

















## RHY Core Competencies Training



**According to the Family and Youth Services Bureau (FYSB), all youth-serving workers on staff should receive training sufficient to meet the core competencies of youth workers.** These core competencies are detailed in the Notice of Funding Opportunity (NOFO) announcements for the Basic Center Program (BCP), Street Outreach Program (SOP), Transitional Living Program (TLP), and Maternity Group Home (MGH). Many of these topics are addressed in the 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 and offers select webinars and resources for each topic. The resources below are not exhaustive, so if you need further help, we invite you to contact RHYTTAC at [info@rhyttac.net](mailto:info@rhyttac.net).






No.	Training Requirement	Details and Selected Webinars and Resources
<b>Required of All Grantee Organizations</b> <i>(Not Necessarily All Staff)</i>		
1.	<b>Annual RHY National Grantee Training</b>	 <b>All four RHY funding opportunity announcements state:</b> “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.” <b>Read more information about the</b> <a href="#">RHY National Grantee Training</a> .
2.	<b>Annual RHY Regional and Program-Specific Grantee Training</b>	 <b>All four RHY notices of funding opportunities state:</b> “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.”   <b>Resources for the recent RHY Regional Trainings:</b> <ul style="list-style-type: none"> <li>• Search “regional” in <a href="#">RHYTTAC eLearning</a> (includes content from 2021, 2022, 2023)</li> </ul>  <b>Webinar Recordings from the recent RHY Program-Specific Trainings:</b>




No.	Training Requirement	Details and Selected Webinars and Resources
		<ul style="list-style-type: none"> <li>• <a href="#">RHY Program Specific Training Series: Basic Center Program (BCP)</a> (2024)</li> <li>• <a href="#">RHY Program Specific Training Series: Street Outreach Program (SOP)</a> (2024)</li> <li>• <a href="#">RHY Program Specific Training Series: Transitional Living Program and Maternity Group Home (MGH) Combined</a> (2024)</li> </ul>
3.	<b>RHY-HMIS Training</b>	<p> <b>All four RHY funding opportunity announcements state:</b> “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 <a href="#">may be found here</a>. <b>“Grantees” and “Active RHY-HMIS users” are required to complete training.</b></p> <p> <b>Resources:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">RHY-HMIS Website</a></li> <li>• <a href="#">RHY-HMIS Resources</a></li> <li>• <a href="#">RHY-HMIS FAQs</a></li> </ul> <p> <b>Webinars:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Introduction to the RHY-HMIS Platform (RHYCONF2020)</a></li> <li>• <a href="#">RHY-HMIS: Information You Can Use with Q&amp;A (REGTRNG 2021)</a></li> </ul>
4.	<b>Coordination with National Runaway Safeline</b>	<p> <i>“Recipients shall coordinate their activities with the 24-hour, national, toll-free and internet communication system, which links RHY projects and other service providers with runaway or otherwise homeless youth, as appropriate to the specific activities provided by the recipient.”</i></p> <p> <b>Webinar:</b></p>


No.	Training Requirement	Details and Selected Webinars and Resources
		<ul style="list-style-type: none"> <li>• <a href="#">National Runaway Safeline Overview</a> (2021)</li> </ul>  <b>Resource:</b> <ul style="list-style-type: none"> <li>• <a href="#">The National Runaway Safeline Website</a></li> </ul>
5.	<b>Protection of Confidentiality Requirements Pursuant to 45 CFR § 1351.21(c) of the RHY Rule</b>	 <b>“Project staff”</b> are required to complete training   <b>Webinar:</b> <ul style="list-style-type: none"> <li>• <a href="#">Confidentiality 101 for Runaway and Homeless Youth Programs</a> (2016)</li> </ul>
<b>Core Competencies Trainings Required of All Paid and Volunteer Workers</b> <i>(All Staff)</i> 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.	<b>Positive Youth Development (PYD)</b>	 <b>All four funding notices state:</b> <i>“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.”</i>

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		 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">For Youth by Youth: Creating a Space for Positive Youth Development &amp; Youth-Driven Leadership</a> (2022)</li> <li>• <a href="#">Building Resilience: A Self-Determination Approach to PYD</a> (2022)</li> <li>• <a href="#">Positive Youth Development in Action: Engaging Young People in Leadership Roles</a> (2021)</li> <li>• <a href="#">Leveraging the Expertise of Youth: Peers as Community Educators and Outreach Workers</a> (2017)</li> <li>• <a href="#">Interventions and Strategies That Promote Self-Sufficiency</a> (2017)</li> </ul>
7.	<b>Trauma-Informed Care (TIC); Trauma and the Effects of Trauma on Youth</b>	 <b>All four funding announcements state:</b> <i>“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.”</i>   <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <b>Trauma-Informed Care for Youth and Young Adults:</b> <ul style="list-style-type: none"> <li>○ <a href="#">RHYTTAC Maintaining a Trauma Informed Environment During a Crisis: Supporting the Emotional Well-Being of Staff and Youth</a> (2020)</li> <li>○ <a href="#">Separation and Loss Issues and the Holidays in RHY Programs</a> (2014)</li> </ul> </li> <li>• <b>Trauma-Informed Supervision for Staff:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Compassionate Supervision De-Escalation Strategies and Techniques</a> (2014)</li> <li>○ <a href="#">Self-Care: Secondhand Trauma Support and Prevention</a> (2014)</li> </ul> </li> </ul>



No.	Training Requirement	Details and Selected Webinars and Resources
8.	<b>Evidence-Informed Practices</b>	<p> <b>The BCP, TLP and MGH funding announcements define evidence-informed practices as:</b>  <i>“(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.”</i></p> <p><b>The funding announcements require the use of evidence-informed practices in the following ways:</b></p> <ul style="list-style-type: none"> <li>• <b>All four require training on</b> <i>“evidence-informed practices and approaches.”</i></li> <li>• <b>BCP and MGH define a Service Plan or Treatment Plan as</b> <i>“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.”</i></li> <li>• <b>MGH states:</b> <i>“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.”</i></li> </ul> <p> <b>Webinars:</b></p> <ul style="list-style-type: none"> <li>• <b>Designed for Program Leadership:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Evidence Based Practices Series</a> (2013)</li> <li>○ <a href="#">Measuring Success: Using Data to Evaluate Program Success</a> (2016)</li> </ul> </li> <li>• <b>Designed for All Staff:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Measuring Up: Youth-level Outcomes and Measures for System Responses to Youth Homelessness</a> (2023)</li> <li>○ <a href="#">RHYTTAC Putting Data to Work for You</a> (2018)</li> </ul> </li> </ul>

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		 <b>Resource:</b> <ul style="list-style-type: none"> <li>• <a href="#">RHYTTAC Screening Tool Search</a></li> </ul>
9.	<b>Street Outreach Intervention</b>	 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Implementing Your Street Outreach Program: Technical Aspects</a> (2015)</li> <li>• <a href="#">Leveraging the Expertise of Youth: Peers as Community Educators and Outreach Workers</a> (2017)</li> <li>• <a href="#">Effectively Approaching and Engaging RHY and Street Youth</a> (2013)</li> </ul>
10.	<b>Human Trafficking; (Sex and Labor Trafficking) and Sexual Exploitation</b>	 Programs are required 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 integrate human trafficking prevention and intervention efforts to minimize these incidents among vulnerable youth and effectively identify trafficked youth.   <b>Resource:</b> <ul style="list-style-type: none"> <li>• <a href="#">Digital Resources and Fact Sheets</a></li> </ul>  <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Human Trafficking Screening and Assessment Tools and Practices for RHY Settings</a> (2022)</li> <li>• <a href="#">How Runaway and Homeless Youth Settings are Supporting Youth Victims of Human Trafficking: Experiences, Practices, and Challenges</a> (2022)</li> <li>• <a href="#">Human Trafficking Overview &amp; Latest Data</a> (2021)</li> </ul>

No.	Training Requirement	Details and Selected Webinars and Resources
		<ul style="list-style-type: none"> <li>• <a href="#">Adverse Childhood Experiences, Youth Homelessness, and Human Trafficking: Connecting The Dots</a> (2021)</li> <li>• <a href="#">Meeting the Needs of Young People Who Experience Human Trafficking: Lessons from the Field</a> (2021)</li> <li>• <a href="#">Peer-to-Peer Human Trafficking Recruitment in RHY Settings - A Trauma-Informed Response</a> (2021)</li> <li>• <a href="#">Human Trafficking Prevention Series, Three-Parts</a> (2021)</li> <li>• <a href="#">What Can RHY Programs Do to Identify &amp; Prevent Labor Trafficking?</a> (2020)</li> </ul>
11.	<b>Harm Reduction</b>	 <b>Webinar:</b> <ul style="list-style-type: none"> <li>• <a href="#">Implementing Harm Reduction in RHY Programs</a> (2015)</li> </ul>
12.	<b>Assessment and Case Management</b>	 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Case Management for RHY Programs</a> (2013)</li> <li>• <a href="#">Skills Training to Prepare Youth for Success in Adulthood</a> (2021)</li> <li>• <a href="#">Human Trafficking Screening and Assessment Tools and Practices for RHY Settings</a> (2022)</li> </ul>
13.	<b>Worker Safety</b>	 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Safety for Youth and Staff of RHY Programs</a> (2013)</li> <li>• <a href="#">Be Prepared! Planning for Future Risks &amp; Crises</a> (2021)</li> </ul>
14.	<b>Safe and Ethical Practices</b>	 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Confidentiality 101 for Runaway and Homeless Youth Programs</a> (2016)</li> </ul>

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		<ul style="list-style-type: none"> <li>• <a href="#">Safety for Youth and Staff of RHY Programs</a> (2013)</li> <li>• <a href="#">Understanding and Managing Personal/Professional Boundaries in our Work with Youth and Each Other</a> (2013)</li> <li>• <a href="#">Basic Counseling Skills for RHY Programs</a> (2014)</li> </ul>
15.	<b>Community Resources for Well-Being and Self-Sufficiency</b>	 <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <b>Safe and Stable Housing:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Collaboration in the Youth Homelessness Demonstration Program</a> (2022)</li> <li>○ <a href="#">Addressing Housing Needs for Youth Returning from Juvenile Justice Placement</a> (2021)</li> <li>○ <a href="#">Prevent &amp; End Homelessness Among Youth Exiting Foster Care Experience in Colorado</a> (2021)</li> <li>○ <a href="#">Continuum of Care Basics for RHY</a> (2015)</li> </ul> </li> <li>• <b>Education and Employment:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Addressing the Education and Employment Needs of Youth</a> (2022)</li> <li>○ <a href="#">Runaway and Homeless Youth and Education Partnership Opportunities</a> (2021)</li> <li>○ <a href="#">Supporting Youth Experiencing Homelessness through Education Pathways</a> (2021)</li> <li>○ <a href="#">Best Practices Supporting Youth Experiencing Homelessness in Higher Education</a> (2021)</li> <li>○ <a href="#">Addressing Barriers to System Alignment in Youth Service Delivery (And Debunking WIOA Youth Program Myths)</a> (2021)</li> <li>○ <a href="#">Overviews of the Workforce Innovation and Opportunity Act Youth Program and the Title II Formula Grants Program</a> (2022)</li> <li>○ <a href="#">Building Youth-Centered Approaches to Economic Stability</a> (2022)</li> <li>○ <a href="#">Navigating Youth Homelessness and the Labor Market</a> (2022)</li> <li>○ <a href="#">Intentional Conversations with Youth and Young Adults on Education Career Interests and Goals and Pathway Connections</a> (2022)</li> </ul> </li> </ul>



No.	Training Requirement	Details and Selected Webinars and Resources
		<ul style="list-style-type: none"> <li>• <b>Permanent Connections:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Meeting Connection Needs of RHY Youth: Recognizing and Supporting Health Relationships</a> (2013)</li> <li>○ <a href="#">RHYTTAC Transitional Living Plans That Incorporate Natural Support Systems</a> (2016)</li> </ul> </li> <li>• <b>Social and Emotional Well-Being:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Mental Health Virtual Training: SAMHSA Efforts to Support Youth Experiencing Homelessness</a> (2023)</li> </ul> </li> <li>• <b>Collaboration and Community Partnership:</b> <ul style="list-style-type: none"> <li>○ <a href="#">Building Partnerships and Collaborations to Meet Youth Needs</a> (2022)</li> </ul> </li> </ul>
<b>More Useful Resources</b>		
17.	<b>New Awardees</b>	<div>  <b>Resources:</b> <ul style="list-style-type: none"> <li>• <a href="#">RHY Grantee Foundational Resources</a> (links to RHY Act, Final Rule, RHY FAQ, Site visit review guide for grantees, etc.)</li> <li>• <a href="#">What is RHYTTAC?</a></li> <li>• <a href="#">Guide to Technical Assistance</a></li> </ul> </div> <div>  <b>Webinars:</b> <ul style="list-style-type: none"> <li>• <a href="#">Runaway and Homeless Youth New Grantee Orientation</a> (2023)</li> <li>• <a href="#">Overview for New Staff and Grantees Refresher</a> (2021)</li> <li>• <a href="#">Get to Know RHYTTAC</a> (2024)</li> </ul> </div>