OPRA Human Resources Committee

Training Survey Results

After the May HR Committee Meeting, a survey was sent to the committee to understand what additional trainings OPRA Members offer their employees and whether or not the training was developed in-house or purchased from a third party. The trainings listed in the survey were suggested by members of the HR Committee and focus mostly on training topics outside of the training requirements in the Provider Certification rule. The survey received 24 responses. Respondents were instructed to leave the response blank if they do not offer the training.

**Definitions:**

**In-House Developed Training Curriculum:** Training that your organization created/developed/designed in its entirety. It may be presented in a traditional classroom by one of your employees or uploaded to an electronic learning management system for employees to complete electronically

**Third-Party Training Curriculum:** Training your organization has purchased from an outside entity. There may be some customization to tailor the training specific to your organization. It may be presented in a traditional classroom by one of your employees, by an employee of the third party, or completed in an electronic learning management system. This could also include contracting with other providers to send your staff to take a training they offer.

**Results**

**Crisis Prevention and Crisis Intervention:**

|  |  |  |
| --- | --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** | **Not Offered** |
| 13 | 9 | 2 |

**Third Party Vendors:**

Crisis Prevention Institute (CPI)- 4 Respondents

Aegis Security

Initial training is third party from PMT Associates, recertification is done in-house-

PMT Associates- 2 Respondents

Relias

Physical Intervention and Understanding Trauma - UKERU – purchased through Grafton

**Diversity and Inclusion:**

|  |  |  |
| --- | --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** | **Not Offered** |
| 13 | 6 | 5 |

**Third Party Vendors:**

We have used many different vendors for this training

Relias

Open Future Learning

**First Aid/CPR:**

|  |  |
| --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** |
| 12 | 10 |

**Third Party Vendors:**

American Heart Association

American Red Cross- 10 Respondents

Local firefighters

NEON (COG)

**Fire Safety:**

|  |  |
| --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** |
| 17 | 7 |

**Third Party Vendors:**

DVD from Bethesda Lutheran Homes and Services, Inc.

Local firefighters

Video made by CRSI/Purchased through Disabilitytrainig.com- 3 Respondents

**HIPAA:**

|  |  |  |
| --- | --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** | **Not Offered** |
| 15 | 4 | 4 |

**Third Party Vendors:**

Bethesda

ERC

Program Nurse-DODD

My HIPAA Guide

**Medication Administration:**

|  |  |
| --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** |
| 13 | 11 |

**Respondents said they used DODD’s training, but some differed between whether or not they had an RN training on staff or sent their staff to another organization to receive the training.**

**Sexual Harassment:**

|  |  |  |
| --- | --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** | **Not Offered** |
| 17 | 4 | 3 |

**Third Party Vendors:**

We have used several different vendors for this training.

Relias- 2 Respondents

**Conflict Resolution:**

|  |  |
| --- | --- |
| **In-House Curriculum** | **Third Party Curriculum** |
| 2 | 1 |

**Third-Party Vendor:**

LinkedIn Learning

**Additional training:**

*Transportation:*

Defensive Driving - National Safety Council

Defensive Driving, DRIVE course purchased from different vendors.

Transportation- In house

*Leadership/Teamwork:*

Monthly Leadership Trainings- OADSP- Bethany develops topics each month with our CEO

What Is Your Why?- In-house- (created by Ryan Rollins (CCHS/Open Door))

Managing People - SHRM

Teamwork and leadership training- In-house

Bridges out of Poverty - LCBDD

*Service Delivery:*

DSPaths Certificate of Initial Proficiency and Certificate of Advance Proficiency- OADSP

Emotional Intelligence- In house

Death and Dying - Hospice of Northwest Ohio

Universal Precautions, Behavior Support, Client Rights, Health & Safety- In-house.

Positive Culture Initiatives, Behavioral Supports, Person Centered Planning, Trauma Informed Consent, OSHA Practical Training- In-house

MUI- In-house using DODD guidelines (2x)

We also use Relias for additional training content