



# 2025 CAM ACADEMY REPORT

## **The Center for Addiction Medicine (CAM)**

**Academy** was established in 2023 to provide innovative addiction medicine training and educational services to all healthcare staff and community members alike, across federal regions seven and eight. The CAM Academy was made possible by philanthropic donors and federal grant funds, of which we are so appreciative.

In 2025, we continued to improve substance use treatment services across the region through our three service lines of standardized education, tailored substance use presentations and technical assistance. This report showcases our accomplishments and highlights.

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**Our goal is to provide training and technical assistance on comprehensive trauma-responsive SUD treatment for Colorado and the surrounding region**

# ABOUT CAM ACADEMY

## WHAT WE DO:

CAM Academy is a resource for training, education and technical assistance on comprehensive trauma-responsive substance use disorder (SUD) treatment for Colorado and the surrounding states.

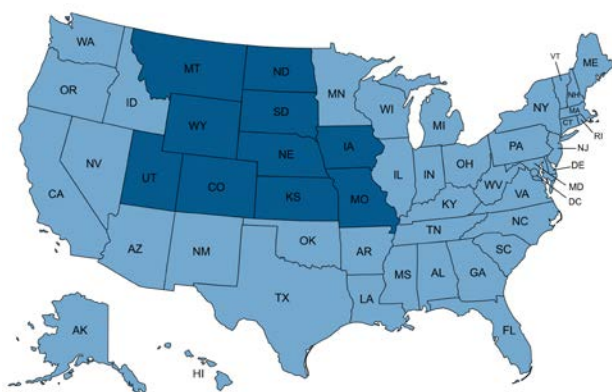
CAM Academy uses a Learning Health System approach to guide our practices. Denver Health, being the largest provider of behavioral health services in the state of Colorado, uniquely places CAM Academy in a position to observe and learn how treatment of SUDs can be improved daily.

CAM Academy is uniquely poised to serve entire healthcare systems and programs on how to advance their addiction medicine services through enhanced training and education. Our courses are designed to increase knowledge, skills and resources for the entire healthcare team, both clinical and administrative, to improve patient services and outcomes.



**Our vision is to increase knowledge and skills of healthcare professionals and community members to provide comprehensive trauma-responsive treatment for SUD**

## SERVICE STATES:



- Colorado
- Iowa
- Kansas
- Missouri
- Nebraska
- Montana
- North Dakota
- South Dakota
- Utah
- Wyoming

# 2025 AT A GLANCE

In 2025, we continued to improve substance use treatment services across the region through our three service lines of standardized education, tailored substance use presentations and technical assistance.



## STANDARDIZED EDUCATION

In 2025 we fully embraced the spirit of continued improvement for our standardized education and modified some of our training material to better meet the needs of our audiences. In collaboration with addiction medicine subject matter experts and people with lived expertise, we developed and successfully launched [Compassionate Care for People With SUD](#), the revised version of our original Addiction Medicine 101 course.

Additionally, CAM Academy launched our [online learning portal](#) and piloted three new modules that are now available at no cost including [Substance Use Disorder 101](#), [Words and Actions Matter](#) and [Utilizing a Trauma-Responsive Approach](#). Along with our other standardized courses [Trauma-Responsive Care](#), [impACT](#) and [Behavioral Health and Substance Use Concerns in Pediatric Emergency Settings](#), CAM Academy completed 16 courses and reached over 250+ healthcare professionals across all disciplines.



## TAILORED SUBSTANCE USE DISORDER PRESENTATIONS

We enhanced the behavioral health workforce through tailored presentations to increase knowledge and skills for clinical and non-clinical roles that provide care for people who use substances. Through this aim, we delivered 32 SUD Presentations and reached 1,400+ healthcare and public health staff.

In addition to delivering these presentations within healthcare settings across Colorado, we were invited to several national conferences. A few of our 2025 presentation topics included:

- Compassionate Care for Youth Who Use Substances
- Shifting Perceptions and Culture to Address SUD Stigma
- Supporting People with Stimulant Use Disorder
- Methadone Dosing Protocols
- SUD Morbidity and Mortality
- Ketamine Treatment for Alcohol Use Disorder
- Cannabis Induced Psychosis
- Substance Use in Aging Populations

**16** COURSES      **32** PRESENTATIONS

**1,400+**  
HEALTHCARE STAFF REACHED

# TECHNICAL ASSISTANCE

## COLORADO OPIOID MODEL TO ADVANCE TREATMENT (CO-MAT)

The Colorado Attorney General’s Office provides funding for the [Colorado Opioid Model to Advance Treatment \(CO-MAT\)](#) project through the Opioid Abatement Innovation Challenge. The goal of the CO-MAT project is to help Colorado counties and organizations expand opioid treatment and care coordination. At the heart of this project is the hub and spoke treatment model, an evidence-based approach that improves care coordination and services for individuals with Opioid Use Disorder (OUD).

**Using the hub and spoke model, CO-MAT has three aims:**

- 1) To assess the current state of referrals, expertise and access to OUD treatment services within Colorado.
- 2) To provide proactive technical assistance for Colorado correctional care settings to enhance Medication-Assisted Treatment provision and care coordination post-release.
- 3) To use assessment results and the expertise of Denver Health and [Colorado Opioid Synergy Larimer & Weld \(CO-SLAW\)](#) to develop a hub and spoke model toolkit to implement customizable models across Colorado.

### CO-MAT Technical Assistance for Colorado Correctional Care Facilities

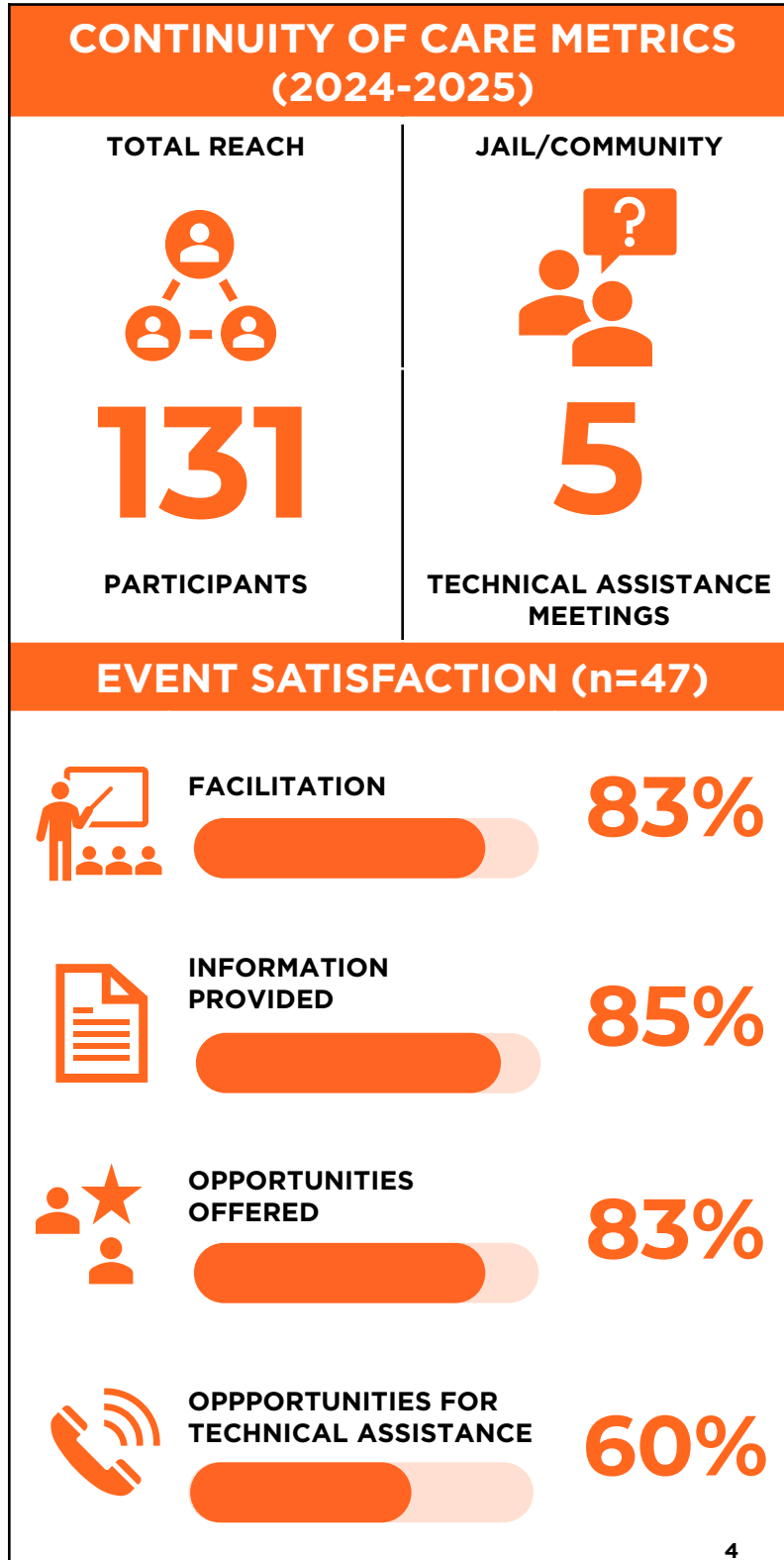
The CAM Academy collaborated with the **Colorado Consortium for Prescription Drug Abuse Prevention, County Sheriffs of Colorado** and the **Colorado Jail Association** to strengthen connections between local service providers and jail personnel, enhancing continuity of care for individuals transitioning out of custody. This initiative includes a series of regional in-person meetings across the state, fostering collaboration between jail staff and community-based organizations to improve care coordination and support post-release success. **To view a summary of our 2025 meetings, visit the [CO-MAT Project folder here](#).**

#### Continuity of Care meetings:

- May 2025: Alamosa, CO
- June 2025: Durango, CO
- October 2025: Pitkin, CO

#### Colorado Jail Association meetings:

- June 2025: Durango, CO
- October 2025: Pitkin, CO



## CO-MAT COMMUNITY OF PRACTICE

A Community of Practice (CoP) is a group of people who share a common interest and come together regularly to learn from one another, exchange resources and collaborate on solutions. It's a space where both experts and newcomers can contribute, ask questions, spark new ideas and build collective knowledge that benefits everyone.

In 2025, CAM Academy hosted our Hub and Spoke CoP highlighting innovative treatment and care coordination efforts for people with SUDs in Colorado.

**The CoP series reached 70 participants.**

See below for our topics and partners that collaborated with us on this effort.

**OVERALL SATISFACTION 4.16**  
(Out of 5.00 Max Rating)

**CHANGE IN KNOWLEDGE  
+1.30 RATING POINTS**

Pre-Training 3.05

Post-Training 4.35

**CHANGE IN SELF-EFFICACY  
+0.83 RATING POINTS**

Pre-Training 3.22

Post-Training 4.05

### Rural Hospital Hub & Spokes



### Innovative State-Wide Medication for OUD



### Housing for People with SUD



## Overdose Data to Action Grant from the Denver Department of Public Health and Environment (DDPHE)

CAM Academy is excited to partner with DDPHE and the Colorado Consortium for Prescription Drug Abuse Prevention on supporting opioid treatment programs in Denver City and County with implementing policy changes for patient-centered methadone dosing through clinical training and technical assistance

Project Aims:

- Survey Denver opioid treatment programs for federal regulation implementation and compliance.
- Provide reactive technical assistance.

Check out the other CO-MAT deliverables accomplished in 2025 in the [2025 CAM Annual Report](#) under CAM Academy Spotlight!

# BREAKING DOWN CAM ACADEMY'S STANDARDIZED EDUCATION EFFORTS IN 2025

## 8 SESSIONS OF THE TRAUMA-RESPONSIVE CARE WORKSHOP

This workshop, designed for all clinical and non-clinical healthcare providers, public health professionals and community members covers key topics such as:

- **Understanding trauma** and the role of protective factors
- The **impact of an elevated stress response** on our bodies
- **The influence of weathering** on health disparities for people of color

Participants also identify three techniques to create a trauma-responsive care environment, promoting a supportive and healing environment for both staff and the people we serve.

**66%** OF EVALUATION PARTICIPANTS STATED AN INTENT TO MAKE A PRACTICE CHANGE

“

I felt this training was extremely beneficial to those working with populations that have or are now experiencing trauma.

”

*-Trauma-Responsive Care Participant*



## 3 SESSIONS OF THE COMPASSIONATE CARE FOR PEOPLE WITH SUD WORKSHOP

This workshop, designed for all clinical and non-clinical healthcare providers, public health professionals and community members covers key topics such as:

- The **addiction cycle** and the neuroscience of addiction for those impacted by SUD
- The importance of **person-first language** and cultivating a non-judgmental and empathetic approach when interacting with people affected by SUD
- **Recovery as a restorative approach** and various approaches to holistic care

The course also familiarizes learners with the range of treatment and recovery resources available within communities, enabling them to make appropriate recommendations based on individual needs.

**92%** OF EVALUATION PARTICIPANTS STATED AN INTENT TO MAKE A PRACTICE CHANGE

## 1 SESSION OF THE **impACT** WORKSHOP DELIVERED TO THE PSYCHOLOGY RESIDENTS AT THE UNIVERSITY OF COLORADO SCHOOL OF MEDICINE

This workshop equips addiction medicine professionals with the skills to effectively treat **adolescent substance use**, integrating:

- Motivational Interviewing (MI)
- Acceptance Commitment Therapy (ACT)
- Contingency Management (CM)
- Medication Management



**100%** OF EVALUATION PARTICIPANTS STATED AN INTENT TO MAKE A PRACTICE CHANGE

“ Great reminder to ground in some of these skills... Love the practical skills such as bubbles, post-its and translucent paper to make visual points in therapy. ”

*-ImpACT Participant*

### NEW FREE ONLINE LEARNING SERIES

This community-based workshop series will help learners develop a deep understanding of foundations in addiction medicine, including life-saving skills and compassion for people with SUD. Through interactive self-paced modules and instructor-led sessions — including Substance Use Disorder 101, Words and Actions Matter, Utilizing a Trauma-Responsive Approach — participants will gain practical tools to support individuals, families and their communities. The series centers empathy, harm reduction and real-world strategies to foster safer, more supportive environments for people with SUDs.

This online learning series was successfully piloted in 2025 with the preferred audience **reaching 65 participants** and the first three modules, featured below, are live! Click below to launch each course:

**SUBSTANCE-USE DISORDER 101: EXAMINING THE IMPACT OF ADDICTION**

ONLINE COURSE



**WORDS AND ACTIONS MATTER: DISRUPTING SUBSTANCE USE STIGMA**

ONLINE COURSE

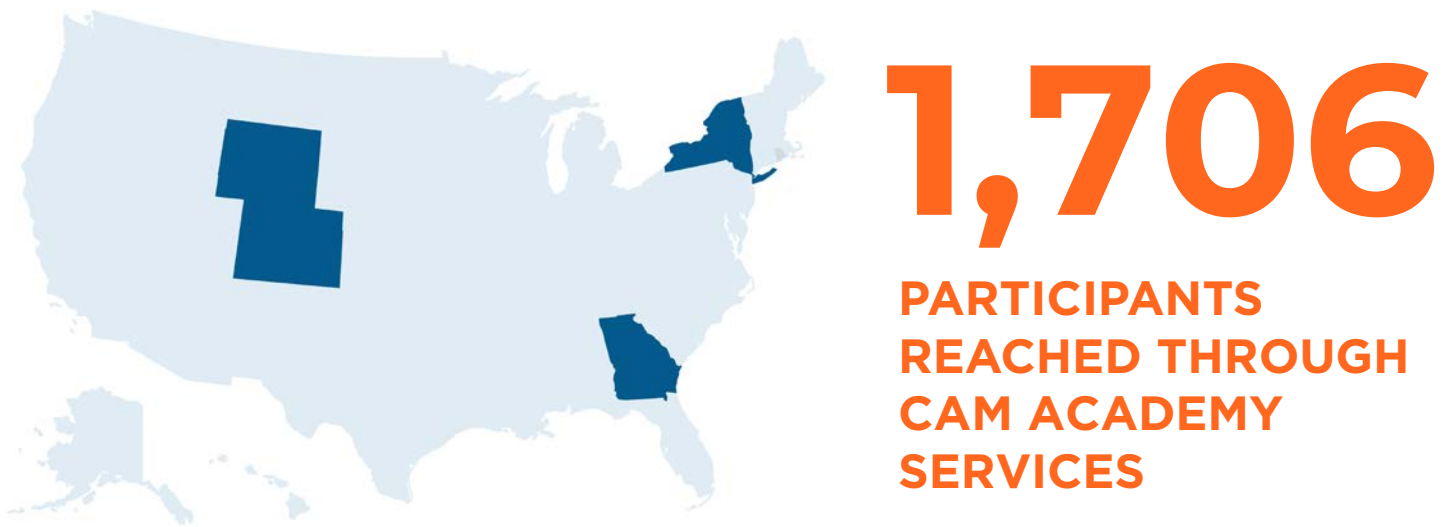
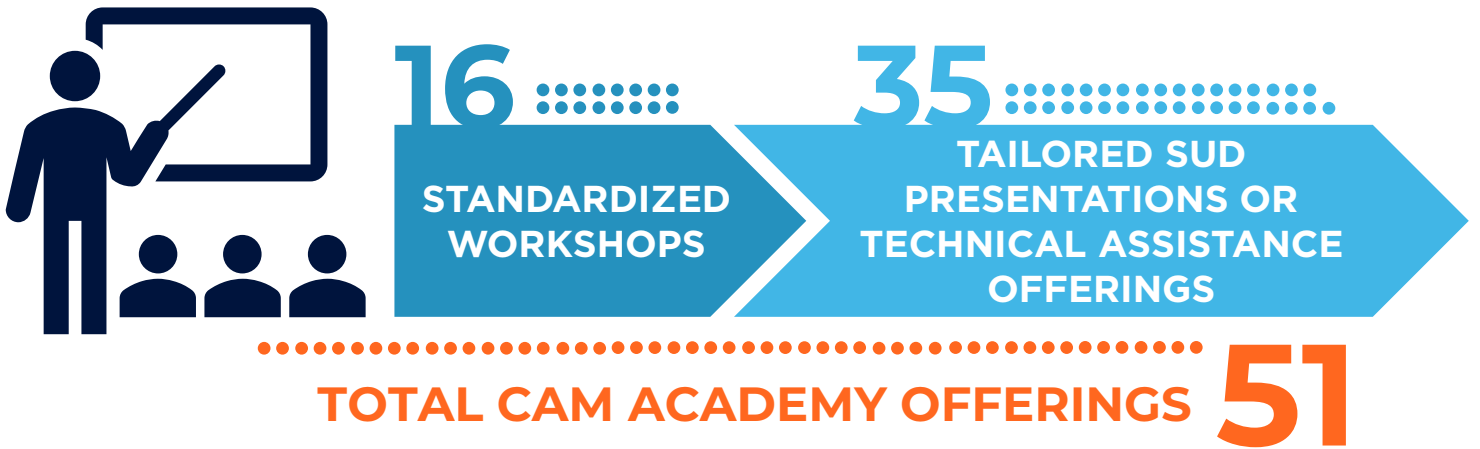


**UTILIZING A TRAUMA-RESPONSIVE APPROACH**

ONLINE COURSE



# EXAMINING THE IMPACT OF CAM ACADEMY'S STANDARDIZED EDUCATION IN 2025



STANDARDIZED WORKSHOP PARTICIPANTS

265

1,441

TAILORED PRESENTATIONS & TA PARTICIPANTS

78%

Percentage of participants from Denver Health

22%

Percentage of external participants from FOUR STATES: Colorado, Wyoming, Georgia and New York

29

Organizations reached

# A CLOSER LOOK AT EVALUATION DATA

The CAM Academy is committed to continuous quality improvement and dedicated to ensuring our services meet the needs of participants; therefore, we implement a standardized evaluation methodology for all our standardized workshops to let us know how we're doing and where we can improve.

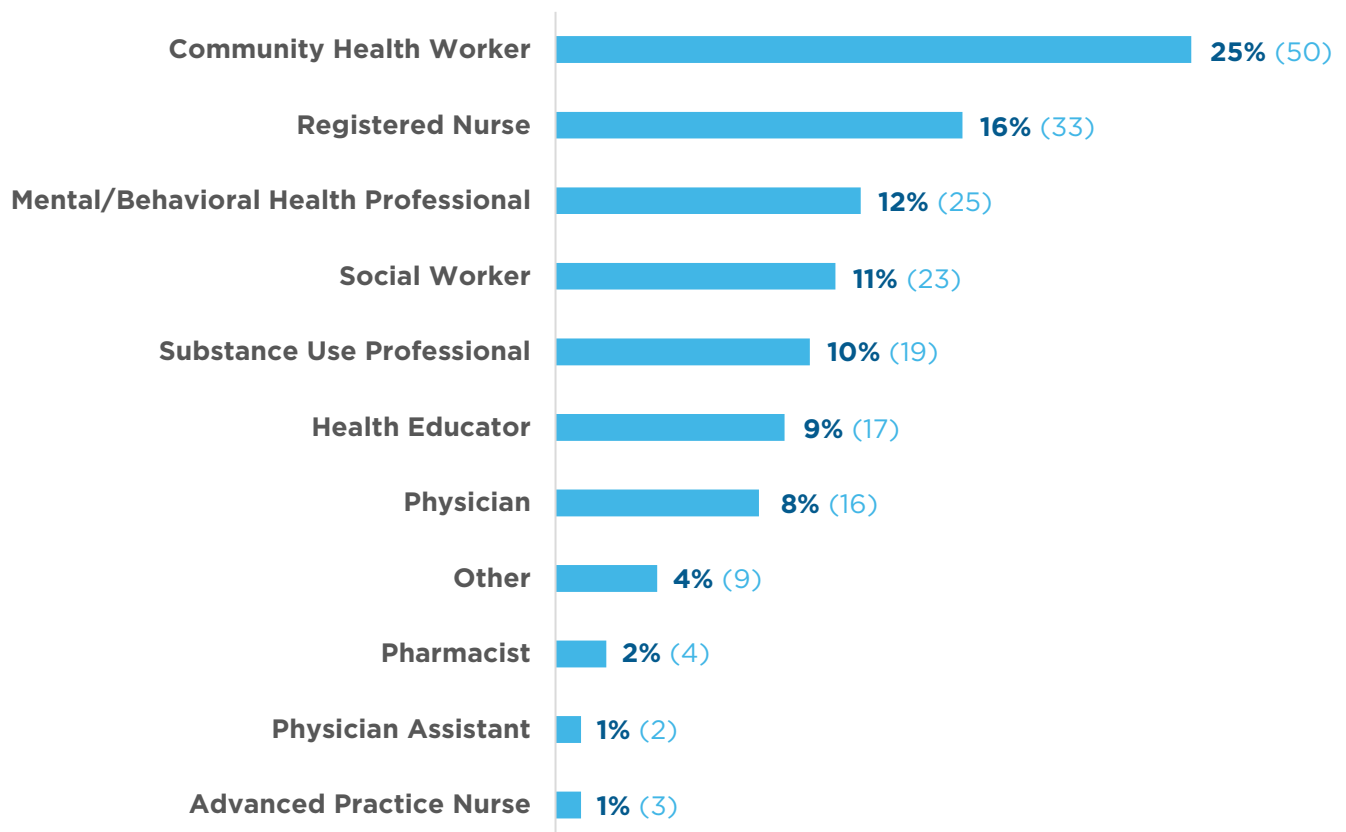
Evaluation data for the workshops were collected through the Denver Prevention Training Center's Learning Management System (LMS). CAM utilizes a modified Kirkpatrick Evaluation model that measures satisfaction with the workshop, change in knowledge and skill and intent to change. Participants were given the opportunity, via email, to complete the survey. The evaluation survey had a **61%** response rate (n=200).

The evaluation results presented below show that we have reached a diverse group of participants who are satisfied with our offerings, gained new knowledge and intended to implement what they learn!

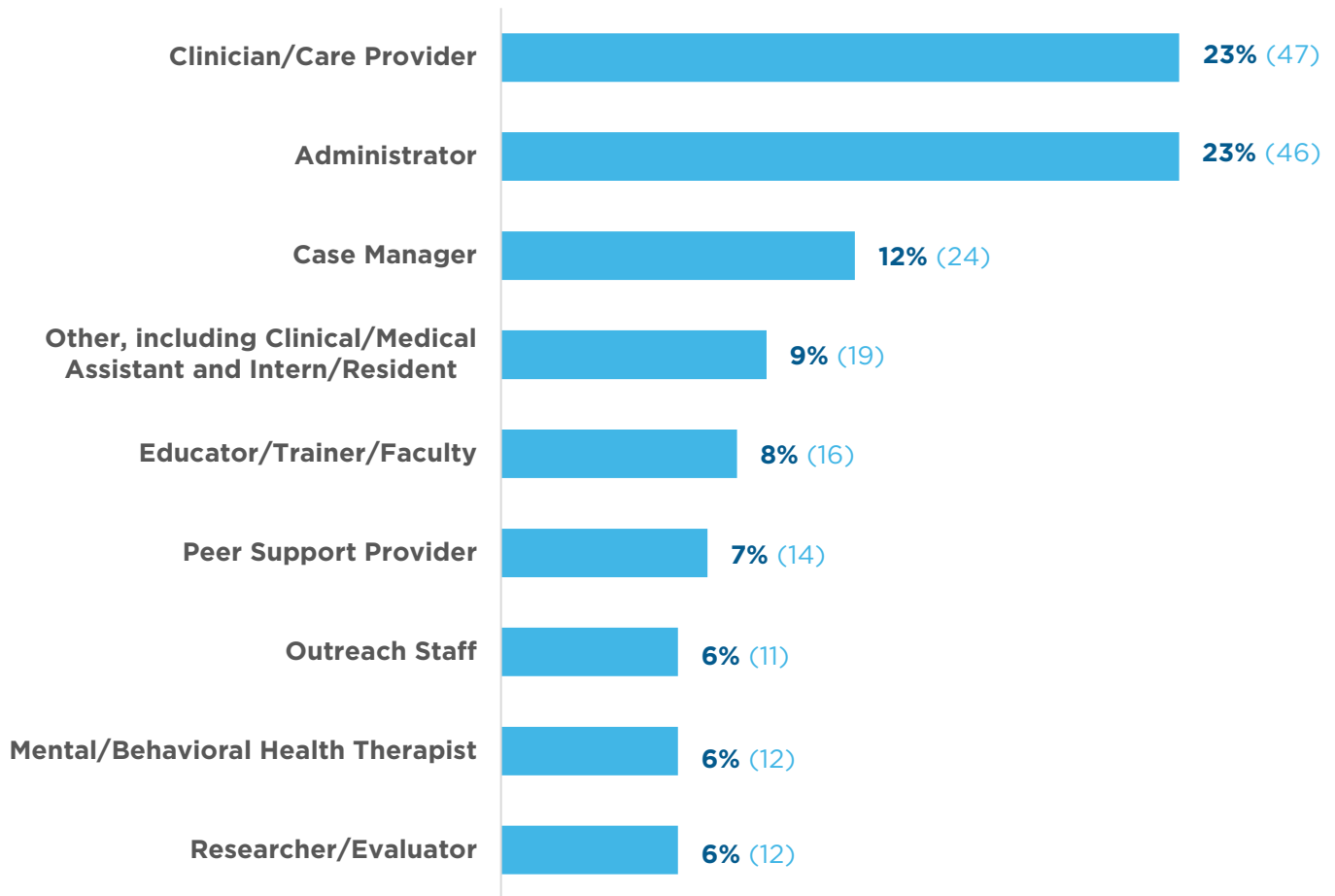
Kirkpatrick, D., & Kirpatrick, J. D. (2011). The Kirkpatrick Four Levels. Kirkpatrick Partners.

## WHO WAS REACHED

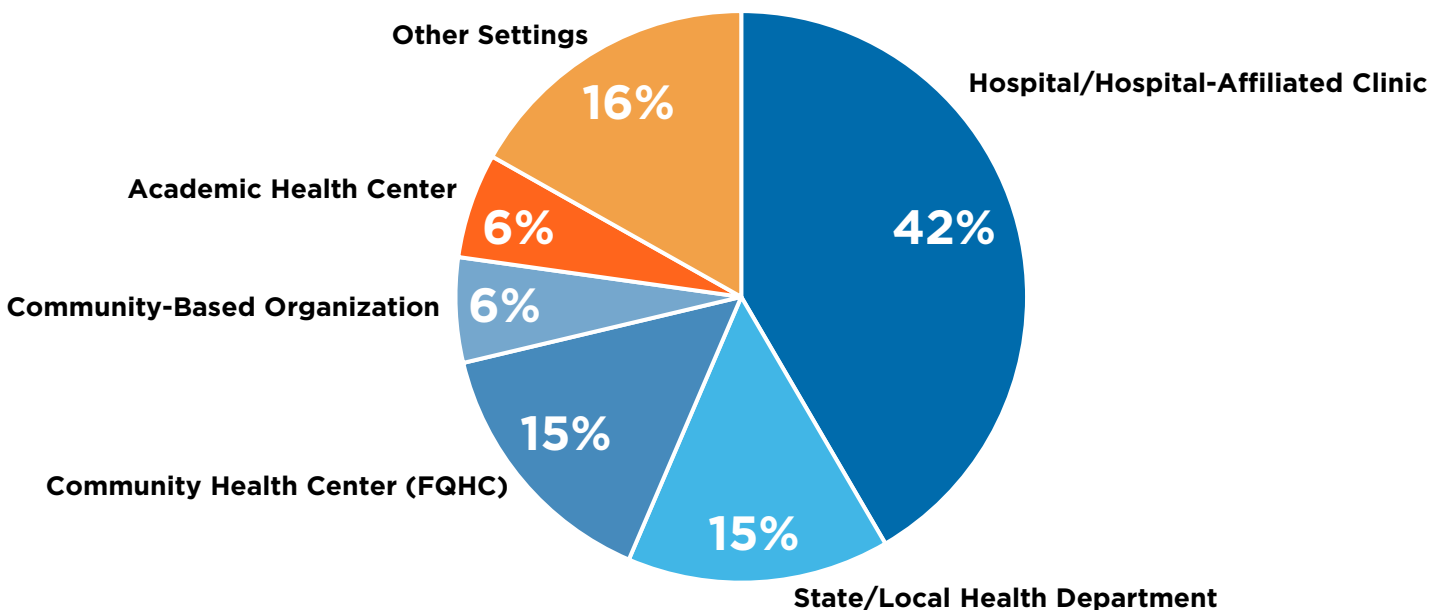
### PARTICIPANT'S PROFESSIONAL DISCIPLINE (n=200)



## PARTICIPANT'S FUNCTIONAL ROLE (n=200)



## EMPLOYMENT SETTING (n=200)



# OUTCOMES OF WORKSHOPS

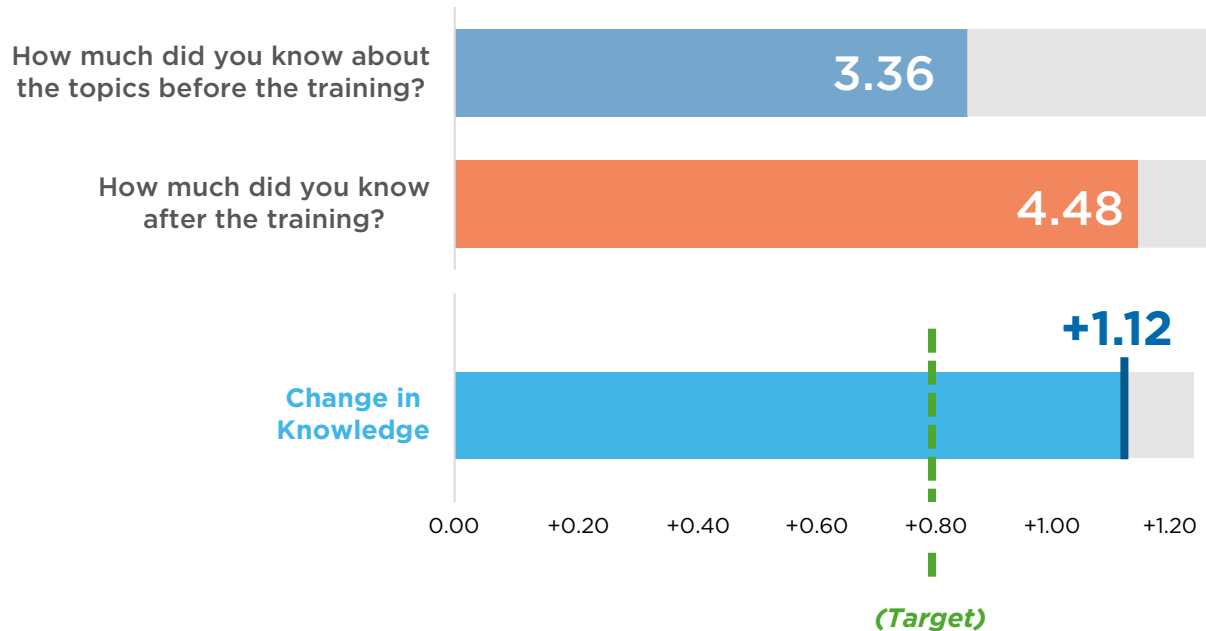
## LEVEL 1: SATISFACTION, MEAN

Scale: 1 = unsatisfied, 2 = somewhat satisfied, 3 = neutral, 4 = satisfied and 5 = very satisfied



## LEVEL 2: CHANGE IN KNOWLEDGE AND SKILLS, MEAN

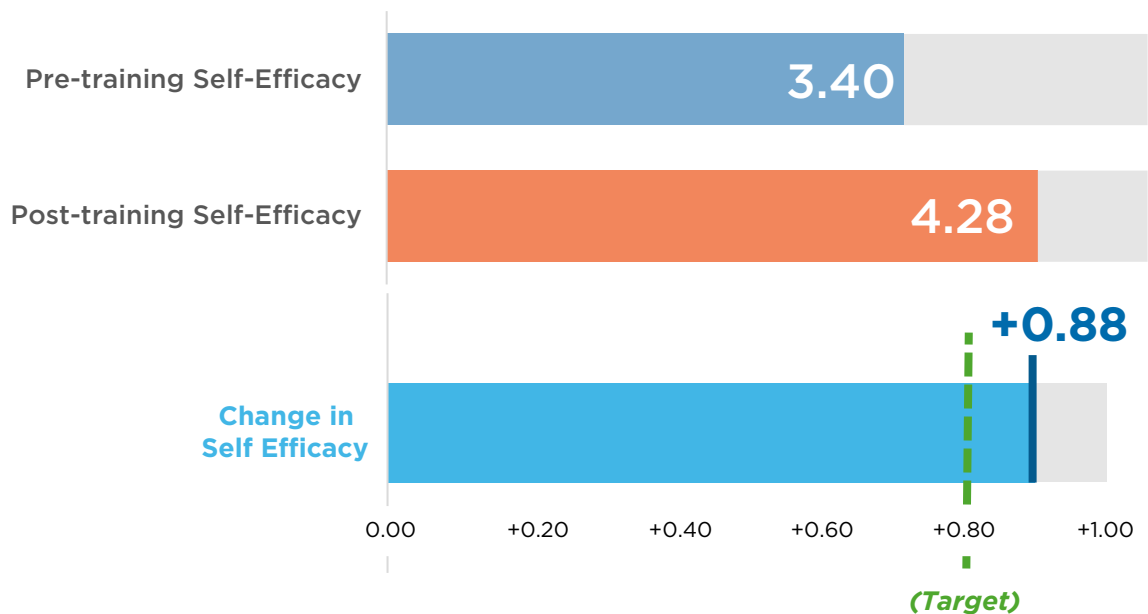
Scale: 1 = none, 2 = minimal, 3 = some, 4 = moderate and 5 = high



# OUTCOMES OF WORKSHOPS

## LEVEL 3: CONFIDENCE/WILLINGNESS/SELF EFFICACY, MEAN

Scale: 1 = none, 2 = minimal, 3 = some, 4 = moderate and 5 = high



# CAM ACADEMY HIGHLIGHTS

## ENHANCED AWARENESS OF CAM ACADEMY SERVICES

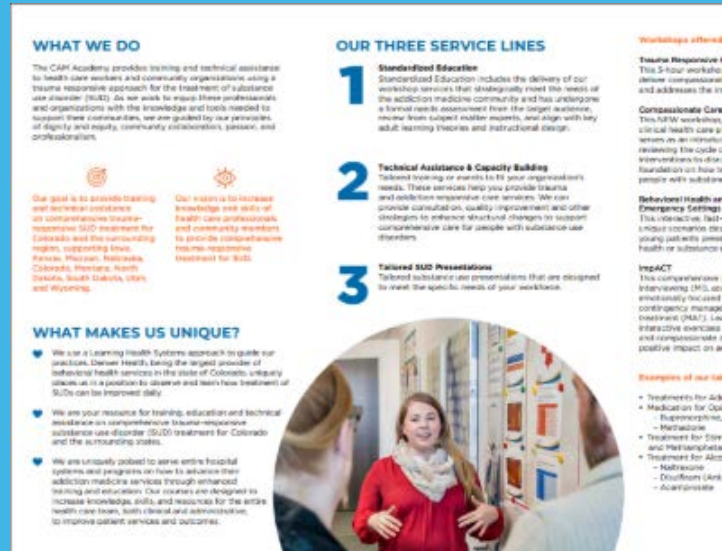
2025 was a milestone year for CAM Academy. Beyond expanding our services and meeting grant deliverables, we also set out to enhance awareness of CAM Academy and our services through intentional marketing and promotional efforts. In 2025 we developed a standard process for communicating with partners through quarterly newsletters highlighting our three services lines of standardized workshops, tailored SUD presentations and technical assistance. We grew our newsletter contact list exponentially, **reaching over 4,500+ healthcare and public health professionals** through our communication efforts and additionally have developed new advertising material with the development of courses, program flyers, trifold, posters and much more. We are excited to share our new [promotional material](#) with you.



### Annual Communication Reach:

# 13,789 People

## from four CAM Academy Quarterly Newsletters



## WELCOMING NEW STAFF

CAM Academy is incredibly excited to welcome our newest staff member, Diana Flores Pena (she/her/ella), as our project specialist. Diana joins us from her previous role at Denver CARES Withdrawal Management program where she served as the Behavioral Health Training Coordinator. In her role as a Project Specialist, she will assist with coordinating the delivery of our standardized workshops, managing our learning management system, communicating with clients about CAM Academy services and so much more! Welcome to the team, Diana!



# LOOKING AHEAD

## MARKETING CAM ACADEMY SERVICES INTO NEW STATES

We are excited to announce that after completing an analysis of the burden of drug related overdose deaths in addition to other indicators in federal regions 7 and 8, CAM Academy is planning to expand the marketing of our services into Missouri and Utah in the future!

In 2025, CAM hosted the American Essential Hospital (AEH) group for a site visit, which resulted in a small grant for CAM Academy to provide free virtual training to all AEH Learning Collaborative members. In 2026, we plan to continue supporting these national healthcare leaders with educational opportunities.



### Denver Overdose Data to Action Partnership

The CAM Academy is excited to continue our partnership with the Denver Department of Public Health and Environment and the Colorado Consortium for Prescription Drug Abuse Prevention on supporting opioid treatment programs with implementing policy changes for patient-centered methadone and clinical training.

### Expanding on the Substance Use Community Training Series

As mentioned earlier in this report, this past year we developed and piloted the first three asynchronous online modules of this series, **Substance Use 101: Examining the Impact of Addiction, Words & Actions Matter** and **Utilizing a Trauma-Responsive Approach**. In 2026, we are excited to enhance this series with the development of the remaining modules to continue to support community members and outreach staff in supporting people who use substances:

- Compassionate Conversations
- Overdose Prevention
- Overdose Intervention
- Bridging the Gap: Panel for Providers and People with Lived Experience

### SUD Treatment – Clinical Provider Training Series

In 2025, CAM Academy completed a training needs assessment and environmental scan of educational offerings covering treatment of SUDs, and in 2026, will utilize our findings to develop our *SUD Treatment – Provider Training Series!*

- Treatment of Stimulant Use Disorder
- Treatment of Opioid Use Disorder
- Treatment of Alcohol Use Disorder

## CONTACT US

For more information about  
the services we provide please visit  
[www.denverPTC.org/CAM](http://www.denverPTC.org/CAM)  
or email us at [CAMAcademy@dhha.org](mailto:CAMAcademy@dhha.org).



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