

# CARF Child and Youth Services Standards 2024-2025

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

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 only to provide recommendations.

Reference:

http://bookstore.carf.org/category/2024\_CYS.html

#### Section 1: ASPIRE to Excellence®

1.A.6.c. - Leadership

Corporate responsibility to educate personnel and other stake holders on:

#### Ethical codes of conduct

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

An organization in the US receiving federal funding demonstrates corporate compliance through the training of personnel on corporate compliance.

#### The role of the compliance officer

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

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

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

#### Section 1: ASPIRE to Excellence®

1.A.8. - Leadership

Leadership provides resources and education for personnel to stay current in the field.

#### Education to stay current in the field

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

#### Section 1: ASPIRE to Excellence®

1.A.9.b. - Leadership

To demonstrate accountability, an organization that engages in fundraising provides initial and ongoing training related to fundraising written procedures to appropriate personnel.

#### Training related to fundraising written procedures, if applicable

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

#### Section 1: ASPIRE to Excellence®

1.B.2.b., d. - Governance

Governance policies need to address:

Note: Governance Standards are optional.

#### **Board member orientation and education**

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

#### **Section 1: ASPIRE to Excellence®**

1.F.7.b. - Financial Planning and Management

The organization provides initial and ongoing training related to fiscal policies and written procedures to appropriate personnel.

#### Training related to fiscal policies and written procedures

	Module Code	Module Name	Hours
OR	RG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### Section 1: ASPIRE to Excellence®

1.H.4. - Health and Safety

Personnel receive documented competency-based training at orientation and at least annually in the following areas:

Note: Training should address individual roles and responsibilities.

#### Health and safety practices

Module Code	Module Name	Hours
REL-SRC-0-FSF	Food Safety Fundamentals	1.00
REL-ALL-0-MSTF	Minimizing Trips, Slips, and Falls	0.25
REL-BHC-0-SIPEC	Safety and Injury Prevention in Early Childhood	0.50
REL-BHC-0-SWWC	Safety When Working in the Community	1.25

#### Identification of unsafe environmental factors

Module Code	Module Name	Hours
REL-ALL-0-ABBIO	About Bioterrorism	0.25
REL-BHC-0-DTEBH	Decreasing Medical and Treatment Errors in Behavioral Health	1.00
REL-ALL-0-ESB	Electrical Safety: The Basics	0.25

#### **Emergency and evacuation procedures**

Module Code	Module Name	Hours
REL-ALL-0-FSBASIC-V2	Fire Safety: The Basics	0.50
REL-ALL-0-NDWEET	Natural Disasters and Workplace Emergencies:	0.50

	Earthquakes and Tsunamis	
REL-ALL-0-NDWEFLL	Natural Disasters and Workplace Emergencies: Flooding and Landslides	0.50
REL-ALL-0-NDWEEHC	Natural Disasters and Workplace Emergencies: Heat and Cold Stress	0.50
REL-ALL-0-NDWET	Natural Disasters and Workplace Emergencies: Tornadoes	0.50
ORG EMERGENCY P&P	Organization-Specific Emergency Policies and Plans	0.00

## Identification and reporting of critical incidents

Module Code	Module Name	Hours
REL-BHC-0-IRBH	Incident Reporting in Behavioral Health	0.50
ORG POLICY/PROCEDURE	Organization-Specific Policies and Procedures	0.00

## Medication management, if appropriate

Module Code	Module Name	Hours
REL-BHC-0-OMAUP	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50
	Psychiatric Medications: An Overview for Paraprofessionals	1.50
REL-BHC-0-PBBHP	Psychopharmacology Basics for Behavioral Health Professionals	1.25

## Reducing physical risks

Module Code	Module Name	Hours
REL-PAC-0-PRRSI	Preventing and Responding to Sharps Injuries	0.50
REL-ALL-0-PREBI	Prevention of Back Injuries	0.75
REL-ALL-0-TRSA	Transferring Safely	0.25

## 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 procedures for infection prevention and infection control, that include training regarding:

#### Infections and communicable diseases

Module Code	Module Name	Hours
REL-ALL-0-AINCP	About Infection Control and Prevention	1.00
	Bloodborne Pathogens and the Use of Standard Precautions	1.00
REL-BHC-0-OIDC	Communicable Diseases in Children	0.50
REL-ALL-0-ICBC	Infection Control: Basic Concepts	0.25

#### Appropriate use of standard or universal precautions

Module Code	Module Name	Hours
REL-ALL-0-BHH	Basics of Hand Hygiene	0.25
REL-ALL-0-BPUSP	Bloodborne Pathogens and the Use of Standard Precautions	1.00
REL-ALL-0-BPUSP	Bloodborne Pathogens and the Use of Standard Precautions	1.00
REL-PAC-0-TBPA	Transmission Based Precautions: Airborne	0.10

# Guidelines for addressing these procedures with persons served, personnel, and other stakeholders

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

#### Section 1: ASPIRE to Excellence®

1.H.13.g. - Health and Safety

When transportation is provided for persons served there is evidence of training of drivers regarding:

#### The organization's transportation procedures

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

#### The unique needs of the persons being served

Module Code	Module Name	Hours
REL-IDD-0-CT	Community Transportation	0.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### Section 1: ASPIRE to Excellence®

1.I.5.a. and b. - Workforce Development and Management

Onboarding and engagement activities include 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-CV-CQL-OVR-V2	Overview of the Personal Outcome Measures®	3.25
REL-CV-CQL-ORG-V2	Using Personal Outcome Measures® in Evaluation and Planning for Organizations	2.00

#### Performance measurement and management system

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
	Using Personal Outcome Measures® in Evaluation and Planning for Organizations	2.00

### Risk management plan

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

## Strategic plan;

Other organizational planning efforts

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

#### On-the-job training

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

#### Section 1: ASPIRE to Excellence®

1.I.7.f. - Workforce Development and Management

**Workforce development activities include:** 

#### Workforce development education and training

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

#### **Section 1: ASPIRE to Excellence®**

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

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

#### Cybersecurity

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-ALL-CFISA-SATL1-V2	Security Awareness Training Level 1	1.25
REL-ALL-CFISA-SATL2	Security Awareness Training Level II	2.00

### The technology used in performance of their 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 education and training in accordance with their roles and responsibilities for:

#### Performance measurement and management

Module Code	Module Name	Hours
REL-CHC-0-IQIS	Implementing a Quality Improvement System	1.25
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### **Section 2: General Program Standards**

2.A.23 - Program/Service Structure

When applicable, training in the use of adaptive devices, toys, and equipment is provided to personnel, the child/youth, the family, caregivers, and others.

#### Adaptive devices, toys, and equipment

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

## **Section 2: General Program Standards**

2.A.27.b. - Program/Service Structure

The program provides or arranges for documented, competency-based training at orientation and at regular intervals to all personnel on:

#### Suicide prevention

Module Code	Module Name	Hours
REL-BHC-0-ISPCSPSCA	In Session: Practicing Clinical Skills to Prevent Suicide in Children and Adolescents	1.50
REL-BHC-0-PASRP	Preventing Suicide in Youth: The Role of Paraprofessionals	0.75
REL-BHC-0-RSRATAY	Reducing Suicide Risk in Adolescents and Transition Age Youth	1.50

## **Section 2: General Program Standards**

2.A.27.c. - Program/Service Structure

The program provides or arranges for documented, competency-based training at orientation and at regular intervals to direct service personnel on:

#### Areas that reflect the specific needs of the persons served

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

#### Clinical skills that are appropriate to the position

Module Code	Module Name	Hours
REL-BHC-0-ABHNIICW	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-BSRURS	Behavioral Supports to Reduce the Use of Restraint and Seclusion with Youth	1.00
REL-ACCRED1	Choose Appropriate Courses from Relias Learning Libraries	0.00
REL-BHC-0-PBSCP	Positive Behavior Support for Children for Paraprofessionals	1.00
REL-BHC-0-WCAEVD	Working with Children and Adolescents Exposed to Violence and Disasters	1.00

## Individualized planning, reviews and implementation

Module Code	Module Name	Hours
	Application of the Personal Outcome Measures for Behavioral Health	2.75
	Approaches to Person-Centered Planning in Behavioral Health	1.00
REL-BHC-0-BPDTPP	Best Practices for Documenting the Treatment Planning Process	1.50

## Interviewing skills/communication

Module Code	Module Name	Hours
REL-CHC-0-BPFIP	Best Practices for Interviewing Patients	1.25
REL-BHC-0-OFAI	Overview of Family Assessment and Intervention	1.75

## Program-related research-based approaches

Module Code	Module Name	Hours
REL-BHC-0-ABHNIICW	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-ATACA	Assessing and Treating Anxiety in Children and Adolescents	1.75
REL-BHC-0-USBACYC	Using a Strengths-Based Approach with Children and Youth for Clinicians	1.00

#### Clinical risk factors including suicide, violence, and other risky behavior

Module Code	Module Name	Hours
REL-BHC-0-ABHNIICW	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-ARODVCA	Assessing Risk of Other-Directed Violence in Children and Adolescents	1.25
REL-ALL-0-DVEOC	Domestic Violence Effects on Children	1.00
REL-BHC-0-ISPCSPORVCA	In Session: Practicing Clinical Skills to Prevent Other- Directed Violence in Children and Adolescents	1.00
REL-ALL-0-UDIPV	Understanding Domestic and Intimate Partner Violence	1.25
REL-BHC-0-WCAEVD	Working with Children and Adolescents Exposed to Violence and Disasters	1.00

## **Section 2: General Program Standards**

2.A.30. - Program/Service Structure

As applicable to the population served, all direct service personnel receive documented, competency-based training at orientation and annually that addresses the prevention of unsafe behaviors including:

#### Contributing factors or causes that may lead to unsafe behaviors

Module Code	Module Name	Hours
REL-BHC-0-APCBEC	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
REL-BHC-0-DICCDCA	Externalizing and Disruptive Behavior Disorders in Children and Adolescents	1.75
REL-HHS-0-OTSRD-V2	Traumatic Stress Disorders in Children and Adolescents	2.00

## Health conditions that may contribute to unsafe behaviors

Module Code	Module Name	Hours
REL-BHC-0-AOSUD	An Overview of Substance Use Disorders	1.00

REL-ACCRED1	Choose Appropriate Courses from Relias Learning Libraries	0.00
	Libraries	

# How interpersonal interactions may impact the behaviors of the persons served, including:

- 1. How persons served interact with each other
- 2. How personnel interact with persons served
- 3. How personnel interact with each other

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
REL-ALL-0-CR	Conflict Resolution	0.50

#### Use of alternative interventions in an effort to avoid the use of seclusion or restraint

Module Code	Module Name	Hours
	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
	Behavioral Supports to Reduce the Use of Restraint and Seclusion with Youth	1.00
REL-BHC-0-RRPC	Recognizing and Responding to a Person in Crisis	1.50

## **Section 2: General Program Standards**

2.A.34. - Program/Service Structure

All direct service personnel in programs that provide residential/overnight services receive competency-based training in:

Note: Licensed nursing staff and physicians are exempt from this requirement.

#### First aid

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
REL-ALL-0-RFFA	Refresher for First Aid	0.50

#### Cardiopulmonary resuscitation (CPR)

Module Code	Module Name	Hours
CPR/BLS/FIRST AID	CPR/BLS/First Aid Certification (Available For Purchase)	0.00

#### The use of emergency equipment

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

#### **Section 2: General Program Standards**

2.A.41.b. - Program/Service Structure

The organization demonstrates a climate of recovery and/or resilience building by training personnel at orientation:

#### The role of peer support specialists

Module Code	Module Name	Hours
REL-BHC-0-FPS	Family Peer Support	1.00
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-PHC	Supervision of Peers and Other Lived-Experience Professionals	1.00
REL-BHC-0-TICDCPSS	Trauma-Informed Care Delivery for Clinicians and Peer Support Specialists	1.25

## **Section 2: General Program Standards**

2.A.42. - Program/Service Structure

Peer support specialists receive documented, competency-based training that is based on a recognized peer support curriculum designed and developed with the input of peer support specialists and is provided with the involvement of peer support specialists. Training must include initial training on:

#### Personal advocacy

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

#### **Engagement**

Module Code	Module Name	Hours
REL-BHC-0-BAHTR	Building a Healthy Therapeutic Relationship	1.25
1	Enhancing Treatment Engagement of Individuals with Behavioral Health Disorders	1.75

## Recovery and resiliency principles

Module Code	Module Name	Hours
REL-BHC-0-BPSIER	Best Practices for Supporting Individuals In Early Recovery	1.50
REL-BHC-0-SRMFC	Supporting Resilience in Military Families and Children	1.25
REL-BHC-0-WSSAR	Wellness Strategies that Support Addiction Recovery	1.00

#### The effective use of sharing life experiences

Module Code	Module Name	Hours
REL-BHC-0-FPS	Family Peer Support	1.00

#### Parenting skills, as applicable

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
REL-BHC-0-FT	Family Therapy	1.25

## Ongoing training on current practices in peer support services

Module Code	Module Name	Hours
REL-ACCRED1	Choose Appropriate Courses from Relias Learning Libraries	0.00
REL-BHC-0-TICDCPSS	Trauma-Informed Care Delivery for Clinicians and Peer Support Specialists	1.25

## **Section 2: General Program Standards**

2.B.3.e.(2) - Screening and Access to Services

Personnel must be trained on the use of screening instruments before administering a screening test.

## Use of screening instruments

Module Code	Module Name	Hours
REL-ACCRED1	Choose Appropriate Courses from Relias Learning Libraries	0.00
REL-BHC-0-SBISUI	Screening and Brief Interventions for Substance Use Issues	1.50

#### **Section 2: General Program Standards**

2.B.9.b. - Screening and Access to Services

Assessments are conducted by qualified personnel who are trained in the use of:

#### Applicable assessment tools, tests, or instruments

Module Code	Module Name	Hours
REL-BHC-0-ATACA	Assessing and Treating Anxiety in Children and Adolescents	1.75
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### **Section 2: General Program Standards**

#### 2.E.1. - Medication Use

When the program provides medication control, administering, and/or prescribing, documented training and education on medications is provided to direct service personnel at orientation and annually.

All medication education must be provided in accordance with identified needs to the persons served as well as family members or others identified by the persons served and must include:

#### The benefits and risks associated with medication use

Module Code	Module Name	Hours
REL-BHC-0-OCAP	Overview of Child and Adolescent Psychopharmacology	1.50
	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

# The importance of taking medications as prescribed, including, when applicable, potential obstacles to adherence

Module Code	Module Name	Hours
	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

#### Signs of nonadherence to medication prescriptions

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

# The availability of financial supports and resources to assist the persons served to obtain needed medications

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

# What to do in the event there is a question or concern about a medication the person served is taking or has been prescribed

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

#### Contraindications, side effects, and missed doses

Module Code	Module Name	Hours
REL-BHC-0-PMCAP	Psychiatric Medications for Children/Adolescents	0.75
	Psychopharmacology Basics for Behavioral Health Professionals	1.25

## Signs that medication efficacy is diminishing

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

## Instructions on self-administration, when applicable

Module Code	Module Name	Hours
REL-PAC-0-ASMB	Assisting with Self-Administration of Medications: The Basics	1.00
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

## **Section 2: General Program Standards**

#### 2.F.2. - Promoting Nonviolent Practices

All personnel involved in the direct administration of seclusion or restraint receive documented, competency-based training that is provided by persons or entities qualified to conduct such training at orientation and annually that addresses:

#### The circumstances under which seclusion or restraint is indicated

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-SSRRS	Strategies for Supervisors: Reducing Restraint and Seclusion	1.00

# Team and/or individual interventions to be used for seclusion or restraint that minimize harm

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

#### Signs of physical distress in a person who is being secluded or restrained

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

# Risks of seclusion or restraint to the persons served and to personnel, including physical and psychological risks

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

#### First aid and cardiopulmonary resuscitation (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
REL-ALL-0-RFFA	Refresher for First Aid	0.50

## **Section 2: General Program Standards**

2.H.2.a. - Quality Records Review

Personnel who perform the quarterly review need to be trained and qualified.

#### Personnel are trained to perform a quarterly review of records of the persons served

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
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

### **Section 2: General Program Standards**

2.1.2.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, including:

- (1) Human factors
- (2) Crisis response procedures
- (3) Assessment of risk factors in the environment of the person served
- (4) How to modify treatment techniques/interventions to deliver services virtually

Additional modules may be available in select Relias libraries

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-PTC	Practicing Telehealth with Children	2.00

## **Section 2: General Program Standards**

2.1.2.b. - Service Delivery Using Information and Communication Technologies

As appropriate, personnel who deliver services via information and communication technologies receive documented competency-based training on equipment:

Features;

Setup; Use:

Maintenance;

Safety considerations;

Infection control;

**Troubleshooting** 

Module Code	Module Name	Hours
	HIPAA: Do's and Don'ts of Social Media and Electronic Communication	0.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

# **Section 3: Core Program Standards**

3.A.11 - Adoption

The program provides or arranged for documented, competency-based training, as appropriate at orientation and regular intervals to personnel, adoptive parents, and prospective adoptive parents that include:

## **Adoption**

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

## **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50

#### **Trauma**

Module Code	Module Name	Hours
REL-BHC-0-AITIC	An Introduction to Trauma-Informed Care	1.50
REL-BHC-0-IPPT	Impact of Psychological and Physical Trauma	1.50
REL-HHS-0-OTSRD-V2	Traumatic Stress Disorders in Children and Adolescents	2.00

## Child/youth 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

## Behavior management skills

Module Code	Module Name	Hours
REL-BHC-0-APCBEC	Addressing and Preventing Challenging Behavior in	0.50

	Early Childhood	
REL-BHC-0-PBSCP	Positive Behavior Support for Children for	1.00
	Paraprofessionals	

## Learning theory

Module Code	Module Name	Hours
REL-BHC-0-APAPMLT	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## **Cultural competency and diversity**

Module Code	Module Name	Hours
REL-BHC-0-DEIAIMC	DEI: An Introduction to Multicultural Care	1.00
REL-ALL-0-IMBS	Implicit Bias for the Healthcare Professional	1.00
REL-BHC-0-WMELGBTQCY	Working More Effectively with LGBTQ+ Children and Youth	1.25

## The effects of placement on children

Module Code	Module Name	Hours
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

## Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-IDD-0-OANIDD	Overview of Abuse and Neglect of Individuals with IDD	1.00

## **Communication skills**

Module Code	Module Name	Hours
	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
	Ways to Communicate and Support Families for Paraprofessionals	0.75

#### Required medications and/or medical services

Module Code	Module Name	Hours
	Choose Appropriate Courses from Relias Learning Libraries	0.00
	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

#### Specialized training as necessary

Module Code	Module Name	Hours
	Choose Appropriate Courses from Relias Learning Libraries	0.00

## **Section 3: Core Program Standards**

3.C.1.a. - Behavioral Consultation

The program's direct service personnel demonstrate competencies in:

#### Behavioral strategies and techniques

#### Additional modules may be available in select Relias libraries

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

#### Applicable evidence-based practices

Module Code	Module Name	Hours
	Choose Appropriate Courses from Relias Learning Libraries	0.00
REL-BHC-0-IEBPCP	Implementing Evidence-Based Practices in Clinical Practice	1.00

## **Section 3: Core Program Standards**

3.C.13.g. - Behavioral Consultation

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

interveners in behavioral management theory and practical skills.

#### Behavioral management theory and practical skills

# Some suggested modules may be available in the Applied Behavior Analysis Services Library

Module Code	Module Name	Hours
REL-BHC-0-APCBEC	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
REL-ATS-0-BM2-V2	Decreasing Behavior	1.50
REL-ATS-0-VB1-V2	Increasing Behavior	1.75
REL-ATS-0-BM1-V2	Introduction to Applied Behavior Analysis	1.50
REL-ABA-0-SRPBIA	Strategies to Reduce Problem Behavior of Individuals with Autism	1.50

#### **Section 3: Core Program Standards**

3.E.2. - Child/Youth Day Care

Personnel receive documented, competency-based training to meet the identified needs of the children/youth served at orientation and regular intervals that covers:

#### **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50
	Choose Appropriate Courses from Relias Learning Libraries	0.00

#### Child/youth 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
	Introduction to Social and Emotional Development in Early Childhood	0.50

#### Behavior management skills

Module Code	Module Name	Hours
	Addressing and Preventing Challenging Behavior in Early Childhood	0.50

REL-BHC-0-PBSCP	Positive Behavior Support for Children for	1.00
	Paraprofessionals	

## Learning theory

Module Code	Module Name	Hours
REL-BHC-0-APAPMLT	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## **Cultural competency and diversity**

Module Code	Module Name	Hours
REL-BHC-0-DEIAIMC	DEI: An Introduction to Multicultural Care	1.00

## The effects of placement on children

Module Code	Module Name	Hours
	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

# Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-IDD-0-OANIDD	Overview of Abuse and Neglect of Individuals with IDD	1.00

## **Communication skills**

Module Code	Module Name	Hours
	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
	Ways to Communicate and Support Families for Paraprofessionals	0.75

#### Required medications and/or medical services

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

## Specialized training as needed

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

## **Section 3: Core Program Standards**

3.G.2. - Child/Youth Protection

Personnel receive documented, competency-based training at orientation and at regular intervals that includes:

#### How to recognize abuse and neglect

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50

#### How to respond to a disclosure of abuse and/or neglect from a child/youth

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
	Preventing, Identifying, and Responding to Abuse and Neglect	1.00

## How to report criminal abuse and neglect

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

## How to determine the appropriateness of interventions

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

### How to conduct an investigation, including the roles of all service providers

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

#### The rules governing the sharing of information among service providers

Module Code	Module Name	Hours
REL-ALL-0-HPRR	HIPAA: Privacy Rule	0.25

# The importance of collaboration among all those working with the children/youth and the family

Module Code	Module Name	Hours
REL-ALL-0-ETW	Effective Teamwork	0.50
	Ways to Communicate and Support Families for Paraprofessionals	0.75

## **Section 3: Core Program Standards**

3.H.4. - Community Transition

Community transition personnel receive documented, competency-based training to meet the identified needs of the children/youth served at orientation and regular intervals that covers:

#### **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50

## Child/youth 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-BHC-0-ISEDEC	Introduction to Social and Emotional Development in Early Childhood	0.50

## Behavior management skills

Module Code	Module Name	Hours
	Behavioral Supports to Reduce the Use of Restraint and Seclusion with Youth	1.00
	Positive Behavior Support for Children for Paraprofessionals	1.00

## Learning theory

Module Code	Module Name	Hours
REL-BHC-0-APAPMLT	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## **Cultural competency and diversity**

Module Code	Module Name	Hours
REL-BHC-0-WMELGBTQCY	Working More Effectively with LGBTQ+ Children and Youth	1.25

## The effects of placement on children

Module Code	Module Name	Hours
REL-BHC-0-MBHNTAY	Meeting the Behavioral Health Needs of Transition Age Youth	1.00
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

## Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

## **Communication skills**

Module Code	Module Name	Hours
REL-ALL-0-COMME	Communicating Effectively	0.25
	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
REL-IDD-0-CCMS	Communication and Conflict Management Skills	0.75

## Required medications and/or medical services

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

## Specialized training as needed

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

# **Section 3: Core Program Standards**

3.J.4. - Crisis Intervention

Personnel providing mobile crisis intervention services receive competency-based training in:

#### First aid and cardiopulmonary resuscitation (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
REL-ALL-0-RFFA	Refresher for First Aid	0.50

## **Section 3: Core Program Standards**

3.K.19. - Crisis Stabilization

In accordance with their roles and responsibilities, the program provides documented, competency-based training to all personnel at orientation and regular intervals that includes, at a minimum:

#### De-escalation techniques

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-RRPC	Recognizing and Responding to a Person in Crisis	1.50

## Engagement of persons served who are in acute crisis

Module Code	Module Name	Hours
REL-BHC-0-CMBP	Crisis Management Basics for Paraprofessionals	1.00

## Legal status of persons served

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

#### Risk assessment

Module Code	Module Name	Hours
	Assessing Risk of Other-Directed Violence in Children and Adolescents	1.25
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### **Trauma-informed approaches**

Module Code	Module Name	Hours
REL-BHC-0-AITIC	An Introduction to Trauma-Informed Care	1.50
REL-BHC-0-IPPT	Impact of Psychological and Physical Trauma	1.50
REL-BHC-0-ITICS	Implementation of Trauma-Informed Care Systems	1.00
REL-HHS-0-OTSRD-V2	Traumatic Stress Disorders in Children and Adolescents	2.00

# **Section 3: Core Program Standards**

3.K.20. - Crisis Stabilization

All direct service personnel receive competency-based training at orientation and regular intervals in:

#### First aid

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

## Cardiopulmonary resuscitation (CPR)

Module Code	Module Name	Hours
CPR/BLS/FIRST AID	CPR/BLS/First Aid Certification (Available For Purchase)	0.00

#### The use of emergency equipment, when present

Module Code	Module Name	Hours
ORG EMERGENCY P&P	Organization-Specific Emergency Policies and Plans	0.00

## **Section 3: Core Program Standards**

3.O.2. - Early Childhood Development

Personnel receive documented, competency-based training to meet the identified needs of the children served, at orientation and regular intervals, that covers:

#### **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50
	Choose Appropriate Courses from Relias Learning Libraries	0.00

## **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
	Introduction to Social and Emotional Development in Early Childhood	0.50

### Behavior management skills

Module Code	Module Name	Hours
	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
	Positive Behavior Support for Children for Paraprofessionals	1.00

## Learning theory

Module Code	Module Name	Hours
REL-BHC-0-APAPMLT	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## The effects of placement on children

Module Code	Module Name	Hours
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

# Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

## **Communication skills**

Module Code	Module Name	Hours
	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
	Ways to Communicate and Support Families for Paraprofessionals	0.75

# Required medications and/or medical services

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-OMAUP	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

## Other specialized training as needed

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

#### **Section 3: Core Program Standards**

3.P.9. - Health Home

The health home program provides documented cross training to direct service personnel at orientation and regular intervals that addresses the most common conditions prevalent in the population served including:

#### Physical health conditions

Module Code	Module Name	Hours
	About Diabetes: Overview for Behavioral Health Professionals	1.00
REL-ALL-0-CIMPD	Care for Individuals with Mental and Physical Disabilities	0.50
REL-BHC-0-OIDC	Communicable Diseases in Children	0.50
REL-BHC-0-IPBH	Integration of Primary and Behavioral Healthcare	1.25

#### Mental health conditions

Module Code	Module Name	Hours
REL-BHC-0-ATACA	Assessing and Treating Anxiety in Children and Adolescents	1.75
REL-BHC-0-ITADHD	Identifying and Treating ADHD	2.00
REL-BHC-0-ITBDY	Identifying and Treating Bipolar Disorders in Youth	1.25
REL-BHC-0-OMMHDCP	Overview of Mood and Anxiety Disorders in Children for Paraprofessionals	1.00

#### Substance use disorders

Module Code	Module Name	Hours
	Clinical Pathways that Inform Adolescent Substance Use Disorder	1.50
REL-BHC-0-ITSU	The Influence of Trauma on Substance Use	1.50

## **Section 3: Core Program Standards**

3.V.4., 9., 18. - Support and Facilitation

**For Support and Facilitation Programs:** 

3.V.4. Foster Care Support Services (omit adoption)

3.V.9. Adoption Support Services

3.V.18. Specialized Recruitment

The program provides or arranges for documented, competency-based training to personnel at

#### orientation and regular intervals that includes, as applicable:

## **Adoption**

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

## **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### Trauma

Module Code	Module Name	Hours
REL-BHC-0-AITIC	An Introduction to Trauma-Informed Care	1.50
REL-BHC-0-IPPT	Impact of Psychological and Physical Trauma	1.50
REL-HHS-0-OTSRD-V2	Traumatic Stress Disorders in Children and Adolescents	2.00

## Child/youth 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
	Introduction to Social and Emotional Development in Early Childhood	0.50

## Behavior management skills

Module Code	Module Name	Hours
	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
REL-BHC-0-APCBEC	Addressing and Preventing Challenging Behavior in Early Childhood	0.50

## Learning theory

Module Code	Module Name	Hours
REL-BHC-0-APAPMLT	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## **Cultural competency and diversity**

Module Code	Module Name	Hours
REL-BHC-0-DEIAIMC	DEI: An Introduction to Multicultural Care	1.00
REL-ALL-0-IMBS	Implicit Bias for the Healthcare Professional	1.00
REL-BHC-0-WMELGBTQCY	Working More Effectively with LGBTQ+ Children and Youth	1.25

## The effects of placement on children/youth

Module Code	Module Name	Hours
	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

## Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-IDD-0-OANIDD	Overview of Abuse and Neglect of Individuals with IDD	1.00

#### **Communication skills**

Module Code	Module Name	Hours
REL-BHC-0-CCMSP	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
REL-IDD-0-CCMS	Communication and Conflict Management Skills	0.75
REL-ALL-0-CECE	Communication Essentials: Communication Effectiveness	0.50
REL-BHC-0-WCSFFP	Ways to Communicate and Support Families for Paraprofessionals	0.75

#### Required medications and/or medical services

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-OMAUP	Overview of Medication Administration for Unlicensed Paraprofessionals	0.50

#### Other specialized training as needed

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

## **Section 4: Core Residential Program Standards**

4.B.11.; 4.C.3.; 4.D.14.; 4.E.2.

For Core Residential Programs listed:

- 4.B.11. Foster Family and Kinship Care,
- 4.C.3. Group Home Care (omit trauma),
- 4.D.14. Residential Treatment (omit trauma),
- 4.E.2. Specialized or Treatment Foster Care

The program provides or arranges for documented, competency-based training to meet the needs of the children/youth served to personnel at orientation and regular intervals that covers:

#### **Attachment theory**

Module Code	Module Name	Hours
REL-BHC-0-AD	Attachment Disorders	1.50
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00

#### **Trauma**

Module Code	Module Name	Hours
REL-BHC-0-AITIC	An Introduction to Trauma-Informed Care	1.50
REL-BHC-0-IPPT	Impact of Psychological and Physical Trauma	1.50
REL-HHS-0-OTSRD-V2	Traumatic Stress Disorders in Children and Adolescents	2.00

## Child/youth 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
	Introduction to Social and Emotional Development in Early Childhood	0.50

## Behavior management skills

Module Code	Module Name	Hours
REL-BHC-0-APCBEC	Addressing and Preventing Challenging Behavior in Early Childhood	0.50
	Positive Behavior Support for Children for Paraprofessionals	1.00

# Learning theory

Module Code	Module Name	Hours
	Activities for Preschoolers: Active Play as a Meaningful Learning Tool	0.50
REL-BHC-0-APESTEML	Activities for Preschoolers: Exposure to STEM Learning	0.50
REL-BHC-0-APLD	Activities for Preschoolers: Language Development	0.50

## **Cultural competency and diversity**

Module Code	Module Name	Hours
REL-BHC-0-WMELGBTQCY	Working More Effectively with LGBTQ+ Children and Youth	1.25

## The effects of placement on children

Module Code	Module Name	Hours
1	Addressing Behavioral Health Needs of Individuals Involved in Child Welfare	1.25
REL-BHC-0-PNYFCS	Promoting Normalcy for Youth in Foster Care Settings	1.00

## Applicable legal issues

Module Code	Module Name	Hours
REL-BHC-0-IRCAN	Identifying and Responding to Child Abuse and Neglect	1.50

ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
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#### Communication skills

Module Code	Module Name	Hours
REL-ALL-0-COMME	Communicating Effectively	0.25
	Communication and Conflict Management for Children's Services Paraprofessionals	1.00
REL-BHC-0-WCSFFP	Ways to Communicate and Support Families for Paraprofessionals	0.75

#### Required medications and/or medical services

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
REL-BHC-0-OCAP	Overview of Child and Adolescent Psychopharmacology	1.50

#### Other specialized training as needed

Module Code	Module Name	Hours
	Choose Appropriate Courses from Relias Learning Libraries	0.00

## **Section 5: Specific Population Designations**

5.A.5. - Juvenile Justice

Training is provided to juvenile justice personnel prior to the delivery of services. These trainings include regular interdisciplinary cross training related to clinical and juvenile justice issues, including:

# Requirements imposed on personnel from the juvenile justice system who participate on the treatment team

Module Code	Module Name	Hours
ORG CUSTOMIZED TRAINING	Organization Customized Training	0.00
	Substance Use Treatment with Justice Involved Individuals	1.25

#### Safeguards available to workers

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

# Safety practices specific to the setting

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