



North Wales Substance Misuse Workforce Development Programme

Summer Prospectus
July to September 2026

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 (3 hour course)
- Introduction to Substance Use CYP (3 hour course)
- Substance Use and De-escalation (3 hour course)
- Substance Use and Safeguarding (3 hour course)
- Substance Use and Neurodiversity (3 hour course)
- Level 2 Exploring Substance Use in relation to young People (2 day Accredited course)
- Level 2 Substance Use Awareness (2 day Accredited course)
- Level 2 How to minimise Substance Use (2 day Accredited Course)
- Level 2 Substance Use and Co-occurring (2 day accredited course)
- Alcohol Awareness
- Alcohol Related Brain Damage level 2
- Alcohol Brief Interventions in the Workplace
- Ketamine level up
- Opioids and their Treatment
- Inhalants
- Vaping
- Adverse Childhood Experiences
- Co-occurring and multiple needs
- Motivational Interviewing
- Working with people with Personality Disorder
- Suicide Awareness
- Self-Injury Awareness

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
13/07/2026	09:30 – 12:30	Click here to book
03/08/2026	09:30 – 12:30	Click here to book
27/08/2026	09:30 – 12:30	Click here to book
09/09/2026	09:30 – 12:30	Click here to book
21/09/2026	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.

Date	Time	Booking Link
06/07/2026	09:30 – 12:30	Click here to book
29/07/2026	09:30 – 12:30	Click here to book
08/09/2026	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 to support your practice

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

Date	Time	Booking Link
21/07/2026	09:30 – 12:30	Click here to book
19/08/2026	09:30 – 12:30	Click here to book
29/09/2026	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.

Date	Time	Booking Link
02/07/2026	09:30 – 12:30	Click here to book
11/08/2026	09:30 – 12:30	Click here to book
14/09/2026	09:30 – 12:30	Click to here book

Substance Use and Neurodiversity

This course explores how neurodivergent people can be more vulnerable to substance use and why certain substances are commonly used as coping tools. Participants will learn about key neurodivergent conditions, the pressures of stress and masking, and how to offer simple, supportive harm-reduction approaches.

Learning Objectives:

On completion of this course, participants will have:

- Describe how being neurodivergent can make someone more likely to use substances.
- Identify common neurodivergent conditions and understand the basic differences that may affect substance use.
- Identify which substances are most commonly used and why.
- Explain the common reasons neurodivergent people use substances
- Use basic, supportive harm-reduction approaches that work well for neurodivergent people.

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

Date	Time	Booking Link
16/07/2026	09:30 – 12:30	Click here to book
03/09/2026	09:30 – 12:30	Click here to book

Exploring Substance Use in Relation to Young People

(2-day accredited course)

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.

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

Date DAY 1	Date DAY 2	Time	Booking Link
02/09/2026	03/09/2026	9:30-16:00	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.

Date DAY 1	Date DAY 2	Time	Booking link
15/09/2026	16/09/2026	09:30 – 16:00	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 centred relapse prevention plans

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

Date DAY 1	Date DAY 2	Time	Booking Link
08/07/2026	09/07/2026	09:30 - 16:30	Click here to book
29/09/2026	30/09/2026	09:30 - 16:30	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.

Day 1	Day 2	Time	Booking link
21/07/2026	22/07/2026	09:30 – 16:30	Click here to book
11/08/2026	12/08/2026	09:30 – 16:30	Click here to book

Alcohol Awareness

This full day course is aimed at professionals who support individuals and/or family members affected by alcohol use. The course looks at risks of alcohol use and provides brief interventions to reduce harm to people with problematic alcohol use and their families.

Learning Objectives:

On completion of this course, participants will:

- Develop knowledge of the effects of alcohol use/misuse on physical and mental health
- Broaden awareness of the risks and impacts alcohol misuse has on families
- Raise awareness of the effects of alcohol withdrawal
- Identify interventions and increase confidence on how to use them
- Explore a range of support services available for families and support workers

Day 1	Time	Booking link
23/09/2026	09:30 – 16:00	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

- An overview of alcohol and its wanted and unwanted effects
- Alcohol in the workplace – stats around prevalence and costs
- What to do if you believe a colleague is struggling with alcohol use
- Very brief intervention (VBI) tool and how it is used.
- The benefits of having a robust alcohol policy in the workplace – discussion
- Feedback

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

Date	Time	Booking Link
05/08/2026	09:30-12:30	Click here to book

Alcohol Related Brain Damage (ARBD) level 2

This half day course builds on the original ARBD course and provides further understanding of Alcohol Related Brain Damage (ARBD), focusing on its impact on individuals. Participants will explore how ARBD affects decision-making and legal capacity, with an emphasis on applying person-centred support and care strategies. Through practical examples and interactive learning, the course equips learners with the skills to recognise ARBD, manage risks, and communicate effectively with affected individuals, ensuring respectful and informed care. This course is suitable for learners who have completed the level 1 course.

Learning Objectives:

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

- Further describe the causes and progression of ARBD
- Identify key cognitive, behavioural and physical symptoms of ARBD.
- Explore how ARBD impacts decision making and legal capacity.
- Develop person-centred care strategies for individuals with ARBD
- Apply communication and risk management techniques effectively

Date	Time	Booking link
23/07/2026	09:30-12:30	Click here to book

Ketamine Level up

This half day level up course builds on the introductory ketamine training, offering a more detailed exploration of ketamine use and its impacts. Completing the first course is advised unless you already have relevant frontline experience. It provides enhanced insight for those supporting individuals who use ketamine.

Learning Objectives:

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

- Explore the dissociate experience (including the k-hole) from neurological and psychological perspective, with practical engagement techniques.
- Recognise ketamine related psychosis.
- Understand how Ketamine affects the urinary tract and bladder.
- Identify effective treatments and referral pathways for ketamine related harms.

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

Date	Time	Booking link
15/07/2026	09:30-12:30	Click here to book

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

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

Date	Time	Booking link
06/07/2026	09:30-16:00	Click here to book

Inhalants

This half day course looks at inhalant use, the effects, the risks and harm reduction. This course is for anyone supporting individuals who may come in contact with inhalant substances.

Learning Objectives:

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

- What inhalants are including solvents and Nitrous Oxide
- Common inhalants used by children and young people
- The signs and symptoms of inhalant use
- The risks associated with inhalant use
- How to discuss inhalant use with children and young people
- Appropriate harm reduction advice
- Organisations who can support children and young people who use inhalants

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

Date	Time	Booking Link
30/07/2026	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.

Learning Objectives:

On completion of this course, 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.

Date	Time	Booking Link
28/07/2026	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.

Date	Time	Booking Link
14/07/2026	09:30-15:30	Click here to book

Co-occurring and Multiple Needs

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.

Date	Time	Booking link
27/07/2026	09:30 – 16:00	Click here to book

Motivational Interviewing

This course will introduce participants to the principles and strategies of Motivational Interviewing. Participants will be able to recognise resistance and develop skills to work with ambivalence in health-related behaviours.

Learning Objectives:

On completion of this course, participants will:

- Understand the concept of motivation
- Have the ability to relate motivation to a model of behavioural change
- Develop the skills to discuss behaviour change and understand ambivalence
- Understand how to implement appropriate interventions when working with clients who are resistant to change

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

Date	Time	Booking link
20/07/2026	09:30-16:00	Click here to book

Working with People with 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.

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.

Date	Time	Booking link
07/07/2026	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.

Date	Time	Booking Link
13/08/2026	09:30-12:30	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.

Date	Time	Booking Link
22/09/2026	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:	<input type="checkbox"/> English <input type="checkbox"/> Welsh <input type="checkbox"/> Bilingual

Delegate Details	
Name (BLOCK CAPITALS):	_____
Job Title:	_____
Tel: _____	Email: _____
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

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