



AZ·ACES·CONSORTIUM

# Trainings and Services

3050 HUALAPAI MOUNTAIN RD. #111 KINGMAN, AZ 86401  
480-277-3408 | [INFORMATION@AZACES.ORG](mailto:INFORMATION@AZACES.ORG)

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## RESILIENCE EMPOWERMENT PROGRAM (REP)

The Resilience Empowerment Project provides a foundation for community building while facilitating the development of practical tools and strategies to support educators, community organizations, adolescents, and families to gain an awareness of the impact of trauma, toxic stress, and ACEs.

Our goal is to expand the number of individuals, youth, communities and schools that are knowledgeable and ready to take action on understanding:

- The importance of creating systems and environments that provide physical and emotional safety and minimize re-traumatization.
- Trauma as a societal concern with the potential for healing through communal action
- The effects of trauma on our brain and body and the role that plays in maladaptive behaviors and difficulties in learning.
- The process of becoming trauma-aware, trauma-sensitive, and ultimately trauma-informed is an ongoing, recursive journey, not a destination.
- This work requires the engagement of all sectors; from policymakers, to civic groups, to youth, to business owners, to health and education professionals, to parents and volunteers.
- Strategies to build protective and promotive factors within individuals and communities as part of primary prevention efforts.
- Resiliency and trauma-informed care strategies, skills, and resources to support those who have experienced adversity/trauma.

In-person training sessions will be held on-site or virtually online, as requested by leadership. All sessions are interactive and led by a Certified ACEs & Resilience Trainer.

Training curricula are designed by Arizona-based social workers, counselors, therapists and health professionals who understand the demographics, cultures and communities represented.

# RESILIENCE EMPOWERMENT PROGRAM (REP)

# FOR SCHOOLS

Becoming trauma-informed is a benefit to the larger community, because we are all in this together. We want teachers to feel supported and empowered so that they can give students their best and be healthy and happy themselves. In a recent survey of Arizona teachers, the vast majority said they are overwhelmed and don't feel adequately supported. That can lead to our schools and our children losing wonderful educators. With more knowledge, support and tools in their toolkit, students, families, and staff will all benefit.

- ✓ School Administrators
- ✓ Educators
- ✓ Students
- ✓ Board Leadership
- ✓ School & child care staff

## FULL SCHOOL | \$13,950

### 3 year program

- Level 1: For Educators & Staff with no previous training in ACEs & Resiliency
  - 12 hrs training; 3 hrs/mo RA; 2 hrs/mo Admin
- Level 2: For Educators & Staff who completed Year 1
  - 8 hrs training; 2 hrs/mo RA; 1 hr/mo Admin
- Level 3: For educators & Staff who completed Year 1 and Year 2
  - 4 hrs training; 1 hr/mo RA; .5 hr/mo Admin

Participating schools will choose one person to represent a Resilience Ambassador (RA) who will be a liaison between AzACEs & school staff. RAs and Administration will be given ongoing support in understanding the most up-to-date research on trauma responsiveness in the educational environment.

## ADMINISTRATORS

For School Administrators and Board Leadership:

- 1 session; 1.5 hours total

*May be done alone, however this is required with staff level training options*

## STUDENTS

For students with school and parental approval:

- 3 sessions; 3 hours total

*May be added on with other training options*



## RESILIENCE EMPOWERMENT PROGRAM (REP)

## FOR COMMUNITY + YOUTH-SERVING ORGS

- ✓ Counselors & Staff
- ✓ Youth
- ✓ Organization Administrators and Board leadership
- ✓ Youth from the community
- ✓ Families from the community

### COMMUNITY ORGANIZATION TRAINING | \$3,300

6 Sessions, 1.5–2 hours each

- **SERIES 1- UNDERSTANDING THE EFFECTS OF TOXIC STRESS- 3 SESSIONS**
  - *Impacts of Toxic Stress and Vicarious Trauma (Parts 1 & 2)* – Learn how toxic stress and trauma have an impact on our brains and bodies with a heavy focus on neurobiology and behaviors that are expected in a dysregulated system. Understand the impacts of trauma work including vicarious trauma and the impact work has on our bodies and brains. (Also, learn how the teen brain functions differently and how trauma during development can affect "adult" behavior.)
  - *Building Resilience* – Build our resiliency toolbox by deepening our understanding of our own window of tolerance, self regulation, and vicarious resilience. Also, participants will discuss how to build resilience as a protective factor to help mitigate the negative outcomes of toxic stress and trauma.
- **SERIES 2- SUPPORTING TRAUMATIZED CLIENTS- 3 SESSIONS**
  - *Supporting Traumatized Clients by Creating Safety* – Participants gain in-depth information on the value and importance of shifting to a strengths-based approach when working with people who have experienced trauma. This training will discuss the factors needed to create felt safety in being a supportive adult. It will address the difference between "being safe" and "feeling safe," and help supportive adults understand that felt safety addresses physical, social, emotional, and psychological elements in the environment.
  - *Supporting Traumatized Clients by Building Relationships* – Participants expand on creating safety by learning effective communication skills with traumatized clients. Participants will also learn tools to increase the odds of building trust and how attachment styles play a role. Finally they will learn techniques for de-escalation and upregulation when our clients are shut down.
  - *Supporting Post Traumatic Growth* – No one is past the point of healing or growth but it can feel like it to our traumatized clients. Participants will learn strategies and tools to support post traumatic growth and build hope in the sometimes hopeless.

This program is fully customizable per organization and can be tailored to any organization working with individuals especially those who have experienced trauma or are minors.

## DISCOVERY CALL | NO COST

Your first interaction with us as an organization interested in participating in Trauma-Informed Organizational Certification or engaging in services. Current operating procedures, concerns, and needs will be evaluated to determine training most suitable for organization.

## TECHNICAL ASSISTANCE | \$275/ HOUR

Any service that assists the organization in creating and implementing a framework of trauma-informed policies, procedures, operational mission and vision statements, training, creating new policies & procedures, &/or assisting with implementation of trauma-informed practices.

## POLICY REVIEW | \$125/ HOUR

Review current policies & procedures and give recommendations.

## ORGANIZATIONAL ASSESSMENT | \$750

Analysis of current operational procedures and the environment of the agency and how it aligns with a trauma-informed operational model and suggestions on next steps.

## TRAUMA-INFORMED TRAINING FOR ORGANIZATIONS | \$4,400

16 hours

Introduction into what trauma is, how it appears in the workplace, and introductory principles of creating a trauma-informed environment

## GROUP HOME STAFF/ CAREGIVERS/ PARENTS + YOUTH TRAINING | \$2,150

3 sessions, 1.5 hours each

Understanding stress in youth and how the neurobiology is affected by trauma experienced by the youth. This training will also address that creating safety is not just about "being safe", but about "feeling safe". Adults will learn attributes to being a safe adult and how to use an asset-based approach in developing resilience in youth. Note: Adult and youth training occurs simultaneously and the two groups will come together at the end of each session.

## YOUTH TRAINING | \$1,350

3 sessions, 1.5 hours each

Creating an environment of felt safety so that youth participants can understand what stress is, how it affects them, and how to build their own resiliency plan. Three parts include: understanding stress response, learning the importance of regulation, neuroscience of stress, and developing personal resilience plan. Workbook included in training.

# TRAUMA-INFORMED & RESILIENT ORGANIZATION CERTIFICATION

**\$11,500 | + EACH ADDITIONAL COHORT IS \$8,500**

The way organizations support people during periods of trauma is uniquely powerful, and the ramifications are long-lasting. This is because in times of trauma, the twin concepts of institutional betrayal and psychological safety come into play.

Our Trauma-Informed Organization Certification is a two-to-three-year project that would help organizations to increase awareness and understanding of the neurobiological and behavioral impacts of trauma, toxic stress, and ACEs on adults and youth; and to equip them to implement processes and practices that increase felt safety in both adults and youth, and support the ongoing development of resilience.

Through direct instruction, discussion, and 1:1 support, project participants engage in training that encourages them to continue to make progress in implementing trauma-informed practices, procedures, and policies at both the individual and organizational levels.

## Training curriculum objectives:

- Increasing our understanding of the wide-ranging impacts of ACEs and trauma on brains, bodies, and behaviors
- Shifting the lenses through which we understand stress, trauma, healing, and resilience.
- Shifting our focus toward creating healing-centered engagement and exploring what can be done through small, but significant, steps.

AzACEs will provide training for all levels of staff within the organization including administrative positions. Training will be tailored to each organization according to their strengths and needs. During this project the organization will complete a self-assessment to determine what topics to focus on for training and coaching.

Administrative positions are crucial to the certification process as we will also review their current policies and procedures to align them with trauma-informed practices. Also, creating an environment where employees are safe and feel supported increases staff retention and satisfaction and decreases compassion fatigue and burnout.

Sustainability is a key factor in this program. AzACEs will support the organization up to two years after completion of training. This support will take the form of coaching and communities of practice. Becoming trauma-informed is an ever-evolving journey and we know that supporting organizations in their journey gives them the best chance to make long lasting changes within their organizations.

# TRAININGS FOR GENERAL COMMUNITY

Cost of training depends on organizational resources and location. Please schedule a call to discuss.

## UNDERSTANDING ACES AND THE IMPACTS OF CHILDHOOD TRAUMA

This training will focus on how the ACE study was developed and how it correlated the long term health effects that resulted from early childhood adversity. Participants will have greater understanding of how trauma changes the neurobiology of a human and what the long term effects of this change can result in.

## POST-TRAUMATIC GROWTH

Understanding that positive psychological changes can occur within some people after experiencing a traumatic event or some form of adversity. This is not to diminish the negative effects of experiencing trauma or adversity, but to acknowledge that a person can have unintentional changes and learning of self that assists them in understanding themselves and others in a way they had not experienced before.

## NEAR SCIENCE

(Neurobiology, Epigenetics, Adverse Childhood Experiences, and Resilience)- A whole person centered understanding of how trauma and resilience impact long term health outcomes.

## TOXIC STRESS

Define and understand the different types of stress, and realize that not all stress is negative for the overall development of people. However, toxic stress and the longevity of it within the lifetime can have long term health consequences.

## TRAUMA-INFORMED CARE

Understands and considers the pervasive nature of trauma and promotes environments of healing and recovery rather than practices and services that may inadvertently re-traumatize.

## TOXIC STRESS AND RESILIENCE

Understand and define the development of resilience in children and adults and how resilience can significantly impact the long term health consequences caused by toxic stress.

## PROMOTING RESILIENCE THROUGH HEALING CENTERED ENGAGEMENT (HCE)

Healing-centered engagement shifts the lens through which we explore and heal trauma that includes the broader context of the collective experience of trauma that shifts the conversation from "what happened to you" to "what's right with you." It is a strengths-based, assets-driven approach that increases the understanding that trauma doesn't happen in a vacuum and centers individuals as agents of their own healing within their experiences of culture and community.



### 3-PART YOUTH TRAINING

Creating an environment of felt safety so that youth participants can understand what stress is, how it affects them, and how to build their own resiliency plan.

- Part 1: Understanding Stress
- Part 2: Stress Strategies: Regulation and Relationships
- Part 3: The Neuroscience of Stress & My Recipe for Resilience

### COMMUNITY ORGANIZATION TRAINING | 4 HOURS

For direct youth serving organizations.

- Understand the impacts of childhood trauma and tools for supporting children.

### COMMUNITY ORGANIZATION TRAINING | 4 HOURS

For non-direct youth serving organizations

- Understand the impacts of childhood trauma & toxic stress
- Community Cafe Model

### STATE/ CITY/ COMMUNITY LEADER TRAINING

This training will focus on how the ACE study was developed and how it correlated the long term health effects that resulted from early childhood adversity. Participants will have greater understanding of the financial impact of childhood adversity and strategies to build resilient and supportive communities.

### GROUP HOME STAFF/ CAREGIVERS/ PARENTS AND YOUTH

Understanding stress in youth and how the neurobiology is affected by trauma experienced by the youth. This training will also address that creating safety is not just about *"being safe"*, but about *"feeling safe"*. Adults will learn attributes to being a safe adult and how to use an asset based approach in developing resilience in youth. Note: Adult and youth training occurs simultaneously and the two groups will come together at the end of each session.

### CREATING SAFETY: BEING A SUPPORTIVE ADULT

This training will discuss the factors needed to create felt safety in being a supportive adult. It will address the difference between *"being safe"* and *"feeling safe"* and help supportive adults understand that felt safety addresses physical, social, emotional, and psychological elements in the environment.

### EFFECTIVE COMMUNICATION

Will address the topic of exchanging ideas, thoughts, opinions, knowledge, and data using a trauma-informed approach. The trauma-informed approach to effective communication will incorporate the six pillars of trauma-informed care of safety, trust and transparency, peer support, collaboration & mutuality, empowerment & choice, and cultural, historical, and gender issues.

## FOR PROFESSIONALS

# ACEs TRAINING OF TRAINERS

**\$499 | 5 SESSIONS, VIRTUAL**  
*Limited scholarships are available*

Certified ACEs Trainers educate communities, both public and private, on the foundation, history, and impacts of both adverse childhood experiences that may contribute to negative adult health outcomes; and positive childhood experiences that promote resilience and flourishing. Trainers contribute by helping build trauma-responsive environments with resources, presentations, and the promotion of critical thinking about how our past and present experiences influence our families and communities at large.

### TRAINING CURRICULA INCLUDES:

#### The science of ACEs, trauma and toxic stress

- The original ACEs study, its findings, and the ongoing evolution of ACEs data
- The impact of ACEs, trauma and toxic stress; including NEAR Science, intergenerational trauma, vicarious trauma and compassion fatigue
- Strategies for support

#### The science of resilience, Positive Childhood Experiences, and healing-centered engagement

- Strategies that promote healing and resilience

#### The principles of trauma-informed care and supporting post-traumatic growth

- The importance of creating trauma-informed training environments that prioritize felt safety and self-regulation and acknowledge cultural responsiveness and historical trauma

#### How to deliver engaging, interactive trainings in both in-person and virtual environments

- Understanding adult learning styles to create optimal learning experiences for participants
- Understanding needs of the participants and adapting delivery of content and activities that support participants' understanding of ACEs, trauma, and resilience

### CERTIFIED ACEs TRAINERS WILL:

- ✓ Gain access to the robust Arizona ACEs Consortium Certified Trainers Site, which includes all training materials (PowerPoints and handouts), resource materials for trainings and ongoing professional learning resources.
- ✓ Have the option to be listed on our AzACEs website as a Certified ACEs Trainers.
- ✓ Gain access to a wide range of trainer supports including the Arizona ACEs Consortium Certified Trainer Community of Practice, one-on-one coaching support to enhance training and a private, online Trainer Support Network.
- ✓ Be certified by the Arizona ACEs Consortium to train communities on the Arizona ACEs Consortium Curricula.



**AZ·ACES·CONSORTIUM**

## The Arizona Adverse Childhood Experiences (AzACEs) Consortium builds community resilience through authentic human engagement

Our organization engages professionals and agencies to increase awareness about the causes, effects, and opportunities to mitigate the impact of ACEs in our community. We also support and empower Arizona's most vulnerable groups so they can reach their full potential, which benefits our communities, our economy, and society as a whole.



### RESOURCE LIBRARY

FREE resources to promote a greater understanding of the impacts of toxic stress and trauma, in an effort to address and prevent them.

[azacesresources.org](https://azacesresources.org)

AzACEs Consortium

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Kingman, AZ 86401

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(480) 277-3408

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[www.azaces.org](https://www.azaces.org)

EIN # 85-0823525