of change. Learners will strengthen their skills to address crises in recovery, identify common co-occurring disorders, and navigate countertransference in substance use treatment.

3 Hours



Sustainability in Trauma Work: Trauma Stewardship

3 Hours

This course explores the profound impact of working in high-stress and high-trauma fields and offers strategies for sustaining well-being while engaging in meaningful work. Drawing from Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others by Laura van Dernoot Lipsky, this training examines how secondary trauma accumulates over time and articulates the 16 signs of trauma exposure response, while offering practical ideas for personal and professional sustainability.

Time and Energy Management

2 Hours

Often, remaining focused and completing tasks on time can be challenging due to disruptions like phone calls, meetings, text and other people crises. Many of us could feel a lot more productive if we increased our self-management skills when it comes to where we focus our time and energy. In this course, you will deepen time management skills by exposure to new techniques, recognizing the most common distractions, and how to best respond in "moments of choice."

Trauma Informed Leadership

3 Hours

This course is designed to equip leaders, managers, and decision-makers with the knowledge and skills necessary to create a more empathetic, resilient, and supportive work environment. It goes beyond traditional leadership skills to focus on the critical concept of trauma-informed leadership, recognizing the profound influence of trauma on both individuals and organizations.

Utilizing the Therapeutic Alliance

3 Hours

This course focuses on a key element of the therapeutic process: the therapeutic alliance. The course will focus on the research supporting the effectiveness of the therapeutic alliance, strategies to build a strong therapeutic alliance, and how to identify alliance ruptures and then make repairs in the therapeutic alliance.

Youth and Substances: Use, Misuse, and Dependency

Substance use is a large spectrum, including use, misuse/abuse, and substance dependency. This course provides shared language to describe student signs of each part of the continuum, a brief introduction to harm reduction principles, and categorizes different forms of substances and their impacts/symptoms.

1.5 Hours



Popular Training Bundles

Our training bundles are designed to equip learners with the tools necessary to deliver effective services to the specific populations that they are working with. See below for potential packages. Custom packages can also be co-created based on your team's specific learning and development needs.

Mastering SUD Care: Empowering Providers

- Family Systems in SUD Treatment
- Motivational Interviewing for SUD Treatment
- Co-occurring Disorders and Integrated Treatment
- SUDS 101: Awareness, Compassion, and Action
- SUDS 201: Treatment Theories and Approaches

Total Live
Training Time:
20 Hours

Package Estimate: \$17,600

Clinical Toolkit: Foundational Practices in Clinical Interventions

- DSM-5-TR: What You Need to Know
- Utilizing the Therapeutic Alliance
- Precision & Partnership: Advanced MI for Complex Client Interactions
- Co-occuring Disorders and Integrated Treatment

Total Live
Training Time:
14 Hours

Package Estimate: \$12,320



Empowering Educators

- Seeing the Unseen: A Guide to Youth Mental Wellness
- Heart First: Responding to Student Disclosures and Distress
- Creating a Trauma-Informed Classroom Environment
- Restorative Practices: Social-Emotional Learning in Action

Total Live
Training Time:
6 Hours

Package Estimate: \$5,280

Essentials for Case Managers & Peer Support

- Adult Mental Health First Aid
- Introduction to Trauma-Informed Care
- Boundaries & Ethics for Case Managers & Peers
- Recognizing & Responding to Suicidal and Homicidal Ideation

Total Live
Training Time:
19 Hours

Package Estimate: \$14.080

Shielding the Healers: Vicarious Trauma Support

- The Superpowers of Sleep, Stress, and Self-Care
- Time and Energy Management
- Sustainability in Trauma Work: Trauma Stewardship
- Trauma Informed Leadership

Total Live
Training Time:
10 Hours

Package Estimate: \$8,800





Trauma-Informed Transformation Organizational Training & Consultation Package

This package is for leaders seeking consultation and coaching to support their organization in enhancing a culture of trauma sensitivity. They desire an organizational culture that extends beyond supporting clients on their journey toward wellness and recovery by looking inward to support their staff in experiencing support and development opportunities that build their resilience and promote self-care.

This scope of work will be driven in partnership with an internal Trauma-Informed Transformation Committee comprising staff from different levels of the organization who will be come trauma-informed champions within the organization.

Staff Development Workshops:

- Introduction to Trauma-Informed Care
- Trauma-Informed Leadership
- Sustainability in Trauma Work: Trauma Stewardship

Key Deliverables Can Include:

- Executive Statement committing to a trauma-sensitive work environment
- Implementation plan for a Trauma-Informed Transformation Committee
- Workplace culture assessment utilizing the Vicarious Trauma—Organizational Readiness Guide (VT-ORG)
- Strategic planning and coaching sessions
- Trauma-Informed Transformation Strategic Plan



Intern Workforce Consultation Package



CS Learning is deeply committed to nurturing the behavioral health workforce pipeline by providing enriching learning experiences and development opportunities for those entering the field through our internship program. With a rich history of 25 years, we have cultivated extensive expertise in hosting interns from diverse disciplines, continually evolving and learning from each experience.

Our consulting packages are tailored to suit the specific needs of every organization, collaboratively crafted with our team of seasoned experts. Whether your organization is embarking on a new venture or seeking to elevate an existing program, our team's expertise can undoubtedly guide you through the process effectively.

Key Deliverables can Include:

Program Design

- Establishing Commitment & Capacity
- Policies & Procedures
- Data Tracking
- Fiscal Planning
- Assessment & CQI
- Agency-Wide Integration

Intern Recruitment

- Educational Partner Relationships
- Outreach & Marketing
- Internship Incentives
- HR Partnership
- Recruitment Process
 & Best Practices

Intern Experience

- Collaboration with Partners
- Training & Supervision
- Leadership Support & Collaboration
- Performance Review & Remedy

Conversion & Retention

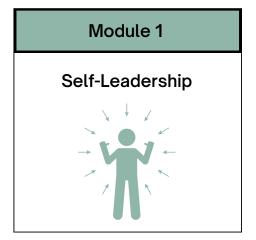
- Collaboration with Human Resources
- Supporting the Transition
- Recruitment Timeline
- Additional Incentives

Customized Consulting Packages Range from \$7,000 - \$15,000

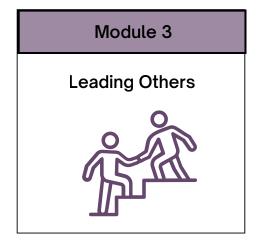
Click Here to Visit our Internship Website

Leadership Development Program: Recruitment, Retention, & Culture Change

Investing in staff is crucial to employee satisfaction and retention. The Leadership Development Program is a 14-week, professional development program wherein staff from across the organization will explore values, practices, and behaviors of leadership as they apply to their professional role. This package empowers organizations to develop and mold emerging leaders in every pocket of their agency, promoting equity and belonging in alignment with agency values and vision.



Module 2 How We Lead



Learning Objectives:

Identify personal areas of strength and comfort as a leader and determine areas for continued growth and development.

Explore how one's lived experience informs their approach to leading as well as how they relate to leaders.

Topics Covered:

- Emotional intelligence
- Personal values
- Self-reflection & selfawareness
- Power, privilege and leadership

Learning Objectives:

Explore leadership theories, values, and behaviors that center belonging and equity.

Analyze ways in which our identities impact our relationship with leadership and inform our orientation towards power and hierarchy.

Topics Covered:

- Personal leadership mission statement
- Relationship to feedback
- Cultural humility and cultural dimensions
- Creating belonging in the workplace

Learning Objectives:

Develop a confidence leading through dynamic and challenge situations--amidst change and conflict situations.

Examine sustainability and trauma stewardship principles in helping professions to build healthy self-care techniques.

Topics Covered:

- Conflict transformation
- Trauma Stewardship
- Leading through change
- Conscious leadership commitments
- Vision for leadership



Leadership Development Program: Recruitment, Retention, & Culture Change

The program includes classroom learning, independent learning, and practical application, fostering a dynamic and individualized experience for each cohort.

Eight Live Sessions

- Six sessions of live cohort meetings, each session is 4 hours
- Plus, an orientation and graduation celebration meeting
- Each session has hands-on activities, groupwork, and individual reflection

Evaluation and Impact

 Evaluation templates are provided, for LDP participants and their managers, that detail individual growth and development in leadership competencies.

Cultivated Learning Menu's

- Each session has curated independent learning resources ranging from articles, videos, podcasts, and blogs that relate to each session's core topics
- Independent learning between live sessions strengthens participants

Group Project

- Small groups work together on a shared project through the 14-week course
- Each group presents their findings at the graduation ceremony

Optional Affinity Groups

- Participants can join small reflective circles after sessions on culture and identity
- Affinity groups are structured based on the preferences of the learners and the unique make-up of the group

Train The Trainer Model includes:



- Building organizational buy-in
- Consultation on program elements, such as the application process, selection process, and manager engagement
- Facilitation for the inaugural cohort of learners
- Detailed curricula and facilitator guides and agendas
- Program evaluation and impact reporting



What Our Learning Partners Are Saying



"The trainer was informative, engaging, and made the training interactive. Trainer shared relevant examples from their own work and prioritized time for trainees to practice the skills."

- Riverside University Health, Motivational Interviewing

"This information was current and applicable to type of work I do. Content of information was more than sufficient and left me with a knowledgeable bank of information."

- Gavilan College, Child Abuse Mandated Reporter Training

"I really appreciated that there were many opportunities during the training for us to participate, either in front of the group or in pairs, which I think really helped to engage with the subject material as well as give an idea of what it would look like in practice."

- Riverside University Health, Mental Health Assessment

"The presenter is really great! He is so engaging and knowledgeable and presents the information in a very understandable and digestible way. I love how many resources he provides and that he provides so many specific interventions to use with a wide variety of clients."

- Rebekah's Children Services, CBT: A Clinical Perspective for Therapists





"I liked how the topics I needed to learn about were lectured on with an effective presenter who was knowledgeable and engaging. I liked how we felt comfortable enough to ask questions, there was an activity involved, breaks, and we had opportunities to ask questions."

- Santa Clara County Regional Nursing, Safety in the Field

"What I liked most was the very deep content that was presented. It allowed me to reflect a lot on myself and helped me expand the possibility of empathizing with the people around me."

- Janus of Santa Cruz, Introduction to Trauma-Informed Care



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GET IN TOUCH

To learn more about our course offerings, schedule a discovery call today!





Visit our website:

www.communitysolutions.org/CSLearning

Ready to schedule?

Email: Training@CommunitySolutions.org

Connect With Us on Social Media!



: www.linkedin.com/company/community-solutions-scc



: @CommunitySolutionsSCC



: www.facebook.com/CommunitySolutionsSCC