



For the health of correctional agencies, staff and families

Desert Waters' Training Courses: Suggested Order of Implementation

All courses are standalone trainings, but a **certain order of presentation is strongly suggested**, as described below.

For All Staff

101-From Corrections Fatigue to Fulfillment™ (CF2F): This foundational and award-winning course describes how correctional work stressors, including traumatic stress, can impact staff and the workforce culture, and presents basic self-care skills and principles of healthy teams and healthy organizations. The course is highly interactive, involving self-reflection, small group work and large group discussion. It is offered in four versions: for staff working in adult institutions; adult probation and parole; youth detention/institutions; and youth probation and parole. *(8 hours)*

201-True Grit: Building Resilience in Corrections Professionals™ (TG): This course presents an array of resilience-promoting skills which can be implemented by staff individually in their personal and professional lives preventively, as part of wellness maintenance, or after exposure to stressors. *(8 hours)*

301-Improving the Well-being of Corrections Professionals: Understanding, Acknowledging, and Overcoming Traumatic Stress™ (IWCP): This course takes an in-depth look at the nature and possible effects of traumatic exposure on correctional staff, and presents symptom-specific skills to reduce these effects both preventively and following traumatic exposure, at the individual level, at the team level, and at the administrative level. *(8 hours)*

For Administrators and Supervisors

101-CF2F-For Administrators and Supervisors™: This course addresses how correctional job stressors can affect subordinates, but also administrators and supervisors themselves, and describes basic strategies and skills they can implement to lessen Corrections Fatigue in themselves and in the workforce. *(8 hours)*

201-The Supportive Correctional Supervisor™ (TSCS): This highly interactive course is designed to equip correctional supervisors with information and skills to socially support subordinates who may be experiencing emotional distress or interpersonal conflict, and with skills to manage their own distress, in order to promote healthy workforce cultures. The course makes extensive use of self-reflection, scenario discussion, and areas of application. *(In person 40 hours over 5 consecutive days; online 10 monthly 3-hour sessions, plus activities and independent study between sessions)*

For New Staff

101-Towards Corrections Fulfillment: For New Staff™ (TCF): This course describes ways in which corrections work can affect the worker, and presents basic skills for preventive steps and effective coping, using examples and scenarios, and designing of an actionable plan. *(4 hours)*

201-Improving the Well-being of Corrections Professionals: An Introduction™ (IWCP-Intro): This course presents the basics of the nature and possible effects of traumatic exposure on correctional staff, and the fundamentals of skills to counter these effects individually in their personal and professional lives. *(4 hours)*

For Families

Correctional Family Wellness – For Families™ (CFW-F): This interactive course describes to adult family members how correctional work stressors can affect them and their corrections employee loved ones, and offers practical suggestions for family members to address and even preempt corrections-related challenges on the home front. (2 hours)

Correctional Family Wellness – For Staff™ (CFW-S): This interactive course describes to staff how their family members may be impacted “second-hand” by their working in corrections, and ways that they can be supportive of their family members as families adapt to lifestyle changes due to correctional work “coming home.” (3 hours)

For Special Teams

Peer Supporter Training™ (PST): This course describes the nature and basic structure of peer support programs, and the foundational skills of one-on-one peer support. The training is highly interactive, with extensive use of role plays and scenario discussion. The course is not designed to be a substitute for group-based team debriefing after a workplace incident of violence, injury or death. (40 hours)

Please note:

1. *At this time, Instructor Training with certification is offered for all these courses, with the exception of the **Peer Supporter Training™ (PST)** and **The Supportive Correctional Supervisor™ (TSCS)**.*
2. *Times for the courses are for direct delivery, not for Instructor Training, and include a one-hour lunch break for 8-hour courses.*

What Desert Waters Offers and Why

The mission of Desert Waters is to advance the well-being of correctional staff and their families, and the health of correctional agencies, through data-driven, skill-based training. Research has repeatedly identified that job stressors can affect the health, well-being and functioning of corrections staff adversely and to a significant degree. Because of that, corrections staff wellness must be systematically addressed for the benefit of all involved in the criminal justice system.

Desert Waters' courses are:

1. **Corrections-specific:** They have been developed specifically for corrections staff and their families, are geared to issues pertinent to this population, and are based on studies and intimate knowledge of this population stemming from extensive training and clinical treatment of corrections personnel and families.
2. **Data-driven:** They are based on research conducted by Desert Waters and others with corrections staff of all ranks and job roles, and they are also based on research findings regarding other relevant populations, such as the military and other first responders.
3. **Holistic:** They address wellness needs system-wide, from custody front line staff to civilian staff, seasoned and new staff, managers of all ranks and levels, and family members of seasoned and new staff, and wellness needs of the overall workplace culture.
4. **Prevention-oriented:** They aim to equip staff with skill sets to foster healthy workplace environments, and to prepare them to address possible job stressors proactively.
5. **Trauma-responsive:** They go beyond being trauma-informed to presenting strategies, skills, and practices to counter possible effects of traumatic stress and to promote staff wellness at the individual, team and organization levels.
6. **Skills-based:** They offer concrete, practical and actionable approaches to combatting challenges in staff's professional and personal lives.