

# COURSE CROSSWALK TO THE COUNCIL on ACCREDITATION STANDARDS

Relias Learning offers online learning, staff compliance training and continuing education for behavioral health, mental health, addiction treatment, developmental disability, community action and child welfare organizations.

Relias Learning Training Crosswalks are based on published accreditation standards. They are designed to assist organizations in the selection of courses from the Relias Learning libraries to ensure and demonstrate staff competence according to the training standards.

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.

*COA endorses the Relias Learning's Course Crosswalk with COA's Standards as a valuable staff development resource for COA accredited organizations or those seeking COA accreditation.*

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## COA 8<sup>th</sup> Edition Private Organization Standards

### Training Requirements for Administration and Management

Competency Area	Relias Learning Course Equivalent	Library Category
<b>Governance (GOV)</b>		
<i>GOV 5.03: Board Members receive an orientation to Board Membership Responsibilities, and the organization's mission, history, goals, objectives, structure, methods of operation, and the organizations activities.</i>		
	Essentials of an Effective Board Organization-Customized Course	Executive and Board Leadership
<b>Performance and Quality Improvement (PQI)</b>		
<i>PQI 6.02: Personnel PQI Training</i>		
An overview of the organizations PQI program at new staff orientation (See TS 2.01) and PQI responsibilities	Organization- Customized Course  Performance Improvement  Quality Improvement	Workforce Skills, Supervision and Management  Compliance/OSHA
Specialized and/or ongoing training, as appropriate to individual roles and responsibilities.	Organization- Customized Course	
<b>Risk Prevention and Management (RPM)</b>		
<i>RPM 3.01: Medication Control and Administration: Personnel directly involved in medication control and administration receive training and demonstrate competence in medication control and administration, and knowledge of applicable legal requirements.</i>		
Medication Control and Administration/ Applicable Legal Requirements	Medication Administration for Medical Staff  Medication Management for Individuals with Developmental Disabilities Part 1 Medication Management for Individuals with Developmental Disabilities Part 2 Overview of Psychopharmacology	Medical and Dental  DSP Core Curriculum DSP Core Curriculum Behavioral Health Introductory

## COA 8<sup>th</sup> Edition Private Organization Standards

### Training Requirements for Service Delivery Administration Standards

Competency Area	Relias Learning Course Equivalent	Library Category
<b>Administrative and Service Environment (ASE)</b>		
<i>ASE 6.01: The organization ensures the safety of its premises, personnel, service recipients, and visitors.</i>		
Trains staff on potential risks they may encounter on-site, in the community or in clients' homes and self-protection techniques as necessary	Emergency Preparedness	Compliance/OSHA
	Environmental Safety in the Workplace	Compliance/OSHA
	Fire Safety	Compliance/OSHA
	Personal Safety in the Community	Human Services Workforce Development
	Physical Safety in the Workplace	Human Services Workforce Development
	Predicting Violence and Threat Assessment	Human Services Workforce Development
Trains staff on self-protection techniques, as necessary	Staying Safe in any Situation: SMART Principles	Workforce Skills, Supervision and Management
	Workplace Violence	Compliance/OSHA
<i>ASE 7.04: All personnel are trained on how to respond to medical threats and emergencies.</i>		
Medical threats and emergencies	CPR Refresher	Compliance/OSHA
	Emergency Preparedness	Compliance/OSHA
	First Aid Refresher	Compliance/OSHA
<b>Behavior Support and Management (BSM)</b>		
<i>BSM 3.01: Behavior Management</i>		
Behavior Management and Support Policies, Procedures and Practices	Organization- Customized Course	
<i>BSM 3.02 : Personnel and foster parents receive training that includes:</i>		
Recognizing aggressive and out-of-control behavior, psychosocial issues, medical conditions, and other contributing factors that may lead to a crisis	Externalizing Disorders: Disruptive Youth	Children, Youth and Families

Competency Area	Relias Learning Course Equivalent	Library Category
<i>BSM 3.02 : Personnel and foster parents receive training that includes: (Cont.)</i>		
Recognizing aggressive and out-of-control behavior, psychosocial issues, medical conditions, and other contributing factors that may lead to a crisis (cont.)	Crisis Management	Human Services Workforce Development
	Crisis Management for Individuals with Developmental Disabilities	DSP Core Curriculum
Understanding how staff behavior can influence the behavior of service recipients;	Basic Communication and Conflict Management Skills	DSP Core Curriculum
	Principles of Positive Behavior Support for Paraprofessionals	Paraprofessionals Working with Children
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 1	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 2	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 3	Children, Youth and Families
	Therapeutic Communications	Human Services Workforce Development
Limitations on the use of restrictive interventions.	Working with Youth: A Strength-Based Perspective	Children, Youth and Families
	Safety Crisis Planning for At-Risk Adolescents and their Families	Children, Youth and Families
	Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families
<i>BSM 3.03: De-escalation techniques</i>		
	Calming Children in Crisis	Children, Youth and Families
	Strategies for Supervisors: Reducing Restraint and Seclusion	Children, Youth and Families
	WRAP: Advance Directive/Crisis Mgt Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Creating a Wellness Toolbox	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Developing a Daily Maintenance Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Early Warning Signs	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Triggers and Triggers Action Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: When Things are Breaking Down Action Plan	Serious Mental Illness, Recovery and Rehabilitation

Competency Area	Relias Learning Course Equivalent	Library Category
<i>BSM 4.01: Use of Restrictive Behavior Management</i>		
	Organization-Customized Course	
<i>BSM 4.02: Needs of Persons Undergoing Restrictive Behavior Management</i>		
	Organization-Customized Course	
<b>Training and Supervision (TS)</b>		
<i>TS 2.01: New Personnel Orientation:</i>		
The organization's mission, philosophy, goals and services	Organization-Customized Course	
The cultural and socioeconomic characteristics of the service population	Cultural Diversity	Compliance/OSHA
The organization's place within the community	Organization-Customized Course	
The organization's personnel manual	Organization-Customized Course	
Lines of accountability and authority within the agency	Organization-Customized Course	
Overview of the organization's PQI program	Organization-Customized Course	
<i>TS 2.02: All Personnel Who Have Regular Contact With Clients Receive Training on Legal Issues Including:</i>		
Mandatory reporting and the identification of clinical indicators of suspected abuse and neglect	Abuse	Human Services Workforce Development
	Child Abuse	Human Services Workforce Development
	Elder Abuse	Older Adults
	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
Federal and state laws requiring disclosure of confidential information for law enforcement purposes, including compliance with a court order, warrant or subpoena	Variance/Error Reporting and Disclosure	Workforce Skills, Supervision and Management
	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
Duty to warn	Confidentiality of Substance Abuse Treatment Information	Addiction
	Law, Ethics, and Standards of Care for Community Mental Health Professionals	Serious Mental Illness, Recovery and Rehabilitation

Competency Area	Relias Learning Course Equivalent	Library Category
<i>TS 2.02: All Personnel Who Have Regular Contact With Clients Receive Training on Legal Issues Including: (Cont.)</i>		
The organization's policies and procedures on confidentiality and disclosure of recipient information, and penalties for violation of these policies and procedures	Confidentiality and HIPAA	Compliance/OSHA
	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
Legal rights of service recipients	Client/Patient Rights	Compliance/OSHA
Any requirements associated with consent decrees	Organization-Customized Course	
<i>TS 2.03: All personnel receive training on proper documentation techniques and the maintenance and security of case records.</i>		
Proper documentation techniques and documentation, maintenance and security	Documenting the Treatment Planning Process	Human Services Workforce Development
	Guidelines for Documentation	Human Services Workforce Development
	Writing Progress Notes 101	Mental Health General
<i>TS 2.04: Direct Service Personnel Demonstrate Competence or Receive Training On:</i>		
Positive engagement with individuals and families receiving services	Basic Communication and Conflict Management Skills	DSP Core Curriculum
	Therapeutic Communications	Human Services Workforce Development
The needs of individuals and families in crisis including needs of victims of violence, abuse and neglect	Crisis Management	Human Services Workforce Development
	Crisis Management for Individuals with Developmental Disabilities	DSP Core Curriculum
Basic health and medical needs of service population	Coordinating Primary Care Needs of People with SMI	Serious Mental Illness, Recovery and Rehabilitation
	Dental and Oral Health for Individuals with Developmental Disabilities	DSP Core Curriculum
	Dental and Oral Health for Individuals with MI	Mental Health General
	Infection Prevention Full Series	Compliance/OSHA
	Responding to the Health Needs of Clients with Developmental Disabilities	DSP Core Curriculum
	Signs and Symptoms of Illness and Injury-- Developmental Disabilities	DSP Core Curriculum
Procedures for working with foreign language speakers and persons with communication impairments	Legal Procedures and Client Rights for Behavioral Health Interpreters	Mental Health General
	Overview of the Behavioral Health System for Behavioral Health Interpreters	Mental Health General

Competency Area	Relias Learning Course Equivalent	Library Category
<i>TS 2.04: Direct Service Personnel Demonstrate Competence or Receive Training On: (Cont.)</i>		
Procedures for working with foreign language speakers and persons with communication impairments (cont.)	The Role of the Behavioral Health Interpreter	Mental Health General
	The Role of Communication for Behavioral Health Interpreters	Mental Health General
	The Role of Culture for the Behavioral Health Interpreter	Mental Health General
	Organization-Customized Course	
Public assistance and government subsidies	Organization-Customized Course	
<i>TS 2.05: Training for direct service personnel addresses differences within the organization's service population, including:</i>		
Interventions that address cultural and socioeconomic factors in service delivery	Cultural Issues in Mental Health Treatment	Mental Health General
The role cultural identity plays in motivating human behavior	Cultural Issues in Mental Health Treatment	Mental Health General
Understanding bias or discrimination	Cultural Diversity	Compliance/OSHA
<i>TS 2.06: Personnel Demonstrate Competency In, or Receive Training on:</i>		
The needs of special populations within the defined service population, including the need for normalizing experiences and social interaction	See Specialized Service Standards: Mental Health, Developmental Disabilities, Child and Family & Psychiatric Rehabilitation	
<i>TS 2.07: Direct Service Personnel Demonstrate Competence In or Receive Training On, Advocacy, Including How To:</i>		
Access financial and other community resources	Employment Support for Individuals with Developmental Disabilities	DSP Core Curriculum
	Evidence-Based Practices in Supported Employment Part 1: Principles and Practices for Job Finding	Workforce Skills, Supervision and Management
Identify the impact of the socioeconomic environment on the service population	Organization-Customized Course	
Empower service recipients and their families to advocate on their own behalf	Assisting People with Intellectual and Developmental Disabilities in Choice Making	DSP Core Curriculum
	Person-Centered Planning	Human Services Workforce Development
	Person Centered Planning for Individuals with Developmental Disabilities	DSP Core Curriculum
	WRAP One on One	Serious Mental Illness, Recovery and Rehabilitation
<i>TS 2.08: Diagnostic Tests for Direct Service personnel who administer such tests</i>		
	Organization-Customized Course	



Competency Area	Relias Learning Course Equivalent	Library Category
<i>TS 2.09: Basic First Aid and CPR for select personnel</i>		
	In-person-RL Tracking	

## COA 8<sup>th</sup> Edition Private Organization Standards

### Training Requirements for Service Standards

Competency Area	Relias Learning Course Equivalent	Library Category
<b>Adoption Services (AS)</b>		
<i>AS 14.03: Adoption workers have the competencies to:</i>		
Facilitate adoptions that meet applicable legal requirements	Organization-Customized Course	
Conduct assessments and identify children with special needs	Attachment Disorders: Theoretical and Treatment Issues	Children, Youth and Families
	Early Childhood Mental Health Consultation	Children, Youth and Families
	Evaluation and Treatment of Mental Health Concerns Common in Childhood and Adolescence	Children, Youth and Families
	Intellectual Disabilities	DSP Core Curriculum
	Intellectual Disability Part 1: Understanding the Construct and Its Assessment	Developmental Disability General
	Intellectual Disability Part 2: Assessing Intellectual Functioning and Adaptive Behavior	Developmental Disability General
Intellectual Disability Part 3: Diagnosing Intellectual Disability and Planning for Supports	Developmental Disability General	
Provide support to persons affected by adoption to cope with social and emotional issues	Organization-Customized Course	
Facilitate adoptions for children with special needs	Organization-Customized Course	
Maintain and protect confidential information and assist persons served to access information, as outlined by applicable law	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
<b>Adult Protective Services (APS)</b>		
<i>APS 10.04: Personnel receive training on, or demonstrate competence in:</i>		
Respect for cultural, ethnic, religious, and lifestyle choices and characteristics	Cultural Diversity	Compliance/OSHA
	Cultural Issues in Mental Health Treatment	Mental Health General

Competency Area	Relias Learning Course Equivalent	Library Category
<i>APS 10.04: Personnel receive training on, or demonstrate competence in: (Cont.)</i>		
Collaborating with community service providers	Case Management Basics	Human Services Workforce Development
Providing preventive and supportive services to ensure maximum participation and self-determination	Person-Centered Planning	Human Services Workforce Development
Communicating and working with vulnerable adults, including adults with disabilities	Alternative Communication Strategies	DSP Core Curriculum
<i>APS 10.05: Personnel receive training on:</i>		
Recognizing mental, emotional, physical, and sexual abuse, neglect and self-neglect, financial exploitation, and abandonment	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
Investigative techniques, including evaluating risk	Organization-Customized Course	
The rights of vulnerable adults	Client/Patient Rights	Compliance/OSHA
Working with individuals and families who may resist social, medical and legal services	Family Assessment and Intervention	Human Services Workforce Development
	Working with Children in Families Affected by Substance Use	Children, Youth and Families
Maintaining professional boundaries	Therapeutic Boundaries	Human Services Workforce Development
Using the organization's authority to intervene on behalf of vulnerable adults who are abused, exploited, or neglected	Organization-Customized Course	
Working with law enforcement	Organization-Customized Course	
<b>Case Management (CM)</b>		
<i>CM 10.03: Case Managers receive training on the following topics:</i>		
Establishing rapport and professional relationship with service recipients	Therapeutic Communications	Human Services Workforce Development
Methods of engaging individuals and families	Evaluation and Treatment of Mental Health Concerns Common in Childhood and Adolescence	Children, Youth and Families
	Person-Centered Planning	Human Services Workforce Development
Special issues related to working with the identified service populations	Organization-Customized Course	
Coordinating services as part of a team	Case Management Basics	Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CM 10.03: Case Managers receive training on the following topics: (Cont.)</i>		
Linking service recipients, and making referrals to, community services	Case Management Basics	Human Services Workforce Development
Knowledge of community programs and how to access services	Case Management Basics	Human Services Workforce Development
Case advocacy	Case Management Basics Person-Centered Planning	Human Services Workforce Development Human Services Workforce Development
Confidentiality and professional ethics	Ethical Decision-Making HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Mental Health General Compliance/OSHA
Knowledge of public assistance programs, eligibility requirements, and benefits	Organization-Customized Course	
The organization's emergency plan, and disaster relief resources, planning and procedures.	Emergency Preparedness	Compliance/OSHA

## Child and Family Development and Support Services (CFD)

<i>CFD 15.01: Personnel have Competencies Needed to:</i>		
Engage, establish trust, develop relationships, and collaborate effectively with individuals and families from a wide range of backgrounds, cultures, and perspectives	Cultural Diversity	Compliance/OSHA
	Therapeutic Communications	Human Services Workforce Development
Provide services in a culturally competent manner	Cultural Issues in Mental Health Treatment	Mental Health General
Promote respect and encourage independence	Client/Patient Rights	Compliance/OSHA
	Person-Centered Planning	Human Services Workforce Development
Use appropriate methods of support and establish professional boundaries with families	Therapeutic Boundaries	Human Services Workforce Development
Observe and understand child, individual and family functioning	Attachment Disorders: Theoretical and Treatment Issues	Children, Youth and Families
	Brief Strategic Family Therapy Part 1: Theory and Principles	Children, Youth and Families
	Early Childhood Mental Health Consultation	Children, Youth and Families

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CFD 15.01: Personnel have Competencies Needed to: (Cont.)</i>		
Observe and understand child, individual and family functioning (cont.)	Family Assessment and Intervention	Human Services Workforce Development
	Overview of Family Psychoeducation: Evidence- Based Practices	Human Services Workforce Development
Educate families about child development, child rearing and positive personal development	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Calming Children in Crisis	Children, Youth and Families
	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
Identify and build on strengths	Supportive Strategies for Promoting Positive Behavior in Youth Module 1	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth Module 2	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth Module 3	Children, Youth and Families
	Working with Youth: A Strength-Based Perspective	Children, Youth and Families
Assess Needs, Risks and Safety	Client/Patient Safety: Reducing Medical Errors	Human Services Workforce Development
	Overview of Suicide Assessment	Human Services Workforce Development
	Overview of Suicide Prevention	Human Services Workforce Development
	Overview of Suicide Screening	Human Services Workforce Development
Recognize and address problems related to substance abuse, mental health, domestic violence and child abuse and neglect	Abuse	Human Services Workforce Development
	Adolescent Substance Use Disorder Clinical Pathways Training	Addiction
	Adolescent Suicide	Children, Youth and Families
	Alcohol and the Family	Human Services Workforce Development
	ASAM Patient Placement Criteria for Adolescents	Addiction
	Bipolar Disorder in Children and Adolescents	Children, Youth and Families
	Child Abuse	Human Services Workforce Development
	Child and Adolescent Pharmacology	Children, Youth and Families
	Co-Occurring Disorders	Behavioral Health Introductory
	Depressive Disorders in Children and Adolescents	Children, Youth and Families

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CFD 15.01: Personnel have Competencies Needed to: (Cont.)</i>		
Recognize and address problems related to substance abuse, mental health, domestic violence and child abuse and neglect (cont.)	Domestic and Intimate Partner Violence	Human Services Workforce Development
	Externalizing Disorders: Disruptive Youth	Children, Youth and Families
	Fundamentals of Fetal Alcohol Spectrum Disorders	Children, Youth and Families
	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
	Integrated Treatment for Co-Occurring Disorders Part 1 – EBP	Mental Health General
	Integrated Treatment for Co-Occurring Disorders Part 2 – EBP	Mental Health General
	Internalizing Disorders	Children, Youth and Families
	Safety Crisis Planning for At-Risk Adolescents and Their Families	Children, Youth and Families
	Substance Abuse and Violence Against Women	Addiction
	The ABC's of Bullying	Children, Youth and Families
Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families	
Working with Children in Families Affected by Substance Abuse	Children, Youth and Families	
Collaborate with community providers	Organization-Customized Course	
Link families with needed services offered by other community providers	Case Management Basics	Human Services Workforce Development
<b>Crisis Response and Information Services (CRI)</b>		
<i>CRI 10.02 Service personnel receive comprehensive ongoing training on:</i>		
The needs of the service population	Courses should be selected on the needs of the service population(s)	
Procedures for making referrals or providing information	Organization-Customized Course	
Interviewing techniques	Organization-Customized Course	
Handling emergencies	Crisis Management	Human Services Workforce Development
The appropriate use of community resources	Case Management Basics	Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CRI 10.02 Service personnel receive comprehensive ongoing training on: (Cont.)</i>		
Laws governing disclosure of suspected abuse or other criminal behavior	Identifying And Preventing Child Abuse And Neglect	Children, Youth and Families
	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
<b>Counseling, Support, and Education Services (CSE)</b>		
<i>CSE 7.01: Personnel Providing Individual And Family Services Have A Bachelor's Degree, Or Equivalent Training And Experience, And Demonstrate Competence In:</i>		
Identifying the needs of abused and neglected children and adults	Abuse	Human Services Workforce Development
	Child Abuse	Human Services Workforce Development
	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
Understanding child development, and individual and family functioning	Age-Specific Care	Human Services Workforce Development
	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
	Family Assessment and Intervention	Human Services Workforce Development
	Overview of Family Psychoeducation: Evidence- Based Practices	Human Services Workforce Development
Working with difficult to reach, traumatized, or disengaged individuals and families	Externalizing Disorders: Disruptive Youth	Children, Youth and Families
	Internalizing Disorders	Children, Youth and Families
	Safety Crisis Planning For At-Risk Adolescents and Their Families	Children, Youth and Families
	Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families
Collaborating with other disciplines and community resources.	Case Management Basics	Human Services Workforce Development
<i>CSE 7.02: Supervisors Of Counseling Personnel Are Qualified By An Advanced Degree, Training In Supervision, And At Least Two Years Of Supervised Experience Providing Counseling Services.</i>		
Training in supervision	Clinical Supervision	Human Services Workforce Development
	Fundamentals of Clinical Supervision	Mental Health General

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CSE 7.03: Personnel Receive Training on:</i>		
Evidence-based practices and relevant emerging bodies of knowledge	<p>Evidence-Based Practices</p> <p>Evidence-Based Practices in Supported Employment Part 1: Principles and Practices for Job Finding</p> <p>Illness Management and Recovery: - Evidence-Based Practices</p> <p>Integrated Treatment for Co-Occurring Disorders Part 1 – EBP</p> <p>Integrated Treatment for Co-Occurring Disorders Part 2 – EBP</p> <p>Overview of Assertive Community Treatment--Evidence Based Practices</p> <p>Overview of Family Psychoeducation: Evidence- Based Practices</p> <p>Trauma Informed Treatment for Children with Challenging Behaviors</p> <p>Understanding the Effects of Substance Use and Substance Use Disorders-EBP</p>	<p>Human Services Workforce Development</p> <p>Workforce Skills, Supervision and Management</p> <p>Mental Health General</p> <p>Mental Health General</p> <p>Mental Health General</p> <p>Serious Mental Illness, Recovery and Rehabilitation</p> <p>Human Services Workforce Development</p> <p>Children, Youth and Families</p> <p>Addiction</p>
Ecological perspective	Organization-Customized Course	
Crisis intervention	Crisis Management	Human Services Workforce Development
Relevant legal and civil rights issues	<p>Ethical Decision-Making</p> <p>Law, Ethics, and Standards of Care for Community Mental Health Professionals</p>	<p>Professional Ethics for Psychologists</p> <p>Serious Mental Illness, Recovery and Rehabilitation</p>
Criteria to determine the need for more intensive services	<p>ASAM Patient Placement Criteria</p> <p>ASAM Patient Placement Criteria for Adolescents</p> <p>Beck Depression Inventory-II® In Health &amp; Human Service Settings</p>	<p>Addiction</p> <p>Addiction</p> <p>Human Services Workforce Development</p>
Recognizing the presence of health, mental health, and substance abuse conditions and integrated services to meet treatment needs.	<p>Alzheimer's Disease</p> <p>Anxiety Disorders: Diagnosis and Treatment</p> <p>Autism Overview</p> <p>Bipolar and Related Disorders</p> <p>Bipolar Disorder in Children and Adolescents</p>	<p>Older Adults</p> <p>Behavioral Health Introductory</p> <p>Behavioral Health Introductory</p> <p>Behavioral Health Introductory</p> <p>Children, Youth and Families</p>



Competency Area	Relias Learning Course Equivalent	Library Category
<i>CSE 7.03: Personnel Receive Training on: (Cont.)</i>		
Recognizing the presence of health, mental health, and substance abuse conditions and integrated services to meet treatment needs. (cont.)	Co-Occurring Disorders  Coordinating Primary Care Needs of People with SMI  Depressive Disorders in Children and Adolescents  Diagnosing Substance Use Issues in Older Adults  DSM-5 Overview  Evaluation and Treatment of Mental Health Concerns Common in Childhood and Adolescence  Externalizing Disorders: Disruptive Youth  Internalizing Disorders  Overview of Mood Disorders in Adults  Overview of Severe Persistent Mental Illness  Overview of Suicide Assessment  Overview of Suicide Screening  Post Traumatic Stress Disorder (PTSD)  Understanding Schizophrenia	Behavioral Health Introductory   Serious Mental Illness, Recovery and Rehabilitation  Children, Youth and Families  Older Adults  Human Services Workforce Development  Children, Youth and Families  Children, Youth and Families  Children, Youth and Families  Behavioral Health Introductory  Serious Mental Illness, Recovery and Rehabilitation  Human Services Workforce Development  Human Services Workforce Development  Mental Health General  Behavioral Health Introductory
<i>CSE 8.01: Personnel Leading Education and Support Groups have the Competence and Support Needed to:</i>		
Engage and motivate group members	Structured Group Therapy Structured Group Therapy Part 2	Mental Health General Human Services Workforce Development
Educate individuals and families about community resources	Organization-Customized Course	
Advocate for individuals and families	Person-Centered Planning	Human Services Workforce Development
Identify symptoms of health, mental health or substance abuse conditions	See <b>CSE 7.03</b> Recognizing the presence of health, mental health, and substance abuse conditions and integrated services to meet treatment needs.	
Lead discussions	Organization-Customized Course	
Local housing resources	Organization-Customized Course	
Knowledge of community service delivery system	Organization-Customized Course	
<i>CSE 9.02: Information and Referral Personnel</i>		
The needs of the service population	AIRS: Information and Referral for Military Service Members and Their Families	AIRS Courses

Competency Area	Relias Learning Course Equivalent	Library Category
<i>CSE 9.02: Information and Referral Personnel (Cont.)</i>		
The needs of the service population (cont.)	AIRS: Serving People with Mental Health Issues AIRS: Serving Young People AIRS: Working with Challenging Clients	AIRS Courses AIRS Courses AIRS Courses
Procedures for making referrals	AIRS: The Information and Referral Process	AIRS Courses
Interview techniques	AIRS: An Overview for Resource Specialists	AIRS Courses
Handling emergencies	AIRS: Crisis Intervention within Information and Referral AIRS: Staff/Volunteer Management in Disasters for Information and Referral Providers	AIRS Courses AIRS Courses
The appropriate use of community resources	AIRS: The Information and Referral Process	AIRS Courses
Laws governing disclosure of suspected abuse or other criminal behavior	AIRS: Confidentiality in Information and Referral Services	AIRS Courses
<b>Day Treatment Services (DTX)</b>		
<i>DTX 3.01: Personnel who conduct assessments are qualified by training, skill, and experience and can recognize individuals and families with special needs</i>		
Mental health related	ADHD: Diagnosis and Treatment Anxiety Disorders: Diagnosis and Treatment Bipolar and Related Disorders Co-Occurring Disorders Documenting the Treatment Planning Process Domestic and Intimate Partner Violence DSM-5 Overview Feeding and Eating Disorders: Diagnosis and Treatment Family Assessment and Intervention Identifying and Preventing Dependent Adult Abuse and Neglect Overview of Mood Disorders in Adults Overview of Personality Disorders Panic Disorder: Diagnosis and Treatment	Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Human Services Workforce Development Human Services Workforce Development Human Services Workforce Development Human Services Workforce Development Mental Health General Human Services Workforce Development Human Services Workforce Development Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory

Competency Area	Relias Learning Course Equivalent	Library Category
<i>DTX 3.01: Personnel who conduct assessments are qualified by training, skill, and experience and can recognize individuals and families with special needs (Cont.)</i>		
Mental health related (cont.)	Person-Centered Planning Promoting Recovery in Mental Health Treatment Understanding Schizophrenia Working with Youth: A Strength-Based Perspective	Human Services Workforce Development Serious Mental Illness, Recovery and Rehabilitation Behavioral Health Introductory Children, Youth and Families
Child and youth related	Attachment Disorders: Theoretical and Treatment Issues Bipolar Disorder in Children and Adolescents Child Abuse Early Childhood Mental Health Consultation Evaluation and Treatment of Mental Health Concerns Common in Childhood and Adolescence Externalizing Disorders: Disruptive Youth Identifying And Preventing Child Abuse And Neglect Internalizing Disorders Trauma Informed Treatment for Children with Challenging Behaviors Working with Children in Families Affected by Substance Use	Children, Youth and Families Children, Youth and Families Human Services Workforce Development Children, Youth and Families Children, Youth and Families Children, Youth and Families Children, Youth and Families Children, Youth and Families Children, Youth and Families Children, Youth and Families
Developmental disabilities related	Intellectual Disabilities Intellectual Disability Part 1: Understanding the Construct and Its Assessment Intellectual Disability Part 2: Assessing Intellectual Functioning and Adaptive Behavior Intellectual Disability Part 3: Diagnosing Intellectual Disability and Planning for Supports Psychological Assessment of ASD The Power of Strength-Based Educational Strategies in DD	DSP Core Curriculum Developmental Disability General Developmental Disability General Developmental Disability General Developmental Disability General Developmental Disability General
Substance use related	ASAM Patient Placement Criteria ASAM Patient Placement Criteria for Adolescents	Addiction Addiction

Competency Area	Relias Learning Course Equivalent	Library Category
<i>DTX 3.01: Personnel who conduct assessments are qualified by training, skill, and experience and can recognize individuals and families with special needs (Cont.)</i>		
Substance use related (cont.)	Fundamentals of Fetal Alcohol Spectrum Disorders	Children, Youth and Families
	SBIRT: Intervention and Treatment Services for Individuals with Substance Use Issues	Addiction
	Understanding the Effects of Substance Use and Substance Use Disorders-EBP	Addiction
<i>DTX 5.02: Permitted restrictive behavior management and manual restraint interventions</i>		
	Organization-Customized Course	
<b>Domestic Violence Services (DV)</b>		
<i>DV 18.02: Personnel have competencies needed to:</i>		
Engage, empower, and communicate effectively, respectfully, and empathetically with survivors from a wide range of backgrounds, cultures and perspectives	Cultural Diversity	Compliance/OSHA
	Cultural Issues in Mental Health Treatment	Mental Health General
Assess risks and safety	Personal Safety in the Community Physical Safety in the Workplace	Human Services Workforce Development Human Services Workforce Development
Develop safety plans	Staying Safe in any Situation: SMART Principles	Workforce Skills, Supervision and Management
Recognize and address barriers to escaping abuse or accessing services	Organization-Customized Course	
Recognize the presence of medical or health problems	Organization-Customized Course	
Recognize and respond to the co-occurrence of domestic violence, substance use conditions, and mental health conditions	Domestic and Intimate Partner Violence	Human Services Workforce Development
	Substance Abuse and Violence Against Women	Addiction
Manage stress and intervene in crisis situations	Crisis Management	Human Services Workforce Development
	Stress Management for Mental Health Professionals	Mental Health General
Set appropriate boundaries with survivors	Therapeutic Boundaries	Human Services Workforce Development
Understand relevant legal and civil rights issues	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA

Competency Area	Relias Learning Course Equivalent	Library Category
<i>DV 18.02: Personnel have competencies needed to: (Cont.)</i>		
Coordinate services and collaborate with other providers	Case Management Basics	Human Services Workforce Development
Follow reporting mandates	Law, Ethics, and Standards of Care for Community Mental Health Professionals	Serious Mental Illness, Recovery and Rehabilitation
<i>DV 18.03: Personnel providing services in a group setting have the competencies needed to:</i>		
Engage and motivated group members, educate group members, understand group dynamics, lead discussions, and facilitate group activities	Structured Group Therapy	Mental Health General
	Structured Group Therapy Part 2	Human Services Workforce Development
<i>DV 18.04: Personnel who work directly with children, or with survivors who have children, are knowledgeable about:</i>		
Child development	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
Possible effects of witnessing domestic violence	Working with Children in Families Affected by Substance Abuse	Children, Youth and Families
Signs and symptoms of, and reporting requirements for, child abuse and neglect	Child Abuse	Human Services Workforce Development
	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
Collaborating with child protective services	Organization-Customized Course	
Non-violence discipline methods	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Calming Children in Crisis	Children, Youth and Families
	Strategies for Supervisors: Reducing Restraint and Seclusion	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 1	Children, Youth and Families
<b>Early Childhood Education (ECE)</b>		
<i>ECE 8.04: Teaching staff who are responsible for working with children with special needs are qualified and trained to meet the specific needs of children in their care, and consultants and other professionals are brought in when necessary:</i>		
	IDEA in the Early Childhood Classroom	Early Childhood Education
	Inclusion: Children with Disabilities	Early Childhood Education
<i>ECE 11.05: Teaching staff receive an orientation and on-going training to meet the health, safety and nutritional needs of children, including:</i>		
Child abuse and neglect prevention, detection, and reporting	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
Food preparation, storage, and service	Handling Food Safety	Compliance/OSHA

Competency Area	Relias Learning Course Equivalent	Library Category
<i>ECE 11.05: Teaching staff receive an orientation and on-going training to meet the health, safety and nutritional needs of children, including: (Cont.)</i>		
Hand-washing and diapering procedures	Infection Prevention Part 1	Compliance/OSHA
SIDS prevention procedures	Sudden Infant Death Syndrome	Children, Youth and Families
Sanitation and proper handling and storage of disinfectants	Organization-Customized Course	
Recognizing the signs and symptoms of conditions that may require specialized services, additional screenings, or referrals including mental health or developmental delays	Organization-Customized Course	
Policies and procedures regarding contagious and infectious disease prevention	Recognizing and Managing Communicable Diseases in Children	Early Childhood Education
	Understanding and Preventing Communicable Diseases in Children	Early Childhood Education
<i>ECE 11.06: Teaching staff receive an orientation and ongoing training to provide culturally responsive care.</i>		
Culturally responsive care	Cultural Diversity in the Classroom	Early Childhood Education
<i>ECE 11.07: Teaching staff receive an orientation and ongoing training in early childhood development.</i>		
Early childhood development	Age-Appropriate Activities for Infants and Toddlers	Early Childhood Education
	Approaches to Learning	Early Childhood Education
	Classroom Strategies for Promoting Positive Behavior in Youth	Early Childhood Education
	IDEA in the Early Childhood Classroom	Early Childhood Education
	Inclusion: Children with Disabilities	Early Childhood Education
	Introduction to Screening, Assessment, and Evaluation in the Classroom	Early Childhood Education
	Learning through Physical Play	Early Childhood Education
	Learning Through the Creative Arts	Early Childhood Education
	Science and Early Learning	Early Childhood Education
	Social and Emotional Development in Children	Early Childhood Education
Strategies for Learning Mathematics	Early Childhood Education	
<b>Family Preservation and Stabilization Services (FPS)</b>		
<i>FPS 11.03: Direct service personnel have the competencies needed to:</i>		
Understand child, adult, and family functioning	Age-Specific Care	Human Services Workforce Development
	Developmental Stages: Infancy through Adolescence	Children, Youth and Families

Competency Area	Relias Learning Course Equivalent	Library Category
<i>FPS 11.03: Direct service personnel have the competencies needed to (Cont.):</i>		
Understand child, adult, and family functioning (cont.)	Family Assessment and Intervention	Human Services Workforce Development
Identify strengths and protective factors; assess risks and safety; assess risks and safety; identify environmental factors that impact families	Abuse	Human Services Workforce Development
	Adolescent Substance Use Disorder Clinical Pathways Training	Addiction
	Alcohol and the Family	Human Services Workforce Development
	Child Abuse	Human Services Workforce Development
	Domestic and Intimate Partner Violence	Human Services Workforce Development
	Identifying and Preventing Child Abuse and Neglect	Children, Youth and Families
	Post Traumatic Stress Disorder	Mental Health General
	Safety Crisis Planning For At-Risk Adolescents and Their Families	Children, Youth and Families
	Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families
	Working with Children in Families Affected by Substance Use	Children, Youth and Families
Working with Youth: A Strength-Based Perspective	Children, Youth and Families	
Empower, engage, and build relationships with families	Engaging Fathers in Children's Lives Part 1: An Overview	Children, Youth and Families
	Engaging Fathers in Children's Lives Part 2: Communications and Principles of Practice	Children, Youth and Families
	Engaging Fathers in Children's Lives Part 3: Advanced Techniques	Children, Youth and Families
	Therapeutic Communications	Human Services Workforce Development
Communicate respectfully and effectively with families from a wide range of backgrounds, cultures, and perspectives	Cultural Diversity	Compliance/OSHA
	Cultural Issues in Mental Health Treatment	Mental Health General
Support and mentor families as they manage their homes, parent their children, and use community resources	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Person-Centered Planning	Human Services Workforce Development



Competency Area	Relias Learning Course Equivalent	Library Category
<i>FPS 11.03: Direct service personnel have the competencies needed to: (Cont.)</i>		
Support and mentor families as they manage their homes, parent their children, and use community resources (cont.)	Supportive Strategies for Promoting Positive Behavior in Youth: Module 1	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 2	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 3	Children, Youth and Families
Intervene in stressful and crisis situations	Calming Children in Crisis	Children, Youth and Families
	Crisis Management	Human Services Workforce Development
Link families with needed services; and collaborate with community providers	Case Management Basics	Human Services Workforce Development
<b>Foster Care Services (FC)</b>		
<i>FC 19.02: Foster Care Workers have the Competencies and Support Needed to:</i>		
Help children and families plan for and adjust to transitions	Organization-Customized Course	
Assess risk and protective factors and family strengths and needs	Organization-Customized Course	
Facilitate permanency and family connections	Organization-Customized Course	
Evaluate the continued need for placement	Organization-Customized Course	
Recruit, evaluate and develop a collaborative relationship with foster parents	Organization-Customized Course	
Help foster parents provide a safe, nurturing environment	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Calming Children in Crisis	Children, Youth and Families
	Crisis Management	Human Services Workforce Development
	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
	Externalizing Disorders: Disruptive Youth	Children, Youth and Families
	Internalizing Disorders	Children, Youth and Families
	Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families
Working with Youth: A Strength Based Perspective	Children, Youth and Families	



Competency Area	Relias Learning Course Equivalent	Library Category
<b>Juvenile Justice Case Management Services (JJCM) &amp; Juvenile Justice Day Services (JJD)</b>		
<b>JJCM 8/JJC 12: Personnel</b> <b>Personnel have the training, skills, and experience needed to help youth overcome problems and become productive, connected and law-abiding citizens.</b>		
<i>JJCM 8.01 &amp; JJD 12.01: Personnel are competent in:</i>		
Understanding youth development	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
Communicating respectfully and effectively with youth	Strength Based Perspectives for Children's Services Paraprofessionals Therapeutic Communications Supportive Strategies for Promoting Positive Behavior in Youth: Module 1 Supportive Strategies for Promoting Positive Behavior in Youth: Module 2 Supportive Strategies for Promoting Positive Behavior in Youth: Module 3 Working with Youth: A Strength-Based Perspective	Paraprofessionals Working with Children Human Services Workforce Development Children, Youth and Families Children, Youth and Families Children, Youth and Families Children, Youth and Families
Understanding youths' rights and responsibilities	Organization-Customized Course	
Assessing risks and safety	Fundamentals of Safety and Security in Juvenile Correctional Facilities Predicting Violence and Threat Assessment Safety Crisis Planning For At-Risk Adolescents and Their Families Supervising Juveniles in Correctional Facilities	Juvenile Services Human Services Workforce Development Children, Youth and Families Juvenile Services
Recognizing and responding to needs, including needs related to: <b>health</b>	Basic Introduction to HIV/AIDS First Aid in Corrections CPR Refresher Infection Prevention-Full Series Influenza Prevention and Preparedness MRSA in Behavioral Health Settings Nursing Health Assessment in Corrections Recognizing EPS and Tardive Dyskinesia	Human Services Workforce Development Security/Operations Compliance/OSHA Compliance/OSHA Compliance/OSHA Mental Health General Corrections Healthcare Serious Mental Illness, Recovery and Rehabilitation

Competency Area	Relias Learning Course Equivalent	Library Category
<i>JJCM 8.01 &amp; JJD 12.01: Personnel are competent in: (Cont.)</i>		
Recognizing and responding to needs, including needs related to: <b>mental health</b>	ADHD: Diagnosis and Treatment  Attachment Disorders: Theoretical and Treatment Issues  Bipolar Disorder in Children and Adolescents  Child and Adolescent Psychopharmacology  Depressive Disorders in Children and Adolescents  Early Childhood Mental Health Consultation  Externalizing Disorders: Disruptive Youth  Grief and Loss  Internalizing Disorders  Overview of Bipolar Disorder in Youth for Children's Services Paraprofessionals  Overview of Depressive Disorder in Youth for Paraprofessionals  Understanding ADHD For the Paraprofessional  Understanding Juvenile Offenders with Mental Disorders	Behavioral Health Introductory  Children, Youth and Families  Children, Youth and Families  Children, Youth and Families  Children, Youth and Families  Children, Youth and Families  Children, Youth and Families  Human Services Workforce Development  Children, Youth and Families  Paraprofessionals Working with Children  Paraprofessionals Working with Children  Paraprofessionals Working with Children  Juvenile Services
Recognizing and responding to needs, including needs related to: <b>substance abuse</b>	A Biopsychosocial Model of Addiction  Adolescent Substance Use Disorder Clinical Pathways Training  ASAM Patient Placement Criteria for Adolescents  Co-Occurring Disorders  Fundamentals of Fetal Alcohol Spectrum Disorders  The Twelve Steps  Working with Children in Families Affected by Substance Use	Addiction  Addiction  Addiction  Behavioral Health Introductory  Children, Youth and Families  Addiction  Children, Youth and Families
Suicide prevention and response	Adolescent Suicide  Overview of Suicide Assessment  Overview of Suicide Prevention  Overview of Suicide Screening	Children, Youth and Families  Human Services Workforce Development  Human Services Workforce Development  Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>JJCM 8.01 &amp; JJD 12.01: Personnel are competent in: (Cont.)</i>		
Suicide prevention and response (cont.)	Suicide Prevention in Juvenile Correctional Facilities	Juvenile Services
Conflict management, crisis intervention, and de-escalation techniques	Calming Children in Crisis	Children, Youth and Families
	Crisis Management Trauma Informed Treatment for Children with Challenging Behaviors	Human Services Workforce Development Children, Youth and Families
Appropriate disciplinary techniques	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Crisis Management and Positive Discipline with Juvenile Offenders	Juvenile Services
Providing services in a culturally competent manner that considers gender, race, ethnicity, sexual orientation, developmental level, disability, and other relevant characteristics;	Cultural Awareness in Corrections	Corrections Workforce Development
	Cultural Issues in Mental Health Treatment	Mental Health General
	Safe Management of Gay, Lesbian, Bisexual, Transgender, and Intersex Individuals in Corrections	Special Populations in Corrections
Collaborating with other providers	Case Management Basics	Human Services Workforce Development
	Family Assessment and Intervention	Human Services Workforce Development
	Person-Centered Planning	Human Services Workforce Development
<b>Juvenile Justice Residential (JJR)</b>		
<i>JJR 18.01: Personnel are competent in:</i>		
Youth development	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
Positive youth engagement including communicating respectfully, establishing rapport and building trust with youth	Therapeutic Communications	Human Services Workforce Development
	Working with Youth: A Strength Based Perspective	Children, Youth and Families
Youth's rights and responsibilities	Organization-Customized Course	

Competency Area	Relias Learning Course Equivalent	Library Category
<i>JJR 18.01: Personnel are competent in (cont.):</i>		
Assessing risks and safety	Fundamentals of Safety and Security in Juvenile Correctional Facilities	Juvenile Services
	Predicting Violence and Threat Assessment	Human Services Workforce Development
	Supervising Juveniles in Correctional Facilities	Juvenile Services
Recognizing and responding to needs, including needs related to health, mental health, and substance use	Adolescent Substance Use Disorder Clinical Pathways Training	Addiction
	Adolescent Suicide	Children, Youth and Families
	Bipolar Disorder in Children and Adolescents	Children, Youth and Families
	Coordinating Primary Care Needs of Clients for Paraprofessionals	Paraprofessionals in Behavioral Health
	Depressive Disorders in Children and Adolescents	Children, Youth and Families
	Evaluation and Treatment of Mental Health Concerns Common in Childhood and Adolescence	Children, Youth and Families
	Internalizing Disorders	Children, Youth and Families
Suicide prevention and response	Overview of Depressive Disorder in Youth for Paraprofessionals	Paraprofessionals Working with Children
	Suicide Prevention in Juvenile Correctional Facilities	Juvenile Services
Conflict Management, crisis intervention, and de-escalation techniques	Calming Children in Crisis	Children, Youth and Families
	Crisis Management	Human Services Workforce Development
	Crisis Management for Paraprofessionals	Paraprofessionals in Behavioral Health
Behavior management and positive disciplinary techniques	Crisis Management and Positive Discipline with Juvenile Offenders	Juvenile Services
Culturally competent service delivery that considers gender, race, ethnicity, sexual orientation, developmental level, disability, and other relevant characteristics	Cultural Awareness in Corrections	Corrections Workforce Development
	Safe Management of Gay, Lesbian, Bisexual, Transgender, and Intersex Individuals in Corrections	Special Populations in Corrections
	Understanding Women Offenders	Special Populations in Corrections

Competency Area	Relias Learning Course Equivalent	Library Category
<i>JJR 18.01: Personnel are competent in:(Cont.)</i>		
Understanding the importance of rehabilitation and reintegration	Organization-Customized Course	
The definitions of human trafficking and sexual exploitation and identifying potential victims	Organization-Customized Course	
Protocols for responding to service recipients who run away	Organization-Customized Course	
Collaborating with other providers and law enforcement	Case Management Basics	Human Services Workforce Development
<b>Kinship Care Services (KC)</b>		
<i>KC 16.04: Kinship care workers have the competencies needed to:</i>		
Help children and families, including Indian families, plan for and adjust to transition	Organization-Customized Course	
Protect family privacy and promote caregiver autonomy	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
Help families manage conflict	Crisis Management Safety Crisis Planning For At-Risk Adolescents and Their Families	Human Services Workforce Development Children, Youth and Families
Provide support to older care givers	Organization-Customized Course	
Support family reunification or another permanent living arrangement	Organization-Customized Course	
<b>Outpatient Mental Health Services (MH)</b>		
<i>MH 11.06: Clinical Personnel Receive Training On:</i>		
Evidence based practices and other relevant emerging bodies of knowledge	Effective Educational Strategies Evidence-Based Practices Illness Management and Recovery: Evidence-Based Practices Intentional Peer Support: About Peer Support Intentional Peer Support: First Contact and Language Overview of Assertive Community Treatment – Evidence Based Practices Person-Centered Planning	Human Services Workforce Development Human Services Workforce Development Mental Health General Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>MH 11.06: Clinical Personnel Receive Training On: (Cont.)</i>		
Psychosocial and ecological or person-in-environment perspectives	Evidence-Based Practices in Supported Employment Part 1: Principles and Practices for Job Finding	Workforce Skills, Supervision and Management
	Evidence-Based Practices in Supported Employment Part 2: Supporting Employed Consumers	Workforce Skills, Supervision and Management
Understanding the impact of mental illness, including stigma and labeling	Case Management Basics	Human Services Workforce Development
	Promoting Recovery in Mental Health Treatment	Serious Mental Illness, Recovery and Rehabilitation
The importance of establishing a strong bond with the person receiving services	A Culture-Centered Approach to Recovery	Serious Mental Illness, Recovery and Rehabilitation
	Barriers to Recovery	Serious Mental Illness, Recovery and Rehabilitation
	Goals, Values and Guiding Principles of Psychosocial Rehabilitation	Serious Mental Illness, Recovery and Rehabilitation
	Mental Health Recovery and WRAP: Key Recovery Concepts	Serious Mental Illness, Recovery and Rehabilitation
	Recovery Promoting Relationships	Human Services Workforce Development
	Therapeutic Boundaries	Human Services Workforce Development
	Therapeutic Communications	Human Services Workforce Development
	Understanding Recovery	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Advance Directive/ Crisis Management Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Creating a Wellness Toolbox	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Developing a Daily Maintenance Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP: Early Warning Signs and Action Plan	Serious Mental Illness, Recovery and Rehabilitation
	WRAP One on One	Serious Mental Illness, Recovery and Rehabilitation
WRAP: Triggers and Triggers Action Plan	Serious Mental Illness, Recovery and Rehabilitation	
WRAP: When Things are Breaking Down Action Plan	Serious Mental Illness, Recovery and Rehabilitation	
Crisis intervention	Crisis Management	Human Services Workforce Development
Criteria used to determine the need for the involvement of a psychiatrist	Organization-Customized Course	

Competency Area	Relias Learning Course Equivalent	Library Category
<i>MH 11.06: Clinical Personnel Receive Training On: (Cont.)</i>		
Recognizing the presence of co-occurring mental health, health, and substance use conditions, as well as integrated services available to meet treatment needs	ASAM Patient Placement Criteria  Co-Occurring Disorders Coordinating Primary Care Needs of People with SMI Incorporating Alcohol Pharmacotherapies into Medical Practice Integrated Treatment for Co-Occurring Disorders Part 1 – EBP Integrated Treatment for Co-Occurring Disorders Part 2 – EBP Overview of Suicide Prevention Recognizing EPS and Tardive Dyskinesia  The Twelve Steps	Addiction  Behavioral Health Introductory Serious Mental Illness, Recovery and Rehabilitation Medical and Dental Mental Health General Mental Health General Human Services Workforce Development Serious Mental Illness, Recovery and Rehabilitation Addiction
<b>Psychiatric Rehabilitation Services (PSR)</b>		
<i>PSR 9.02: Direct Service Personnel Demonstrate Experience or Receive Training and/or Education in the Following:</i>		
Psychosocial rehabilitation	A Culture-Centered Approach to Recovery Barriers to Recovery  Goals, Values and Guiding Principles of Psychosocial Rehabilitation Intentional Peer Support: About Peer Support Intentional Peer Support: First Contact and Language Mental Health Recovery and WRAP: Key Recovery Concepts Person-Centered Planning Promoting Recovery in Mental Health Treatment Recovery Promoting Relationships Recovery and Severe Persistent Mental Illness Understanding Recovery	Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Human Services Workforce Development Serious Mental Illness, Recovery and Rehabilitation Human Services Workforce Development Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation



Competency Area	Relias Learning Course Equivalent	Library Category
<i>PSR 9.02: Direct Service Personnel Demonstrate Experience or Receive Training and/or Education in the Following (Cont.):</i>		
Psychosocial rehabilitation (cont.)	WRAP: Advance Directive/Crisis Management Plan WRAP: Creating a Wellness Toolbox WRAP: Developing a Daily Maintenance Plan WRAP: Early Warning Signs and Action Plan WRAP One on One WRAP: Triggers and Triggers Action Plan WRAP: When Things are Breaking Down Action Plan	Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation
Substance use conditions	Co-Occurring Disorders Incorporating Alcohol Pharmacotherapies Into Medical Practice Integrated Treatment for Co-Occurring Disorders Part 1-EBP Integrated Treatment for Co-Occurring Disorders Part 2-EBP	Behavioral Health Introductory Medical and Dental Mental Health General Mental Health General
Vocational issues	Community Inclusion Evidence-Based Practices in Supported Employment Part 1: Principles and Practices for Job Finding Evidence-Based Practices in Supported Employment Part 2: Supporting Employed Consumers	Serious Mental Illness, Recovery and Rehabilitation Workforce Skills, Supervision and Management Workforce Skills, Supervision and Management
Crisis intervention	Crisis Management	Human Services Workforce Development
The use, management, and side effects of psychotropic medications	Medication Administration for Medical Staff Overview of Psychopharmacology Recognizing EPS and Tardive Dyskinesia	Medical and Dental Behavioral Health Introductory Serious Mental Illness, Recovery and Rehabilitation
The characteristics and treatment of mental illness	Bipolar and Related Disorders Case Management Basics Coordinating Primary Care Needs of People with SMI DSM-5 Overview	Behavioral Health Introductory Human Services Workforce Development Serious Mental Illness, Recovery and Rehabilitation Human Services Workforce Development



Competency Area	Relias Learning Course Equivalent	Library Category
<i>PSR 9.02: Direct Service Personnel Demonstrate Experience or Receive Training and/or Education in the Following (Cont.):</i>		
The characteristics and treatment of mental illness (cont.)	Overview of Assertive Community Treatment – Evidence Based Practices Overview of Severe Persistent Mental Illness People with Serious Mental Illness Structured Group Therapy Understanding Schizophrenia	Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Serious Mental Illness, Recovery and Rehabilitation Mental Health General Behavioral Health Introductory
Recognizing the early signs of decompensation and risk factors that increase vulnerability to relapse	Illness Management and Recovery: Evidence-Based Practices Overview of Suicide Prevention	Mental Health General Human Services Workforce Development
<b>Residential Treatment Services (RTX)</b>		
<b><i>RTX 19: Personnel: Personnel are well trained, qualified, and supervised to consistently apply the therapeutic approach the organization has identified as most effective for meeting the needs of residents and their families.</i></b>		
<i>RTX 19.06: Direct service personnel demonstrate experience or received education and training on:</i>		
Building trust and establishing rapport with service recipients	Best Practices: Behavior Support and Intervention Therapeutic Communications	Children, Youth and Families
Recognizing trauma and coping mechanisms	Attachment Disorders: Theoretical and Treatment Issues Externalizing Disorders: Disruptive Youth Internalizing Disorders	Children, Youth and Families Children, Youth and Families Children, Youth and Families
The definitions of human trafficking (both labor and sex trafficking) and sexual exploitation, and identifying potential victims	Organization-Customized Course	
Protocols for responding to service recipients who run away	Organization-Customized Course	
Interventions for addressing the acute needs of trauma victims	Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families
Collaborating with local law enforcement	Organization-Customized Course	

Competency Area	Relias Learning Course Equivalent	Library Category
<b>Services for Individuals with Developmental Disabilities (DDS)</b>		
<i>DDS 10.01: Direct Support Personnel Receive Training or Demonstrate Competency In:</i>		
Establishing a rapport with individuals served	Cultural Competence for the DSP	DSP Core Curriculum
	Basic Communication and Conflict Management Skills	DSP Core Curriculum
	Principles and Practices of Effective Direct Supports	DSP Core Curriculum
Interaction and communication techniques	Alternative Communication Strategies	DSP Core Curriculum
	CBT for People with Developmental Disabilities	Developmental Disability General
	Overview of the Principles of Positive Behavior Support for Direct Support Professionals	DSP Core Curriculum
	Systematic Instruction Strategies	DSP Core Curriculum
	Ways to Support Individuals with Autism	Developmental Disability General
Implementation of person-centered service plans	Guidelines for Effective Documentation	DSP Core Curriculum
	Person Centered Planning for Individuals with Developmental Disabilities	DSP Core Curriculum
	The Power of Personal Outcome Measures	Workforce Skills, Supervision and Management
Implementing the principles of self-determination and inclusion	Autism Overview	Behavioral Health Introductory
	Creating Community Careers Part 1: Introduction to Customized Employment	Employment Support
	Creating Community Careers Part 2: Discovering Personal Genius	Employment Support
	Creating Community Careers Part 3: Customized Job Development	Employment Support
	Creating Community Careers Part 4: Interest-Based Negotiation for Customized Employment	Employment Support
	Creating Community Careers Part 5: Systematic Instruction	Employment Support
	Customized Self-Employment Part 1: An Introduction	Employment Support
	Customized Self-Employment Part 2: Discovering Personal Genius for Self-Employment	Employment Support

Competency Area	Relias Learning Course Equivalent	Library Category
<i>DDS 10.01: Direct Support Personnel Receive Training or Demonstrate Competency In (Cont.):</i>		
Implementing the principles of self-determination and inclusion (cont.)	Customized Self-Employment Part 3: Business Feasibility, Marketing, and Sales	Employment Support
	Customized Self-Employment Part 4: Business Plan Development	Employment Support
	Customized Self-Employment Part 5: Business Financial Planning and Benefits Planning	Employment Support
	Self-Determination Basics for Self-Directed Employees	DSP Core Curriculum
	Supporting Everyday Lives for People with Disabilities	DSP Core Curriculum
	Supporting Quality of Life for a Person with Developmental Disabilities Part I: Birth through Adolescence	DSP Core Curriculum
	Supporting Quality of Life for a Person with Developmental Disabilities Part II: Adult and Senior Years	DSP Core Curriculum
Use of assistive technology	Alternative Communication Strategies	DSP Core Curriculum
Teaching ADL's	Dental and Oral Health for Individuals with Developmental Disabilities	DSP Core Curriculum
Recognizing and addressing abuse, neglect and exploitation	Abuse	Human Services Workforce Development
	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
<i>DDS 10.02: Direct support personnel or service coordinators receive training or demonstrate competency in:</i>		
Advocating on behalf of individuals served	Person Centered Planning for Individuals with Developmental Disabilities	DSP Core Curriculum
Coordinating services within a team	Responding to the Health Care Needs of Individuals with Intellectual and Developmental Disabilities	DSP Core Curriculum
Knowledge of community programs and how to access services	Organization-Customized Course	
Building bridges between the individual and the community	People with Disabilities Building Relationships and Community Membership	DSP Core Curriculum
Knowledge of public assistance programs, eligibility requirements and benefits	Organization-Customized Course	

Competency Area	Relias Learning Course Equivalent	Library Category
<i>DDS 10.03: Training Can Include, as Appropriate, to the Service and Needs of Individuals Served:</i>		
Management of behavior, including risk of harm to self or others	Crisis Management for Individuals with Developmental Disabilities	DSP Core Curriculum
	Risk Management for Individuals with IDD	DSP Core Curriculum
Positive behavioral supports	Overview of the Principles of Positive Behavior Support for Direct Support Professionals	DSP Core Curriculum
Assisted dining techniques and good nutrition	Health and Safety Management	DSP Core Curriculum
Safe transportation techniques	Environmental Safety for Individuals with Developmental Disabilities	DSP Core Curriculum
Health related support	Dental and Oral Health for Individuals with Developmental Disabilities	DSP Core Curriculum
	Responding to the Health Care Needs of Individuals with Intellectual and Developmental Disabilities	DSP Core Curriculum
Medication administration	Medication Management for Individuals with Developmental Disabilities Part 1	DSP Core Curriculum
	Medication Management for Individuals with Developmental Disabilities Part 2	DSP Core Curriculum
<i>DDS 10.04: Direct Support Personnel Receive Training On:</i>		
CPR, basic first aid and universal precautions	CPR Refresher	Compliance/OSHA
	First Aid Refresher	Compliance/OSHA
	Infection Prevention Full Series	Compliance/OSHA
<b>Services for Substance Use Conditions (SA)</b>		
<i>SA 11.03: Clinical personnel receive training and demonstrate knowledge of the latest information, theories, and proven practices related to the treatment of drug use conditions including:</i>		
Signs and symptoms of withdrawal	Understanding the Effects of Substance Use and Substance Use Disorders-EBP	Addiction
The importance of establishing a strong bond with the person receiving services	Confidentiality of Substance Abuse Treatment Information	Addiction
	The Impact of Deployment and Combat Stress on Families and Children, Part I: Families and Deployment	Veterans/Active Duty
	Military Cultural Competence	Veterans/Active Duty
	Therapeutic Boundaries	Human Services Workforce Development
	Therapeutic Communications	Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>SA 11.03: Clinical personnel receive training and demonstrate knowledge of the latest information, theories, and proven practices related to the treatment of drug use conditions including (Cont.):</i>		
Recognition of co-occurring mental health and substance use conditions	Co-Occurring Disorders  Depression in Service Members and Veterans  Fundamentals of Traumatic Brain Injury  Integrated Treatment for Co-Occurring Disorders Part 1 – EPB  Integrated Treatment for Co-Occurring Disorders Part 2 – EPB	Behavioral Health Introductory  Veterans/Active Duty  Veterans/Active Duty  Mental Health General  Mental Health General
Addiction as a disease	A Biopsychosocial Model of Addiction  ASAM Patient Placement Criteria  ASAM Patient Placement Criteria for Adolescents  Diagnosing Substance Use Issues in Older Adults	Addiction  Addiction  Addiction  Older Adults
Relapse prevention	Relapse Prevention Services: Best Practices in Treatment	Addiction
Interventions that demonstrate respect for social cultural values, personal goals, life style choices and complex family interactions	Adolescent Substance Use Disorder Clinical Pathways Training  Adolescent Suicide  Alcohol and the Family  Child and Adolescent Psychopharmacology  Cognitive Processing Therapy for PTSD in Veterans & Military Personnel  Cultural Issues in Mental Health Treatment  Documenting the Treatment Planning Process  Domestic and Intimate Partner Violence  Epidemiology of PTSD in Service Members and Veterans  Incorporating Alcohol Pharmacotherapies into Medical Practice  Motivational Interviewing  Post Traumatic Stress Disorder (PTSD)	Addiction  Children, Youth and Families  Human Services Workforce Development  Children, Youth and Families  Veterans/Active Duty  Mental Health General  Human Services Workforce Development  Human Services Workforce Development  Veterans/Active Duty  Medical and Dental  Human Services Workforce Development  Mental Health General

Competency Area	Relias Learning Course Equivalent	Library Category
<i>SA 11.03: Clinical personnel receive training and demonstrate knowledge of the latest information, theories, and proven practices related to the treatment of drug use conditions including: (Cont.)</i>		
Interventions that demonstrate respect for social cultural values, personal goals, life style choices and complex family interactions (cont.)	Prolonged Exposure Therapy for PTSD for Veterans and Military Service Personnel	Veterans/Active Duty
	SBIRT: Intervention and Treatment Services for Individuals with Substance Use Issues-add	Addiction
	Substance Use and Violence Against Women	Addiction
	The Impact of Deployment and Combat Stress on Families and Children, Part II: Enhancing Resilience	Veterans/Active Duty
	The Twelve Steps	Addiction
	Treating Substance Use Disorders in Older Adults	Older Adults
	Women and Addiction: A Gender-Responsive Approach	Hazelden Courses
	Working with Children in Families Affected by Substance Use	Children, Youth and Families
<b>Shelter Services (SH)</b>		
<i>SH13:02: Training is provided to all direct service personnel on the following:</i>		
Understanding homelessness	Working with the Homeless Part 1: An Overview	Human Services Workforce Development
	Working with the Homeless Part 2: Tools and Techniques for Treatment	Human Services Workforce Development
Stigma and labeling	Overview of Severe and Persistent Mental Illness	Serious Mental Illness, Recovery and Rehabilitation
	WRAP One on One	Serious Mental Illness, Recovery and Rehabilitation
Basic counseling skills and conflict resolution skills	Overview of Family Psychoeducation: Evidence- Based Practices	Human Services Workforce Development
Engagement with services recipients, including building trust and establishing rapport	Therapeutic Communications	Human Services Workforce Development
Crisis intervention	Crisis Management	Human Services Workforce Development
First aid and CPR	CPR Refresher	Compliance/OSHA
	First Aid Refresher	Compliance/OSHA

Competency Area	Relias Learning Course Equivalent	Library Category
<i>SH 13.03: Personnel receive training on the special needs of service recipients, including as appropriate:</i>		
Individuals coping with substance abuse and/or mental health issues, including dual diagnosis: <b>mental health</b>	Anxiety Disorders: Diagnosis and Treatment Bipolar and Related Disorders Overview of Mood Disorders in Adults Overview of Personality Disorders Panic Disorder: Diagnosis and Treatment People with Serious Mental Illness Post Traumatic Stress Disorder (PTSD) Understanding Borderline Personality Disorder Understanding Schizophrenia	Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Serious Mental Illness, Recovery and Rehabilitation Mental Health General Mental Health General Behavioral Health Introductory
Individuals coping with substance abuse and/or mental health issues, including dual diagnosis: <b>substance abuse</b>	A Biopsychosocial Model of Addiction Alcohol and the Family Co-Occurring Disorders Integrated Treatment for Co-Occurring Disorders Part 1 - EBP Integrated Treatment for Co-Occurring Disorders Part 2 – EBP Substance Use and Violence Against Women The Twelve Steps Understanding the Effects of Substance Use and Substance Use Disorders-EBP Working with Children in Families Affected by Substance Use	Addiction Human Services Workforce Development Behavioral Health Introductory Mental Health General Mental Health General Addiction Addiction Addiction Children, Youth and Families
Individuals coping with trauma, including how to recognize trauma and appropriate interventions to address the acute needs of trauma victims	Disaster Mental Health Intervention: Project P-FLASH Helping Children and Adolescents Cope with Violence and Disasters Introduction to Trauma-Informed Care Trauma Informed Treatment for Children with Challenging Behaviors	Mental Health General Children, Youth and Families Mental Health General Children, Youth and Families



Competency Area	Relias Learning Course Equivalent	Library Category
<i>SH 13.03: Personnel receive training on the special needs of service recipients, including as appropriate: (Cont.)</i>		
Individuals with HIV/AIDS	Basic Introduction to HIV/AIDS HIV/AIDS	Human Services Workforce Development Human Services Workforce Development
Individuals and families who have been victims of violence, abuse or neglect	Abuse	Human Services Workforce Development
	Domestic and Intimate Partner Violence	Human Services Workforce Development
	Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development
Individuals who may be victims of human trafficking or sexual exploitation, including how to identify potential victims	Organization-Customized Course	
Pregnant and homeless mothers with young children	Organization-Customized Course	
Homelessness, runaway children and youth	Organization-Customized Course	
Persons involved with the criminal justice system, including ex-offenders	Organization-Customized Course	
Persons with developmental disabilities	Crisis Management for Individuals with Developmental Disabilities	DSP Core Curriculum
	Basic Communication and Conflict Management Skills	DSP Core Curriculum
	Environmental Safety for Individuals with Developmental Disabilities	DSP Core Curriculum
	Intellectual Disabilities	DSP Core Curriculum
	Intellectual Disability Part 1: Understanding the Construct and Its Assessment	Developmental Disability General
	Intellectual Disability Part 2: Assessing Intellectual Functioning and Adaptive Behavior	Developmental Disability General
	Intellectual Disability Part 3: Diagnosing Intellectual Disability and Planning for Supports	Developmental Disability General
	Assisting People with Intellectual and Developmental Disabilities in Choice Making	DSP Core Curriculum
	Medication Management for Individuals with Developmental Disabilities Part 1	DSP Core Curriculum
	Medication Management for Individuals with Developmental Disabilities Part 2	DSP Core Curriculum
Person Centered Planning for Individuals with Developmental Disabilities	DSP Core Curriculum	



Competency Area	Relias Learning Course Equivalent	Library Category
<i>SH 13.03: Personnel receive training on the special needs of service recipients, including as appropriate: (Cont.)</i>		
Persons with developmental disabilities (cont.)	Responding to the Health Care Needs of Individuals with Intellectual and Developmental Disabilities	DSP Core Curriculum
	Risk Management for Individuals with IDD	DSP Core Curriculum
	Supporting Everyday Lives for People with Disabilities	DSP Core Curriculum
	Supporting Quality of Life for a Person with Developmental Disabilities Part I: Birth through Adolescence	DSP Core Curriculum
	Supporting Quality of Life for a Person with Developmental Disabilities Part II: Adult and Senior Years	DSP Core Curriculum
	Principles and Practices of Effective Direct Supports	DSP Core Curriculum
Older adults	Depression in Late Life	Older Adults
	Developmental Milestones and Common Mental Health Issues of Adults and Seniors	Older Adults
	Overview of Mental Health Issues in Older Adults	Older Adults
	Treating Substance Use Disorders in Older Adults	Older Adults
<i>SH 13.04: Case managers receive training on the following:</i>		
Engaging homeless persons and families	Promoting Recovery in Mental Health Treatment	Serious Mental Illness, Recovery and Rehabilitation
	Therapeutic Communications	
	Working with the Homeless Part 1: An Overview	
Conducting safety assessments	Overview of Suicide Assessment	Human Services Workforce Development
	Overview of Suicide Prevention	Human Services Workforce Development
	Personal Safety in the Community	Human Services Workforce Development
	Physical Safety in the Workplace	Human Services Workforce Development
	Predicting Violence and Threat Assessment	Human Services Workforce Development
Community programs and how to access services	Organization-Customized Course	
Public assistance programs, eligibility requirements and benefits	Organization-Customized Course	
Providing case advocacy	Organization-Customized Course	
Local housing resources	Organization-Customized Course	

Competency Area	Relias Learning Course Equivalent	Library Category
<i>SH 13.04: Case managers receive training on the following (Cont.):</i>		
Issues related to individuals involved in multiple systems	Case Management Basics	Human Services Workforce Development
The community service delivery system	Organization-Customized Course	
<b>Supported Community Living Services (SCL)</b>		
<i>SCL 10.04 : Case Managers receive in-service on the following topics:</i>		
Methods of engaging individuals and families	Family Assessment and Intervention	Human Services Workforce Development
How to establish a consumer-case manager relationship	Overview of Family Psychoeducation: Evidence- Based Practice	Human Services Workforce Development
	Therapeutic Boundaries	Human Services Workforce Development
	Therapeutic Communications	Human Services Workforce Development
Issues related to individuals and families involved with multiple systems	Case Management Basics	Human Services Workforce Development
Case advocacy	Person-Centered Planning	Human Services Workforce Development
Housing resources and community programs and how to access services	Organization-Customized Course	
Public assistance programs, eligibility requirements, and benefits	Organization-Customized Course	
How to help individuals live in the community or transition to independent living agencies	Organization-Customized Course	
Crisis intervention methods	Crisis Management	Human Services Workforce Development
The organization's plans for managing medical or psychiatric emergencies	Organization-Customized Course	
<i>SCL 10.05: Personnel receive training and supervision on the special service needs of individuals, including, as appropriate:</i>		
Individuals coping with substance abuse and/or mental health issues, including dual diagnosis: <b>mental health</b>	Anxiety Disorders: Diagnosis and Treatment	Behavioral Health Introductory
	Bipolar and Related Disorders	Behavioral Health Introductory
	Overview of Mood Disorders in Adults	Behavioral Health Introductory
	Overview of Personality Disorders	Behavioral Health Introductory
	Panic Disorder: Diagnosis and Treatment	Behavioral Health Introductory
	People with Serious Mental Illness	Serious Mental Illness, Recovery and Rehabilitation
	Post Traumatic Stress Disorder (PTSD)	Mental Health General

Competency Area	Relias Learning Course Equivalent	Library Category
<i>SCL 10.05: Personnel receive training and supervision on the special service needs of individuals, including, as appropriate (Cont.):</i>		
Mental health (cont.)	Understanding Borderline Personality Disorder Understanding Schizophrenia	Mental Health General Behavioral Health Introductory
Individuals coping with substance abuse and/or mental health issues, including dual diagnosis: <b>substance abuse</b>	A Biopsychosocial Model of Addiction  Alcohol and the Family Substance Use and Violence Against Women The Twelve Steps Understanding the Effects of Substance Use and Substance Use Disorders-EBP Working with Children in Families Affected by Substance Use	Addiction  Human Services Workforce Development Addiction Addiction Addiction Children, Youth and Families
Individuals coping with substance abuse and/or mental health issues, including dual diagnosis: <b>dual diagnosis</b>	Best Practices in Substance Use Treatment Compliance  Co-Occurring Disorders Integrated Treatment for Co-Occurring Disorders Part 1 - EBP  Integrated Treatment for Co-Occurring Disorders Part 2 - EBP	Addiction  Behavioral Health Introductory Mental Health General  Mental Health General
Individuals with HIV/AIDS	Basic Introduction to HIV/AIDS HIV/AIDS	Human Services Workforce Development Human Services Workforce Development
Individuals who have been victims of violence, abuse or neglect	Abuse  Domestic and Intimate Partner Violence Identifying and Preventing Dependent Adult Abuse and Neglect	Human Services Workforce Development Human Services Workforce Development Human Services Workforce Development
Pregnant and homeless mothers with young children	Organization-Customized Course	
Persons involved with the criminal justice system, including ex-offenders	Organization-Customized Course	
Persons with developmental disabilities	Crisis Management for Individuals with Developmental Disabilities Cultural Competency for the DSP	DSP Core Curriculum DSP Core Curriculum



Competency Area	Relias Learning Course Equivalent	Library Category
<i>SCL 10.05: Personnel receive training and supervision on the special service needs of individuals, including, as appropriate: (Cont.)</i>		
Older adults (cont.)	Treating Substance Use Disorders in Older Adults	Older Adults
<b>Vocational Rehabilitation Services (VOC)</b>		
<i>VOC 14.03: Direct service personnel demonstrate competency in, or receive pre-service training on:</i>		
Ensuring consumer health and safety	Dental and Oral Health for Individuals with Developmental Disabilities	DSP Core Curriculum
	Environmental Safety for Individuals with Developmental Disabilities	DSP Core Curriculum
	Health and Safety Management	DSP Core Curriculum
	Responding to the Health Care Needs of Individuals with Intellectual and Developmental Disabilities	DSP Core Curriculum
Special needs of the identified service population	Creating Community Careers Part 1: Introduction to Customized Employment	Employment Support
	Creating Community Careers Part 2: Discovering Personal Genius	Employment Support
	Creating Community Careers Part 3: Customized Job Development	Employment Support
	Creating Community Careers Part 4: Interest-Based Negotiation for Customized Employment	Employment Support
	Creating Community Careers Part 5: Systematic Instruction	Employment Support
	Customized Self-Employment Part 1: An Introduction	Employment Support
	Customized Self-Employment Part 2: Discovering Personal Genius for Self-Employment	Employment Support
	Customized Self-Employment Part 3: Business Feasibility, Marketing, and Sales	Employment Support
	Customized Self-Employment Part 4: Business Plan Development	Employment Support
	Customized Self-Employment Part 5: Business Financial Planning and Benefits Planning	Employment Support
Psychiatric rehabilitation issues	A Culture-Centered Approach to Recovery	Serious Mental Illness, Recovery and Rehabilitation
	Employment Support for Individuals with Developmental Disabilities	DSP Core Curriculum
	Promoting Recovery in Mental Health Treatment	Serious Mental Illness, Recovery and Rehabilitation

Competency Area	Relias Learning Course Equivalent	Library Category
<i>VOC 14.03: Direct service personnel demonstrate competency in, or receive pre-service training on: (Cont.)</i>		
Crisis intervention	Crisis Management Crisis Management for Individuals with Developmental Disabilities	Human Services Workforce Development DSP Core Curriculum
The use, management, and side effects of psychotropic medications	Overview of Psychopharmacology	Behavioral Health Introductory
Mental health and substance use conditions	A Biopsychosocial Model of Addiction  ADHD: Diagnosis and Treatment Adolescent Substance Use Disorder Clinical Pathways Training Anxiety Disorders: Diagnosis and Treatment Bipolar and Related Disorders Co-Occurring Disorders Overview of Mood Disorders in Adults Overview of Personality Disorders Panic Disorder: Diagnosis and Treatment Understanding Schizophrenia Understanding the Effects of Substance Use and Substance Use Disorders-EBP	Addiction  Behavioral Health Introductory Addiction  Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Behavioral Health Introductory Addiction
Relapse prevention	Relapse Prevention Services: Best Practices in Treatment  Relapse Prevention Services: Cultural and Programmatic Issues	Addiction  Addiction
<b>Wilderness and Adventure-Based Therapeutic Outdoor Services (WT)</b>		
<i>WT 21: Staff Training and Development; Direct Service Personnel Receive Training in:</i>		
Normal growth and development	Age-Specific Care Developmental Stages: Infancy through Adolescence	Human Services Workforce Development Children, Youth and Families
Behavioral and emotional problems typical of the service population, including risks associated with suicide, eating disorders, cutting and impulsivity	A Biopsychosocial Model of Addiction  Adolescent Suicide Bipolar Disorder in Children and Adolescents Co-Occurring Disorders Crisis Management	Addiction  Children, Youth and Families Children, Youth and Families  Behavioral Health Introductory Human Services Workforce Development

Competency Area	Relias Learning Course Equivalent	Library Category
<i>WT 21: Staff Training and Development; Direct Service Personnel Receive Training in: (Cont.)</i>		
Behavioral and emotional problems typical of the service population, including risks associated with suicide, eating disorders, cutting and impulsivity (cont.)	Depressive Disorders in Children and Adolescents  Feeding and Eating Disorders: Diagnosis and Treatment  Externalizing Disorders: Disruptive Youth  Internalizing Disorders  Overview of Personality Disorders  Overview of Suicide Assessment  Overview of Suicide Prevention  Overview of Suicide Screening  The ABC's of Bullying  Understanding Borderline Personality Disorder	Children, Youth and Families  Mental Health General  Children, Youth and Families  Children, Youth and Families  Behavioral Health Introductory  Human Services Workforce Development  Human Services Workforce Development  Human Services Workforce Development  Children, Youth and Families  Mental Health General
Alcohol and other drugs problems	Adolescent Substance Use Disorder Clinical Pathways Training  Best Practices in Substance Use Treatment Compliance  Integrated Treatment for Co-Occurring Disorders Part 1 - EBP  Integrated Treatment for Co-Occurring Disorders Part 2 – EBP  Motivational Interviewing  The Twelve Steps  Understanding the Effects of Substance Use and Substance Use Disorders-EBP  Working with Children in Families Affected by Substance Use	Addiction  Addiction  Mental Health General  Mental Health General  Human Services Workforce Development  Addiction  Addiction  Children, Youth and Families
Behavior dynamics and needs of participants who have been abused	Best Practices: Behavior Support and Intervention  Calming Children in Crisis  Child Abuse  Identifying And Preventing Child Abuse And Neglect  Trauma Informed Treatment for Children with Challenging Behaviors	Children, Youth and Families  Children, Youth and Families  Human Services Workforce Development  Children, Youth and Families  Children, Youth and Families



Competency Area	Relias Learning Course Equivalent	Library Category
<i>WT 21: Staff Training and Development; Direct Service Personnel Receive Training in: (Cont.)</i>		
Methods to transfer learning and develop insight through the therapeutic outdoor experience	Supportive Strategies for Promoting Positive Behavior in Youth: Module 1	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 2	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 3	Children, Youth and Families
	Working with Youth: A Strength-Based Perspective	Children, Youth and Families
How to identify participants at risk of being sexually victimized	Organization-Customized Course	
How to manage acting out behavior of a sexual nature	Organization-Customized Course	
The effects of attachment, separation and loss	Attachment Disorders: Theoretical and Treatment Issues	Children, Youth and Families
<b>Workforce Development and Support Services (WDS)</b>		
<i>WDS 9.02: Direct service providers receive ongoing training on:</i>		
Screening topics relevant to the identified service population	Organization-Customized Course	
Working with youth to explore career opportunities	Creating Community Careers Part 1: Introduction to Customized Employment	Employment Support
	Creating Community Careers Part 2: Discovering Personal Genius	Employment Support
	Creating Community Careers Part 3: Customized Job Development	Employment Support
	Creating Community Careers Part 4: Interest-Based Negotiation for Customized Employment	Employment Support
	Creating Community Careers Part 5: Systematic Instruction	Employment Support
	Customized Self-Employment Part 1: An Introduction	Employment Support
	Customized Self-Employment Part 2: Discovering Personal Genius for Self-Employment	Employment Support
	Customized Self-Employment Part 3: Business Feasibility, Marketing, and Sales	Employment Support
Customized Self-Employment Part 4: Business Plan Development	Employment Support	



Competency Area	Relias Learning Course Equivalent	Library Category
<i>WDS 9.02: Direct service providers receive ongoing training on: (Cont.)</i>		
Working with youth to explore career opportunities (cont.)	Customized Self-Employment Part 5: Business Financial Planning and Benefits Planning	Employment Support
Interagency confidentiality and professional ethics	Ethical Decision-Making	Mental Health General
	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
Public assistance eligibility requirements, benefits, and how to access them	Customized Self-Employment Part 5: Business Financial Planning and Benefits Planning	Employment Support
Barriers to employment	Customized Self-Employment Part 1: An Introduction	Employment Support
	Customized Self-Employment Part 3: Business Feasibility, Marketing, and Sales	Employment Support
	Customized Self-Employment Part 4: Business Plan Development	Employment Support
	Customized Self-Employment Part 5: Business Financial Planning and Benefits Planning	Employment Support
<b>Youth Development Services (YD)</b>		
<i>YD 14.02: Before Working with Youth, New Personnel are Given an Orientation that Includes a Review of:</i>		
The program's mission, philosophy, goals, routines, and practices	Organization-Customized Course	
Their job descriptions, including their responsibilities to youth, families, and the organization	Organization-Customized Course	
Policies and procedures, including policies and procedures related to health and safety, emergencies, and confidentiality	CPR Refresher	Compliance/OSHA
	Emergency Preparedness	Compliance/OSHA
	Fire Safety	Compliance/OSHA
	First Aid Refresher	Compliance/OSHA
	HIPAA for Healthcare Professionals: How To Avoid Disciplinary and Malpractice Actions	Compliance/OSHA
<i>YD 14.03: Personnel Who Work with Youth are Trained in:</i>		
Youth development, and the differing needs of youth at different stages of development	Developmental Stages: Infancy through Adolescence	Children, Youth and Families

Competency Area	Relias Learning Course Equivalent	Library Category
<i>YD 14.03: Personnel Who Work with Youth are Trained in: (Cont.)</i>		
Building positive relationships with youth	Strength Based Perspectives for Children's Services Paraprofessionals Working with Youth: A Strength-Based Perspective	Paraprofessionals Working with Children Children, Youth and Families
Engaging, working, and communicating with families	Early Childhood Mental Health Consultation	Children, Youth and Families
	Engaging Fathers in Children's Lives Part 1: An Overview	Children, Youth and Families
	Engaging Fathers in Children's Lives Part 2: Communication and Principles of Practice	Children, Youth and Families
	Engaging Fathers in Children's Lives Part 3: Advanced Techniques	Children, Youth and Families
Cultural awareness, sensitivity, and responsiveness	Cultural Diversity	Compliance/OSHA
How to encourage and incorporate participant input in decision-making	Organization-Customized Course	
Motivating children to participate	Supportive Strategies for Promoting Positive Behavior in Youth: Module 1	Children, Youth and Families
Designing and/or facilitating age-appropriate activities that support program goals and engage program participants	Organization-Customized Course	
Topics relevant to program goals and activities (e.g., education, dance, computers, etc.)	Organization-Customized Course	
Setting up and appropriately utilizing program space	Organization-Customized Course	
Collaborating appropriately with other community members, organizations, and institutions	Case Management Basics	Human Services Workforce Development
Positive techniques for guiding behavior and for helping youth guide their own behavior including deescalating volatile situations	Supportive Strategies for Promoting Positive Behavior in Youth: Module 2	Children, Youth and Families
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 3	Children, Youth and Families
Appropriate disciplinary techniques	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Calming Children in Crisis	Children, Youth and Families
	Principles of Positive Behavior Support for Children's Services Paraprofessionals	Paraprofessionals Working with Children

Competency Area	Relias Learning Course Equivalent	Library Category
<i>YD 14.03: Personnel Who Work with Youth are Trained in: (Cont.)</i>		
Group interactions and management, including promoting positive relationships and managing conflicts among youth	Communication Skills and Conflict Management for Children's Services Paraprofessionals	Paraprofessionals Working with Children
	Supportive Strategies for Promoting Positive Behavior in Youth: Module 3	Children, Youth and Families
Recognizing aggressive and out-of-control behavior, and other factors that may lead to a crisis	Externalizing Disorders: Disruptive Youth	Children, Youth and Families
Understanding how staff behavior can influence the behavior of youth	Therapeutic Communications	Human Services Workforce Development
Promoting the nutrition, health, and safety of youth	Dental and Oral Health	Human Services Workforce Development
	Nutrition and Exercise for Children's Services Paraprofessionals	Paraprofessionals Working with Children
Responding appropriately to the differing needs of youth, including youth with special needs or issues	Organization-Customized Course	
Recognizing when youth may benefit from additional or alternative services and what resources are available within the community	Organization-Customized Course	
<i>YD 14.08: The organization:</i>		
Provides volunteers with orientation and training addressing program goals and expectations for the volunteer	Organization-Customized Course	
<b>Youth Independent Living Services (YIL)</b>		
<i>YIL 11.05: Case Managers Receive In-Service Training on the Following Topics:</i>		
Positive youth development	Best Practices: Behavior Support and Intervention	Children, Youth and Families
	Calming Children in Crisis	Children, Youth and Families
	Crisis Management	Human Services Workforce Development
	Developmental Stages: Infancy through Adolescence	Children, Youth and Families
	Externalizing Disorders: Disruptive Youth	Children, Youth and Families
	Internalizing Disorders	Children, Youth and Families
	Working with Youth: A Strength-Based Perspective	Children, Youth and Families
Establishment of a service recipient/case manager relationship	Case Management Basics for Paraprofessionals	Paraprofessionals in Behavioral Health

Competency Area	Relias Learning Course Equivalent	Library Category
<i>YIL 11.05: Case Managers Receive In-Service Training on the Following Topics: (Cont.)</i>		
Establishment of a service recipient/case manager relationship (cont.)	Coordinating Primary Care Needs of Clients for Paraprofessionals  Cultural Diversity Therapeutic Boundaries Therapeutic Communications	Paraprofessionals in Behavioral Health  Compliance/OSHA Human Services Workforce Development Human Services Workforce Development
Knowledge of service programs, purposes and effective practices and approaches	Co-Occurring Disorders: An Overview for Paraprofessionals  Mood Disorders in Adults-A Summary for Paraprofessionals Overview of Bipolar Disorder for Paraprofessionals Overview of Serious Mental Illness for Paraprofessionals	Paraprofessionals in Behavioral Health  Paraprofessionals in Behavioral Health Paraprofessionals in Behavioral Health Paraprofessionals in Behavioral Health
Knowledge of public assistance programs, eligibility requirements and benefits	Organization-Customized Course	
Skills in case advocacy	Organization -Customized Course Self-Advocacy and Recovery	Serious Mental Illness, Recovery and Rehabilitation
Local housing resources	Organization-Customized Course	
Knowledge of community service delivery system	Organization-Customized Course	