

CARF Employment and Community Services Standards 2023-2024

Relias offers online learning, staff compliance training, and continuing education for behavioral health organizations, intellectual/developmental disability providers, healthcare, and community services providers.

Relias Training Crosswalks are based on published accreditation standards. They are designed to assist organizations in the selection of courses from the Relias libraries to ensure and demonstrate staff competence according to the training standards. In some cases, it may be useful for customer organizations to develop training specific to the organization's individual needs.

General staff compliance trainings should be selected to ensure the organization meets OSHA and other regulatory requirements. Staff training is only one element of a successful survey and the Crosswalks are not meant to take the place of a careful review and evaluation of your program to the accreditation standards.

The courses listed in the crosswalk are a representative sample of courses available in Relias libraries. It may not be necessary to choose all courses listed for a specific training standard; it is recommended that courses are chosen that closely align with the mission and services offered and the specific needs of the persons served.

Disclaimer: The following constitutes Relias, LLC's recommendation of course work for each listed Crosswalk Measure. Relias does not make any guarantee that such course(s) will be accepted by the accrediting body(ies).

CARF does not endorse the Relias product or services that Relias provides and this document's sole purpose is to only provide recommendations.

Reference:

http://bookstore.carf.org/category/2023_ECS.html

Section 1: ASPIRE to Excellence®

1.A.6.c. - Leadership

Corporate leadership responsibility efforts include training.

Training and education on ethical codes of conduct for all personnel

| Module Code | Module Name | Hours |
|------------------|---------------------------------------|-------|
| REL-ALL-0-ETHCC | Ethics and Corporate Compliance | 0.50 |
| REL-ALL-0-BETHDM | The Basics of Ethical Decision Making | 0.50 |

Section 1: ASPIRE to Excellence®

1.A.7.d - Leadership

Leadership must ensure that facilities receiving funding from the United States government shows compliance through the training of personnel on corporate compliance.

Corporate compliance

| Module Code | Module Name | Hours |
|------------------|--------------------------------|-------|
| REL-ALL-0-BCORPC | Basics of Corporate Compliance | 0.50 |

Role of the compliance officer

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

The organization's procedures for allegations of fraud, waste, abuse, and other wrongdoings

| Module Code | Module Name | Hours |
|----------------------|---|-------|
| ORG POLICY/PROCEDURE | Organization-Specific Policies and Procedures | 0.00 |

Section 1: ASPIRE to Excellence®

1.A.9.b. - Leadership

An organization that participates in fundraising provides training related to fundraisers to all applicable personnel initially and on an ongoing basis.

Organizational fundraising procedures

| Module Code | Module Name | Hours |
|----------------------|---|-------|
| ORG POLICY/PROCEDURE | Organization-Specific Policies and Procedures | 0.00 |

Section 1: ASPIRE to Excellence®

1.B.2.d. - Governance

Governance policies address board education.

Note: Governance Standards are optional.

Board member orientation must include the organization's vision, mission, strategic direction, values, ethics, financial matters, governance practices, and legal requirements.

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 1: ASPIRE to Excellence®

1.F.6.b - Financial Planning and Management

The organization provides initial and ongoing training to appropriate personnel.

Training related to fiscal policies and written procedures

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 1: ASPIRE to Excellence®

1.H.4.a - Health and Safety

Personnel receive documented competency based training at orientation and at least annually:

Health and safety practices

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-ALL-0-BHH | Basics of Hand Hygiene | 0.25 |
| REL-IDD-0-MHSIIDD | Monitoring Health and Safety of Individuals with IDD | 1.00 |
| REL-IDD-0-PFIDD | Preventing Falls | 1.00 |
| REL-HHS-0-SF-V2 | Safety In The Field | 2.50 |
| REL-ALL-0-BWS | The Basics of Workplace Safety | 0.25 |

Identification of unsafe environmental standards

| Module Code | Module Name | Hours |
|---------------|-------------------------------|-------|
| REL-ALL-0-ESB | Electrical Safety: The Basics | 0.25 |
| REL-PAC-0-WHS | Workplace Hazards and Safety | 1.00 |

Emergency and evacuation procedures

| Module Code | Module Name | Hours |
|----------------------|--|-------|
| REL-ALL-0-EPR | Emergency Preparedness Regulations | 1.50 |
| REL-PAC-0-FSEP | Fire Safety and Emergency Preparedness | 2.00 |
| REL-ALL-0-FSBASIC-V2 | Fire Safety: The Basics | 0.50 |
| REL-ALL-0-NDWEO | Natural Disasters and Workplace Emergencies: An Overview | 0.50 |
| ORG EMERGENCY P&P | Organization-Specific Emergency Policies and Plans | 0.00 |
| REL-IDD-0-SIDDES | Supporting Individuals with Disabilities During Emergency Situations | 1.00 |

Identification and reporting of critical incidents

| Module Code | Module Name | Hours |
|-----------------|--|-------|
| REL-BHC-0-IAADA | Identifying and Addressing Older and Dependent Adult Abuse | 1.25 |

| | | |
|-----------------|--|------|
| REL-BHC-0-IRBH | Incident Reporting in Behavioral Health | 0.50 |
| REL-BHC-0-PIRAN | Preventing, Identifying, and Responding to Abuse and Neglect | 1.00 |
| REL-IDD-0-WIR | Writing Incident Reports | 1.00 |

Medication management, if appropriate

| Module Code | Module Name | Hours |
|-----------------|--|-------|
| REL-IDD-0-MM | Medication Management Part 1: Overview | 0.50 |
| REL-IDD-0-UM | Medication Management Part 2: Understanding Medications | 0.50 |
| REL-IDD-0-MLD | Medication Management Part 3: Labels and Documentation | 0.50 |
| REL-IDD-0-AM | Medication Management Part 4: Administering Medications | 0.50 |
| REL-BHC-0-OMAUP | Overview of Medication Administration for Unlicensed Paraprofessionals | 0.50 |
| REL-BHC-0-PMAOP | Psychiatric Medications: An Overview for Paraprofessionals | 1.50 |

Reducing physical risks

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-BHC-0-DTEBH | Decreasing Medical and Treatment Errors in Behavioral Health | 1.00 |
| REL-ALL-0-LADSFTY | Ladder Safety | 0.25 |
| REL-ALL-0-MSTF | Minimizing Trips, Slips, and Falls | 0.25 |
| REL-ALL-0-PREBI | Prevention of Back Injuries | 0.75 |

Workplace violence

| Module Code | Module Name | Hours |
|-------------------|----------------------------------|-------|
| REL-ALL-0-UWRKVLN | Understanding Workplace Violence | 0.50 |

Section 1: ASPIRE to Excellence®

1.H.12.b. - Health and Safety

The organization implements written training procedures regarding:

Infection control

| Module Code | Module Name | Hours |
|--------------------|---|-------|
| REL-ALL-0-AINCP | About Infection Control and Prevention | 1.00 |
| REL-IDD-0-BBPIDDSS | Bloodborne Pathogens for IDD Service Settings | 0.50 |
| REL-ALL-0-ICBC | Infection Control: Basic Concepts | 0.25 |

Communicable diseases

| Module Code | Module Name | Hours |
|------------------|-----------------------|-------|
| REL-ALL-0-INFVAC | Influenza Vaccination | 0.50 |
| REL-ALL-0-TUBBAS | Tuberculosis Basics | 0.50 |

Section 1: ASPIRE to Excellence®

1.H.13.g - Health and Safety

When transportation is provided to the persons served, the drivers must receive training regarding:

The organization's transportation procedures

| Module Code | Module Name | Hours |
|----------------------|---|-------|
| REL-ALL-0-BDD | Basics of Defensive Driving | 0.50 |
| ORG POLICY/PROCEDURE | Organization-Specific Policies and Procedures | 0.00 |

The unique needs of the persons served

| Module Code | Module Name | Hours |
|----------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-IDD-0-CT | Community Transportation | 0.50 |
| REL-ALL-0-TRSA | Transferring Safely | 0.25 |

Section 1: ASPIRE to Excellence®

1.1.5 - Workforce Development and Management

Onboarding and engagement activities must include an orientation that addresses the organization's:

Mission; Culture

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Person-centered philosophy

| Module Code | Module Name | Hours |
|-------------------|---|-------|
| REL-BHC-0-APCPBH | Approaches to Person-Centered Planning in Behavioral Health | 1.00 |
| REL-IDD-0-OPFL | Overview of Person-First Language | 1.00 |
| REL-CV-CQL-OVR-V2 | Overview of the Personal Outcome Measures® | 3.25 |

Performance measurement and management

| Module Code | Module Name | Hours |
|-------------------|---|-------|
| REL-ALL-0-ESSQI | Essentials of Quality Improvement | 0.25 |
| REL-CHC-0-IQIS | Implementing a Quality Improvement System | 1.25 |
| REL-CV-CQL-ORG-V2 | Using Personal Outcome Measures® in Evaluation and Planning for Organizations | 2.00 |

Risk management

| Module Code | Module Name | Hours |
|-------------------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-IDD-0-RMDSP | Risk Management for Direct Support Professionals | 1.00 |

Strategic plan

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Workforce policies and procedures

| Module Code | Module Name | Hours |
|----------------------|---|-------|
| ORG POLICY/PROCEDURE | Organization-Specific Policies and Procedures | 0.00 |

Section 1: ASPIRE to Excellence®

1.1.7.f. - Workforce Development and Management

Workforce development activities include documented education and training.

Training for workforce development

| Module Code | Module Name | Hours |
|-------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Section 1: ASPIRE to Excellence®

1.J.5a. and b. - Technology

The organization provides documented initial and ongoing training to all personnel on:

Cybersecurity

| Module Code | Module Name | Hours |
|-------------------------|--------------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-ALL-CFISA-SATL1 | Security Awareness Training Level I | 1.00 |
| REL-ALL-CFISA-SATL2 | Security Awareness Training Level II | 2.00 |

The technology needed to perform job duties

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 1: ASPIRE to Excellence®

1.M.10 - Performance Measurement and Management

Personnel are provided with documented training in accordance with their roles for performance measure and management.

Training appropriate to the roles at the organization

| Module Code | Module Name | Hours |
|-------------------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 2: Quality Individualized Services and Supports

2.A.15 - Program/Service Structure

All personnel are trained in the use of positive interventions initially and at least annually.

Positive interventions

| Module Code | Module Name | Hours |
|---------------------------|---|-------|
| REL-ABA-0-IPBIYP | Incorporating Positive Behavioral Interventions in Your Practice | 1.50 |
| REL-IDD-0-IBC1 | Positive Behavior Support Planning: Part 1 | 2.00 |
| REL-IDD-0-IBC2 | Positive Behavior Support Planning: Part 2 | 2.25 |
| REL-IDD-AAIDD-PPBSP10 | Principles of Positive Behavior Support Pt.1: Overview | 0.75 |
| REL-IDD-AAIDD-PPBSP2TFS | Principles of Positive Behavior Support Pt.2: Choice, Skills, and Environment | 0.50 |
| REL-IDD-AAIDD-PPBSP3TIIDD | Principles of Positive Behavior Support Pt.3: Teaching New Skills | 0.50 |
| REL-IDD-AAIDD-PPBSP4IBSP | Principles of Positive Behavior Support Pt.4: Importance of BSPs | 0.75 |
| REL-ATS-BM4-V2 | Reinforcement Schedules | 2.00 |

Section 2: Quality Individualized Services and Supports

2.A.16. - Program/Service Structure

If restrictions are placed on the rights of a person served, prior to implementation, the organization trains service personnel in:

The use of restrictive procedures

| Module Code | Module Name | Hours |
|-------------------------|-------------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-IDD-0-RRIDDS | Rights Restrictions in IDD Services | 0.50 |

Section 2: Quality Individualized Services and Supports

2.E. - Community Services Principle Standards

When appropriate to the population served, the program ensures that personnel are provided with documented education and training about early signs indicating possible dementia and aging related decline.

Dementia and aging related decline

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-PAC-0-AOQDC | An Overview of Quality Dementia Care | 1.00 |
| REL-PAC-0-DCCB | Dementia Care: Challenging Behaviors | 1.00 |
| REL-PAC-0-DCUCOM | Dementia Care: Understanding Communication | 0.50 |
| REL-IDD-0-RSIDIDD | Supporting People with Dementia and IDD | 0.50 |

Section 2: General Program Standards

2.F.2.a. - Service Delivery Using Information and Communication Technologies

As appropriate, personnel who deliver services via information and communication technologies receive

documented competency-based training on:

How to deliver services effectively via information and communication technologies

| Module Code | Module Name | Hours |
|------------------|--|-------|
| REL-BHC-0-DCST | Conducting Clinical Assessments via Telehealth | 1.00 |
| REL-BHC-0-ELGTSD | Ethical and Legal Guidelines for Telehealth Service Delivery | 1.25 |
| REL-BHC-0-PHS | Telehealth with Individuals with Serious Mental Illness | 1.00 |

Section 2: General Program Standards

2.F.2.b. - Service Delivery Using Information and Communication Technologies

Personnel who deliver services via information and communication technologies receive documented competency based training, as appropriate, on:

Features;
Setup;
Use;
Maintenance;
Safety considerations;
Infection control;
Troubleshooting

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Setup

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Use

| Module Code | Module Name | Hours |
|-------------------|---|-------|
| REL-BHC-0-ELGTSD | Ethical and Legal Guidelines for Telehealth Service Delivery | 1.25 |
| REL-ALL-0-HDDSMEC | HIPAA: Do's and Don'ts of Social Media and Electronic Communication | 0.50 |

Maintenance

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Safety considerations

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Infection control

| Module Code | Module Name | Hours |
|----------------|-----------------------------------|-------|
| REL-ALL-0-ICBC | Infection Control: Basic Concepts | 0.25 |

Troubleshooting

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 3: Employment Services

3.G.7 - Community Employment Services

When the organization provides supervision at the community employment site, the organization trains personnel to:

Manage field-based services

| Module Code | Module Name | Hours |
|-------------------------|---|-------|
| REL-BHC-0-BED | Basics of Effective Documentation | 1.00 |
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-ALL-0-MANHR | Management of Human Resources | 1.50 |
| REL-IDD-AAIDD-PPBSP2TFS | Principles of Positive Behavior Support Pt.2: Choice, Skills, and Environment | 0.50 |
| REL-HHS-0-SF-V2 | Safety In The Field | 2.50 |

Section 4: Community Services

4.A.19 - Services for Children and Youth

As relevant to their job responsibilities, personnel are provided documented training that addresses, as relevant to the scope of services:

Note: Some suggested modules may be available in the Children, Youth, and Families Services Library.

Child growth and development

| Module Code | Module Name | Hours |
|-------------------|---|-------|
| REL-BHC-0-DCCA | Developmental Concerns in Childhood and Adolescence | 1.50 |
| REL-BHC-0-DSFBFYO | Developmental Stages from Birth to Five Years Old | 0.75 |
| REL-IDD-0-OHDALS | Human Development Across the Life Span | 0.75 |

Behavior support skills

| Module Code | Module Name | Hours |
|-----------------------|---|-------|
| REL-BHC-0-APCBEC | Addressing and Preventing Challenging Behavior in Early Childhood | 0.50 |
| REL-BHC-0-BSRURS | Behavioral Supports to Reduce the Use of Restraint and Seclusion with Youth | 1.00 |
| REL-BHC-0-PBSCP | Positive Behavior Support for Children for Paraprofessionals | 1.00 |
| REL-IDD-AAIDD-PPBSP10 | Principles of Positive Behavior Support Pt.1: Overview | 0.75 |

Learning styles

| Module Code | Module Name | Hours |
|-------------------------|--|-------|
| REL-BHC-0-APESTEML | Activities for Preschoolers: Exposure to STEM Learning | 0.50 |
| REL-BHC-0-APLD | Activities for Preschoolers: Language Development | 0.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Social and emotional needs

| Module Code | Module Name | Hours |
|-----------------------|--|-------|
| REL-IDD-0-BRCPIDD | Building Relationships and Community for People with IDD | 0.75 |
| REL-HHS-CASRA-CMTYINC | Community Inclusion | 1.25 |
| REL-BHC-0-ISEDEC | Introduction to Social and Emotional Development in Early Childhood | 0.50 |
| REL-IDD-0-SSIIASD | Social Integration Strategies for People with Autism Spectrum Disorder | 0.75 |

The effects of separation and placement on children

| Module Code | Module Name | Hours |
|-------------------------|--|-------|
| REL-BHC-0-AD | Attachment Disorders | 1.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-BHC-0-PNYFCS | Promoting Normalcy for Youth in Foster Care Settings | 1.00 |

Health and nutrition

| Module Code | Module Name | Hours |
|-----------------|--|-------|
| REL-BHC-0-GPNE | General Principles of Nutrition and Exercise for Paraprofessionals | 0.50 |
| REL-BHC-0-PNECA | Principles of Nutrition & Exercise for Children and Adolescents | 1.00 |

Applicable legal issues

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Methods of communication

| Module Code | Module Name | Hours |
|-----------------|---|-------|
| REL-ALL-0-COMME | Communicating Effectively | 0.25 |
| REL-BHC-0-CCMSP | Communication and Conflict Management for Children's Services Paraprofessionals | 1.00 |

Crisis situations

| Module Code | Module Name | Hours |
|----------------|--|-------|
| REL-ABA-0-PRCS | Preventing and Responding to Crisis Situations | 1.00 |
| REL-BHC-0-RRPC | Recognizing and Responding to a Person in Crisis | 1.50 |

Family support practices

| Module Code | Module Name | Hours |
|------------------|--|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-BHC-0-WCSFFP | Ways to Communicate and Support Families for Paraprofessionals | 0.75 |

Family assessment

| Module Code | Module Name | Hours |
|---------------------|--|-------|
| REL-IDD-OADSP-UA-V2 | Assessments in IDD | 2.00 |
| REL-BHC-0-OFAI | Overview of Family Assessment and Intervention | 1.75 |

Risk assessment

| Module Code | Module Name | Hours |
|-------------------------|--|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-IDD-0-RMDSP | Risk Management for Direct Support Professionals | 1.00 |

Parenting skills

| Module Code | Module Name | Hours |
|----------------|---|-------|
| REL-BHC-0-OPST | An Overview of Parenting Styles and Theories | 1.00 |
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Roles and responsibilities

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Boundaries

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-BHC-0-BTR | Boundaries in the Treatment Relationship | 1.25 |
| REL-BHC-0-BRBHP | Boundary Risks for Behavioral Health Paraprofessionals | 0.75 |
| REL-ALL-0-MPBOUND | Maintaining Professional Boundaries | 0.50 |

Other topics, as identified

| Module Code | Module Name | Hours |
|-------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Section 4: Community Services

4.L.2 - Behavioral Consultation Services

Direct service personnel that work in behavioral support services involved with the person's life are trained on behavior change strategies/techniques.

Behavior change strategies/techniques

| Module Code | Module Name | Hours |
|------------------|---|-------|
| REL-BHC-0-APCBEC | Addressing and Preventing Challenging Behavior in Early Childhood | 0.50 |
| REL-IDD-0-IBC1 | Positive Behavior Support Planning: Part 1 | 2.00 |
| REL-IDD-0-IBC2 | Positive Behavior Support Planning: Part 2 | 2.25 |

Section 4: Community Services

4.L.10 - Behavioral Consultation Services

Prior to the implementation of behavioral strategies and behaviors support services, training is provided to support persons.

Note: Some suggested modules may be available in the Children, Youth, and Families Services Library.

Motor skills

| Module Code | Module Name | Hours |
|-------------------------|--|-------|
| REL-BHC-0-APUGFMS | Activities for Preschoolers: Understanding Gross and Fine Motor Skills | 0.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Physical skills and fitness

| Module Code | Module Name | Hours |
|-----------------|---|-------|
| REL-BHC-0-PNECA | Principles of Nutrition & Exercise for Children and Adolescents | 1.00 |
| REL-IDD-0-SHEE | Supporting Healthy Eating and Exercise | 0.75 |

Academic skills

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Social skills

| Module Code | Module Name | Hours |
|---------------------|--|-------|
| REL-IDD-0-BRCPIDD | Building Relationships and Community for People with IDD | 0.75 |
| REL-BHC-0-ISEDEC | Introduction to Social and Emotional Development in Early Childhood | 0.50 |
| REL-IDD-0-SSIIASD | Social Integration Strategies for People with Autism Spectrum Disorder | 0.75 |
| REL-IDD-0-SPIDDBHPR | Supporting People with IDD in Building Healthy Personal Relationships | 1.00 |

Intellectual development

| Module Code | Module Name | Hours |
|-------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Communication skills, including language development

| Module Code | Module Name | Hours |
|----------------------|---|-------|
| REL-BHC-0-APLD | Activities for Preschoolers: Language Development | 0.50 |
| REL-IDD-0-MOC | Methods of Communication | 0.50 |
| REL-ATS-0-ECHOICS-V2 | Teaching Expressive Language | 2.00 |
| REL-ATS-0-TRL1-V2 | Teaching Receptive Language Skills | 1.25 |

Creative skills

| Module Code | Module Name | Hours |
|------------------|---|-------|
| REL-BHC-0-APTTCA | Activities for Preschoolers: Teaching Through the Creative Arts | 0.50 |
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Daily living skills

| Module Code | Module Name | Hours |
|---------------------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-IDD-AAIDD-PPBSP2TFS | Principles of Positive Behavior Support Pt.2: Choice, Skills, and Environment | 0.50 |
| REL-IDD-AAIDD-PPBSP3TIIDD | Principles of Positive Behavior Support Pt.3: Teaching New Skills | 0.50 |

| | | |
|---------------|-----------------------------------|------|
| REL-IDD-GH-SI | Systematic Instruction Strategies | 3.25 |
|---------------|-----------------------------------|------|

Community awareness

| Module Code | Module Name | Hours |
|-----------------------|--|-------|
| REL-IDD-0-BRCPIDD | Building Relationships and Community for People with IDD | 0.75 |
| REL-HHS-CASRA-CMTYINC | Community Inclusion | 1.25 |

Safety skills

| Module Code | Module Name | Hours |
|----------------------|-------------------------|-------|
| REL-ALL-0-FSBASIC-V2 | Fire Safety: The Basics | 0.50 |

Self-care skills

| Module Code | Module Name | Hours |
|---------------|---|-------|
| REL-IDD-0-AB | Assisting with Bathing | 0.25 |
| REL-IDD-0-AD | Assisting with Dressing | 0.50 |
| REL-IDD-0-AOH | Assisting with Oral Hygiene | 0.25 |
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Identity development

| Module Code | Module Name | Hours |
|-------------------------|-----------------------------------|-------|
| REL-IDD-0-CMPWIDD | Choice Making for People with IDD | 0.75 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-IDD-0-TSAS | Supporting Self-Advocacy Skills | 0.50 |

Section 4: Community Services

4.L.14 - Behavioral Consultation Services

If consultation in Early Intensive Behavior Intervention (EIBI) is provided, the program trains interveners in:

Behavioral learning principles and practical skills

| Module Code | Module Name | Hours |
|------------------|---------------------|-------|
| REL-ATS-0-BM2-V2 | Decreasing Behavior | 1.50 |

| | | |
|------------------|--|------|
| REL-ATS-0-VB1-V2 | Increasing Behavior | 1.75 |
| REL-IDD-0-IDAO | Intellectual Disabilities: Interventions, Supports and Outcomes | 1.00 |
| REL-ATS-BM4-V2 | Reinforcement Schedules | 2.00 |
| REL-ABA-0-SRPBIA | Strategies to Reduce Problem Behavior of Individuals with Autism | 1.50 |

Section 4: Community Services

4.L.21 - Behavioral Consultation Services

When applicable, training in the use of adaptive equipment is provided to all behavioral consultation personnel.

Adaptive equipment

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| REL-IDD-0-MOC | Methods of Communication | 0.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 4: Community Services

4.P.2. - Personal Supports Services and

4.Q.2. - Short-Term Immigration Support Services

Personnel in both Personal Support Services and Short-Term Immigration Support Services receive training that includes:

Promoting supports that are directed by the person served

| Module Code | Module Name | Hours |
|-------------------|-----------------------------------|-------|
| REL-IDD-0-CMPWIDD | Choice Making for People with IDD | 0.75 |
| REL-IDD-0-SDS | Self-Directed Services | 0.50 |

Advocating for the needs of the persons served

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-IDD-0-TSAS | Supporting Self-Advocacy Skills | 0.50 |

Guidelines for participating in the service planning of the persons served, when applicable

| Module Code | Module Name | Hours |
|------------------|--|-------|
| REL-BHC-0-APCPBH | Approaches to Person-Centered Planning in Behavioral | 1.00 |

| | | |
|----------------|--|------|
| | Health | |
| REL-IDD-0-PCP | Person-Centered Planning | 1.75 |
| REL-IDD-0-IBC1 | Positive Behavior Support Planning: Part 1 | 2.00 |
| REL-IDD-0-IBC2 | Positive Behavior Support Planning: Part 2 | 2.25 |

Supportive therapeutic techniques

| Module Code | Module Name | Hours |
|--------------------|--|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-BHC-0-PCBTPIDD | Providing Cognitive Behavioral Therapy to Persons with IDD | 1.25 |

As appropriate, safety training that includes:

First aid/CPR

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| CPR/BLS/FIRST AID | CPR/BLS/First Aid Certification (Available For Purchase) | 0.00 |
| REL-PAC-0-FAS1 | First Aid: Section 1 | 1.00 |
| REL-PAC-0-FAS2 | First Aid: Section 2 | 1.00 |

As appropriate, safety training that includes:

Biohazards

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-ALL-0-BPUSP | Bloodborne Pathogens and the Use of Standard Precautions | 1.00 |
| REL-ALL-0-MBIOW | Managing Biomedical Waste | 0.25 |
| REL-ALL-0-UBBPATh | Understanding Bloodborne Pathogens | 0.75 |

As appropriate, safety training that includes:

Physical hazards

| Module Code | Module Name | Hours |
|---------------|--------------------------------|-------|
| REL-ALL-0-BWS | The Basics of Workplace Safety | 0.25 |

As appropriate, safety training that includes:

Body mechanics

| Module Code | Module Name | Hours |
|----------------|--------------------------|-------|
| REL-ALL-0-WPBM | Workplace Body Mechanics | 1.00 |

If transportation is provided:

Proper seat restraints or car seat installation when children are served

Wheelchair tie-downs

Safe driving techniques

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| REL-ALL-0-BDD | Basics of Defensive Driving | 0.50 |
| REL-IDD-0-CT | Community Transportation | 0.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 4: Community Services

4.P.4. - Personal Supports Services; and

4.Q.4. - Short-Term Immigration Support Services

When applicable, personnel in both Personal Support Services and Short-Term Immigration Support Services receive training in the use of adaptive equipment and devices.

Adaptive equipment and devices

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| REL-IDD-0-MOC | Methods of Communication | 0.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 4: Community Services

4.T.11. - Rapid Rehousing and Homelessness Prevention Program

The Rapid Rehousing and Homelessness Prevention Program provides documented personnel training at orientation and regular intervals that addresses:

Tenant rights

Tenant responsibilities

Landlord rights

Landlord responsibilities

Fair housing laws

Housing first approach

Terminology used in rental/lease agreements

Financial management

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 5: Specific Population Designations/Enhancements

5.A.9. Children and Adolescents

As relevant to their job responsibilities, personnel are provided documented training that addresses, as relevant to the scope of services:

Note: Some suggested modules may be available in the Children, Youth, and Families Services Library.

Child growth and development

| Module Code | Module Name | Hours |
|-------------------|---|-------|
| REL-BHC-0-DCCA | Developmental Concerns in Childhood and Adolescence | 1.50 |
| REL-BHC-0-DSFBFYO | Developmental Stages from Birth to Five Years Old | 0.75 |
| REL-IDD-0-OHDALS | Human Development Across the Life Span | 0.75 |

Behavior support skills

| Module Code | Module Name | Hours |
|-----------------------|---|-------|
| REL-BHC-0-BSRURS | Behavioral Supports to Reduce the Use of Restraint and Seclusion with Youth | 1.00 |
| REL-BHC-0-PBSCP | Positive Behavior Support for Children for Paraprofessionals | 1.00 |
| REL-IDD-AAIDD-PPBSP10 | Principles of Positive Behavior Support Pt.1: Overview | 0.75 |

Learning styles

| Module Code | Module Name | Hours |
|-------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Social and emotional needs

| Module Code | Module Name | Hours |
|-----------------------|---|-------|
| REL-IDD-0-BRCPIDD | Building Relationships and Community for People with IDD | 0.75 |
| REL-HHS-CASRA-CMTYINC | Community Inclusion | 1.25 |
| REL-BHC-0-ISEDEC | Introduction to Social and Emotional Development in Early Childhood | 0.50 |

| | | |
|-------------------|--|------|
| REL-IDD-0-SSIIASD | Social Integration Strategies for People with Autism Spectrum Disorder | 0.75 |
|-------------------|--|------|

The effects of separation and placement on children

| Module Code | Module Name | Hours |
|-------------------------|--|-------|
| REL-BHC-0-AD | Attachment Disorders | 1.50 |
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |
| REL-BHC-0-PNYFCS | Promoting Normalcy for Youth in Foster Care Settings | 1.00 |

Health and nutrition

| Module Code | Module Name | Hours |
|-----------------|--|-------|
| REL-BHC-0-GPNE | General Principles of Nutrition and Exercise for Paraprofessionals | 0.50 |
| REL-BHC-0-PNECA | Principles of Nutrition & Exercise for Children and Adolescents | 1.00 |

Applicable legal issues

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Methods of communication

| Module Code | Module Name | Hours |
|-----------------|---|-------|
| REL-ALL-0-COMME | Communicating Effectively | 0.25 |
| REL-BHC-0-CCMSP | Communication and Conflict Management for Children's Services Paraprofessionals | 1.00 |

Crisis situations

| Module Code | Module Name | Hours |
|----------------|--|-------|
| REL-ABA-0-PRCS | Preventing and Responding to Crisis Situations | 1.00 |
| REL-BHC-0-RRPC | Recognizing and Responding to a Person in Crisis | 1.50 |

Family support practices

| Module Code | Module Name | Hours |
|------------------|--|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |
| REL-BHC-0-WCSFFP | Ways to Communicate and Support Families for Paraprofessionals | 0.75 |

Other topics, as identified

| Module Code | Module Name | Hours |
|-------------|---|-------|
| REL-ACCRED1 | Choose Appropriate Courses from Relias Learning Libraries | 0.00 |

Section 5: Specific Population Designation Standards/Enhancements

5.B.5. - Older Adults and Older Adults/Dementia Care Specific Population Designations

Service personnel who work with older adults are trained in:

The normal aging process

| Module Code | Module Name | Hours |
|--------------------|---|-------|
| REL-IDD-0-HPARCIDD | Health Promotion and Age-Related Changes in IDD | 0.75 |
| REL-IDD-0-OHDALS | Human Development Across the Life Span | 0.75 |

Understanding the impact of age-related changes on the functioning of individuals with certain types of disabilities

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-BHC-0-AMDCBOA | Managing Major Neurocognitive Disorder in Older Adults | 1.50 |

Recognizing changes that may be early signs of Alzheimer's disease and other forms of dementia;

Signs of sensory impairment

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-ALL-0-DLHDE | A Day in the Life of Henry: A Dementia Experience | 0.25 |
| REL-BHC-0-IAD | Interventions for Alzheimer's Disease | 1.75 |
| REL-BHC-0-AMDCBOA | Managing Major Neurocognitive Disorder in Older Adults | 1.50 |

Monitoring function

| Module Code | Module Name | Hours |
|-------------------------|----------------------------------|-------|
| ORG CUSTOMIZED TRAINING | Organization Customized Training | 0.00 |

Section 5: Specific Population Designation Standards/Enhancements

5.B.16 - Older Adults and Older Adults/Dementia Care Specific Population Designation

The organization must provide education to all service personnel working with older adults on dementia-specific topics initially and at least annually.

Co-occurring conditions

| Module Code | Module Name | Hours |
|-----------------------|---|-------|
| REL-BHC-0-DSOA | Depression and Suicidality in Older Adults | 1.25 |
| REL-BHC-MHA-0-ITADAOA | Identifying and Treating Anxiety Disorders Among Older Adults | 1.25 |
| REL-BHC-0-SASUDOA | Screening and Assessing for Substance Use Disorders in Older Adults | 1.25 |

Stages of disease progression and process

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-PAC-0-ADRDB | Alzheimer's Disease and Related Disorders: Behaviors | 1.00 |
| REL-PAC-0-ADRDTDP | Alzheimer's Disease and Related Disorders: The Disease Process | 1.00 |
| REL-PAC-0-DCUAD | Dementia Care: Understanding Alzheimer's Disease | 0.50 |

Understanding the varying methods of communication used by persons served; Effective communication strategies

| Module Code | Module Name | Hours |
|------------------|--|-------|
| REL-PAC-0-ADRDCN | Alzheimer's Disease and Related Disorders: Communication Needs | 1.00 |
| REL-PAC-0-DCUCOM | Dementia Care: Understanding Communication | 0.50 |

Understanding dementia behaviors and how to relate and adapt to the individual

| Module Code | Module Name | Hours |
|-----------------|--|-------|
| REL-ALL-0-DLHDE | A Day in the Life of Henry: A Dementia Experience | 0.25 |
| REL-PAC-0-ADRDB | Alzheimer's Disease and Related Disorders: Behaviors | 1.00 |
| REL-PAC-0-DCCB | Dementia Care: Challenging Behaviors | 1.00 |

Section 5: Specific Population Designation Standards/Enhancements

5.D.3 - Adults with Autism Spectrum Disorder and

5.E.3 - Children/Adolescents with Autism Spectrum Disorder

For staff who work with Adults with Autism Spectrum Disorder or Children/Adolescents with Autism Spectrum Disorder, initial and ongoing training is provided on:

Understanding ASD

| Module Code | Module Name | Hours |
|----------------|---|-------|
| REL-IDD-0-IASD | Introduction to Autism Spectrum Disorders | 1.00 |

Evidence-based/generally accepted interventions for ASD

| Module Code | Module Name | Hours |
|-------------------|--|-------|
| REL-ATS-TELT-V2 | Behavioral Challenges of Autism | 1.25 |
| REL-ATS-0-BM2-V2 | Decreasing Behavior | 1.50 |
| REL-ATS-0-FBA-V2 | Functional Assessment and Behavior Intervention Plans | 2.00 |
| REL-ABA-0-IPBIYP | Incorporating Positive Behavioral Interventions in Your Practice | 1.50 |
| REL-IDD-0-SSIIASD | Social Integration Strategies for People with Autism Spectrum Disorder | 0.75 |

The needs of families with children with ASD, when appropriate to the ages served Supports that are available for families as well as the person with ASD

| Module Code | Module Name | Hours |
|------------------|---|-------|
| REL-IDD-0-CWF | Communication with Families | 0.50 |
| REL-IDD-0-RBT3 | Communication with Families and Professional Boundaries | 1.25 |
| REL-ATS-0-VB3-V2 | Working with Families of Individuals with Autism | 1.00 |

Communication techniques

| Module Code | Module Name | Hours |
|---------------|--------------------------|-------|
| REL-IDD-0-MOC | Methods of Communication | 0.50 |