Training and Workforce Development Services

The AIMS Center offers implementation support including training, coaching, and evaluation assistance to organizations planning and implementing patient-centered, evidence-based integrated care. The specific configuration of services is customized to meet the needs of each implementing organization or initiative.

**Who:** We train all members of the team.
- **Care Managers:** Content focuses on both the clinical processes and clinical content needed to deliver behavioral health in primary care settings.
- **Primary Care Providers:** Content is focused on the role of the PCP in identifying, engaging and educating the patient about using integrated care to treat mental health disorders.
- **Psychiatric Consultants:** Content focuses on new skills needed to support a team in delivering integrated care and supporting caseload management at a population level.
- **Leadership and Administrators:** Content provided on systems level supports need to initiate and launch an integrated care program.

**What:** We teach all aspects of Integrated Care.

We believe that successful training has the following three phases:
- **Pre-launch Assessment and Coaching:** Our experience has taught us that pre-launch coaching is the most important step to ensure a successful program launch and long-term sustainability. We help organizations with laying the foundation for a successful implementation through visioning exercises, focusing on organizational readiness, and developing efficient and collaborative teams.
- **Core Training:** Our experienced staff provides training in core content such as clinical preparedness, team communication, and brief intervention therapies proven to work in primary care.
- **Post-launch Coaching and Support:** We help identify and solve unanticipated challenges that invariably come up as well as provide guidance and support as your implementation matures.

**How:** We use effective training strategies.

Our trainings are developed using proven adult learning training approaches. To optimize knowledge retention and transfer for learners, training will include contextual, inquiry-driven learning activities developed with an intentional focus on interactivity, user engagement and active learning.
- **Web-Based Learning Modules:** We use a variety of modalities to deliver high quality online learning experiences. This often includes pre-work combined with in-person training.
• **In-Person Training:** We customize content to the needs of the implementing organization for one, two or three day trainings. Our expert trainers have real-world experience delivering mental health treatment in primary care.

• **Distance Learning Program:** Using group teleconference approaches, learners can practice applying new knowledge through regularly scheduled calls to get feedback and support on real cases.

### Sample Content from Our Training Program

#### Core Content
- Introduction to Collaborative Care
- Using Screeners to Support Differential Diagnosis in Primary Care
- Measurement-Based Treatment to Target to Manage Behavioral Health Conditions
- Systematic Population Approaches to Manage Behavioral Health Conditions in Primary Care
- Managing Major Depression in Primary Care
- Managing Bipolar Disorder in Primary Care
- Managing Anxiety Disorders in Primary Care
- Managing Substance Use Disorders in Primary Care
- Managing Psychosis in Primary Care
- Managing Chronic Pain in Primary Care
- Suicide Risk Management in Primary Care

#### Advanced Topics
- Managing Behavioral Health Conditions in Older Adults in Primary Care
- Managing Behavioral Health Conditions in Pregnant and Post-partum Mothers
- Integrating Management of Chronic Medical Conditions & Depression
- Behavioral Activation for Primary Care
- Distress Tolerance Skills for Primary Care
- Managing ‘the Difficult Patient’ in Primary Care
- Patient Engagement

#### Brief Behavioral Interventions
- Problem-Solving Treatment (PST)
- Behavioral Activation
- Motivational Interviewing
- Distress Tolerance Skills (adapted from DBT)
- Modular Anxiety Treatment
- Behavioral Management of Chronic Pain

#### Supporting Implementation Topics
- Creating a Program Vision
- Financing Collaborative Care
- Organizational Readiness
- Supporting Continuous Quality Improvement
- Team Building and Workflow Development
- Team Communication