



Gateway Foundation Training Catalog



Practical. Evidence-Informed. Human-Centered.

Gateway Foundation delivers high-impact training for professionals working in behavioral health, leadership, and human services. Our courses are designed to strengthen real-world skills, elevate confidence, and improve outcomes for individuals, teams, and the communities they serve.

Built on decades of frontline experience and evidence-based practice, our trainings go beyond theory—equipping participants with tools they can apply immediately to navigate complexity, reduce risk, and drive meaningful change.

Why Train with Gateway Foundation?

Today's professionals face rising behavioral health needs, workforce burnout, evolving standards of care, and growing expectations for equity and safety. Our training is built to meet this moment.

Participants gain:

- Practical strategies that translate directly into daily work
- Stronger decision-making in high-pressure environments
- Increased resilience and workforce sustainability
- Tools to create safer, more inclusive cultures
- Improved quality of care and service delivery

All courses are facilitated by experienced practitioners who understand both the clinical realities and organizational demands of this work.

What We Cover

Our training portfolio spans critical, interconnected topics:

- Gambling addiction and behavioral health
- Stress-based training and resilience
- Unconscious bias and disrupting microaggressions
- Emotional intelligence and psychological safety
- Harm reduction and trauma-responsive care
- Leadership and mental health

Built for Real-World Impact

Whether supporting individuals in recovery, leading teams through change, or shaping organizational culture, Gateway Foundation training prepares professionals to show up informed, grounded, and effective—without losing sight of the human side of the work.



Clinical Foundations & Evidence-Based Practice

Core clinical knowledge, models, and modalities used in treatment

Training	Hours	Accreditation	Location
<p>Disease Concepts - Addiction is a chronic, treatable disease—not a moral failing. This two-hour CE workshop gives community practitioners a clear, practical understanding of how substance use disorders develop, how recovery works, and what immediate steps you can take to reduce harm, support stabilization, and connect people to care. Expect plain language, real-world cases, and tools you can use the same day.</p>	3	NAADAC	In-Person or Virtual
<p>Harm Reduction - This training introduces harm reduction principles and strategies to support clients in recovery and those with co-occurring mental health challenges. Participants will learn how to integrate harm reduction approaches into group sessions, one-on-one interactions, and milieu support to enhance safety, engagement, and long-term recovery outcomes.</p>	2	ICB/NAADAC	In-Person or Virtual
<p>Overdose Prevention and Planning - This training equips participants with the knowledge and skills to effectively recognize and respond to opioid and other substance overdoses. Learners will identify key signs and symptoms of overdose, differentiate between various substance overdose presentations, and apply a structured response using the S.A.V.E. M.E. protocol. The course also includes hands-on instruction on administering intranasal naloxone (Narcan) and assessing the individual's condition after intervention.</p>	2	ICB/NAADAC	In-Person or Virtual
<p>Substance Use Disorder Overview: Understanding Drug & Alcohol Use Problems - This training provides clinical and non-clinical staff with a clear understanding of Substance Use Disorder (SUD), including its signs, symptoms, and the factors that influence substance use. Participants will learn how trauma, co-occurring mental health conditions, and changes in the brain impact behavior and decision-making. The session introduces practical, trauma-responsive, harm-reduction, and strength-based strategies that anyone—regardless of role—can use to support clients with safety, dignity, and compassion. The goal is to equip all staff with the knowledge and skills needed to recognize concerns early, respond effectively, and foster a supportive environment for recovery.</p>	1	ICB/NAADAC	In-Person or Virtual

Clinical Foundations & Evidence-Based Practice

Core clinical knowledge, models, and modalities used in treatment

Training	Hours	Accreditation	Location
<p>Trauma Responsive Care - This session explores foundational principles of trauma-responsive care, helping professionals understand how trauma shapes behavior and interaction. Participants will learn strategies to integrate trauma-informed approaches into both clinical and workplace settings.</p>	1.5	ICB/NAADAC	In-Person or Virtual
<p>Understanding Codependency and Complex Trauma (C-PTSD): Trauma Patterns, Survival Strategies, and Recovery-Oriented - This 90-minute training explores codependency and Complex Post-Traumatic Stress Disorder (C-PTSD) through a trauma-informed lens, highlighting how chronic relational trauma shapes emotional regulation, boundaries, and connection. Participants will examine how these patterns often function as survival strategies and how they intersect with substance use disorders. The training provides practical, trauma-responsive approaches to support healthy boundaries, reduce shame, and promote autonomy and recovery within treatment and continuing care settings.</p>	1.5	ICB/NAADAC	In-Person or Virtual
<p>Understanding Ketamine as a Treatment Modality - This training provides an overview of Ketamine as a treatment for depression, including its pharmaceutical mechanism of action, the clinical presentations that may benefit from its use, and the ethical considerations surrounding its application. Participants will gain a foundational understanding of how Ketamine functions, when it may be an appropriate treatment option, and the key ethical factors to consider in clinical and debunk common myths.</p>	3	ICB/NAADAC	In-Person or Virtual
<p>Understanding Trauma Triggers - This 1-hour training explores how trauma triggers impact individuals with substance use disorders and how trigger activation can influence thoughts, emotions, and behaviors, including return to use. Participants will gain a deeper understanding of the brain-body response to trauma, identify common internal and external triggers in treatment settings, and learn practical, trauma-responsive strategies to reduce re-traumatization and support recovery. The training emphasizes compassionate, person-centered responses that promote safety, regulation, and sustained engagement in care.</p>	1	ICB/NAADAC	In-Person or Virtual

Assessment, Diagnostics & Risk Management

Screening tools, assessment frameworks, and safety protocols

Training	Hours	Accreditation	Location
<p>Reasonable Suspicion - Reasonable Suspicion in the Workplace is a supervisor- and leader-focused training designed to help organizations recognize, respond to, and appropriately address potential substance use or impairment in the workplace. Grounded in DOT Drug and Alcohol Guidelines and best practices for both regulated and non-regulated employers, this session provides a research-based overview of substance use, mental health, and addiction, along with practical skills for identifying observable signs, documenting concerns, initiating reasonable suspicion testing, and supporting employees compassionately and lawfully. Participants learn how substance use impacts safety, productivity, morale, and organizational risk—and how structured, policy-aligned responses protect employees and the organization. This training is informational and designed to complement your internal policy, HR guidance, and EAP procedures, ensuring leaders understand their roles in maintaining a safe, supportive, and compliant workplace.</p>	1	ICB/NAADAC	In-Person or Virtual
<p>SAFE-T Protocol (Suicide Assessment Five Step Evaluation and Triage) - The SAFE-T Protocol (Suicide Assessment Five-Step Evaluation and Triage) is a screening and assessment tool for suicide risk, endorsed by SAMHSA. It incorporates questions from the Columbia Suicide Severity Rating Scale (C-SSRS) to assist clinicians in identifying and managing suicide risk. The protocol consists of five critical steps: Identify Risk Factors Identify Protective Factors Assess Thoughts, Plans, and Suicidal Intent Determine Risk Level & Appropriate Interventions Document & Develop a Safety Plan.</p>	2	ICB/NAADAC	In-Person or Virtual

Therapeutic Skills & Intervention Strategies

Direct-care techniques that support engagement, change, and recovery

Training	Hours	Accreditation	Location
<p>DBT Refresher - This 3-hour refresher course provides a concise review of Dialectical Behavior Therapy (DBT) principles with an emphasis on adherence in milieu management and therapy services. Participants will revisit the core components of DBT and explore strategies for maintaining treatment fidelity across clinical interactions and daily programming. The ultimate goal of this training is to ensure that clients experience consistent, therapeutic interventions throughout the agency, creating opportunities to generalize recovery skills into real-life practice and foster sustainable behavioral change.</p>	3	ICB/NAADAC	In-Person or Virtual
<p>Dialectical Behavior Therapy (DBT) - This full day program provides a comprehensive review of core Dialectical Behavior Therapy (DBT) principles, with a focused emphasis on strengthening adherence across milieu management and therapeutic services. Participants will explore how consistent application of DBT-informed interventions supports a structured, therapeutic milieu and enhances treatment effectiveness across the agency. The goal of this program is to ensure that clients experience a cohesive, DBT-consistent treatment environment in which staff utilize aligned language, strategies, and interventions. Through this consistency, clients are better supported in practicing and generalizing recovery skills across settings, reinforcing skill development, emotional regulation, and long-term recovery outcomes.</p>	7.25	ICB/NAADAC	In-Person
<p>MI Refresher - This 3-hour refresher course offers a focused review of Motivational Interviewing (MI) principles and techniques designed to enhance staff proficiency and treatment consistency. Participants will revisit the Spirit of MI—collaboration, evocation, and autonomy support—while refining their ability to elicit and strengthen change talk in client interactions. The goal of this program is to ensure clients experience consistent, evidence-based engagement that supports self-efficacy, reduces resistance, and promotes progress toward recovery goals</p>	3	ICB/NAADAC	In-Person

Therapeutic Skills & Intervention Strategies

Direct-care techniques that support engagement, change, and recovery

Training	Hours	Accreditation	Location
<p>Motivational Interviewing (MI) - This 7.25-hour Motivational Interviewing (MI) training provides a comprehensive review of MI principles and techniques to strengthen staff proficiency and consistency in practice. Participants will deepen their understanding of the Spirit of MI— collaboration, evocation, and autonomy support—and refine skills for eliciting and strengthening change talk. The training emphasizes consistent, evidence-based engagement that reduces resistance, supports self-efficacy, and promotes progress toward recovery goals.</p>	7.25	ICB/NAADAC	In-Person or Virtual
<p>Strength Based Training Strategies - This training provides participants with practical strength-based strategies to engage and support individuals in recovery and mental health treatment. Participants will explore how to identify and amplify client strengths, foster resilience, and reframe challenges as opportunities for growth. Strength-based approaches enhance client engagement, motivation, and outcomes, and are essential in recovery-oriented, trauma-informed care.</p>	1.5	ICB/NAADAC	In-Person or Virtual
<p>Verbal De-Escalation - Recognizing signs and triggers of anger is an important part of de-escalation training. By understanding what sets someone off, you can better anticipate and prevent potential conflicts. Verbal and non-verbal tactics can also be effective in de-escalating clients in crisis. Some examples of verbal tactics include active listening, showing empathy, and using a calm and reassuring tone. Non-verbal tactics may include maintaining a safe physical distance, using open body language, and avoiding sudden movements. In addition to these tactics, self-management is crucial in de-escalation situations. Staying calm, composed, and in control of your own emotions can make a big difference in how a client responds to you. It's also important to have staff resources available for support, such as access to a supervisor or mental health professional. By working together and utilizing these tools, we can create a safe and supportive environment for both clients and staff.</p>	1.5	ICB/NAADAC	In-Person or Virtual

Treatment Facilitation, Continuity of Care & Outcomes

Planning, documentation, discharge, and recovery sustainability

Training	Hours	Accreditation	Location
<p>Addressing Barriers to Successful Treatment Outcomes - This training focuses on identifying and addressing common barriers that impact successful treatment outcomes. Participants will explore trauma responsive strategies to reduce obstacles to engagement, retention, and progress in care.</p>	2	ICB/NAADAC	In-Person or Virtual
<p>Engaging /Strengthening Client Engagement Through Open Door Access - This training focuses on empowering specialist counselors and clinicians to enhance client engagement by addressing access barriers, providing excellent customer service, and fostering strong partnerships throughout the treatment process. Participants will explore best practices for creating inclusive and accessible care environments that improve client retention and outcomes.</p>	2	ICB/NAADAC	In-Person or Virtual
<p>Sustaining Recovery & Continuing Care Planning - This 1-hour continuing education training is designed for clinical supervisors and counselors and focuses on strengthening the clinical use of Relapse Prevention and Continuing Care Plans as essential tools in treatment and discharge planning. Participants will review the purpose and clinical value of these plans, with emphasis on improving the quality, depth, and individualized content of client-completed Relapse Prevention and Continuing Care forms. The training will explore what to look for when reviewing these plans, how client effort and engagement reflect readiness for change, and how well-developed plans support clinical decision-making, continuity of care, and long-term recovery outcomes. Participants will also discuss strategies for coaching clients to meaningfully complete their plans and for using this information to inform supervision, treatment planning, and ongoing clinical interventions.</p>	1	ICB/NAADAC	In-Person or Virtual

Co-Occurring Disorders & Specialized Populations

Complex clinical presentations and specific population needs

Training	Hours	Accreditation	Location
<p>Co-Occurring Disorders and Grief & Loss - This one-hour training introduces participants to Gateway Foundation’s Co-Occurring Disorders and Grief Curriculum, with a focus on practical application of the materials and guidance on effectively facilitating group sessions using the content.</p>	2	ICB/NAADAC	In-Person or Virtual
<p>Gambling & Co-Occurring - This 2-hour clinical training explores the bidirectional relationship between gambling disorder and co-occurring mental health and substance use disorders, highlighting how neurobiology, trauma, and environment interact to shape addictive behaviors. Participants will examine how gambling, like substance use, activates the brain’s reward circuitry and shares similar emotional regulation patterns and relapse risks. The session will also focus on the rise of sports gambling, including the impact of mobile apps, fantasy sports, advertising exposure, and accessibility across age and gender demographics. Through case discussion, interactive learning, and clinical reflection, participants will develop practical strategies to screen, assess, and treat clients with co-occurring gambling and behavioral health challenges. The training emphasizes harm reduction, motivational interviewing, and integrated recovery approaches to reduce stigma and enhance engagement</p>	2	ICB/NAADAC	In-Person or Virtual
<p>The Interaction Between Eating Disorders and Substance Use Disorders: Special Considerations for Race, Gender, and Sexuality - This 2-hour interactive workshop examines the complex relationship between eating disorders (EDs) and substance use disorders (SUDs), highlighting how race, gender, and sexuality influence both risk and recovery. Participants will explore shared behavioral patterns, cultural and systemic barriers to care, and the importance of integrating harm reduction strategies within treatment planning. Emphasis will be placed on developing trauma-informed, inclusive, and culturally responsive approaches that promote safety, engagement, and long-term wellness for diverse populations experiencing co-occurring EDs and SUDs.</p>	2	ICB/NAADAC	In-Person or Virtual

Co-Occurring Disorders & Specialized Populations

Complex clinical presentations and specific population needs

Training	Hours	Accreditation	Location
<p>Walking in Grief : Recognizing Your Own & Responding to Others - Grief profoundly affects individuals, often manifesting in emotional, physical, and mental challenges that vary from person to person. This session will help you understand the complexities of grief and how we can better support others in navigating their healing journey with empathy and compassion.</p>	2	ICB/NAADAC	In-Person or Virtual

Ethics, Professional Boundaries & Compliance

Ethical practice, risk prevention, and regulatory expectations

Training	Hours	Accreditation	Location
<p>Effective Clinical Supervision - This half day training equips clinical supervisors with the knowledge and tools to enhance staff performance and ensure quality client care. Participants will review core models of clinical supervision, ethical responsibilities, and techniques for skill development and evaluation. Emphasis is placed on creating a supportive, growth-focused supervision environment that promotes professional development, reduces burnout, and improves client outcomes.</p>	4	ICB/NAADAC	In-Person
<p>Effective Clinical Supervision-Train the Trainer - This program is a 5-hour interactive course designed to prepare facilitators to train other clinical supervisors in delivering high-quality, ethical, and supportive supervision. Participants will explore foundational models of clinical supervision, review ethical and professional responsibilities, and practice strategies for enhancing staff performance and skill development. Emphasis is placed on creating a growth-focused supervision environment that supports professional development, reduces burnout, and ultimately improves client outcomes.</p>	5	NAADAC	In-Person or Virtual
<p>Ethic in Action (Corrections) - This interactive training is designed for substance use treatment counselors who work directly with incarcerated individuals and face the unique challenges of navigating criminal thinking and maintaining professional boundaries. Participants will explore the cognitive distortions that drive criminal behavior, learn to identify manipulation tactics commonly used in prison settings, and develop practical strategies for preserving therapeutic integrity. Through case studies, group discussion, and self-reflection, counselors will strengthen their ability to build effective, ethical relationships that support rehabilitation while safeguarding their professional roles.</p>	6	NAADAC	In-Person or Virtual

Leadership, Supervision & Organizational Effectiveness

Leadership development, supervision, and team performance

Training	Hours	Accreditation	Location
Interpersonal Relations & Emotional Intelligence in Leadership - This session focuses on the power of emotional intelligence (EQ) and its role in effective leadership. Participants will explore how to manage interpersonal conflict, practice empathy, and build emotionally attuned teams that are prepared to work effectively with their peers and their patients.	3	ICB/NAADAC	In-Person
Leadership in Mental Health - This module introduces core leadership principles in mental health settings. Participants will explore adaptive leadership, value-driven decision-making, and how to support staff wellness and accountability in high-stress environments.	2	ICB/NAADAC	In-Person or Virtual
Psychological Safety in the Workplace -This module examines the concept of psychological safety and its impact on team performance, innovation, and staff retention. Participants will gain tools to build inclusive, respectful, and emotionally safe environments.	2	ICB/NAADAC	In-Person

Equity, Inclusion & Cultural Responsiveness

Bias awareness, stigma reduction, and inclusive practice

Training	Hours	Accreditation	Location
<p>Compassion Fatigue, Reducing Stigma & Increasing Access to Treatment -Compassion fatigue, burnout and resistant clients are all too often part of the day to day struggles as treatment providers we run the risk of encountering day to day. This training is focused on identifying the risk factors associated with compassion fatigue as well as developing a new lens in which to view the clients we work with and the struggles they experience. This lens can help us engage clients in the treatment process while helping us to be successful and effective as treatment professionals.</p>	1	ICB/NAADAC	In-Person or Virtual
<p>Disrupting Microaggressions - In this applied and interactive module, participants will examine the forms, effects, and dynamics of microaggressions in the workplace. Through case studies and role-play, participants will learn how to recognize microaggressions, understand their cumulative impact, and practice tools to respond effectively and supportively—whether as a bystander, recipient, or leader.</p>	2.5	ICB/NAADAC	In-Person
<p>Generational Blending - This training provides mental health practitioners with a clinically informed framework for understanding and navigating generational diversity within workplace and treatment environments. Using the concept of Gentelligence, participants will explore how generational identity shapes communication patterns, professional expectations, interpersonal dynamics, and team functioning. The session integrates behavioral science, cultural humility, and applied organizational psychology to help clinicians recognize how generational biases and chronocentrism impact collaboration, supervision, engagement, and therapeutic rapport. Through case examples, reflection exercises, and skills-based activities, practitioners will learn strategies to strengthen cross-generational communication, reduce workplace conflict, enhance clinical teamwork, and leverage diverse perspectives to improve client care and organizational health. The emphasis is on translating insight into practice so clinicians can foster psychologically safe, collaborative, and high-performing environments across generational lines.</p>	6	NAADAC	In-Person or Virtual

Equity, Inclusion & Cultural Responsiveness

Bias awareness, stigma reduction, and inclusive practice

Training	Hours	Accreditation	Location
<p>Unconscious Bias - This foundational module introduces participants to the concept of unconscious bias, exploring how biases are formed, how they affect perceptions and decision-making, and the ways in which they show up in mental health work. Through reflection and discussion, participants will gain tools to identify their own biases and begin the journey of becoming more intentional and equitable in their professional interactions.</p>	2	ICB/NAADAC	In-Person or Virtual

Clinician Wellness & Professional Sustainability

Burnout prevention, self-care, and workforce resilience

Training	Hours	Accreditation	Location
<p>Who's Take Care of You (Clinician well-being) - "Who Is Taking Care of You?" addresses the essential but often overlooked need for clinicians and counselors to prioritize their own well-being. Participants will explore the impact of burnout, compassion fatigue, and secondary trauma, and how these issues can compromise both personal health and the quality of care provided to clients. The workshop will provide practical tools for implementing self-care routines, stress management techniques, and maintaining healthy professional boundaries to ensure long-term sustainability in the caregiving profession.</p>	2	ICB/NAADAC	In-Person or Virtual



For more than 55 years, Gateway Foundation has helped individuals recover from substance use and mental health disorders and rebuild their lives. Our work is grounded in a steadfast belief that recovery is possible for everyone—and that no one should have to pursue it alone.

Our credentialed, experienced professionals deliver personalized, high-quality care and support at every step of the recovery journey. That same commitment to excellence guides our training programs.

We recognize that every organization has unique goals, culture, and workforce needs. Our team partners with you to design training experiences that build essential skills, strengthen expertise, and create meaningful, lasting impact. Whether you're seeking foundational education or advanced specialized training, we develop solutions tailored to your organization.

Ready to take the next step? Contact us at training@gatewayfoundation.org to explore customized training options for your team.