

# Empowering Organizations with SAGECare's Trainer Certification Program

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LGBTQ+ Aging Cultural Competency

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In 2025, SAGECare is launching an exciting opportunity for organizations seeking to foster inclusive and empathetic environments for older LGBTQ+ adults: the Trainer Certification Program, or T-Cert.

This innovative program allows large institutions and networks to efficiently and effectively deliver SAGECare's high-quality, award-winning training to staff.

By certifying your internal team of trainers, you can build your organization's capacity to implement essential LGBTQ+ inclusive practices across all levels, ensuring sustainable impact and positive outcomes for years.



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# Key Benefits of the T-Cert Program

## Build Internal Capacity

Instead of relying on external consultants or trainers for every session; the T-Cert program empowers your team to take charge of LGBTQ+ inclusion within your organization. With certified trainers on board, your team can conduct training sessions for staff and create long-lasting change that genuinely resonates with your workforce.

## Cost-Effective and Scalable

T-Cert is a cost-effective solution for large institutions and networks. Once certified, your team can train new and existing staff, ensuring everyone receives the same high-quality training without incurring additional costs for outside trainers.

## Strengthened Buy-In and Ownership

When your organization invests in developing internal trainers, you create a stronger sense of ownership among staff. Certified trainers become champions of the program, helping to foster a deeper understanding and buy-in to the mission of serving older LGBTQ+ adults with empathy and respect.

## Tailored Content to Meet Your Needs

SAGECare's T-Cert program is flexible and can be customized to fit your organization's needs. Whether your staff members are seasoned professionals or newcomers to LGBTQ+ issues, the program content and number of sessions can be adjusted to ensure the right level of depth and engagement for each participant.

**Email [info@sagecare.org](mailto:info@sagecare.org) to get started**

# The Trainer Certification Process

**Pre-Training Module** The first step in the certification process is the 75-minute pre-recorded online training module. This content will be available on your Learning Management System (LMS), allowing participants to complete the module at their own pace. This foundation will cover key concepts in LGBTQ+ inclusivity and elder care, providing a solid base for the following live training sessions.

**Workshop & Shadowing** Following the online training, your T-Cert candidate trainers will participate in live workshops that offer hands-on experience and deeper engagement with the material. They will also have the opportunity to “shadow” one of SAGECare’s expert trainers, observing a live training session to understand how to deliver the content effectively. This practical experience ensures that your trainers are knowledgeable and confident in their ability to teach others.

**Certification** Upon completing the workshop and shadowing components, certification candidates will take a quiz to test their knowledge. Successful completion will earn them the status of Certified SAGECare Trainer for the duration of the contract.

## **Inclusive Staff Training for Year One**

SAGECare provides additional resources to support your newly certified trainers and ensure a smooth transition. For the first year, SAGECare will offer individual online training for the remaining staff through one of our foundational one-hour training courses. Depending on your preference, these courses can be accessed through your e-learning platform or ours.

This step ensures that all staff members are trained in LGBTQ+ inclusivity, aligning your team around a shared commitment to fostering an empathetic and welcoming environment for older LGBTQ+ adults.

## **Off and Running: Launching Your Internal Training Program**

Once certified, your trainers can deliver 90-minute live management group training in person or via webinar. This gives you complete control over the frequency and scope of training sessions, empowering you to cultivate an inclusive culture within your organization continuously.

By certifying your internal trainers, you extend the reach and impact of SAGECare's core training, ensuring that your entire organization benefits from high-quality education on LGBTQ+ inclusion.

SAGECare's Trainer Certification Program offers an influential, flexible, and cost-effective solution for organizations committed to improving the lives of older LGBTQ+ adults. By empowering your staff to lead and deliver essential training, T-Cert ensures that inclusivity becomes ingrained in your organizational culture, creating a lasting impact for all involved.

Through our interactive approach, expert guidance, and continued support, we aim to help your organization meet and exceed the expectations of LGBTQ+ older adults and ensure they are treated with the respect, dignity, and care they deserve.

Get started today with SAGECare's Trainer Certification Program and take the first step toward fostering a truly inclusive environment for LGBTQ+ elders in your community!

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