

Candace L. Alley

CADC · NBC-HWC · CTLC · CPRC · CFAA

Corporate trainer, transformational leadership coach & consultant

Recovery belongs at work. I help organizations make room for it — working with employers, HR teams and leaders who want workplaces where recovery, grief and mental health can be spoken about out loud.

SIGNATURE TALKS

- **Building a recovery friendly workplace.** What the designation actually asks of an employer, and the practical steps to get there.
- **Workplace suicide prevention and postvention.** What to put in place before, and what to do in the days after.
- **Grief and sudden traumatic loss at work.** Overdose, suicide, and the deaths most organizations have no policy for.
- **Trauma-informed and trauma-responsive leadership.** What it means in practice, not in theory.
- **Psychologically safe culture.** Why people don't disclose, and what actually changes that.
- **Peer support in the workplace.** Building bridges inside your own workforce.

SPEAKING FORMATS

- Keynotes
- Half-day workshops
- Full training days
- Conference sessions and panels
- Webinars
- Other formats considered — ask

FEES

Every engagement is tailored to the organization, so there is no standard rate. Fees are determined after a consultation.

Beyond the podium. Five training programs and five ways to deliver them — in person, live virtual, hybrid, self-paced and as a series. See over.



At the White House, Office of National Drug Control Policy — September 2026

CREDENTIALS

- Certified Alcohol & Drug Counselor (CADC)
- Board Certified Health & Wellness Coach (NBC-HWC)
- Certified Transformational Leadership Coach (CTLC)
- Certified Professional Recovery Coach (CPRC)
- Certified Facilitator in Addiction Awareness (CFAA)
- Certified Post Betrayal Transformation Coach

RECENT

Spoke at the White House on Recovery Friendly Workplaces, September 2026. Coverage in WWAY TV3, The News-Topic and Yahoo News.

TRAINING PROGRAMS

Curricula I have authored or co-authored. Delivered under license by ICARE Aware LLC.

- **National Recovery Friendly Workplace 101.** Four core modules built to the National Recovery Friendly Workplace Institute's definition and Four Pillars — what a recovery friendly workplace is, and what it takes to become one.
- **Florida Recovery Friendly Workplace Designation.** The four national modules plus a Florida-specific fifth module, as one course leading to the Florida designation.
- **Certified Facilitator in Addiction Awareness (CFAA).** Certification for professionals who train and facilitate on addiction awareness inside organizations, with an HR add-on module.
- **Bridging the Gap — Workplace Peer Training.** A 24-hour training that prepares frontline employees with lived experience to support their coworkers.
- **No One Alone: Workplace Suicide Prevention Training.** Prevention and early intervention first — noticing change in a coworker, starting the conversation, and knowing what comes next. A companion postvention program follows. IN DEVELOPMENT

HOW TRAINING IS DELIVERED

- **In person, on site.** Single sessions or consecutive training days at your location.
- **Live virtual.** Facilitated in real time, for distributed teams and multi-site employers.
- **Hybrid.** Self-paced coursework in the learning management system, paired with live virtual or in-person sessions.
- **Self-paced.** Fully online in the learning management system, with assessment and certificate.
- **Training series.** A cohort moving through a program together across several scheduled sessions, rather than one long day.

WHICH FORMAT

Most organizations land on hybrid. We decide together in the consultation, based on shift coverage, headcount and how much of the workforce you need reached.

ALSO AVAILABLE

- Consultation on recovery friendly workplace policy and designation
- Train-the-trainer, so your own people carry the program forward
- Curriculum development for employers and coalitions

WHO THIS IS FOR

- Employers pursuing a recovery friendly workplace designation
- HR teams and people leaders who need something practical, not a poster
- Coalitions, associations and conferences training their members

NEXT STEP

Tell me the size of your workforce, the shift pattern, and what prompted the call. We will settle format and scope in one consultation, and the proposal follows from there.