



# **North Wales Substance Misuse Workforce Development Programme**

**Autumn Prospectus  
October to December 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](mailto:training@adferiad.org)**

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# 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
15/10/2025	09:30 – 12:30	<a href="#">Click here to book</a>
12/11/2025	09:30 – 12:30	<a href="#">Click here to book</a>
25/11/2025	09:30 – 12:30	<a href="#">Click here to book</a>
16/12/2025	09:30 – 12:30	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
07/10/2025	09:30 – 12:30	<a href="#">Click here to book</a>
28/10/2025	09:30 – 12:30	<a href="#">Click here to book</a>
17/11/2025	09:30 – 12:30	<a href="#">Click here to book</a>
09/12/2025	09:30 – 12:30	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
21/10/2025	09:30 – 12:30	<a href="#">Click here to book</a>
30/10/2025	09:30 – 12:30	<a href="#">Click here to book</a>
04/11/2025	09:30 – 12:30	<a href="#">Click here to book</a>
01/12/2025	09:30 – 12:30	<a href="#">Click here to book</a>

# 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.

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Date	Time	Booking Link
23/10/2025	09:30-12:30	<a href="#">Click here to book</a>
02/12/2025	09:30-12:30	<a href="#">Click here to book</a>
10/11/2025	09:30-12:30	<a href="#">Click here to book</a>

# 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.

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Day 1	Day 2	Time	Booking link
05/11/25	6/11/25	9:30-16:00	<a href="#">Click here to book</a>



# 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

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Date DAY 1	Date DAY 2	Time	Booking Link
21/10/25	22/10/25	9:30-16:00	<a href="#">Click here to book</a>
04/11/25	05/11/25	9:30-16:00	<a href="#">Click here to book</a>

# 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.

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Date DAY 1	Date DAY 2	Time	Booking Link
14/10/25	15/10/25	09:30 – 16:30	<a href="#">Click here to book</a>
12/11/25	13/11/25	09:30 – 16:30	<a href="#">Click here to book</a>

# 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.

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Date DAY 1	Date DAY 2	Time	Booking Link
25/11/25	26/11/25	09:00-17:00	<a href="#">Click here to book</a>

# 2 Day Course Accredited Exploring Substance Use in Relation to Young People

This course will increase awareness of the learners understanding and skills needed for those who work within the substance use sector, especially with children and young, 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:

- To understand the issues around engaging with young people relating to substance misuse.
- To understand the effects and risks of substances.
- To understand the principles and practicalities of harm reduction.
- To be able to provide support to young people around substances.

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Date Day 1	Date Day 2	Time	Booking Link
06/10/25	07/10/25	9:30-16:00	<a href="#">Click here to book</a>

# Blue Light Training

This course will increase awareness of the Blue Light approach to harm reduction and risk management 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 increased awareness of:

- The tools available to aid understanding of why individuals may not engage with services
- Risk assessing individuals who use alcohol
- Nutritional approaches to reduce alcohol related harm
- Questioning techniques to identify where individuals may be at risk of serious health problems
- The management and guidance frameworks

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Date	Time	Booking Link
06/11/2025	09:30-16:00	<a href="#">Click here to book</a>

# Alcohol Brief Interventions - Children and Young People

This half day session gives an overview of how to use Alcohol Brief Interventions (ABI) with children and young people (11 to 24 years of age).

## Learning Objectives:

On completion of this course, participants will have:

- An understanding of how children and young people use alcohol
- An understanding of how to adapt communication styles to meet the support needs of specific ages groups (<18s and 18 to 24-year-olds)
- An understanding of the benefits of brief interventions for alcohol use
- Some alcohol brief interventions and confidence to apply them

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Date	Time	Booking Link
16/10/2025	09:30-12:30	<a href="#">Click here to book</a>

# Opioids and Their Treatment

This three-hour interactive course introduces participants to Opioids, recognising their effects, risks of mixing with other substances and to give an overview of treatment options and interventions to minimise harms.

## Learning Objectives:

- What are opioids?
- Opioids and the brain. The long-and short-term impact of opioids
- Routes to opioid use and opioid administration
- Risks of opioid use
- The different treatment options for problematic opioid treatment
- Harm minimisation strategies and interventions

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Date	Time	Booking Link
25/11/2025	09:30-16:00	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
12/11/2025	09:30-12:30	<a href="#">Click here to Book</a>



# 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

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10/12/2025	09:30-12:30	<a href="#">Click here to book</a>

# 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

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11/11/2025	09:30-12:30	<a href="#">Click here to book</a>

# 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

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16/10/2025	09:30-13:30	<a href="#">Click here to book</a>
18/11/2025	09:30-13:30	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
11/12/2025	09:30 – 16:00	<a href="#">Click here to book</a>

# 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

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07/10/2025	9:30-12:30	<a href="#">Click here to book</a>
27/11/2025	9:30-12:30	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
08/12/2025	09:30-12:30	<a href="#">Click here to book</a>

# 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

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Date	Time	Booking Link
18/11/2025	09:30-12:30	<a href="#">Click here to book</a>



## 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](mailto: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*

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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