

## 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

