



North Wales Substance Misuse Workforce Development Programme

**Spring Prospectus
July to September 2025**

Adferiad

The North Wales Substance Misuse Workforce Development programme offers a variety of free courses delivered by the Adferiad Learning and Development Team. These courses cater to individuals across the six North Wales counties and focus on addressing substance use and mental health issues. Adferiad, with its expertise in these areas, aims to deliver outstanding services to individuals with substance use problems, mental health problems, and complex needs in Wales.

The Workforce Development Program, is funded by the North Wales Substance Misuse Area Planning Board and Partners.

Key features of the courses include:

- 1. Qualified Trainers:** Courses are delivered by qualified trainers who are also practitioners with firsthand knowledge of the topics they cover. This ensures that participants receive training from experts with up-to-date knowledge and practical experience in the field.
- 2. Relaxed Environment:** Training sessions are conducted in a relaxed environment where participants feel comfortable asking questions and engaging in discussions. This approach fosters an atmosphere conducive to learning and skill development.
- 3. Up-to-Date Content:** The courses are designed to provide participants with the most current knowledge and skills relevant to their roles. This ensures that individuals are equipped with the latest information, advice, and support strategies to address the needs of those they serve.
- 4. Enhanced Support Delivery:** By equipping participants with relevant knowledge and skills, the program aims to enhance the quality of information, advice, and support provided to individuals with substance use and mental health issues. This, in turn, contributes to better outcomes for those accessing support services.

The prospectus outlines details of upcoming courses and provides information on how to enrol.

For further inquiries or additional information, interested parties can reach out to the Adferiad team at training@adferiad.org

Courses

Introduction to Substance Use - Adults.....	4
Introduction to Substance Use – Young People.....	5
Substance Use and De-escalation.....	6
Substance Use and Safeguarding	7
2-day course Accredited – Co-occurring and Multiple Needs	8
2-day course Accredited - How to Minimise Substance Use	9
2-day course Accredited - Substance Use Awareness	10
2 Day Course Accredited - Mental Health and Substance Use First Aid	11
Alcohol Related Brain Damage (ARBD)	12
Drugs and Trends.....	13
Benzodiazepines.....	14
Ketamine.....	15
Cannabis.....	16
Vaping.....	17
Adverse Childhood Experiences (ACEs).....	18
Personality Disorder.....	19
Co-occurring and Multiple Needs - Adults	20
Self-Neglect	21
Suicide Awareness	22
Self-Injury Awareness.....	23
Resilience Skills.....	24
Partnership Working.....	25
Alcohol and Brief Interventions in the Workplace.....	26

Introduction to Substance Use - Adults

This half day introductory session is tailored specifically for non-substance use professionals who may work with individuals who have substance use issues or are at risk of using substances.

Learning Objectives:

On completion of this course, participants will have:

- An awareness of substance use/risk of substance use
- Awareness of vulnerability to substance use
- Awareness of basic harm reduction approaches
- Knowledge of signposting
- Basic tools for effective early intervention
- An increased confidence in dealing with a substance use incident

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
01/07/2025	09:30 – 12:30	Click here to book
09/09/2025	09:30 – 12:30	Click here to book

Introduction to Substance Use – Young People

This three-hour online interactive introductory session is tailored specifically for non-substance use professionals who may work with young people who have substance use issues or are at risk of using substances.

Learning Objectives:

On completion of this course, participants will have:

- An awareness of substance use among young people
- The ability to identify some key substances young people use and their risks
- An understanding of the vulnerabilities to substance use
- A basic knowledge of harm reduction approaches
- Knowledge of organisations who can support young people in North Wales

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
17/07/2025	09:30 – 12:30	Click here to book
29/07/2025	09:30 – 12:30	Click here to book
07/08/2025	09:30 – 12:30	Click here to book
12/08/2025	09:30 – 12:30	Click here to book
24/09/2025	09.30 – 12.30	Click here to book

Substance Use and De-escalation

This three-hour interactive course will increase awareness of substance use and signs of use and provide useful skills to de-escalate situations.

Learning Objectives:

On completion of this course participants will have increased awareness on:

- Identifying substance use and signs of use
- Effects of substances and impact of use
- The difference between de-escalation and escalation
- Using de-escalation skills

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
02/07/2025	09:30 – 12:30	Click here to book
21/07/2025	09:30 – 12:30	Click here to book
04/08/2025	09:30 – 12:30	Click here to book
27/08/2025	09:30 – 12:30	Click here to book
17/09/2025	09:30 – 12:30	Click here to book
23/09/2025	09:30 – 12:30	Click here to book

Substance Use and Safeguarding

This course examines the link between substance use and safeguarding, teaching learners to identify risks, understand relevant legislation, and respond effectively.

Participants will gain practical skills to address safeguarding concerns and support individuals safely and respectfully.

Ideal for health and social care professionals.

Learning Objectives:

On completion of this course, participants will have:

- Describe the effects of common substances and recognise signs of substance use.
- Identify potential safeguarding concerns linked to substance use.
- Explain the key principles of safeguarding and how they relate to individuals using substances.
- Demonstrate appropriate actions when responding to safeguarding risks in substance use cases.
- Develop person-centred strategies to support individuals while prioritising safety and wellbeing.

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
08/07/2025	09:30-12:30	Click here to book
16/07/2025	09:30-12:30	Click here to book
19/08/2025	09:30-12:30	Click here to book
16/09/2025	09:30-12:30	Click here to book
25/09/2025	09:30-12:30	Click here to book

2-day course Accredited – Co-occurring and Multiple Needs

The aim of this course is to define what is meant by co-occurring mental health and substance use.

The course also examines the primary and secondary care pathways for individuals affected.

Learning Objectives:

On completion of this course, participants will:

- Understand co-occurring mental health and substance misuse.
- Understand the reasons and impact for substance misuse by individuals with co-occurring disorders.
- Understand what is meant by the term care pathway and its application.
- Understand the support available to individuals experiencing co-occurring disorders.

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Day 1	Day 2	Time	Booking link
02/07/2025	03/07/2025	09:30 – 16:30	Click here to book

2-day course Accredited - How to Minimise Substance Use

This 2-day accredited course gives learners the skills to support substance users to minimise substance use and acquire strategies to maintain healthy behaviour change.

Learning Objectives:

On completion of this course, participants will:

- Understand the Cycle of Change and recognise their own position on the cycle
- Understand the difference between lapses and relapses and learn some strategies to manage these
- Identify and recognise early warning signs of lapse and relapses
- Become aware of techniques to reduce anxiety and improve assertiveness as well as problem solving strategies
- Be able to develop person centered relapse prevention plans

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date DAY 1	Date DAY 2	Time	Booking Link
09/09/2025	10/09/2025	09:00-17:00	Click here to book

2-day course Accredited - Substance Use Awareness

This course will increase awareness of the fundamental principles associated with the recognition and management of drug and alcohol use for those who work within the substance use sector across the six counties of North Wales, including workers that are peripherally or indirectly involved, such as teachers, police force and housing workers.

Learning Objectives:

On completion of this course, participants will have a knowledge of:

- UK Drug and Alcohol Laws
- The physical and psychological impacts of drugs and alcohol and use
- Risks of polydrug use
- Harm reduction approaches and tools
- Treatment options available to people who use drugs and alcohol
- Appropriate support agencies available for people who use drugs and alcohol in North Wales
- How to offer choices and empower people who use drugs and alcohol.

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date DAY 1	Date DAY 2	Time	Booking Link
08/07/2025	09/07/2025	09:30 – 16:30	Click here to book
03/09/2025	04/09/2025	09:30 – 16:30	Click here to book
16/09/2025	04/09/2025	09:30 – 16:30	Click here to book

2 Day Course Accredited - Mental Health and Substance Use First Aid

This course content will be the same as the non-accredited course, however, will be accredited and will involve providing written understanding of topics covered in the form of a workbook.

Learning Objectives:

On completion of this course, participants will be able to:

- Understand the role of a mental health and substance use first aider.
- Be aware of the relationships between mental illness and substance use.
- Recognise the signs and symptoms of a variety of mental illnesses.
- Recognise when someone is struggling with mental health or substance use issues
- Putting mental health and substance use first aid into action.
- Be aware of options for mental health and substance use self-help and options for professional help when needed.

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date DAY 1	Date DAY 2	Time	Booking Link
08/07/2025	09/07/2025	09:00-17:00	Click here to book

Alcohol Related Brain Damage (ARBD)

This half day course introduces participants to Alcohol Related Brain Damage, provides an understanding of how different forms of ARBD affect individuals and how to reduce the harms for someone who uses alcohol and presents with some indicators of ARBD.

Learning Objectives:

On completion of this course, participants will:

- Recognise some of the signs and symptoms of ARBD
- Identify some of the barriers that people who may have ARBD face
- Understand how ARBD can affect an individual's capacity
- Develop some harm reduction techniques to support individuals who may experience ARBD

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
16/09/2025	09:30-12:30	Click here to book

Drugs and Trends

This course looks at the common drugs used in North Wales and the existing and emerging trends. The course also takes a general look at the UK as a whole and discusses factors that may be impacting the increase of drug use.

Learning Objectives:

On completion of this course, participants will have an increased understanding of:

- Common drugs used in North Wales
- New and emerging trends and drug use changes
- Factors contributing to the increase in drug use
- Harm reduction tools
- Explore and support service available across North Wales

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
17/09/2025	09:30-16:00	Click here to book

Benzodiazepines

This half day course introduces participants to Benzodiazepine family of drugs outlining some of the risks associated with this type of substance use and interventions to reduce harm.

Learning Objectives:

By attending this session, participants will have an increased understanding of:

- What Benzodiazepines are
- Prescribed and 'street' benzodiazepines
- The signs and symptoms benzodiazepine use
- Long- and short-term effects of benzodiazepine use
- Benzodiazepine dependency and withdrawal
- The risks of concurrent use of benzodiazepines and other substances
- Appropriate harm reduction advice

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
15/09/2025	09:30-12:30	Click here to book

Ketamine

This half day course introduces participants to Ketamine use, outlining some of the risks associated with use of dissociative substances and interventions to minimize harm.

Learning Objectives:

By attending this session, participants will have an increased understanding of:

- What ketamine is
- How ketamine is used and by whom
- The signs and symptoms of ketamine use.
- Long- and short-term impact of ketamine use, including Ketamine Bladder Syndrome.
- Risks of ketamine and concurrent use of other substances
- Appropriate harm reduction advice

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
13/08/2025	09:30-12:30	Click here to book

Cannabis

This half day course looks at cannabis use in adults and young people.

Learning Objectives:

By attending this session, participants will have an increased understanding of:

- What cannabis is and the active ingredients in the cannabis plant
- How cannabis is used and by whom
- The signs and symptoms of cannabis use
- The short- and long-term impact of cannabis use on mental health
- Appropriate harm reduction advice

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
08/09/2025	09:30-12:30	Click here to book

Vaping

This half day course is for anyone who has contact with young people in a personal or professional capacity. The session looks at electronic cigarettes and cigarette smoking trends among young people.

You will need a working Microphone, camera and good internet connection to participate in this training.

Learning Objectives:

By attending this session, participants will have a greater understanding of:

- Types of e-cigarettes
- What's in a vape and how vaping affects physical health
- Nicotine dependence and withdrawal
- How to talk to children and young people about vaping
- How to dispel myths about vaping
- How to reduce harms associated with vaping
- How to develop child/young person centred peer pressure response plans

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
19/08/2025	09:30-12:30	Click here to book

Adverse Childhood Experiences (ACEs)

This half day course introduces participants to Adverse Childhood Experiences (ACEs) and their impact on childhood brain development and adult mental health.

Learning Objectives:

On completion of this course, participants will:

- Understand what Adverse Childhood Experiences (ACEs) are
- Understand the impact of ACEs on a child's development
- Have an awareness of toxic stress and its impacts
- Be able to identify the importance of protective factors
- Explore the 7 Cs of Resilience
- Explore the TrACE toolkit

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
22/07/2025	09:30-13:30	Click here to book
29/09/2025	09:30-13:30	Click here to book

Personality Disorder

This course provides an insight into personality disorders and highlights factors to consider when working with individuals who have a personality disorder diagnosis.

You will need a working Microphone, camera and good internet connection to participate in this training.

Learning Objectives:

On completion of this course, participants will understand:

- What a personality disorder is
- How/when does a personality become 'disordered?'
- What are the risk factors in childhood history that can contribute to personality disorder
- What are the common signs of personality disorders
- Co-occurring needs often associated with personality disorders - mental ill health, substance use, self-injury, etc.
- How a diagnosis is made and treatment options available

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
01/07/2025	09:30-16:00	Click here to book

Co-occurring and Multiple Needs - Adults

The aim of this training is to provide participants with an insight and understanding of the complex relationship between mental health and drug and alcohol use.

Learning Objectives:

On completion of this course, participants will:

- Understand what is meant by Co-Occurring and Multiple Needs
- Develop an awareness of the relationship between mental health and substance use
- Understand some of the effects that substance use can have on mental illness
- Understand the barriers faced by people with Co-Occurring Needs.
- Have an awareness of the substances used by people to deal with mental health issues
- Explore what support and guidance is available

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking link
16/07/2025	09:30 – 16:00	Click here to book

Self-Neglect

This full day course looks in detail at self-neglect, common causes of self-neglect

Learning Objectives:

On completion of this course, participants will have a greater awareness of:

- What self-neglect is
- The difference between intentional and non-intentional self-neglect
- What causes self-neglect
- Risk and capacity assessments
- What are hoarding behaviours and the links with self-neglect
- How to respond to self-neglect and interventions to support those who self-neglect
- Signposting organisations who can support individuals who self-neglect

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
09/07/2025	09:30-16:00	Click here to book
11/08/2025	09:30-16:00	Click here to book

Suicide Awareness

This half day training provides participants with an awareness of suicide and a range of approaches to understand and manage suicidal thoughts and behaviours.

Learning Objectives:

On completion of this course, participants will have:

- Definition of suicide
- Myths, statistics, and terminology surrounding suicide
- Risk factors and warning signs
- Interventions and non-judgmental listening
- Linking those with suicidal thoughts with people who can help
- An increased confidence of how to talk about suicide

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
29/07/2025	09:30-12:30	Click here to book
27/08/2025	09:30-12:30	Click here to book
22/09/2025		Click here to book

Self-Injury Awareness

This half day training provides participants with an awareness of self-injury and a range of approaches to understand and manage self-injuring behaviours.

Learning Objectives:

On completion of this course, participants will have:

- An awareness of self-injury
- Understand the difference between self-harm and self-injury
- An understanding of how to recognise warning signs and symptoms of self-injury
- An increased confidence of how to talk about self-injury
- An increased knowledge of some distraction techniques and harm reduction measures

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
07/08/2025	09:30-12:30	Click here to book

Resilience Skills

This full day interactive course provides knowledge and understanding about an individual's resilience and strategies for improving resilience in self and others.

Learning Objectives:

On completion of this course, participants will:

- Learn about the different types of resilience
- Understand how resilience helps individuals cope with stress
- Increase awareness of cognitive and somatic coping strategies
- Help improve communication and problem-solving skills
- Increase understanding of how psychological, emotional and physical wellbeing improve resilience.

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
26/08/2025	09:30-12:30	Click here to book

Partnership Working

This half day training provides participants with an awareness of how to work in partnership with multiple agencies to holistically support individuals with multiple, co-occurring needs. It gives learners the ability to understand seamless care for individuals who may need to access more than one service.

Learning Objectives:

On completion of this course, participants will:

- Understand how holistic support helps people achieve better outcomes
- Become aware of the Social Services and Well-being Act Wales and the Welsh Government Framework for Treatment of People with Co-occurring Mental Health and Substance Use Problem
- How to work together to deliver continuity of care for individuals accessing services
- How to work together to reduce challenges on our limited resources whilst providing a high quality service

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
12/08/2025	09:30-12:30	Click here to book

Alcohol and Brief Interventions in the Workplace

This half day training provides participants with an awareness of alcohol use by workforce.

Learning Objectives:

On completion of this course, participants will have:

- An overview of alcohol and its wanted and unwanted effects
- Stats around alcohol in the workplace, prevalence and costs
- Information about what to do if you believe a colleague is struggling with alcohol use
- An understanding of the VBI tool and how it is used.
- Discussed the benefits of having a robust alcohol policy in the workplace
- Provided feedback

Please follow Microsoft Teams Links provided next to each date to book your space.

Please note Microsoft Teams event registration follows American date system (Month/Day/Year) so it will look different from dates below

Date	Time	Booking Link
20/08/2025	09:30-12:30	Click here to book



Workforce Development Programme Booking Form

In collaboration with the North Wales Substance Use Workforce Development Training Group

Course Details

I wish to enrol for the following course:

which is to be held on

(please state preferred date):

at (please state venue):

Please state any special needs and/or dietary requirements (include any support materials needed):

Preferred language: ☐ English ☐ Welsh ☐ Bilingual

Delegate Details

Name (BLOCK CAPITALS)

Job Title:

Tel:

Email:

Managers name:

NB: Confirmation of your place on the course will be sent by email. Please ensure you print this clearly to reduce any delay.

Organisation Details

Name of Company or Organisation

Address

Post code

Tel.

Fax.

Please send this completed booking form to training@adferiad.org

Additional Needs

Adferiad aims for our courses to be fully inclusive, and we can make adjustments at the request of learners. We need this information prior to the start of the course in order to plan delivery to meet your needs.

What are your experiences of substance use in your area of practice? Please include an explanation and rating of the extent of your own knowledge, where 1 = little knowledge, and 5 = expertise in the sector.

Why do you want to attend the course?

Is there a particular area of focus that would benefit your professional practice?

Do your clients have any emerging needs in relation to substance use?

What age group do you work with?

Do you require additional support to participate in this course? e.g. a paper colour other than white, materials in large print.
Please specify:

Do you require materials in Welsh?



Adferiad

Cefnogi Pobl • Supporting People

Pencadlys / Head Office
Tŷ Dafydd Alun
36 Rhodfa'r Tywysog / 36 Princes Drive
Bae Colwyn / Colwyn Bay
Conwy LL29 8LA

Ffôn / Tel: 01792 816600

Ebost / Email: Training@adferiad.org

Gwefan / Web: adferiad.org.uk

Mae Adferiad Recovery yn elusen gofrestredig ac yn gwmni cyfyngedig trwy warrant. Rhif Cofrestru 2751104 Rhif elusen: 1039386
Adferiad Recovery is a registered charity and a company limited by guarantee Registered Number. 2751104 Charity Number: 1039386