

## FY26 Trauma-Informed Care Trainings

Training Title & Suggested Audience	Month(s) Offered (Virtual or In-Person)	Description
<b>Building a Trauma-Informed Organization</b> (Leadership + Management)	<b>(Virtual)</b>  September 2025 February 2026	Creating a trauma-informed organization does not have a one-size fits all approach. This training serves as a guide for organizations in developing and growing trauma-informed care within its organizational structures. Organizations will learn how to develop strategies to create and enhance their trauma-informed practices in teams, programs, and overall agency systems. We will discuss policy and procedure revisions and offer approaches in developing and building a trauma-informed organization. Participants should leave the training feeling empowered to respond empathically, develop realistic goals, and resist re-traumatization.
<b>Community Trauma and Resiliency</b> (All Staff)	<b>(Virtual)</b>  July 2025 November 2025 March 2026	This session is designed to provide a deeper understanding of community trauma and the systems that cause and perpetuate harm. Participants will identify risk factors driving community violence and its impacts on communities, providers, and respective work they do. Participants can expect to leave the training session with knowledge and tools to address community trauma and build resilient communities.
<b>Culture and Trauma</b> (All Staff)	<b>(Virtual)</b>  September 2025 January 2026	Trauma has context. That context oftentimes has cultural and historical roots. This training will explore the relationship between trauma and culture through examining the ways power and oppression impact individuals, communities, and access to resources. Additionally, participants will gain insight into how historical and transgenerational trauma can shape our familial and communal systems and experiences. Lastly, participants will learn about the resilience and protective factors these communities have built to cope with trauma at the hands of our systems and society, historically and presently.
<b>Developmental Trauma and Maternal Stress</b> (All Staff)	<b>(Virtual)</b>  October 2025 February 2026	This session offers attendees a foundational understanding of how trauma and stress can impact us even before birth. While it's often assumed that children are naturally resilient to stress and trauma, true resilience is dependent on the context and wider systems in which a child develops. Together, we'll explore key concepts such as maternal buffering, epigenetics, serve and return, and neuroplasticity, examining how these factors can either support or hinder the development of resilience intergenerationally.

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<b>Engaged and Empowered: Fundamentals to Trauma-Informed Youth Engagement</b> <i>(All Staff, emphasis on Direct-Service)</i>	<b>(In-Person)</b>  July 2025 September 2025 October 2025 March 2026	In this training we will discuss and explore what makes for meaningful youth engagement. To do this, we will unpack the impact of systemic barriers and reframe our understanding of what engagement really means. Through a framework of power-sharing, we will practice skills to increase youth trust and enhance sustainable youth buy-in.
<b>Resisting Vicarious Trauma: Building Resilience and Collective Care in the Workplace</b> <i>(All Staff)</i>	<b>(Virtual)</b>  September 2025 January 2026	Throughout this session, we will review the signs, symptoms, and risk factors of vicarious trauma, ensuring participants gain a comprehensive understanding of its impact. Together, we will explore the various stress responses experienced by service providers and identify effective ways to offer support. Through interactive discussions and activities, participants will explore identifying personal triggers and develop strategies for building resilience and fostering collective care.
<b>The Intersection of LGBTQ+ Identity and Systems</b> <i>(All Staff)</i>	<b>(Virtual)</b>  October 2025 February 2026	Over 30% of youth in the child welfare + justice systems identify as LGBTQIA2S+. Why is this percentage over 3X as much as their representation in the general population? This session will explore the complex and compounding factors that put queer youth at high risk for system involvement. Together we will unpack the societal factors, stigmas, and biases that LGBTQ+ people face historically and contemporarily. Using this knowledge, we will review the protective role service providers have in supporting this population, and best practices to uplift youth in our care to be safe, healthy, supported, and thriving in their individual and communal identities.
<b>The Impact of Trauma on Youth</b> <i>(All Staff, emphasis on Direct-Service)</i>	<b>(Virtual)</b>  July 2025 November 2025 March 2026	During this session participants will dive into understanding the profound impact of trauma on youth. Participants will receive a comprehensive understanding of trauma responses including their relation to Adverse Childhood Experiences (ACEs), brain development, behavior, and more. Additionally, there will be opportunities to explore the concept of Positive Childhood Experiences (PCEs), emphasizing the potential for resilience and growth even in adverse circumstances. Participants can expect to engage in meaningful discussions and learn trauma-informed care response strategies aimed at nurturing resilient youth and supporting families.

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<b>Train the Trainer: Trauma-Informed Supervision for Supervisors</b> <i>(Supervisory roles + leadership )</i>	<b>(In-Person)</b>  October 2025	This is a 2-day in-person training session designed for supervisors, managers, and senior leadership to enhance team support and build vital supervisory networks. Together we will explore trauma-informed supervision techniques focusing on relationship building, conflict management, and effective communication strategies. Finally, participants will discuss skills to create a trauma-informed environment for both staff and clients. This session will include a certificate that is valid for 1 year.
<b>Trauma and Grief</b> <i>(All Staff, emphasis on Direct-Service)</i>	<b>(Virtual)</b>  August 2025 December 2025	Dr. Gabor Mate says the antidote to trauma is to grieve. In this session we will explore the many forms of grief through lenses spanning from internalized to environmental. We will explore the complex, compounding, and often ambiguous relationship between grief and trauma. Where does one start, and the other stop? Finally, we will embrace the power of grieving as a tool for healing and examine strategies, models, and practices we can implement with clients, communities, and even within ourselves.
<b>Trauma and Juvenile Delinquency</b> <i>(All Staff, emphasis on Direct-Service)</i>	<b>(Virtual)</b>  August 2025 December 2025 March 2026	In this session, participants will examine the critical intersection between trauma and juvenile delinquency, with a focus on how adverse childhood experiences shape youth behavior and involvement in the legal system. The training will help participants identify the characteristics that define "at-risk" and "high-risk" youth, while offering practical insights into trauma-informed strategies. Attendees will leave with actionable tools and key focus areas for effectively engaging and supporting high-risk youth through a trauma-informed lens.
<b>Trauma-Informed De-Escalation</b> <i>(All staff + managers, directors, supervisors )</i>	<b>(Virtual)</b> August 2025  <b>(In-Person)</b> November 2025 December 2025 January 2026	This training will present an overview of the factors that can escalate a situation and/or individual. Together we will go through the escalation cycle and responses to each phase, work to understand how to identify our own and others' conflict styles, trauma responses, and triggers. We will learn practical de-escalation principles and skills to support individuals in ways to engage in a trauma informed framework when facing escalation. Additionally, attendees will learn how to apply a trauma informed care lens to prioritize minimizing re-traumatization and additional harm.

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<b>Trauma-Informed Supervision for Supervisors</b> <i>(All Supervisors)</i>	<b>(Virtual)</b>  July 2025 November 2025 February 2026	This training session is designed for supervisors, managers, and senior leadership to enhance team support and build vital supervisory networks. Together we will explore trauma-informed supervision techniques focusing on relationship building, conflict management, and effective communication strategies. Finally, participants will discuss skills to create a trauma-informed environment for both staff and clients.

## FY26 CBAT-O Offerings

Training Title & Suggested Audience	Month(s) Offered (Virtual or In-Person)	Description
<b>CBAT-O Informational Session</b>	<b>(Virtual)</b>  August 2025	ICOF's Training & Trauma Initiatives Team will provide an opportunity for IDHS funded providers and sites to ask questions about the assessment process. This 60-minute webinar will briefly walk through the history and purpose of the CBAT-O, each section of the assessment and the technical details, and those who should complete it. Time will be provided at the end of the presentation for questions. We strongly recommend any new hires or staff new to the CBAT-O attend an Informational Session.
<b>CBAT-O Live Demonstrations</b>	<b>(Virtual)</b>  September 2025 October 2025	This live demonstration will support participants in learning how to complete the CBAT-O with detailed step-by-step instructions. This session allows attendees to ask individualized questions regarding the CBAT-O process. If attendees are still seeking support, we encourage them to sign up for our office hours.
<b>CBAT-O Final Report and Results</b>	<b>(Virtual)</b>  February 2026	Wondering what your CBAT-O scores mean? Join ICOF's Training & Trauma Initiatives Team for a live walkthrough on how to understand the final CBAT-O reports. The Team will review all assessment sections and recommended training information. In addition, they will review the next steps for staff members and their teams and reserve time for Q & A. We encourage all staff to attend one of these sessions.
<b>CBAT-O Office Hours</b>	<b>(Virtual)</b>  Year round	We offer technical assistance office hours both before and during the CBAT-O assessment window and after final results and reports are distributed. These 15 to 30-minute sessions are designed for service providers and organizations to ask questions and gain clarity about the CBAT-O process and requirements.
<b>CBAT-O Learning Communities</b>	<b>(Virtual)</b>  March 2026	These learning communities will foster peer-to-peer learning among providers through round table discussions, small group interactions, and resource sharing sessions. Structured around the 8 categories of the CBAT-O, the series will feature committed CBAT-O speakers and group facilitation to guide service providers in crafting strategic plans for trauma-informed implementation. Attendees will be encouraged to conduct an action plan to assess their organization's strengths, weaknesses, opportunities, and threats. Furthermore, the sessions will delve into ensuring the sustainability of these strategic plans by addressing crucial topics such as maintaining and increasing staff engagement, devising comprehensive education initiatives, and tackling issues like compassion fatigue and burnout.