Professional Development and Practice Improvement Opportunities from the Massachusetts Bureau of Substance Addiction Services (BSAS), FY 2026

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Introduction

Summary

The Bureau of Substance Addiction Services (BSAS) at the Massachusetts Department of Public Health (DPH) funds a variety of Training and Technical Assistance opportunities towards individual professional development and organizational practice improvement.

In this document you will find training and technical assistance that BSAS is funding for Fiscal Year 26 (July 1, 2025 – June 30, 2026), with updates to be added as information becomes available. Organizations may also offer fee-for-service TTA as indicated.

Audience

The intended audience for this inventory is providers working within BSAS's licensed and/or contracted system, but there are trainings for anyone listed under "for all workforce members."

To find training descriptions, dates and registration info

All trainings that are open to all workforce members will be listed on Careers of Substance Events Calendar at least 6 weeks in advance of the offering. **You can search the title of the trainings listed below on the Careers of Substance Calendar for information, including how to register.**

Updates

This inventory of BSAS's offering is intended to be updated as more information becomes available. **This version was last updated February 5, 2026**.

NEW signifies information was recently added or it is a new offering by BSAS.

Questions

For general questions, contact BSAS.Learning@mass.gov

Live Trainings (virtual and in person)

For ALL Workforce Members

ADEPT Educational Institute, Inc.

ADEPT (formerly AdCare) Educational Institute provides training to support substance use prevention, intervention and treatment communities to increase awareness and provide knowledge and skills to service providers. Adept contracted trainers and topics planned for FY26 are as follows. **Trainings can be found at www.careersofsubstance.org/training-events and at Adept's BSAS Training Calendar.**

- **Ayala Livny Consulting:**
  - ***Trauma-Informed De-escalation: Calming the 'I' of the Storm***
  - ***Trauma-Informed Consequences - From Punishment to Growth: A Trauma-Informed Approach***
    - *Thursday, April 02, 2026 - 9:30am to 4:30pm in Chestnut Hill, MA*
  - ***Part 1 - Trauma-informed Supervision: Supporting Staff, Strengthening Services*** *(note: not specific to clinical supervision)*
    - *March 12, 2026 from 9:30am - 4:30pm in Boylston, MA*
  - ***Part 2 - Culturally Responsive Supervision: Leading with Awareness, Equity, and Care*** *(note: not specific to clinical supervision)*

        - *May 7, 2026 from 9:30am - 4:30pm in Boylston, MA*
        - *Note, you must take Part 1 to attend Part 2*

- **The Institute for Native American Studies UMASS Boston**, Drs. Cedric Woods, Jackie Vorpahl and Elena Stone
    - ***Cultural Humility as a Methodology for Collaborating with Massachusetts Native Communities***

      This training integrates best practices and principles regarding training for cultural humility while communicating essential knowledge and a nuanced understanding of Native communities in Massachusetts. For example, participants gain experience applying specific knowledge and understanding of Massachusetts Native peoples to outreach or work with Native communities and clients.

        - September 05, 2025, 9:30am - 3:30pm
        - November 07, 2025, 9:30am - 3:30pm
        - December 05, 2025, 9:30am - 3:30pm
        - Friday, February 6, 2026 from 9:30am - 3:30pm
        - Sunday, March 15, 2026 from 9:30am - 3:30pm
        - Friday, April 10, 2026 from 9:30am - 3:30pm

- **Human in Common**
    - ***Interrupting Racism Level 1: Foundations of Racial Equity***
        - Wednesdays November 5 and 12, 2025 - 9:00am to 12:00pm
    - ***Interrupting Racism Level 2: Responding to Microagressions***
        - Thursdays February 5 and 12, 2026 - 9:00am to 12:00pm
    - ***Facilitating Mindful Dialogue to Resolve Diversity-Related Conflict between Employees***
        - Thursdays November 13 and 20, 2025 - 9:00am to 12:00pm
    - ***CLAS Standards: Ethical Supervision to Uplift Diversity, Equity & Inclusion***

        - Tuesday December 09, 2025 - 9:00am to 12:30pm
    - ***Responding to Racism from Clients***
        - Wednesdays January 14, 21, 28, 2026 - 9:00am to 1:00pm
    - ***History of Racism in the War on Drugs and Psychology: Ethical Practices to Heal and Repair***
        - Tuesdays February 3 and 10, 2026 - 9:00am to 12:30pm
    - ***Implementing CLAS Standards to Advance Equity in Client Services***
        - Wednesdays March 18 and 25, 2026 - 9:00am to 12:00pm
    - ***Ethical Upstander Training to Respond to Harassment***
        - April 9, 2026, 9:00 AM - 1:00 PM
    - ***Using Motivational Interviewing to Respond to Racism from Clients***
    - ***Implementing a CLAS Self-Assessment and CLAS Workplan to Increase Equity in Client Services***
        - Thursday, May 7, 14, 21, 28, 2026 - 9:00am to 1:00pm
    - ***Creating an LGBTQ Inclusive Workplace to Meet CLAS Standards***
        - Wednesday, June 03, 2026 - 9:00am to 1:00pm

- **Massachusetts Transgender Political Coalition**
    - ***Pathway to Inclusion: Understanding and Supporting Transgender & Nonbinary People***
        - ***10/6/25***
        - ***12/8/25***
        - ***1/29/25***
        - ***3/19/26***
    - ***Pronouns Explained: The What, How, and Why of Inclusive Language***
        - ***11/6/25***
        - ***2/9/26***
        - ***4/21/26***

- **Safety, Hope and Healing** / Joanna Bridger
    - ***Unhealthy Opioid Use and Suicide Training for Direct Service Providers***

- ***Intersections of Suicide and Opioid Use: A Community Helper Training***
  - ***Thursday, December 11, 2025 - 9:00am to 12:30pm***
  - ***Monday, March 9, 2026 from 9am - 4pm***
- ***Healing Tasks & Stories: A Framework for Grief Journeys after Suicide and Drug-Related Deaths*** **on January 29, 2026 from 9am - 12:30pm**

- **Wildflower Training Alliance**
  - ***Working with Hearing Voices & Unusual Beliefs***
  - ***Alternatives to Suicide***

BeHere at Health Resources In Action

The BeHERE Initiative offers training and resources to help transform policies and practices in substance use prevention, treatment, harm reduction, and recovery at your workplaces and in communities. BeHere offers trainings for free to BSAS-defined priorities, and fee-for-service to all. For more information https://behereinitiative.org/

To be scheduled for 2026 - will be on Careers of Substance, open to all workforce members:

- ***Opioid Overdose Rescue***
- ***Opioid Overdose Prevention***
- ***Training of Trainers: Opioid Overdose Rescue***

- ***Exploring Pathways of Recovery***
- ***Secondary Trauma and Helping Professionals***
- ***Understanding Alcohol Use from and Equity Lens***

- ***Addressing Drug-Related Stigma and Bias***
- ***Supporting People Who Use Drugs***

The above and below are also offered to organizations as prioritized by BSAS:

- ***Analyzing the War on Drugs***
- ***De-Escalation Techniques for Challenging Situations***
- ***Linking Reproductive Justice and Harm Reduction***
- ***Motivational Interviewing***
- ***Reflecting on Grief and Loss***

Boston Medical Center (BMC) Grayken Center for Addiction Training and Technical Assistance (TTA)

Grayken Center for Addiction TTA offers education, support and capacity building to community health centers and other health care and social service workforce on best practices caring for patients with substance use disorders. Their list of trainings is updated regularly on Careers of Substance and on Grayken Center for Addiction Training and Technical Assistance's website. Their trainings include:

- Introductory overviews (101s) on:
    - ***Addiction 101***
    - ***Stimulants 101***
    - ***Alcohol Use Disorders 101***
    - ***Youth and Addiction 101***
    - ***Essentials of Treating Stimulant Use Disorder***
    - ***Contingency Management***

- Substance Use Series on:
    - ***Advancing Addiction Treatment (16 HR Advance Practice Practitioner)***
    - ***Harm Reduction***
    - ***Overdose Awareness***
    - ***Alcohol***
    - ***Stimulants***
    - ***Cannabis***
    - ***Xylazine***
    - ***Buprenorphine***
    - ***Pain***
    - ***Special Populations:***
        - ***LGBTQ+ Communities***
        - ***Youth***
        - ***Pregnancy and Post-Partum Individuals***
        - ***Co-occurring SUD and BH***
- They also offer
    - ***SUD Care Continuum ECHO® series***
    - ***CARN/CARN-AP Exam Prep***
    - ***Nurse Care Manager Model – Train-the-Trainer***
    - ***Recovery Coach Drop-In Forums***
    - ***Open Office Hours***

Institute for Health Recovery (IHR)

Since 1990, IHR has developed, scaled, and delivered services that foster connection, resilience, and growth. Our work is grounded in lived experience, compassion, and hope, and our training and consultation services support other organizations and systems in making meaningful and lasting change. To learn more about IHR and all of our services, visit us at www.healthrecovery.org.

In-Person Full Day Sessions* offered regionally in Western, Northeast, Southeast, Boston and Metrowest. Two of the following three will be offered in each region

- ***An introduction to trauma and resilience: Recognizing and responding to trauma among people who use substances***
- ***Professional boundaries in trauma-informed care for non-clinicians***
- ***Trauma-informed crisis prevention, de-escalation, and post-vention***

Virtual FY offerings including:

- ***Foundations of Trauma-Informed Approaches (Learning Community)***
- ***Men, Gender, and Trauma***
- ***The Power of Our Words: Creating Safety through Effective Communication***

Please also see:

- For LoC: Youth and Young Adult (below)
- For BSAS Licensed and/or Funded Providers (below)
- Additional non-training resources for BSAS-Contracted and/or Licensed programs (below)

Massachusetts Screening, Brief Intervention, and Referral to Treatment Training & Technical Assistance (MASBIRT TTA)

MASSBIRT TTA works with individuals and organizations across Massachusetts to enhance skills and develop implementation protocols and best practice for screening and collaborative conversations about substance use. Exploring impacts of substance use and what motivates change sets the course for our training and technical assistance. For more information visit https://masbirt.org/trainings/

- Topics planned for FY26:
  - ***How to have a supportive conversation about substance use***
  - ***Identifying and addressing youth substance use with the CRAFFT***
  - ***Open questions that build partnership and explore change***
  - ***The art of skillful reflections***
  - ***Motivational Interviewing: Foundations & Strategies (application process)***

- Self-paced offerings:
  - ***SBIRT in Schools: Refresh your skills***
  - ***Supportive conversation skills & strategies***

New England Summer School of Addiction and Prevention Studies

The 2026 Summer School program includes intensive courses across the continuum of treatment, prevention, and recovery, along with plenary sessions, community

connection, and interactive group work. Participants may attend the full program or select individual days, earning up to 26 contact hours. Scholarships are available.

Information about the 2026 offering will be available in the Spring of 2026.

New England School of Best Practices in Addiction Services

The Best Practices School offers intensive courses across the continuum of treatment, prevention, and recovery, including tracks for established professionals. Highlights include Clinical Supervision coursework, the 3rd Annual Psychologist Track (with CEs), and the 6th Annual Advanced Prevention Track. The program is held live online, featuring interactive courses, plenary sessions, and opportunities for community connection. Participants may attend the full program or individual days, earning up to 26 contact hours. Scholarships are available.

Information about the August 2026 offering will be available in the Spring of 2026.

Support after a Death by Overdose (SADOD)

SADOD provides resources, information, and assistance to people throughout Massachusetts who have been affected by the death of someone they care about from a substance-use-related cause. SADOD focuses on providing and facilitating peer grief support for anyone in Massachusetts who has lost someone to a substance related cause. For more information about SADOD's services for bereaved people visit: https://peergriefsupport.org/

Trainings offered for service providers include:

- ***Grief and Loss For Direct Service Providers***
- ***Tools For The Workday***
- ***Advocacy For Direct Service Providers***
- ***Remembering Those We've Lost***
- ***Being Grief Informed***

For an upcoming listing of trainings available for direct service providers, visit Careers of Substance and/or SADOD's Linktree

For Current and Future Recovery Coaches

Recovery Education Collaborative (REC)

The Recovery Education Collaborative (REC) provides comprehensive recovery support training designed for the Massachusetts peer recovery support workforce, including all training required for the Recovery Coach credential and Recovery Coach Supervision. The REC brings together Bay State Community Services, C4 Innovations, the Massachusetts Organization of Addiction Recovery (MOAR), and Torchlight Recovery as a collaborative committed to enhancing, expanding, and delivering education developed for peers who bring valuable lived experience with addiction recovery. In addition to training ,the REC offers a community of support, technical assistance, and connection to the statewide Recovery Coach network.

REC offers 12 interactive core trainings, in specially designed peer topics, both virtually and in person:

Foundational Recovery Coach Training

- ***Recovery Coach Academy (CCAR)***
- ***Ethical Considerations (CCAR)***

Supervisor Training

- ***All Things Recovery***
- ***Supervision of Recovery Coaches and Peer Workers***

Recovery Support Training

- ***Addiction & Recovery***
- ***Ethics for Recovery Coaches***
- ***Equity, Diversity & Inclusion***
- ***Medication Support***
- ***Mental Wellness***

- ***Motivational Interviewing***
- ***Multiple Pathways***
- ***Self-Care***

REC frequently offers specialty and enhanced training (*Recovery Coaching in ED, Recovery Coaching in Justice Settings, Professionalism*), community engagement activities and other learning opportunities. Find the training schedule and join the REC platform at https://massrec.org/

Follow REC on social media for the latest updates: https://www.facebook.com/share/14NkfngNNj4/

REC is dedicated to lifelong learning, wellness, and the development of future leaders in the recovery movement.

For questions or more information contact: massrec@baystatecs.org

For Current and Future Licensed Alcohol and Drug (LADC) Counselors

For information on becoming a Licensed Alcohol and Drug Counselor (LADC), please visit the Mass.gov website:

https://www.mass.gov/info-details/information-for-licensed-alcohol-and-drug-counselors

Additional information listed below under “Offerings for... Licensed Alcohol and Drug Counselors”

New North Citizens Council

Black Addiction Counselor Education (BACE) and Latine Addiction Counselor Education (LACE)

Black Addiction Counselor Education (BACE) and Latine Addiction Counselor Education (LACE) are culturally responsive education programs that provide the required 300

classroom hours needed for anyone applying to become a Certified or Licensed Alcohol and Drug Counselor (CADC or LADC) in Massachusetts. These programs, run by New North Citizens Council in Springfield, are led by qualified instructors whose cultural, racial, ethnic, and language background and experience align with the students in the classroom. Test preparation and one-on-one mentorship is available to all BACE and LACE students. These programs run from October through May.

Any questions related to either program should be sent to Sandra Munier, LACE Program Director: smunier@newnorthcc.org.

For Licensed Behavioral Health Clinicians

- **Mary K. O'Sullivan and ADEPT Educational Institute**
  - ***Boundaries and Ethics for Clinicians***
  - ***Advanced Ethics for Clinicians***
  - ***Skills Based Clinical Supervision***
  - ***DSM-5 Intensive for Clinicians***
  - ***DSM-5 Intensive for Clinicians: Substance Related and Addictive Disorders***
  - ***DSM-5 Intensive for Clinicians: Trauma and Stress-Related Disorders***

- **Safety, Hope and Healing / Joanna Bridger and ADEPT Educational Institute**
  - ***Healing Stories & Tasks: A Framework for Grief Journeys After Suicide and Drug-Related Deaths Training***

For BSAS Funded and/or Licensed Programs

IHR Trauma-Informed Training and Coaching

Training

We provide online and in-person training for individual organizations and providers. We offer both live and self-paced training options. Our trainings cover trauma-informed core competencies, as well as other topics that may be of interest. Reflective coaching and cohort model training are also available for organizations that would benefit from additional skills-based training. We also offer a train-the-trainer format to build and sustain organizational capacity to provide trauma training internally.

Technical Assistance

Trauma integration planning is available to help providers integrate knowledge about trauma and resiliency into their service delivery. We offer support in establishing a trauma integration committee, completing an organizational trauma integration assessment, and developing and implementing a trauma integration plan.

Consultation

Clinical and policy consultations are available to assist providers in addressing specific topics, cases, or situations using a trauma-informed approach. Our team specializes in both clinical and policy issues. We use a strengths-based, reflective, and collaborative approach to working with providers to help them identify the best solutions. Consultations can be held in-person or online.

Postvention Services

We provide online and on-site postvention services to BSAS contracted and licensed programs throughout Massachusetts. The purpose of these services is to support staff and help people recover as quickly as possible from a crisis event. Our trauma specialists work with organizations to address the emotional impact of the event while also working to increase organizational capacity to prevent, manage, and process crises in the workplace.

IHR Trauma Informed Training and Coaching services are provided free of charge to all BSAS funded organizations.

For more information please contact:

David Stanley (he/him), Director of Adult Trauma Services

Email: davidstanley@healthrecovery.org

Meghann Perry Group

Facilitating Recovery: Integrating Recovery Principles in Group Processes to Enhance Learning - for Licensed and/or Contracted programs (In Person)

This eight-hour, two-day training interactive training facilitated by Meghann Perry and Elizabeth Addison is designed for both new and experienced group leaders, providing an opportunity to explore the connection between recovery principles and group facilitation. Attendees will gain new skills to enhance client growth and strengthen recovery-focused learning within a group setting. Using SAMHSA's Ten Guiding Principles of Recovery, this session introduces a framework that aligns recovery values with core group facilitation concepts.

Following the in-person training all attendees will be invited to participate in a series of Community of Practice virtual sessions. These sessions will be held throughout the spring as a follow-up to the Facilitating Recovery training, offering ongoing mentorship and support to participants as they put their new skills into practice. Facilitated by the training's author, Meghann Perry, these virtual meetings will provide opportunities to gain support in implementing these new skills in a variety of environments; ask questions; troubleshoot challenges; and deepen both the practice and understanding of concepts from the training. New skills take time and Community of Practice Office Hours are here to help!

Offered three times, in person locations:

- In Lowell: Wednesday and Thursday, January 7th and 8th, 9am – 1:15pm
- In Southeast/Wareham: April 13 and 14th, 9am - 1:15pm
- In Boston: April 27 and 28th, 9-1:15pm

Note: in FY 25 this training was offered in Central and Western MA

BSAS and Adept Educational Institute

Supervisor Learning Community – Fall 2025 (virtual)

The Supervisor Learning Communities are a series of interactive sessions designed to strengthen supervisory practice *through practice, discussion, and real-time tools*. Each session blends short teaching segments, group discussion, and breakout practice so participants leave with practical tools that can be used right away.

The communities focus on building leadership skills, supporting staff well-being, and fostering team collaboration. They provide a space to practice strategies, share successes, and address real-world challenges together. Participants may attend any or all sessions. These will occur during the Fall of 2025 and will be open to all supervisors in BSAS-licensed or contracted treatment programs. Participants may attend any or all of the four sessions.

Dates: Second Wednesday of each month, 9:00–10:30 AM. Virtual

- October 8, 2025 - Supervision Practices and Leadership Skills
- November 12, 2025 - Staff Support and Retention
- December 10, 2025 - Building a Collaborative Culture
- January 14, 2026 - Culturally Responsive Supervision

DMA Health Strategies

Supervisor Communities of Practice – Winter/Spring 2026 (virtual)

Peer-driven groups that foster reflection, knowledge exchange, and shared problem-solving among supervisors.

The Supervisor Communities of Practice bring together leaders in the field to share experiences, exchange strategies, and learn from one another. These peer-led groups provide a supportive space to address real-world challenges, strengthen supervisory skills, and build connections that enhance both individual and organizational success. Further information and application forthcoming for Winter 2026.

For BSAS Licensed Treatment Programs

EMO Health

EMO Health's team of specialty pharmacists, social workers, and other professionals work directly with providers to support medication management at residential treatment programs and other service settings (CSS, TSS, ATS, etc.) where medications are distributed to participants.

This support includes periodic in-house trainings and ongoing technical assistance (including Med Room setup and staff training on pharmacovigilance and drug safety) for as requested. EMO's training and TA options for BSAS providers are described in detail on their website: https://www.emo.health/bsas-trainings

Training Topics:

- ***Medication Storage, Documentation, Observation, and Disposal***
- ***Medication Observation Program (MOP) Training - coming soon in 2026***
- ***Medication Specialist Trainings:***
    - 2 in-person: April 8, 2026, May 13, 2026
    - 3 virtual: September 17, November 20, 2025, and January 28, 2026
- ***Medication Specialist Supervisor Trainings:***
    - 1 in-person Oct 23, 2025
    - 1 virtual August 12, 2025

For BSAS-Licensed Residential (RSS) and Crisis Stabilization Services (CSS) Programs

Devin Stevenson and Adept Educational Institute

Clinical Skills 101 for Recovery Professionals and ToT opportunity for Clinical Directors/Clinical Supervisors

Developed and delivered by Devin Stevenson, LMHC, with feedback incorporated from Regional Operations and Quality Assurance and Licensure (QAAL) at BSAS, this training is for Recovery Professionals and Recovery Professional Clinical Supervisors, Directors, and/or Trainers. The 3-day in person training covers the importance of:

- A *welcoming, supportive environment* as a foundation of treatment
- Balance thoroughness with need-to-know *for documentation and clinical communication*
- Understand both how and why of *behavior change*
- Develop an understanding of the art and science of assessing "*level of care*"
- Develop effective *treatment planning* skills
- Improve *case management* skills through prioritization and outsourcing
- Intervene on return to use (ie "relapse") and difficult behaviors without punishment through *support planning*
- Infuse *aftercare planning* skills into all levels of daily care

Additionally, clinical directors and supervisors will be attending a 2-hour virtual "Coaching" session related to training implementation and will be required to agree to non-commercial use of the slides. This will enable:

- Use the materials effectively to train staff
- Ensure learning objectives are met

- Utilize all activities as essential practice for skill development

Offered in the fall of 2025 and spring of 2026 - shared via Regional Managers and in the monthly Professional Development Newsletter

Regulatory Required Role Training and TA

Prevention and Access to Care (PAC) Licensed System Required Role

PAC-Net stands for Prevention & Access to Care Network (Previously: Program AIDS Coordinators Network). It consists of at least one representative from each BSAS-licensed treatment program across Massachusetts, per regulation 164.041:

> Regulation:
>
> 164.043: Job Description and Evaluations
>
> (C) The Licensed or Approved Provider shall include the following job descriptions, which may be incorporated into descriptions for other positions:
>
> (2) HIV/AIDS Coordinator responsible for:
>
> - overseeing confidential HIV risk assessment and access to counseling and testing
> - staff, patient, and resident HIV/AIDS and hepatitis education
> - Department requirements for admission, service planning and discharge of HIV positive patients or residents

To receive PAC-net specific communications from BSAS, including announcements about the bi-annual meetings for PAC Coordinators, make sure that the current

designated PAC coordinator is listed on the key personnel form. This is the only way to make sure the appropriate person at your program receives emails and meeting invitations for PAC members. If you need/want to update your program's PAC coordinator, you can do so using the Key Personnel Change Form accessible on our website: Information for licensed substance use disorder treatment programs | Mass.gov. Questions can be directed to Ben.Plant@mass.gov.

The objective of the PAC-Net is to ensure that your agency has the skills & knowledge you need to provide HIV, HCV & other STI prevention and linkage to care in your SUD setting. BSAS provides twice yearly TA sessions in service to this objective. The PAC-Net TA sessions occur virtually, typically in the late Fall and late Spring. Meeting attendance is required for PAC Coordinators, and we provide at least two meeting options to accommodate schedules. Meetings include DPH updates as well as guest presenters or trainers and focus on updates or new resources as well as skill-building opportunities.

There is an orientation for PAC-Net representatives as well as other self-paced training courses available on the TRAIN system. The Bureau of Substance Addiction Services offers self-paced training in substance use-related fields, including PAC specific training. TRAIN includes multiple training courses specifically designated for PAC coordinators, as well as recordings of previous PAC-Net TA sessions. Here is a current list of PAC related TRAIN offerings:

- ***Prevention and Access to Care Coordinator (PAC) Orientation***
- ***Universal Risk Assessment Tool for Infectious Disease Risk***

- ***Safer Injecting Practices and Wound Care***
- ***Viral Hepatitis 101***

- ***Recorded sessions from BSAS's bi-annual meetings since Fall 2023 are also available***

As well as links to BIDLS's topics of interest:

- ***HIV/AIDS 101***
- ***STDs 101***
- ***Tuberculosis 101***

Tobacco Education Coordinator (TEC) Role

Institute for Health & Recovery

New Tobacco Education Coordinators Orientation Training

IHR holds regular orientations to answer questions like the following:

- What am I supposed to be doing in my role as TEC?
- What are BSAS program requirements for addressing tobacco/nicotine use, including e-cigarettes?
- How can I start a tobacco/nicotine awareness group?
- What resources can I provide to clients? To other staff?
- We have a limited budget – how can I get posters and pamphlets?
- How can I involve co-workers in these efforts?

New TEC Orientations in February:

- Tuesday, February 3; 12:30pm – 2:00pm
- Thursday, February 5; 12:30pm – 2:00pm

- Tuesday, February 10; 12:30pm – 2:00pm
- Thursday, February 12; 9:00am – 10:30am
- Thursday, February 26; 9:00am – 10:30am

More information can be found here. Questions about this training can be directed to training@healthrecovery.org.

Culturally and Linguistically Appropriate Services (CLAS) Coordinator Role

Human in Common and Adept Educational Institute

- ***CLAS Standards: Ethical Supervision to Uplift Diversity, Equity & Inclusion***
- ***Implementing CLAS Standards to Advance Equity in Client Services***
- ***Implementing a CLAS Self-Assessment and CLAS Workplan to Increase Equity in Client Services***
- ***Creating an LGBTQ Inclusive Workplace to Meet CLAS Standards***

TRAIN (eLearing)

- How to complete the CLAS self-assessment for vendors
- Making CLAS Happen: A Guide to Implementing Culturally and Linguistically Appropriate Services
- Ensuring Language Access and Communication through CLAS Standards

For Specific BSAS-Funded Levels of Care/Service Settings

For Service Setting: Prevention

TA for BSAS Grantees from Bright Solutions Consulting Group

TA Services provided are offered to existing BSAS Prevention grantees as specific needs are identified by Prevention Unit leadership, members of the Contract

Management team, or grantees themselves. Services are specific to an identified need (with a primary focus on strategy implementation), time limited, and supported by the assigned BSAS Contract Manager. The contact for BSAS grantees is their BSAS Contract Manager.

Please see more offerings below under:

- Offerings from (non-BSAS funded)...
    - SAMHSA's PTTC - Prevention Technology Transfer Center
    - SAMHSA's SPTAC - Strategic Prevention Technical Assistance Center
- Offerings For (non-BSAS funded)…
    - Prevention Specialists

For Service Setting: Co-Occurring Enhanced (CoE) Programs

Information coming soon

For Service Setting: Opioid Treatment Programs (OTP)

- **Opioid Treatment Program Training and Technical Assistance (OTP TTA) Center**

  The OTP TTA Center is dedicated to providing broad, comprehensive support to OTPs across Massachusetts. We offer tailored TA on a wide range of critical topics affecting OTPs, including patient-centered care, telehealth, equitable access, and more. Our services include:

- **Tailored Technical Assistance:** Support on a wide array of topics relevant to OTPs, including patient care, telehealth, and regulatory changes.
- **Expert Support and Peer Learning:** Access to leading experts in the field, peer-to-peer forums, and collaborative learning opportunities to share best practices and strategies.
- **Resource Development:** Creation and dissemination of tools, guides, and resources to support OTPs in delivering high-quality, effective care.

For Service Setting : Youth and Young Adult

- IHR developed the Brief Toolkit in collaboration with OYYAS to strengthen the integration of services for co-occurring disorders in collaboration with state agencies and community partners. The toolkit provides practical strategies and resources to support young people and families affected by substance use, highlighting prevention, intervention and treatment approaches.

  https://www.healthrecovery.org/publications

- OYYAS has enhanced the Careers of Substance website for Youth and Young Adults, creating a central hub for trainings, updates, and workforce development. This site will serve as a comprehensive guide for providers, organizations, and professionals working across the statewide system of care. It connects professionals to key resources, training opportunities, and technical assistance designed to strengthen the youth and young adult substance use and behavioral health workforce.

  https://careersofsubstance.org/working-youth-and-young-adults

  IHR will expand its on-demand, self-paced training offerings for FY26. A few new trainings have been added which are listed below. Trainings can be found at https://www.healthrecovery.org/trainings and Careers of Substance.

- ***Working with Youth and Young Adults Impacted by Trauma and Co-Occurring Disorders***
- ***Introduction to Trauma-Informed Care: Supporting Youth and Young Adults***
- ***From Power Over to Power With: Engaging Young People with Motivational Interviewing***

For Service Setting: Women and Families Residential

Description Coming Soon

For Service Setting: Legally Involved Services

Description Coming Soon

Asynchronous eLearning - TRAIN

Information on BSAS Learning Management System (TRAIN)

The Massachusetts Department of Public Health has introduced a new on-demand training platform called TRAIN Massachusetts (TRAIN MA). This platform is part of the national TRAIN Learning Network and is now available to everyone in the public health workforce. For questions, email BSAS.Learning@mass.gov

For New Users of BSAS LMS:

- You can create an account by visiting the TRAIN Homepage and clicking the “Create New Account” button.

- The TRAIN tutorials website provides access to resources, including instructional guides on creating a new account, completing your profile, and searching for courses.

Featured Trainings Available in TRAIN MA

- ***BSAS 101***
- ***MDPH Licensed Alcohol and Drug (LADC) Application Process***
- ***Required Notification Reporting to BSAS***
- ***Safer Injecting Practices and Wound Care***

- CLAS Series: ***How to complete the CLAS self-assessment for vendors***
- CLAS Series: ***Making CLAS Happen: A Guide to Implementing Culturally and Linguistically Appropriate Services (CLAS)***
- CLAS Series: ***Ensuring Language Access and Communication through CLAS Standards***

- Overdose Prevention: ***Distributing Naloxone in the Substance Use Disorder (SUD) Treatment Setting***
- Overdose Prevention: ***Opioid Overdose Prevention***

- Prevention and Access to Care (PAC) Coordinator: ***Universal Risk Assessment Tool for Infectious Disease Risk***
- Prevention and Access to Care (PAC) Coordinator: ***Sexually Transmitted Disease (STD) 101***
- Prevention and Access to Care (PAC) Coordinator: ***Tuberculosis 101***
- Prevention and Access to Care (PAC) Coordinator: ***Viral Hepatitis 101***
- Prevention and Access to Care (PAC) Coordinator: ***HIV/AIDS 101***

- Topic of Interest: ***Brain Injury – At Risk Populations***

- Topic of Interest: ***Domestic & Sexual Violence: What Survivors Need You to Know***
- Topic of Interest: ***Process Improvement: An Introduction***

Additional non-training resources

For Everyone

The Massachusetts Substance Use HELPLINE

The Helpline is a statewide, public resource for finding substance use harm reduction, treatment, recovery, and problem gambling services. Helpline services are free and confidential, and available 24/7. The Helpline's goal is to help individuals connect with the right harm reduction, treatment, and recovery services and support. They refer to hundreds of treatment services funded and/or licensed by the MA Department of Public Health. They don't sell anything, and they don't operate any treatment programs.

The Helpline's services are free and confidential, and they are committed to providing caring and non-judgmental support. Many of their trained Helpline Specialists are people in recovery or have personal experience with SUD. They can help you understand the treatment system and your options. To use The Helpline, call 800.327.5050, text at 800327, or chat online by going to https://helplinema.org/about/about-the-helpline/ and clicking "chat."

When an individual calls or uses the website, the Helpline will:

- Assess needs with simple questions
- Provide referrals to harm reduction, treatment, and recovery services
- Help access treatment
- Provide information and answer questions about substance use disorders, treatment, and recovery
- Follow up with individuals after their first call, to see how they're doing

Careers of Substance

Careers of Substance is a central resource for anyone providing substance use and addiction related support services in Massachusetts. The website offers:

- A Calendar of BSAS-sponsored trainings
- Training and Events Dashboard with options to post BSAS sponsored and non-BSAS sponsored events and trainings
    - This is where all trainings listed in this brochure are listed!
- Career information including
- Career Paths
- Jobs and Internship Postings
- Licensure and Certification
- And more!

For BSAS-Contracted and/or Licensed Programs

EMO Contact Center (ECC) - A Medication Room Helpline

Direct care workers face many challenges in addressing the complex medication needs of individuals with substance use disorders and co-occurring mental health disorders. The medication helpline provides consultation to licensed and unlicensed direct care staff responsible for overseeing medications in patients with substance use disorders residing in Massachusetts community and congregate care settings.

This service is designed to support approved programs and providers answer questions related to:

- Medication errors and events
- Safety concerns related to dosing and frequency, including missed doses, overuse, and underuse
- Controlled substances and psychotropic medications to support responsible clinical decision-making

For more information on how you can get access to the ECC, please visit https://www.emo.health/chat or email admin@emo.health

IHR's Crisis Response Services

The Massachusetts Department of Public Health/ Bureau of Substance Abuse Services (BSAS) has contracted with the Institute for Health and Recovery to provide online and on-site crisis response services to BSAS funded organizations throughout the Commonwealth. The purpose of this initiative is to support staff and help them recover as quickly as possible after a critical incident. It is well documented that having support after such experiences helps people cope and improves communication and morale.

What is a Critical Incident?

A critical incident is an abrupt, powerful event that overwhelms an individual's or group of individuals' ability to cope. They include any life-threatening, extremely frightening, or exceedingly distressing incident. Such events can have a significantly disturbing, powerful impact whether the event is experienced directly or indirectly. Some examples of critical incidents are:

- Death of a client
- Death of a co-worker
- Suicide of client or co-worker
- Violent events that threaten workplace safety
- Significant events involving children, (i.e., removal of child from parent's care)
- Natural disasters or acts of terrorism

The intention of these services is to lend validation and support to staff, not to critique the way the organization responded during the crisis. They are designed to encourage conversation relating to each person's emotional reaction to the event. IHR staff will lead a dialogue focusing on eliciting strengths, coping strategies, self-care, and community care.

To access IHR's crisis response services: *Call the IHR Crisis Response Line at 617-661-9036*

A member of IHR's Trauma Team will take some initial information, and within 48 business hours a team member will contact the program and work with them to develop a plan for supporting staff.

The plan may include meetings with individuals and/or groups of staff members and/or meetings with individuals or groups of clients.

Support after a Death by Overdose (SADOD)

SADOD provides resources, information, and assistance to people throughout Massachusetts who have been affected by the death of someone they care about from a substance-use-related cause. SADOD focuses on increasing the capacity and effectiveness of peer grief support for bereaved people, direct service providers, and people in recovery or struggling with drug use. To request services for staff as a BSAS-funded program or information for your clients, please reach out to Gabriel Quaglia - Gabriel@sadod.org

SADOD also offers Peer Grief Services to anyone in MA: SADOD's Peer Grief Support Programs

Offerings from (non-BSAS funded)...

SAMHSA's ATTC – Addiction Technology Transfer Center

- Training and Events Calendar
- Online Learning Opportunities
- New England ATTC

SAMHSA's PTTC – Prevention Technology Transfer Center

- **New England Prevention Technology Transfer Center (PTTC) Network** offers:
  - ***Prevention Ethics***
  - ***Strategic Prevention Framework (SPF)***
  - ***Range of other Prevention Trainings offered throughout the year***
- **Northwest Prevention Technology Transfer Center (PTTC) Network**
  - Offers many Prevention Trainings that usually accept out-of-region participants

SAMHSA's SPTAC - Strategic Prevention Technical Assistance Center

- Offers trainings for Preventionists and their evaluators

National Prevention Network | NASADAD

- Each year, NASADAD NPN hosts a national conference to highlight the latest research in the substance use prevention field. It provides a forum for prevention professionals, coalition leaders, researchers, and federal partners to share research, best practices, and promising evaluation results for the purpose of integrating research into prevention practice.

DPH's Bureau of Community Health and Prevention (BCHAP)

Suicide Prevention Program

All Upcoming trainings listed on Suicide Prevention - Training Calendar

- Virtual Trainings
    - ***Stopping Supremacist Recruitment of Youth: Implications for Youth Suicide Prevention***
    - ***Depathologizing Suicide: A Racial Justice and Cultural Humility Lens Overview***
    - ***The Complex Life Trajectories of Vincent van Gogh and Frida Kahlo: Why Did One's Life End in Suicide and the Other Not? Lessons to be Learned within Suicidology***
    - ***The Toll of Working with Trauma: Understanding Self-Care as an Ethical Imperative***
    - ***Fundamentals of Collaborative Safety Planning***
    - ***New Developments in Understanding, Managing, and Treating Suicidal Behavior***
    - ***Understanding and Treating the Complex Puzzle of Non-Suicidal Self-Injury***

- In person Trainings and Conferences:
    - ***SERVING THOSE WHO SERVE: Present and Future Thinking for Veteran Suicide Prevention***
    - ***Suicide Assessment and Intervention Training for Mental Health Professionals***
    - ***Understanding Trauma and Trauma-Informed Care***
    - ***25th Annual MA Suicide Prevention Conference in Norwood, April 2026***

Massachusetts Tobacco Cessation and Prevention Program (MTCP)

The Massachusetts Tobacco Cessation and Prevention Program (MTCP) is dedicated to reducing the health and economic burden of tobacco use by:

- Preventing young people from starting to use tobacco and nicotine products
- Helping current tobacco and nicotine users quit

- Protecting children and adults from secondhand smoke
- Identifying and eliminating tobacco-related disparities

Sexual and Domestic Violence Prevention and Services

Find information on programs and services funded by the Commonwealth, including a comprehensive array of prevention programs and interventions for survivors of sexual and domestic violence and their children. Services are available in every region of the Commonwealth and include residential programs, 24-hour advocacy and support, and specialized programs for children exposed to domestic violence, people who use violence in their relationships, and sexual and domestic violence services for immigrants and other communities experiencing inequities.

- Training for Licensed Professionals to Meet Chapter 260 Requirements: https://chapter260training.org/courses/training/

DPH's Office of Problem Gambling

- MA Gambling Helpline: https://gamblinghelplinema.org/
- Project Build Up (PBU) is a Grant and Community Support Initiative - Strengthen the capacity of your outpatient substance use or gambling treatment agency to provide or promote problem gambling treatment services. Project Build Up (PBU) is focused on helping your agency create culturally responsive practices that address health and racial equity to support communities that are disproportionately impacted by problem gambling.

Executive Office of Health and Human Services (EOHHS)

Behavioral Health Workforce

- Behavioral Health Workforce Training Clearinghouse
  Massachusetts CBHC, BHHL, MHC and CBHI workers are eligible for these trainings

Department of Children and Families

- Community Programs - FRC Website – The Family Resource Centers support families when they have a crisis or need help.

- Mandated Reporting
  - DCF Mandated Reporter GuideChild Abuse Mandated Reporter Training Portal – This training will provide an overview of the definitions, requirements, and protections associated with being a mandated reporter in Massachusetts. The General Training course is all-inclusive, non-profession specific, and should be taken by every mandated reporter.
    - 51A Online Mandated Reporter Training
    - Report Child Abuse or Neglect as a Mandated Reporter

Offerings For...

Prevention Specialists

Peer Sharing Calls from Bright Solutions Consulting Group

These calls are available at no charge to Preventionists across the state.

- The open Group meets on the last Thursday of each month at 11:00am (or the week before if it's a holiday).
- Participants can send any topics or resources they would like added

- This is the Zoom link: https://us02web.zoom.us/j/81873417666

CADCA Trainings | CADCA

National organization that offers coalition-related training.

Society for Prevention Research

- Yearly day-long intensive prevention skill development
- Conference for Preventionists and researchers
- Periodic research webinars for Preventionists and their evaluators

Healthy Outcomes for Positive Experiences (HOPE)

Offers a variety of trainings on positive youth development for individuals or entire communities and is open to customizing free introductory trainings.

Interaction Institute for Social Change offers free community of practice

FrameWorks Institute offers a myriad of courses on social concepts, communication, and other topics.

HealtheKnowledge is an on-line learning platform with a range of courses from orientation to more advanced prevention courses.

Licensed Alcohol and Drug Counselors (LADC)

Information for Licensed Alcohol and Drug Counselors | Mass.gov

All Coursework (to become or renew LADC licensure) must be provided by a recognized entity, which is defined as "an accredited educational institution, professional

organization, training institute, governmental body, recognized certifying body or other entity which has been recognized or authorized by the Department to sponsor, conduct or approve continuing education programs for alcohol and drug counselors/assistants."

Some Addiction Education programs in MA have been approved by BSAS and are a step above "Recognized Entities": anyone completing one of these programs is eligible to have their education hours expedited for approval.

The current list of **Approved Addiction Education Programs (AAEPs)** can be found here: Counselor/Clinician Education Opportunities | Careers of Substance

Examples of Recognized Entities include:

- Accredited Colleges, Universities and post-secondary educational institutions
- ADEPT Educational Institute
- New England Institute of Addiction Studies
- DPH Licensed/Approved Substance Addiction Treatment Agencies
- DPH Approved/Funded Substance Addiction Educational Organizations
- Providers approved by MA Boards of Registration in Social Work, Nursing, Medicine, Mental Health Professionals, and Psychology
- Mass Board of Substance Abuse Counselor Certification
- American Academy of Healthcare Providers in the Addictive Disorders
- National Board for Certified Counselors
- NAADAC, the Association for the Addiction Professionals
- International Certification and Reciprocity Consortium,
- Employee Assistance Certification Commission

Appendix - Regulatory Required Trainings

In 105 CMR 164.00: Licensure of substance use disorder treatment programs, the following trainings are listed. Please note, there is no specific training offered by BSAS that is required of all licensed programs, and trainings can occur on site/within agency as well as be acquired by the agency. BSAS does offer trainings in this document that apply to these training requirements. Documentation of all staff attending trainings as indicated should be maintained at programs.

164.044: Training and Supervision

(A) The Licensed or Approved Provider shall provide ongoing staff training and supervision to all staff, including clinical staff, qualified health care professionals, relief staff, interns, volunteers, contractors and others, in accordance with 105 CMR 164.044(B). The Licensed or Approved Provider shall have a written plan for supervision sufficient to meet the needs of staff, patients and residents which shall specify the frequency and goals of supervision for all staff, and which shall provide that all direct care staff requiring clinical supervision receive clinical supervision from appropriately licensed staff qualified to deliver supervision, and that supervision is documented.

(B) The Licensed or Approved Provider shall have a written plan for ongoing in-service training of all personnel. The plan shall include the following:

(1) orientation and ongoing supervision of employees regarding policies and procedures of the program, including at a minimum program operations; state and federal confidentiality laws; professional ethics, including staff-patient and staff-resident boundaries and boundaries for relationships between and among patients and residents; behavioral management; record keeping; internal incident reporting and

investigation; and the reporting of abuse and neglect of children, the elderly and disabled persons; and

(2) over the course of a year, monthly scheduled in-service training sessions in accordance with Department guidance on, at a minimum:

(a) program's All Hazards Emergency Response Plan;

(b) HIV/AIDS, sexually transmitted infections (STIs) and Viral Hepatitis;

(c) universal health precautions and infection control;

(d) substance use disorders including tobacco and nicotine addiction, clinical assessment and diagnosis; treatment planning; relapse prevention and aftercare planning; overdose risk assessment and prevention;

(e) co-occurring disorders, including mental health disorders, gambling and other addictive behaviors, and mechanisms for ensuring coordination of care related to all co-occurring disorders, including risk assessments and creation of safety plans;

(f) other topics specific to the requirements of the service type and/or the population served;

(g) effects of substance use disorders on the family and related topics such as the role of the family in treatment and recovery;

(h) cultural competency including culturally and linguistically appropriate services (CLAS) or standards;

(i) the benefits and risks of all clinically appropriate medication for addiction treatment options, as well as the risks and benefits of not receiving treatment;

(j) abuse and neglect reporting requirements; and

(k) professional ethics, including staff-patient and staff-resident boundaries and boundaries for relationships between and among patients and residents.

(C) The Licensed or Approved Provider shall provide specific training, as specified by the Department, for the Access, HIV/AIDS and Tobacco Education Coordinators.

(D) The Licensed or Approved Provider shall maintain a record of all in-service training sessions provided, including topic, date, duration and attendance.