

FYSB Required Training for RHY Grantees

The Family and Youth Services Bureau requires training for all staff of RHY grantees. These trainings are outlined in funding opportunity announcements (FOA) for Basic Center Programs (BCP), Street Outreach Programs (SOP), Transitional Living Programs (TLP), and Maternity Group Homes (MGH). Many of these topics are addressed in the RHYTTAC eLearning selections available to RHY grantees. Webinars, TA Clinics, and conference sessions are also designed to address these topics. Employee files should document that each of the required training topics has been addressed either via orientation or ongoing training opportunities. This document is intended to help clarify the required topics for your grant. If you need further help, feel free to contact RHYTTAC at info@rhyttac.net.

No.	Training Requirement	Details and selected webinars and resources
Required of all grantee organizations (not necessarily all staff)		
1.	Annual RHY National Grantee Training	<ul style="list-style-type: none"> All four RHY funding opportunity announcements state: “Grantees must send at least one key staff person to attend the annual national RHY grantee training, the annual regional training, and any other travel for technical assistance training.” Information on the RHY National Grantee Training Resources from past RHY National Grantee Trainings: <ul style="list-style-type: none"> Search “RHYCONF2020” Search “RHYCONF”(includes content from 2020, and 2013-2018)
2.	Annual regional training	<ul style="list-style-type: none"> All four RHY funding opportunity announcements state: “Grantees must send at least one key staff person to attend the annual national RHY grantee training, the annual regional training, and any other travel for technical assistance training.”

		<ul style="list-style-type: none"> Information on the regional training Webinars and resources from the 2021 RHY Grantees Regional Training: <ul style="list-style-type: none"> Search "REGTRNG 2021"
3.	RHY-HMIS training	<ul style="list-style-type: none"> All four RHY funding opportunity announcements state: "Grantees also must receive access to HMIS by an HMIS lead in the CoC where the grantee operates and must receive training on its use and reporting functionalities." The contact information for the HMIS lead in every CoC may be found here. "Grantees" and "Active RHY-HMIS users" are required to complete training Select webinars and resources: <ul style="list-style-type: none"> RHY-HMIS Website RHY-HMIS Resources RHY-HMIS FAQs Webinar - Introduction to the RHY-HMIS Platform (RHYCONF2020) Webinar - RHY-HMIS: Information You Can Use with Q&A (REGTRNG 2021)
4.	Protection of confidentiality requirements pursuant to 45 CFR § 1351.21(c) of the RHY Rule	<ul style="list-style-type: none"> "Project staff" are required to complete training Select webinars and resources: <ul style="list-style-type: none"> Webinar - Confidentiality 101 for Runaway and Homeless Youth Programs Webinar - Case Management in RHY Programs Resource - Social Media in RHY Programs
5.	CoC training	<ul style="list-style-type: none"> All four RHY funding opportunity announcements state: "RHY grantees may use FYSB grant funds to cover charges associated with CoC training and access to the RHY-HMIS software." "Grantees" are required to complete training Select webinars and resources: <ul style="list-style-type: none"> Webinar - Continuum of Care Basics for RHY Programs

Core Competencies trainings required of all paid and volunteer workers (all staff)

Some trainings are categorized as “core competencies.” Projects must ensure that all paid and volunteer workers are trained on the core competencies of youth workers necessary to carry out the objectives and activities of the project. Beyond the core competencies, other trainings are not necessarily required for every staff person for every subject offered.

6.	Positive Youth Development (PYD)	<ul style="list-style-type: none"> • All four funding announcements state, “FYSB’s RHY Program promotes a strengths-based approach, which emphasizes youth’s self-determination and strengths, and provides a meaningful framework to consistently support youth in identifying strengths and using those skills towards personal growth, development, and success. This Positive Youth Development (PYD) framework is essential to ensure a young person has a sense of safety, structure, belonging, membership, self-worth, social contribution, independence, and control over one’s life, as well as skills to develop plans for the future, set goals, and foster interpersonal relationships. The RHY Program also promotes increasing youth leadership capacity through intentional projects and activities designed to enhance this skill set.” • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - <i>Positive Youth Development in Action: Engaging Young People in Leadership Roles Part I of II (REGTRNG 2021)</i> ○ Webinar - <i>Positive Youth Development in Action: Engaging Young People in Leadership Roles Part II of II (REGTRNG 2021)</i> ○ Webinar - <i>Harm Reduction, PYD, and Trauma-Informed Care: What Are They and How Do They Operationalize in Youth Serving Programs</i> ○ Webinar - <i>Positive Youth Development: Youth Thrive</i> ○ Webinar - <i>Leveraging the Expertise of Youth: Peers as Community Educators and Outreach Workers</i> ○ Webinar - <i>Meeting “Connection” Needs of RHY Youth: Recognizing and Supporting Healthy Relationships</i> ○ Webinar - <i>Interventions and Strategies That Promote Self-Sufficiency</i>
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7.	Trauma-Informed Care (TIC); trauma and the effects of Trauma on Youth	<ul style="list-style-type: none"> ● All four funding announcements state, "Social and emotional well-being and strengths-based approach: Projects use a trauma-informed approach, which involves understanding and responding to the symptoms of chronic, interpersonal trauma and traumatic stress, as well as the behavioral and mental health consequences of trauma and prevention of re-traumatization." ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Harm Reduction, PYD, and Trauma-Informed Care: What Are They and How Do They Operationalize in Youth Serving Programs ○ Webinar - Building Trauma-Informed Runaway and Homeless Youth Programs: Understanding Trauma and Its Effects (Module 1 of 2) ○ Webinar - Building Trauma-Informed Runaway and Homeless Youth Programs: Adopting a Trauma-Informed Approach (Module 2 of 2) ○ Webinar - LGBTQ-Related Bullying and Victimization: Creating Safe Spaces for All Youth ○ Webinar - Compassionate Supervision De-Escalation Strategies and Techniques ○ Webinar - Separation and Loss Issues and the Holidays in RHY Programs ○ Webinar - Self-Care: Second Hand Trauma Support and Prevention ● Additional resources: <ul style="list-style-type: none"> ○ Select "Trauma & Trauma-Informed" category

8.	Evidence-Informed Practices	<ul style="list-style-type: none"> • The BCP, MGH, and TLP funding announcements define evidence-informed practices as “(Bringing) together the best available research, professional expertise, and input from youth and families to identify and deliver services that have promise to achieve positive outcomes for youth, families, and communities.” • The funding announcements require the use of evidence-informed practices in the following ways: <ul style="list-style-type: none"> ○ All four require training on “evidence-informed practices and approaches”. ○ BCP and MGH define a Service Plan or Treatment Plan as “A written plan of action based on the assessment of client needs and strengths and engagement in joint problem solving with the client that identifies problems, sets goals, and describes a strategy for achieving those goals. To the extent possible, the plan should incorporate the use of trauma-informed, evidence-based or evidence-informed interventions.” ○ MGH states, “Projects will develop with every youth receiving services, a written service or treatment plan based on the person’s goals that include evidence-informed strategies to assist with the trajectory of achieving sustainable living.” • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - <i>Evidence Based Practices Series</i> ○ Webinar - <i>Recognizing and Responding to Substance Abuse Among RHY Utilizing Evidence-Based Practices</i> ○ Webinar - <i>Psychiatric Perspectives on the Mental Health Needs of Runaway and Homeless Youth</i> ○ Webinar - <i>How to Measure Success</i> ○ Webinar - <i>Assessment Tools and Techniques</i> ○ Webinar - <i>Outcomes and Outputs - Oh My!</i> ○ Webinar - <i>Logic Models</i>
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		<ul style="list-style-type: none"> ○ Webinar - Positive Youth Development: Youth Thrive ● Additional resources: <ul style="list-style-type: none"> ○ Select “Evidence-Based” category
9.	Street Outreach Intervention	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Street Outreach in the Age of COVID (REGTRNG 2021) ○ Webinar - Outreach & Engagement Strategies to Captivate, Draw, & Involve Youth (REGTRNG 2021) ○ Webinar - Street Based Outreach 101 ○ Webinar - Implementing Your Street Outreach Program: Technical Aspects (2015) ○ Webinar - The Street Outreach Program: Objectives and Outcomes of Street Outreach Programs ○ Webinar - Leveraging the Expertise of Youth: Peers as Community Educators and Outreach Workers ○ Webinar - Effectively Approaching and Engaging RHY and Street Youth ● Additional resources: <ul style="list-style-type: none"> ○ Select “Street Outreach Program” category ○ Select “Drop In Center” category
10.	Human Trafficking; (Sex and labor trafficking)	<ul style="list-style-type: none"> ● All four funding announcement state, “Programs are required to increase their capacity to identify and provide services and/or service referrals to trafficked youth by participating in professional training and adding human trafficking elements into existing screening and assessment tools...Programs are encouraged to enhance their human trafficking prevention and intervention efforts to minimize these incidents among vulnerable youth and effectively identify trafficked youth.” ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Human Trafficking Overview & Latest Data (REGTRNG 2021) ○ Webinar - Peer-to-Peer Human Trafficking Recruitment in RHY Settings - A Trauma-Informed Response

		<ul style="list-style-type: none"> ○ Webinar - Human Trafficking Series, Three-Parts ○ Webinar - Labor Trafficking of Runaway and Homeless Youth, Three-Part Series ○ Resources - Digital Resources and Fact Sheets ● Additional resources: <ul style="list-style-type: none"> ○ Select "Labor Trafficking" category ○ Select "Sex Trafficking/ Exploitation/ CSEC" category
11.	Sexual Exploitation	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Identifying and Responding to Sexual Exploitation of Children (CSEC) ● Additional resources: <ul style="list-style-type: none"> ○ Select "Sex Trafficking/ Exploitation/ CSEC" category ○ Search "sexual exploitation"
12.	Harm Reduction	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Harm Reduction, PYD, and Trauma-Informed Care: What Are They and How Do They Operationalize in Youth Serving Programs ○ Webinar - Implementing Harm Reduction in RHY Programs ● Additional resources: <ul style="list-style-type: none"> ○ Search "harm reduction"
13.	Assessment and Case Management	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Intake and Assessments ○ Webinar - Assessment Tools & Techniques ○ Webinar - Case Management for RHY Programs ● Additional resources: <ul style="list-style-type: none"> ○ Search "assessment" ○ Search "case management"

14.	Worker Safety	<ul style="list-style-type: none"> • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Safety for Youth and Staff of RHY Programs ○ Webinar - Understanding and Managing Personal/Professional Boundaries in our Work with Youth and Each Other • Additional resources: <ul style="list-style-type: none"> ○ Search "safety" ○ Select "Emergency Preparedness" category
15.	Understanding the diversity and culture of life on the street	<ul style="list-style-type: none"> • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Culturally Responsive Innovations (REGTRNG 2021) ○ Webinar - Serving Native American and Native Alaskan Youth ○ Webinar - Serving Latino Youth ○ Webinar - Serving GLBT Youth ○ Webinar - Serving Asian/Pacific Islander Youth ○ Webinar - Serving African American Youth ○ Webinar - Youth Count! Webinar Series, Four-Parts • Additional resources: <ul style="list-style-type: none"> ○ Select "Cultural & Gender Responsiveness" category ○ Select "LGBTQ Youth & Young Adults" category ○ Select "Youth of Color/BICOP" category
16.	Safe and Ethical Practices	<ul style="list-style-type: none"> • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Confidentiality 101 for Runaway and Homeless Youth Programs ○ Webinar - Safety for Youth and Staff of RHY Programs ○ Webinar - Understanding and Managing Personal/Professional Boundaries in our Work with Youth and Each Other ○ Webinar - Building and Sustainability a Culture of Care • Additional resources:

		<ul style="list-style-type: none"> ○ Search “ethics” ○ Search “safety” ○ Select “Emergency Preparedness” category
17.	Community Resources for Well-Being and Self-Sufficiency	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Runaway and Homeless Youth and Education Partnership Opportunities (REGTRNG 2021) ○ Webinar - Continuum of Care Basics for RHY ○ Webinar - Employer Engagement: Developing Your Message and Pitch ○ Webinar - Crossing the Divide: Transitioning Students from High School to Post Secondary Education ○ Webinar - Empowering Youth to Navigate Systems: Five ‘Soft Skills’ for Getting Better Services ○ Webinar - McKinney-Vento and RHYA Programs: Partners for Student Success ○ Webinar - Meeting Connection Needs of RHY Youth ○ Webinar - Workforce Development: Employing Youth in Social Enterprises ○ Webinar - Creating New Supports for Youth Through RHY-Faith Collaborations ● Additional resources: <ul style="list-style-type: none"> ○ Select “Child Welfare” category ○ Select “Community Partnerships & Collaborations” category ○ Select “System Partnerships” category

Additional Topics for Short-Term Training, Monitoring or TA as determined necessary by HHS Staff

All RHY grantees receive and participate in technical assistance, monitoring, and short-term training as recommended by federal staff to ensure quality programming and implementation to allow flexibility in which techniques will be used. It is not a requirement that every staff person receives training in every subject offered. Services include regionally based technical assistance clinics, training sessions, training of trainers, e-learning, webinars, and annual national and regional

grantee training events. Short-term training is the provision of local, state, or regionally based instruction to runaway or otherwise homeless youth service providers in skill areas that will directly strengthen service delivery. (45 CFR § 1351.1) Grantees would participate in TA or short-term training as a condition of funding, as determined necessary by HHS staff, in areas listed in this section below.

** Indicates a Short-term Training topic also listed as a Core Competencies Training in the FOAs.

18.	Aftercare services or counseling	<ul style="list-style-type: none"> • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Effective Aftercare Planning and Implementation ○ Webinar - Case Management in RHY Programs ○ Webinar - Basic Counseling Skills for RHY Programs ○ Toolkit - Aftercare: Staying in Touch With Youth After They Have Left the System (National Clearinghouse on Homeless Youth & Families) • Additional resources: <ul style="list-style-type: none"> ○ Search "aftercare" ○ Search "counseling"
19.	Background checks	<ul style="list-style-type: none"> • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Effective Supervisory Practice (6 Part Series), Part IV: The Hiring and Orientation Process ○ Resource - Federal Policy Impacting Runaway and Homeless Youth Services ○ Resource - Skill Building for Youth Who Are Pregnant or Parenting
20.	Core competencies of youth workers**	<ul style="list-style-type: none"> • See Core Competencies section above. • Select webinars and resources: <ul style="list-style-type: none"> ○ Resource - RHYCONF2015: Foundations of CYC Work Practice: Professionalization through Certification

21.	Core support services	<ul style="list-style-type: none"> • Core support services for Basic Center Program (BCP), Transitional Living Program (TLP), and Maternity Group Home (MGH), including case planning, case management, skill building, recreation and leisure, health and nutrition, counseling, education, consumer education, etc. • Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - <i>Runaway and Homeless Youth and Education Partnership Opportunities (REGTRNG 2021)</i> ○ Webinar - <i>Health and Well Being in a Virtual Space (REGTRNG 2021)</i> ○ Webinar - <i>Intake and Assessments</i> ○ Webinar - <i>Basic Counseling Skills for RHY Programs</i> ○ Webinar - <i>Case Management for RHY Programs</i> ○ Webinar - <i>Assessment Tools & Techniques</i> ○ Webinar - <i>Crossing the Divide: Transitioning Students from High School to Post-Secondary Education</i> ○ Webinar - <i>Meeting the Legal Needs of RHY</i> ○ Webinar - <i>Workforce Development: Employing Youth in Social Enterprises</i> ○ Webinar - <i>Helping Youth Build Strong Financial Futures</i> ○ Webinar - <i>BCP/SOP Administration</i> ○ Webinar - <i>Implementing Your Street Outreach Program: Technical Aspects (2015)</i> ○ Webinar - <i>The Street Outreach Program: Objectives and Outcomes of Street Outreach Programs</i> ○ Webinar - <i>TLP/MGH Programmatic Operations</i> ○ Webinar - <i>Administrative Responsibilities for TLP/MGH Programs: Legislation, Standards, Requirements</i> ○ Resource - <i>Family Engagement Inventory</i>
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		<ul style="list-style-type: none"> ○ Resource - Family Interventions Utilized by RHY Programs ● Additional resources: <ul style="list-style-type: none"> ○ Search "case management" ○ Search "counseling" ○ Search "education" ○ Select "Basic Center Program" category ○ Select "Maternity Group Home" category ○ Select "Street Outreach Program" category ○ Select "Transitional Living Program" category
22.	Crisis intervention techniques	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Implementing Harm Reduction in RHY Programs ○ Webinar - Host Home Recruitment, Training, and Retention ○ Webinar - Suicide Prevention in RHY Programs ○ Webinar - Crisis Intervention: Danger and Opportunity ● Additional resources: <ul style="list-style-type: none"> ○ Select "Crisis Intervention" category
23.	Cultural and linguistic diversity	<ul style="list-style-type: none"> ● See row 15.
24.	Development of coordinated networks of private non-profit agencies and/or public agencies to provide services	<ul style="list-style-type: none"> ● See row 17.
25.	Ethics and staff safety	<ul style="list-style-type: none"> ● See row 16.
26.	Fiscal management	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Fiscal Financial Management (REGTRNG 2021) ○ Webinar - Grants Management for RHY Programs (RHYCONF2020)

		<ul style="list-style-type: none"> ○ Webinar - 2020 New Grantee Orientation ○ Webinar - Expect the Unexpected: Life is Like a Box of Chocolates (when federal funding is not awarded) ● Additional resources: <ul style="list-style-type: none"> ○ Select “Finance” category ○ Search “sustainability”
27.	Low cost community alternatives for runaway or otherwise homeless youth	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - HUD Housing Supports: Programs and Strategies for Utilizing HUD Resources and Partnerships ○ Webinar - Employer Engagement: Developing Your Message and Pitch ○ Webinar - Host Home Recruitment, Training, and Retention ○ Webinar - Rapid Re-Housing and TLP/MGH
28.	Positive Youth Development**	<ul style="list-style-type: none"> ● See row 6.
29.	Program management	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - BCP/SOP Administration ○ Webinar - Implementing Your Street Outreach Program: Technical Aspects (2015) ○ Webinar - The Street Outreach Program: Objectives and Outcomes of Street Outreach Programs ○ Webinar - TLP/MGH Programmatic Operations ○ Webinar - Administrative Responsibilities for TLP/MGH Programs: Legislation, Standards, Requirements ● Additional resources: <ul style="list-style-type: none"> ○ Select “Basic Center Program” category ○ Select “Maternity Group Home” category ○ Select “Nonprofit Management” category

		<ul style="list-style-type: none"> ○ Select "Street Outreach Program" category ○ Select "Transitional Living Program" category
30.	Risk and protective factors related to youth homelessness	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - RHYTTAC: Creating Inclusive and Affirming Spaces for LGBTQ Youth Experiencing Homelessness ○ Webinar - Crossing the Divide: Transitioning Students from High School to Postsecondary Education ○ Webinar - Teen Pregnancy Prevention and Sexual Health ○ Webinar - Recognizing and Responding to Substance Abuse Among RHY Utilizing Evidence-Based Practices ○ Webinar - RHYTTAC: Suicide Prevention in RHY Programs ● Additional resources: <ul style="list-style-type: none"> ○ Select "Family Engagement/ Support" category
31.	Screening and assessment practices	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Intake and Assessments ○ Webinar - Assessment Tools & Techniques ● Additional resources: <ul style="list-style-type: none"> ○ Search "assessment"
32.	Human trafficking (sex and labor trafficking)**	<ul style="list-style-type: none"> ● See rows 10 and 11.
33.	Shelter facility staff development	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Effective Supervisory Practice, Six-Part Series ○ Webinar - Culture of Care Series ○ Webinar - Team Building ○ Webinar - Understanding and Managing Personal/Professional Boundaries in our Work with Youth and Each Other ● Additional resources:

		<ul style="list-style-type: none"> ○ Select “Federal Resources” category ○ Select “Nonprofit Management” category ○ Select “Policy” category
34.	Special populations (e.g., tribal youth, youth with disabilities, youth victims of trafficking, sexual exploitation, or sexual abuse)**	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Webinar - Serving Native American and Native Alaskan Youth ○ Webinar - Working with Special Needs Populations in RHY Programs - Autism Spectrum ● Additional resources: <ul style="list-style-type: none"> ○ See rows 10 and 11.
35.	Trauma and the effects of trauma on youth**	<ul style="list-style-type: none"> ● See row 7.
35.	Underserved populations (e.g., tribal youth, youth with disabilities)	<ul style="list-style-type: none"> ● See row 33.
36.	Use of evidence-based and evidence-informed interventions	<ul style="list-style-type: none"> ● See row 8.
37.	Youth and family counseling	<ul style="list-style-type: none"> ● See row 18.
More Useful Resources		
37.	New Awardees	<ul style="list-style-type: none"> ● Select webinars and resources: <ul style="list-style-type: none"> ○ Resources - The RHY Program Final Rule Resources ○ Resource - What is RHYTTAC? ○ Resource - Guide to Technical Assistance ○ Webinar - Overview for New Staff and Grantees Refresher (REGTRNG 2021)

		<ul style="list-style-type: none">○ Webinar - <i>Get to Know RHYTTAC</i>○ Webinar - <i>RHY-HMIS: Information You Can Use with Q&A (REGTRNG 2021)</i>○ Webinar - <i>National Runaway Safeline Overview (REGTRNG 2021)</i>○ Webinar - <i>2020 New Grantee Orientation</i>○ Webinar - <i>New Grantee Orientation Q&A (RHYCONF2020)</i>
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