

EVIDENCE-BASED PRACTICES OVERVIEW*

* Available for justice system supervisors, line staff, or stakeholders/service providers

Now, more than ever, it is critical for agencies to implement practices that, according to research, produce positive results in terms of behavior change, risk reduction, and improved outcomes for clients and communities. This course answers that need by exploring the research related to evidence-based practices (EBP). Concepts explored in this class are foundational to building capacity for future learning and skill development.

Delivery Option	Course Length	Recommended Class Size
Virtual	2 Days, 3.5 Hrs./Day	Up to 75
In Person	1 Day, 7 Hrs.	Up to 75

By the end of the course, participants will be able to:

- explain the risk, need, responsivity, and intervention principles and why they are important to risk reduction
- describe how and when to effectively apply reinforcements and responses to noncompliance
- identify the interventions that are and are not effective in reducing recidivism.

Additionally, by the end of the supervisor's training, participants will be able to:

- list potential stakeholder concerns and ways to respond to them
- prepare staff to participate in the EBP Overview training
- support staff in their use of evidence-based practices.

The stakeholders'/service providers' course includes this objective:

- describe the role of stakeholders/service providers in creating and sustaining an EBP environment.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Evidence-Based Practices Overview training is \$6,650.00 for in-person and \$6,150.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

MOTIVATIONAL INTERVIEWING*

* Available for behavioral health, child welfare, and justice system line staff and supervisors

Motivational interviewing (MI) is a collaborative communication style that can provide the groundwork for building professional alliance when working with people to resolve their ambivalence about changing their behavior. This hands-on course provides participants with the knowledge and understanding of how to use MI to increase engagement and to identify, elicit, and respond to change talk. Participants also practice skills needed to effectively address and respond to discord.

Delivery Option	Course Length	Recommended Class Size
Virtual	4 Days, 3.5 Hrs./Day	Up to 10
In Person	2 Days, 7 Hrs./Day	Up to 16

By the end of course, participants will be able to:

- explain how MI can be used to promote behavior change
- describe the fundamental spirit of MI
- identify when to use different communication styles
- demonstrate foundational micro-skills (OARS)
- elicit, identify, and respond to change talk
- manage discord using MI techniques
- recognize and avoid common communication errors.

Additionally, by the end of the supervisor's training, participants will be able to:

- prepare staff to participate in Motivational Interviewing training
- support staff in their use of MI.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Motivational Interview training is \$9,850.00 for in-person and \$9,100.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

FOUR CORE COMPETENCIES*

* Available for justice system supervisors, line staff, or both

Skills matter when it comes to reducing recidivism rates and increasing long-term positive behavior change. This course gives participants the opportunity to learn and practice skills related to four core competencies: developing professional relationships, creating effective case plans and case management strategies, conducting skill practice to address criminogenic needs, and using appropriate responses to shape behavior.

Delivery Option	Course Length	Recommended Class Size
Virtual	4 Days, 3.5 Hrs./Day	Up to 20
In Person	2 Days, 7 Hrs./Day	Up to 30

By the end of course, participants will be able to:

- describe key research findings that underscore how to achieve risk reduction
- demonstrate the four core competencies that are key to reducing the risk of recidivism
- use tools that will support them in developing proficiency in the four core competencies.

Additionally, supervisors will be able to:

- describe the role of front-line supervisors in creating and sustaining an evidence-based practices environment
- prepare staff to participate in the Four Core Competencies training
- coach staff and implement continuous quality improvement processes concerning the four core competencies.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Four Core Competencies training is \$9,850.00 for in-person and \$9,100.00 for virtual training.

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TOOLS TRAINING

CAREY GUIDES, BRIEF INTERVENTION TOOLS (BITS) & DRIVER WORKBOOK*

* Available for justice system supervisors, line staff, or both

The Carey Guides, Brief Intervention Tools (BITS), and Driver Workbook are cognitive behavioral tools that make it possible for professionals to identify and address the most influential criminogenic needs that lead to risk reduction and case management concerns. Staff interactions will become more impactful after taking this hands-on course where they will learn about and practice using these tools to successfully move people through the change process.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 or 4 Days, 2.5 or 3.5 Hrs./Day	Up to 20
In Person	1 or 2 Days, 7 Hrs./Day	Up to 30

By the conclusion of this training, participants will be able to:

- describe key research findings that underscore how to achieve risk reduction
- describe the purpose and content of the Carey Guides, BITS, and Driver Workbook
- do skill practice using the Carey Guides, BITS, and Driver Workbook
- explain how to make the most effective use of the Carey Guides, BITS, and Driver Workbook
- introduce the Carey Guides, BITS, and Driver Workbook
- discuss strategies to work with clients' hesitancy to use tools.

Additionally, supervisors will be able to:

- prepare staff to participate in the Tools training
- support their staff in their use of the Carey Guides, BITS, and Driver Workbook.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, intersession activities (for virtual training), and post-training follow-up. The Carey Guides, BITS, and Driver Workbook, which are required for this course, are sold separately. See shop.thecareygroup.com for pricing. The cost of the one-day Tools training is \$6,650.00 for in-person and \$6,150.00 for virtual training. The two-day course is \$9,950.00 for in-person and \$9,100.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

EFFECTIVE CASE PLANNING & MANAGEMENT*

* Available for justice system supervisors, line staff, or both

From the “why” to the “how,” this course connects all the dots when it comes to effective case planning and management: engaging clients, interpreting and sharing assessment results, identifying the driver and skills to develop, collaborating with clients to create meaningful case plans that will serve as a roadmap to success, and using case plans to guide appointments. Skills learned in this course, which is adapted to reflect agency policies and practices, are fundamental for staff who supervise, guide, and move people toward positive change.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 or 4 Days, 2.5 or 3.5 Hrs./Day	Up to 20
In Person	1 or 2 Days, 7 Hrs./Day	Up to 30

By the conclusion of this training, participants will be able to:

- explain why it is important to have an effective case plan, identify the key elements of an effective case plan, and engage people in case planning
- interpret and share assessment results
- identify the driver and skills to develop
- write simple, clear goals and SMART action steps
- develop a case plan that addresses risk, needs, drivers, skills that would be helpful to develop, responsivity factors, and strengths
- list tips for developing effective case plans
- use case plans to guide appointments.

Additionally, supervisors will be able to:

- take steps to ensure that effective case planning and management are implemented with fidelity
- identify and address staff questions and concerns regarding case planning and management
- prepare staff to participate in the Effective Case Planning & Management training
- support their staff in their case planning and management efforts.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, intersession activities (for virtual training), and post-training follow-up. The cost of the one-day Effective Case Planning & Management training is \$6,650.00 for in-person and \$6,150.00 for virtual training. The two-day course is \$9,950.00 for in-person and \$9,100.00 for virtual training.

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SUPERVISOR'S EBP BRIEFCASE *

* Available for managers to help advance their evidence-based organizations

This skill-based course will develop participants' capacity to use the Supervisor's EBP BriefCASE ("BriefCASE")—a high-quality booster curriculum—to teach staff, coach them, and reinforce their use of evidence-based practices. During the course, participants will become familiar with the contents of the BriefCASE, practice facilitating several modules, and leave prepared to use the BriefCASE at future staff learning events, whether for new hires, rotations, or refresher trainings.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 or 4 Days, 2.5 or 3.5 Hrs./Day	Up to 8
In Person	1 or 2 Days, 7 Hrs./Day	Up to 16

By the conclusion of this training, participants will be able to:

- explain the purpose and contents of the BriefCASE and how to effectively use it to advance an evidence-based organization
- identify effective strategies for coaching staff in evidence-based practices
- demonstrate how to deliver the BriefCASE curriculum effectively
- identify potential staff concerns and strategies to address these concerns
- identify issues related to the delivery of BriefCASE training, brainstorm options for addressing these issues, and discuss an implementation plan.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The BriefCASE, which is required for the course, is sold separately. See shop.thecareygroup.com for pricing. The cost of the one-day BriefCASE training is \$6,650.00 for in-person and \$6,150.00 for virtual training. The two-day course is \$9,950.00 for in-person and \$9,100.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

RISK REDUCTION COACHING FOR SUPERVISORS

Supervisors play a critical role in helping their staff incorporate and transfer skills learned in training to everyday practice. This course helps supervisors develop the qualities and abilities needed to provide ongoing support, coaching, and feedback to help staff successfully integrate skills related to risk reduction into their work.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 Days, 2.5 Hrs./Day	Up to 20
In Person	1 Day, 7 Hrs.	Up to 30

By the end of course, participants will be able to:

- describe the role of a supervisor in an evidence-based practices (EBP) environment
- list key areas for continuous quality improvement
- explain the purpose of coaching
- list the qualities of an effective coach
- describe a process for coaching
- identify what to look for when coaching
- identify ways to create and sustain a learning culture that promotes risk reduction.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Risk Reduction Coaching for Supervisors training is \$6,650.00 for in-person and \$6,150.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

CONTINUOUS QUALITY IMPROVEMENT *

* For justice system leadership, managers, and quality assurance staff

Most change efforts fail because important implementation and post-implementation strategies are overlooked, but this doesn't have to be the case. Through a process of continuous quality improvement (CQI), agencies can ensure ongoing success in achieving recidivism reduction goals. This course assists participants in developing an action plan that provides them with a roadmap, tools, and strategies critical to ensuring fidelity to evidence-based practices (EBP).

Delivery Option	Course Length	Recommended Class Size
Virtual	3 Days, 2.5 Hrs./Day	Up to 20
In Person	1 Day, 7 Hrs.	Up to 30

By the end of the course, participants will be able to:

- describe the research that underlies the need to implement CQI processes
- identify and prioritize the key EBP policies and practices that are best supported by CQI processes
- identify key performance measures
- describe—through an action plan—the agency's strategy for implementing CQI, including the processes and tools that will be used and the people who will be responsible for implementing the plans

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Continuous Quality Improvement training is \$6,650.00 for in-person and \$6,150.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

REDUCING RECIDIVISM 20 MINUTES AT A TIME

This course answers the question, “I know what I am supposed to do, but how can I do it in the short amount of time I have?” Like a great recipe, this course takes all the ingredients and steps needed to help people build skills that lead to behavior change and puts them together in a way that bears desired results. Participants will discuss their successes and challenges, brainstorm strategies to overcome barriers, identify skills needed to address criminogenic needs, learn the steps for teaching and practicing skills, and conduct an appointment from start to finish using a structured format.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 Days, 2.5 Hrs./Day	Up to 20
In Person	1 Day, 7 Hrs.	Up to 30

By the end of the course, participants will be able to:

- identify skills that would help address criminogenic needs
- identify strategies, tools, and resources to help build skills
- use the sequential steps of skill practice to teach a skill
- conduct an appointment using a four-point appointment structure
- examine successes and barriers around behavior change, as well as ways to overcome barriers.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Reducing Recidivism 20 Minutes at a Time training is \$6,650.00 for in-person and \$6,150.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!

ACHIEVING RISK REDUCTION THROUGH EFFECTIVE STAFF INTERACTIONS *

* Available for justice system supervisors, line staff, or both

This course, which reinforces learnings from the Evidence-Based Practices Overview and Four Core Competencies courses, outlines seven key steps to helping people who are justice-involved with behavior change and reviews research associated with the risk, need, and responsivity principles; effective interventions; professional alliance; and behavior management practices. Participants practice using risk reduction tools and identify interventions that are and are not effective in reducing recidivism. Each element learned in this course can be applied in one-on-one interactions to improve client outcomes.

Delivery Option	Course Length	Recommended Class Size
Virtual	3 Days, 2.5 Hrs./Day	Up to 20
In Person	1 Day, 7 Hrs.	Up to 30

By the end of the course, participants will be able to:

- describe key research around
 - the risk, need, and responsivity principles
 - effective intervention, professional alliance, and behavior management practices
- apply the research to one-on-one interactions
- use risk reduction tools
- identify interventions that are and are not effective in reducing recidivism.

Additionally, by the end of the supervisors' training, participants will be able to:

- describe the qualities and roles of front-line supervisors in an evidence-based practices environment
- identify key performance measures related to the risk, need, and responsivity principles, and to effective intervention, professional alliance, and behavior management practices
- determine how successfully the agency is applying the key principles and practices to the people with whom they work
- build and sustain a risk reduction environment
- prepare staff to participate in their Achieving Risk Reduction Through Effective Staff Interactions training.

Course Fees:

Training costs are provided at a fixed rate. The rate includes pre-training preparation, material development, logistics and planning, travel expenses or IT coordination, and post-training follow-up. The cost of Achieving Risk Reduction Through Effective Staff Interactions training is \$6,650.00 for in-person and \$6,150.00 for virtual training.

Note: A purchase order or signed statement of work is required to secure training dates. Email becca.ford@empowercommunitycare.com to ask questions or learn more!