Adferiad

North Wales Substance Misuse Workforce Development Programme

Autumn Oct – Dec 2026

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For organisations based in North Wales

The Workforce Development Program, is funded by the North Wales Substance Misuse Area Planning Board and Partners.

It offers a variety of courses delivered by the Adferiad Learning and Development Team. These courses cater to individuals across the six North Wales counties and focus on addressing substance use and mental health issues. Adferiad, with its expertise in these areas, aims to deliver outstanding services to individuals with substance use problems, mental health problems, and complex needs in Wales.

The prospectus outlines details of upcoming courses and provides information on how to enrol. For further inquiries or additional information, interested parties can reach out to the Adferiad team at training@adferiad.org. There is a manual booking form in the last pages of this document.

Key features of the courses

Relaxed environment

Training sessions are conducted in a relaxed environment where participants feel comfortable asking questions and engaging in discussions. This approach fosters an atmosphere conducive to learning and skill development.

Up-to-date content

The courses are designed to provide participants with the most current knowledge and skills relevant to their roles. This ensures that individuals are equipped with the latest information, advice, and support strategies to address the needs of those they serve.

Qualified trainers

Courses are delivered by qualified trainers who are also practitioners with firsthand knowledge of the topics they cover. This ensures that participants receive training from experts with up-to-date knowledge and practical experience in the field.

Enhanced support

By equipping participants with relevant knowledge and skills, the program aims to enhance the quality of information, advice, and support provided to individuals with substance use and mental health issues.

Our courses

Introduction to Substance Use in Adults

This half day introductory session is tailored specifically for non-substance use professionals who may work with individuals who have substance use issues or are at risk of using substances.

Learning objectives:

On completion of this course, participants will have:

- An awareness of substance use/risk of substance use
- Awareness of vulnerability to substance use
- Awareness of basic harm reduction approaches
- Knowledge of signposting
- Basic tools for effective early intervention
- An increased confidence in dealing with a substance use incident

Please follow the link to book a space for your preferred date.

14.10.2026	9:30am-12:30pm	Book here
03.11.2026	9:30am-12:30pm	Book here
17.12.2026	9:30am-12:30pm	Book here

Introduction to Substance Use in Children and Young People

This three-hour online interactive introductory session is tailored specifically for non-substance use professionals who may work with young people who have substance use issues or are at risk of using substances.

Learning objectives:

On completion of this course, participants will have:

- An awareness of substance use among young people
- The ability to identify some key substances young people use and their risks
- An understanding of the vulnerabilities to substance use
- A basic knowledge of harm reduction approaches
- Knowledge of organisations who can support young people in North Wales

Please follow the link to book a space for your preferred date.

01.10.2026	9:30am-12:30pm	Book here
21.10.2026	9:30am-12:30pm	Book here
10.11.2026	9:30am-12:30pm	Book here
07.12.2026	9:30am-12:30pm	Book here

Substance Use and De-escalation

This three-hour interactive course will increase awareness of substance use and signs of use and provide useful skills to de-escalate situations.

Learning objectives:

On completion of this course, participants will be able to:

- Identify substance use and signs of use
- Identify effects of substances and impact of use
- Understand the difference between de-escalation and escalation
- Use de-escalation skills to support practice

Please follow the link to book a space for your preferred date.

08.10.2026	9:30am-12:30pm	Book here
05.11.2026	9:30am-12:30pm	Book here
17.11.2026	9:30am-12:30pm	Book here

Substance Use and Neurodiversity

This course explores how neurodivergent people can be more vulnerable to substance use and why certain substances are commonly used as coping tools. Participants will learn about key neurodivergent conditions, the pressures of stress and masking, and how to offer simple, supportive harm-reduction approaches.

Learning objectives:

On completion of this course, participants will be able to:

- Describe how being neurodivergent can make someone more likely to use substances.
- Identify common neurodivergent conditions and understand the basic differences that may affect substance use.
- Identify which substances are most commonly used and why.
- Explain the common reasons neurodivergent people use substances
- Use basic, supportive harm-reduction approaches that work well for neurodivergent people.

Please follow the link to book a space for your preferred date.

19.10.2026	9:30am-12:30pm	Book here
19.11.2026	9:30am-12:30pm	Book here
01.12.2026	9:30am-12:30pm	Book here

Substance Use and Safeguarding

This course examines the link between substance use and safeguarding, teaching learners to identify risks, understand relevant legislation, and respond effectively. Participants will gain practical skills to address safeguarding concerns and support individuals safely and respectfully. Ideal for health and social care professionals.

Learning objectives:

On completion of this course, participants will be able to:

- Describe the effects of common substances and recognise signs of substance use.
- Identify potential safeguarding concerns linked to substance use.
- Explain the key principles of safeguarding and how they relate to individuals using substances.
- Demonstrate appropriate actions when responding to safeguarding risks in substance use cases.
- Develop person-centred strategies to support individuals while prioritising safety and wellbeing.

Please follow the link to book a space for your preferred date.

29.10.2026	9:30am-12:30pm	Book here
24.11.2026	9:30am-12:30pm	Book here
10.12.2026	9:30am-12:30pm	Book here

Understanding Substance Use – Level 2

This two-day accredited course will increase awareness of the fundamental principles associated with the recognition and management of drug and alcohol use for those who work within the substance use sector across the six counties of North Wales, including workers that are peripherally or indirectly involved, such as teachers, police force and housing workers.

Learning objectives:

On completion of this course, participants will have knowledge of:

- UK Drug and Alcohol Laws.
- The physical and psychological impacts of drugs and alcohol and use.
- Harm reduction approaches and tools.
- Treatment options available to people who use drugs and alcohol.
- Appropriate support agencies available for people who use drugs and alcohol in North Wales.
- How to offer choices and empower people who use drugs and alcohol.

Please follow the link to book a space for your preferred date.

13.10.2026 14.10.2026	9:30am-4pm	Book here
10.11.2026 11.11.2026	9:30am-4pm	Book here
01.12.2026 02.12.2026	9:30am-4pm	Book here

How to Minimise Substance Use – Level 2

This two-day accredited course gives learners the skills to support substance users to minimise their substance use and acquire strategies to maintain healthy behaviour change.

Learning objectives:

On completion of this course, participants will be able to:

- Understand the Cycle of Change and recognise their own position on the cycle
- Understand the difference between lapses and relapses and learn some strategies to manage these
- Identify and recognise early warning signs of lapse and relapses
- Become aware of techniques to reduce anxiety and improve assertiveness as well as problem solving strategies
- Be able to develop person centred relapse prevention plans

Please follow the link to book a space for your preferred date.

03.11.2026 04.11.2026	9am – 5pm	Book here
15.12.2026 16.12.2026	9am – 5pm	Book here

Mental Heath and Substance Use First Aid – Level 2

This two-day accredited course provided participants with an insight into and understanding of the complex relationship between mental health and drug and alcohol use.

Learning objectives:

On completion of this course, participants will:

- Understand the role of a mental health and substance use first aider.
- Be aware of the relationships between mental illness and substance use.
- Recognise the signs and symptoms of a variety of mental illnesses.
- Recognise when someone is struggling with mental health or substance use issues
- Putting mental health and substance use first aid into action.
- Be aware of options for mental health and substance use self-help and options for professional help when needed.

Please follow the link to book a space for your preferred date.

20.10.2026 21.10.2026	9:30am-4:30pm	Book here
25.11.2026 26.11.2026	9:30am-4:30pm	Book here

Co-occuring and Multiple Needs – Level 2

The aim of this two-day accredited course is to provide participants with an insight into and understanding of the complex relationship between mental health and drug and alcohol use.

Learning objectives:

On completion of this course, participants will be able to:

- Understand what is meant by co-occurring and multiple needs
- Develop an awareness of the relationship between mental health and substance use
- Understand some of the effects that substance use can have on mental illness
- Understand the barriers faced by people with co-occurring needs
- Have an awareness of the substances used by people to deal with mental health issues
- Explore what support and guidance is available

Please follow the link to book a space for your preferred date.

05.10.2026 06.10.2026	9:30am-4:30pm	Book here
17.11.2026 18.11.2026	9:30am-4:30pm	Book here

Co-occuring and Multiple Needs in Children and Young People

The aim of this training is to provide participants with an insight and understanding of the complex relationship between mental health and drug and alcohol use in young people. The course will provide practical advice on how to approach and discuss this sensitive topic in a way that children and young people can relate to.

Learning objectives:

On completion of this course, participants will be able to:

- Understand what is meant by co-occurring and multiple needs
- Examine the effects that substance use can have on children and young people's development
- Understand the barriers faced by children and young people with co-occurring needs
- Explore the relationship between mental health and substance use in children and young people
- Understand how to adapt communication style to meet the needs of children and young people
- Explore what support and guidance is available for children and young people

Please follow the link to book a space.

26.10.2026	9:30am-4pm	Book here

Ketamine

The aim of this training is to provide participants with an insight the growing use of Ketamine, and give particpants knowledge and understanding of the impact and harms of Ketamine use.

Learning objectives:

On completion of this course, participants will:

- Understand what Ketamine is
- Gain an awareness of the signs and symptoms of Ketamine use
- Discover the impact of Ketamine on the brain and body, including Ketamine bladder
- Explore harms associated with Ketamine use and mixing
- Know appropriate harm reduction advice

Please follow the link to book a space.

30.11.2026	9:30am-12:30pm	Book here

Benzodiazipines

The aim of this training is to provide participants with an insight the use of benzodiazipines, and give particpants knowledge and understanding of the impact and harms of benzodiazipine use.

Learning objectives:

On completion of this course, participants will be able to:

- Understand what benzodiazepines are, and the difference between prescribed and ‘street’ benzodiazepines
- Recognise the signs and symptoms of benzodiazepines use
- Recognise the long-and short-term effects of benzodiazepines, along wit dependency and withdrawal
- Understand the risks of concurrent use of benzodiazepines and other substances
- Suggest harm reduction strategies

Please follow the link to book a space.

23.11.2026	9:30am-12:30pm	Book here

Cannabis

This half day course looks at cannabis use in adults and young people, exploring how it's used, its impacts and providing appropriate harm reduction advice.

Learning objectives:

On completion of this course, participants will have greater understanding of:

- What cannabis is and the active ingredients in the cannabis plant
- How cannabis is used and by whom
- The signs and symptoms of cannabis use
- The short- and long-term impact of cannabis use on mental health
- Appropriate harm reduction advice

Please follow the link to book a space.

19.10.2026	9:30am-12:30pm	Book here

Cocaine and Crack Cocaine

This three-hour interactive course introduces participants to cocaine and crack cocaine, recognising its effects, risks of mixing with other substances, and gives an overview of treatment options and interventions to minimise harms.

Learning objectives:

On completion of this course, participants will be able to:

- Explain what cocaine and crack cocaine are, and their long and short term effects
- Understand the effects of cocaine and crack cocaine on physical and mental health
- Understand the risks associated with taking crack cocaine with other substances
- Explain treatment options and harm reduction measures for individuals using cocaine or crack cocaine

Please follow the link to book a space.

19.11.2026	9:30am-12:30pm	Book here

Drugs and Trends

This course looks at the common drugs used in North Wales and the existing and emerging trends. The course also takes a general look at the UK as a whole and discusses factors that may be impacting the increase of drug use.

Learning objectives:

On completion of this course, participants will have a greater understanding of:

- Common drugs used in North Wales
- New and emerging trends and drug use changes
- Factors contributing to the increase in drug use
- Harm reduction tools
- Explore and support service available across North Wales.

Please follow the link to book a space.

29.11.2026	9:30am-4pm	Book here

Alcohol Related Brain Damage

This half day course introduces participants to Alcohol Related Brain Damage, provides an understanding of how different forms of ARBD affect individuals and how to reduce the harms for someone who uses alcohol and presents with some indicators of ARBD.

Learning objectives:

On completion of this course, participants will be able to:

- Recognise some of the signs and symptoms of ARBD
- Identify some of the barriers that people who may have ARBD face
- Understand how ARBD can affect an individual's capacity
- Develop some harm reduction techniques to support individuals who may experience ARBD

Please follow the link to book a space.

27.10.2026	9:30am-12:30pm	Book here

Engaging Harder-to-Reach Alcohol Users (Bluelight)

This course will increase awareness of the Bluelight approach to harm reduction and risk management for those who work within the substance use sector across the six counties of North Wales, including workers that are peripherally or indirectly involved, such as teachers, police force and housing workers.

Learning objectives:

On completion of this course, participants will have a greater understanding of:

- The tools available to aid understanding of why individuals may not engage with services
- Risk assessing individuals who use alcohol
- Nutritional approaches to reduce alcohol related harm
- Questioning techniques to identify where individuals may be at risk of serious health problems
- The management and guidance frameworks

Please follow the link to book a space.

22.10.2026	9:30am-4pm	Book here

Self-neglect

This full day course looks in detail at self-neglect, common causes of self-neglect, the association with hoardin behaviours, and how to respond to and signpost individuals .

Learning objectives:

On completion of this course, participants will have a greater understanding of:

- What self-neglect is, and what causes self-neglect
- The difference between intentional and non-intentional self-neglect
- Risk and capacity assessments
- What are hoarding behaviours and the links with self-neglect
- How to respond to self-neglect and interventions to support those who self-neglect
- Signposting organisations who can support individuals who self-neglect

Please follow the link to book a space.

12.10.2026	9:30am-4pm	Book here

Self-injury Awareness

This half day training provides participants with an awareness of self-injury and a range of approaches to understand and manage self-injuring behaviours.

Learning objectives:

On completion of this course, participants will have a greater understanding of:

- How self-injury affects individuals
- The difference between self-harm and self-injury
- How to recognise warning signs and symptoms of self-injury
- How to talk about self-injury
- Distraction techniques and harm reduction measures

Please follow the link to book a space.

16.11.2026	9:30am-12:30pm	Book here

Suicide Awareness

This half day training provides participants with an awareness of suicide and a range of approaches to understand and manage suicidal thoughts and behaviours.

Learning objectives:

On completion of this course, participants will have a greater understanding of:

- The definition of suicide
- The myths, statistics, and terminology surrounding suicide
- Risk factors and warning signs
- Interventions and non-judgmental listening skills
- Singposting with suicidal thoughts with people who can help
- How to talk about suicide

Please follow the link to book a space.

03.12.2026	9:30am-12:30pm	Book here

ACES and TrACE Toolkit

This half day course introduces participants to Adverse Childhood Experiences (ACEs) and their impact on childhood brain development and adult mental health.

Learning objectives:

On completion of this course, participants will have an increased understanding of:

- What Adverse Childhood Experiences (ACEs) are and the impact of ACEs on a child's development
- Toxic stress and its impacts
- Identification of protective factors
- The importance of the 7 Cs of Resilience and the TrACE toolkit

Please follow the link to book a space.

28.10.2026	9:30am-4pm	Book here

Building Resilience

This full day interactive course provides knowledge and understanding about an individual's resilience and strategies for improving resilience in self and others.

Learning objectives:

On completion of this course, participants will:

- Learn about the different types of resilience
- Understand how resilience helps individuals cope with stress
- Increase awareness of cognitive and somatic coping strategies
- Help improve communication and problem-solving skills
- Increase understanding of how psychological, emotional and physical wellbeing improve resilience.

Please follow the link to book a space.

09.11.2026	9:30am-4pm	Book here

Motivational Interviewing

This course will introduce participants to the principles and strategies of Motivational Interviewing. Participants will be able to recognise resistance and develop skills to work with ambivalence in health-related behaviours.

Learning objectives:

On completion of this course, participants will:

- Understand the concept of motivation
- Have the ability to relate motivation to a model of behavioural change
- Develop the skills to discuss behaviour change and understand ambivalence
- Understand how to implement appropriate interventions when working with clients who are resistant to change

Please follow the link to book a space.

15.10.2026	9:30am-4pm	Book here

Partnership Working

This half day training provides participants with an awareness of how to work in partnership with multiple agencies to holistically support individuals with multiple, co-occurring needs. It gives learners the ability to understand seamless care for individuals who may need to access more than one service.

Learning objectives:

On completion of this course, participants will have increased understanding of:

- How holistic support helps people achieve better outcomes.
- The Social Services and Well-being Act Wales and the Welsh. Government Framework for Treatment of People with Co-occurring Mental Health and Substance Use Problem.
- How to work together to deliver continuity of care for individuals accessing services.
- How to work together to reduce challenges on our limited resources whilst providing a high quality service.

Please follow the link to book a space.

07.10.2026	9:30am-12:30pm	Book here

Booking form

If you are unable to book online through the links above, please fill out this form and email to training@adferiad.org

Course details

Course name -

Preferred date -

Preferred language - Welsh/English/Bilingual

Any additional requirements/support materials -

Delegate details

Delegate name -

Job title -

Telephone number -

Email -

Booking form

Organisation details

Name of organisation -

Address -

Postcode -

Telephone -

Additional Information

We would appreciate your input to help us improve our current courses and develop new ones. Please answer these questions and return your answers to training@adferiad.org.

What are your experiences of substance use in your area of practice? Please include an explanation and rating of the extent of your own knowledge, where 1 = little knowledge, and 5 = expertise in the sector.

Why do you want to attend the course?

Is there a particular area of focus that would benefit your professional practice?

Do your clients have any emerging needs in relation to substance use?

What age group do you work with?

Contact us

training@adferiad.org

Click the icon for our website

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