Good morning. Greetings from the ODJFS.

My name is Jeff Van Deusen. Along with Lakeisha Hilton, I am one of the Assistant Deputy Directors in the Office of Families and Children. Lakeisha Hilton has been on leave the last few weeks, but she hopes to return soon.

We hope these calls have been useful as we navigate through this time. As always, if you have suggestions or need further guidance, please do not hesitate to reach out to us. We are here to work through any issues with you.

During the call today, several bureau chiefs will provide updates and information related to the work they oversee.

If you have a question during the call, please use the Question box on the bottom right side of your screen. We will do our best to get to all the questions during the webinar. If we are unable to get to a question, it will be included in the talking points we send following the call.

OFC Reminders

Covid-19 Reporting-Jeffery Van Deusen (PCSA/IV-E Courts and Private Agency)

As a reminder, OFC asks PCSAs and Provider Agencies to notify the OFC Help Desk when youth, staff members, caregivers or household members test positive for COVID-19.

Even if the youth is placed in a residential agency not licensed by ODJFS, the office still needs to be notified if a youth in placement tests positive.

This allows the department to track positive results, offer guidance and technical assistance, and assist agencies with placement options if youth need to be moved.

- The custodial PCSA or private agency should contact the OFC Help Desk via email at Help-Desk-OCF@jfs.ohio.gov or telephone 1-866-886-3537, option 4. The Help Desk will then notify the appropriate ODJFS staff so we can provide technical support and guidance.

- OFC Technical Assistance staff and/or licensing staff will follow up with the caller to offer any assistance or provide guidance if needed and ensure the local board of health and custodial agency (if not being reported by the PCSA) have been notified.

- This guidance and technical assistance can include but is not limited to phone numbers and referrals, providing assistance if children need to be moved, and providing information on agencies that may have capacity to meet the needs of the youth.
Rule Clearance-Jeffery Van Deusen (PCSA/IV-E Courts and Private Agency)
In the midst of COVID-19, OFC has continued with our normal work and priorities. One of those areas is the Family First Prevention Services Act work.

Two significant portions of the Family First Prevention Services Act are the development of a kinship navigator program (OhioKAN) and requirements related to Quality Residential Treatment Programs (QRTP).

Both of these rules were recently posted for comment. I want to remind you the deadline for comment is **11:59 pm on Thursday, May 14, 2020.** Your comments are important as we finalize these requirements.

I’m going to let Angie Hughes introduce herself and provide additional updates on FFPSA.

Family First Prevention Services Act (FFPSA)- Angela Hughes (PCSA/IV-E Courts and Private Agency)
The vital work of the Family First Prevention Services Act (FFPSA) continues to move forward in the midst of COVID-19 through virtual meetings engaging our internal and external stakeholders.

Statewide QRTP accreditation forums wrapped up on April 22, 2020. The Family First Leadership Committee convened on April 30, 2020 with a focus on QRTP rules, policy and implementation planning.

The next Family First Leadership Committee meeting scheduled for July 29, 2020 will focus on prevention services. Rule packages for Qualified Residential Treatment Programs (QRTP) and the Ohio Kinship and Adoption Navigator Program (Ohio KAN) are presently in clearance for comment.

Ohio’s Prevention Services Plan and Evidenced Based Practices are being solidified.

Ohio submitted application for Transition Act Funding last month and receipt of funding is expected in July. QRTP and Prevention Services implementation planning work begins this month.

OCWTP - Christine Dobrovich (PCSA/IV-E Courts)
(Ohio Child Welfare Training Program) currently offers an array of standardized and non-standardized virtual trainings for Casework, Supervisors, Caregivers and Adoption Assessors. The trainings are sorted by topic and provides description of the course as well as registration opportunities. These can be accessed on their website: [https://www.ocwtpdistancelearning.net/](https://www.ocwtpdistancelearning.net/)

Casework Training - Christine Dobrovich (PCSA/IV-E Courts)
The following standardized Caseworker Core, required trainings for new casework staff, are available virtually. The modules are delivered in 2-hour sessions and are trainer led:

- **Caseworker Core Module 2**: Engaging Families in Family-Centered Child Protective Services and Learning Lab
- **Caseworker Core Module 4**: Assessment and Safety Planning in Family-Centered Child Protective Services
- **Caseworker Core Module 4**: SACWIS Learning Lab Assessing Safety and Controlling Safety Threats
- **Caseworker Core Module 6**: Service Planning and Delivery in Family-Centered Child Protective Services

Caseworker Core Modules 1, 3, 7, and 8 are under development for online delivery.

The following Comprehensive Assessment and Planning Model – Interim Solution (CAPMIS) Guided Application and Practice (GAP) sessions are available online. The sessions provide guided discussion and best practice implementation. These are offered to caseworkers and supervisors in 2-hour sessions.

- Differentiating Between Safety and Risk
- Family Case Planning
- Family Case Planning Learning Lab
- How Can CAPMIS work for you?

**Foster/Adoption Training (PCSA/IV-E Courts)**

OCWTP has expanded the availability of online training resources for foster and adoption providers, as well training for assessors of family homes. The courses available, including a link to Foster Parent College, are listed at: [https://www.ocwtdistancelearning.net/online-events-calendar](https://www.ocwtdistancelearning.net/online-events-calendar)

As referenced in FCASPL 348, issued on March 30, pre-service training hours cannot be waived. However, the training methods can be flexible during this time. Trainings can be delivered via live synchronous training and/or through Foster Parent College for preservice, up to the minimum hours required for their certification type. Regardless of which training method is used, agencies are still required to ensure that all training topics and hours are met.

Foster care pre-service training through the Ohio Child Welfare Training Program (OCWTP) is limited to public agencies due to the funding stream being for public agencies.

Family/home assessor training - the online assessor training is available to all public and private (and court) assessors. Providing free webinars until 5/30/2020. Most will likely to count towards the 6-hour ongoing training for assessors. However, Directors responsible for approval (signing the JFS 1680) will determine which training will meet the requirements.
OHSTS-Chrisitine Dobrovich (PCSA/IV-E Courts)
(Ohio Human Services Training System) is continuing to expand the online training resources available for the Adult Protective Services caseworkers and supervisors. For example, the following is a list of some of the APS Core training courses currently available online:

- Case Documentation and Report Writing
- Risk Assessment in APS
- Physical and Developmental Disabilities
- The Aging Process
- The APS Intake Interview
- Voluntary Case Planning in APS

There are several other APS Core training courses available online, along with many other courses specialized and related topics for APS caseworkers and supervisors. The course catalog can be accessed at https://www.ohsts.org/.

OCWTP Caregiver/Assessor Training - Christine Dobrovich (Private Agency)

Foster/Adoption Training:
OCWTP has expanded the availability of online training resources for foster and adoption providers, as well training for assessors of family homes. The courses available, including a link to Foster Parent College, are listed at: https://www.ocwtpdistancelearning.net/online-events-calendar

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Fiscal Trainings Alicia Allen (PCSA/IV-E Courts)
The Integrated Children Services and County Finance Training Program has been very well received since the go-live back in September 2019. Some of the upcoming in person training sessions may need to be rescheduled for dates later in 2020. In the meantime, please take advantage of the several online training modules that are available to be viewed at any time. These include:
Introduction to Children Services Funding
Introduction to Random Moment Time Study
A Brief Tour of the Ohio Revised Code and ODJFS E-manuals
Introduction to the Title IV-E State Plan

These are available at innerweb.odjfs.state.oh.us

Under the popular links - Integrated Children Services Fiscal Training

**Best Practice Funding - Alicia Allen (PCSA/IV-E Courts)**
As we near the end of the SFY, please keep in mind that the Best Practice Funding, the Foster Parent Recruitment and Retention funding and the Multi-System’s Youth funding must be obligated by June 30th and liquidated no later than September 30, 2020. Any funds left unobligated will lapse.

**SACWIS Updates Cathy Ghering (PCSA/IV-E Courts)**
Ohio SACWIS Build 4.06 is Scheduled for Release on May 21, 2020. If it is delayed, we will keep you updated.

The build contains 3 project initiatives:
1. The Protective Service Alert functionality will be updated to make the alerts more useful and visible. Some of the proposed changes include improved workflow for out-of-state PSA processing, removing the expiration date, displaying PSA information on the Case Overview page when members or associated persons have an active PSA.

The recorded webinar and knowledge base article can be found at: https://jfskb.com/sacwis/index.php/administration/163-utilities/1015-creating-a-protective-service-alert

2. Automation of the Individual Child Care Agreement form will be in SACWIS. Since users record a majority of the needed ICCA information in SACWIS, the system will populate this form. The form must be completed any time a child enters a new substitute care setting.

The recorded webinar and knowledge base article can be found at: https://jfskb.com/sacwis/index.php/case/83-placement/1011-creating-an-individual-child-care-agreement

3. Improvements were made to streamline the Custody, Initial Removal, and Placement functionality in SACWIS. The changes will create a more efficient workflow to eliminate manual work needed to complete the day to day requirements.

The recorded webinar and knowledge base articles can be found at: https://jfskb.com/sacwis/index.php/case/1014-recording-a-legal-status-and-custody-episode
If your agency would like to review upcoming build related changes, along with expected dates for deployment please go to the SACWIS home page at: http://jfs.ohio.gov/sacwis/index.stm.

OIG Audit - Gina Speaks-Eshler (PCSA/IV-E Courts)

On June 19, 2018, the U.S. Department of Health and Human Services, Office of the Inspector General notified the Ohio Department of Job and Family Services (ODJFS), Office of Families and Children (OFC) on of their intent to audit the State of Ohio’s Foster Care program and its utilization of the child welfare information system to monitor medications prescribed to Title IV-E eligible children in foster care.

The OIG requested case records representing a random sample of 100 children in the Ohio foster care program, including children in 31 counties, who were prescribed psychotropic, or opioid, medications during calendar year 2017.

The OIG auditors conducted on-site reviews of Medicaid claims, SACWIS data, and the children’s case files, including any case records stored outside of SACWIS, and medication logs in the possession of the placement providers.

OIG auditors also requested each county submit their written policy for monitoring the appropriate use of psychotropic medications for children in foster care as required in Ohio Administrative Code (OAC).

The OIG conducted an exit conference on September 10, 2019 to present ODJFS with its preliminary audit findings, and issued its draft report in February 2020 with the following recommendations:

1. Improve monitoring to ensure that the county agencies maintain the required documentation in the Ohio SACWIS for the medications prescribed for children in its custody.
2. Continue efforts to obtain access to Medicaid claim data for children in custody.
3. Implement procedures for the monitoring of opioid medications prescribed for children in custody.
4. Review and update the medication list in the Ohio SACWIS on a regular schedule, at least once a year and as medications are approved or discontinued, to improve the reliability and relevancy of the list.
5. Provide training and technical assistance to county agency workers who input medical and medication information into the Ohio SACWIS.

For those participating counties, if the OIG determined there were deficiencies within the child records, or determined your agency was not following its Psychotropic Medication Policy and you will be required to complete the attached Corrective Action Plan (CAP) to address the deficient areas.
You will be receiving an email with a letter documenting the audit findings and a Corrective Action Plan. ODJFS has pre-populated your agency specific CAP with the areas of non-compliance and case specific information requiring specific action.

Your team will need to complete the strategies to address the identified areas. Please feel free to reach out to you Technical Assistance Specialist for assistance. The CAPS will be monitored for medication compliance by our Medicaid Team managed by Peggy Day.

One area that was identified specific to the psychotropic policies pertained to documentation process in the case record.

All counties will be required to review their Psychototropic Medication policies and asked to update it outlining your agencies process for ensuring medication information is entered into SACWIS, if not already specifically addressed and outlined.

Counties will be asked to send your updated policies to your Technical Assistance Specialists within 30 days of receipt of the letter for review. Ongoing monitoring will occur via the case review process (either CPOE or CFSR PIP case reviews) when applicable cases are pulled for review.

- To assist users with accurate data entry, SACWIS updated the knowledge base article to reflect step by step instructions for entering medications into the system.
- OFC is in the process of reviewing all psychotropic medication values and comparing to the updated list supplied by ODM to determine what changes/updates need to be made in SACWIS.
- Collaboration discussions between ODM and ODJFS (SACWIS) are in progress to review how medication data available within ODM’s system may be integrated into the SACWIS system. If possible, the process will take time to coordinate and implement in the systems.

**Foster Parent and Residential Agency Surveys (PCSA/IV-E Courts)**

On Monday, Kara Wente sent an email to all PCSA directors with excel versions of the foster parent and residential agency surveys attached. Agencies can use these versions of the surveys as a supplement to their normal placement search process to locate potential homes or facilities able to take youth with varying exposure to COVID-19.

The residential facilities document has 51 ODJFS certified facilities that indicate they are still accepting placements.

36 private recommending agencies completed the foster parent survey with over 2,050 families. The excel document includes 1,300 private agency homes willing to accept placement during the
crisis. Agencies can use the filters on the foster parent document to narrow down their search in a variety of ways including by county, recommending agency, age of the child or children, number of siblings and type of exposure to COVID-19 accepted.

Our office is working on a plan to engage more agencies to complete both surveys. Once that is completed, updated versions of each survey will be emailed out.

Any agency in need of assistance regarding the surveys can reach out to Karen McGormley at Karen.McGormley@jfs.ohio.gov.

**Survey-Private Agencies** (Private Agency)
First of all, I want to thank everyone that completed the surveys. We know it was a lot of work to complete in a short amount of time.

We had 36 private agencies complete over 2,050 surveys with their foster parents. Of that number, 1,300 homes indicated a willingness to accept placements during the crisis.

82 residential facilities completed the residential survey. 51 agencies indicated they are accepting new placements.

On Monday, Kara Wente sent an email to all PCSA directors with excel versions of the foster parent and residential agency surveys attached. Agencies were advised they could use these versions of the surveys as a supplement to their normal placement search process to locate potential homes or facilities able to take youth with varying exposure to COVID-19.

The email asked PCSAs not contact the individual families, but rather get in touch with the recommending agency to discuss the potential placement resources.

The surveys remain open on SurveyMonkey, any agency including OhioMHAS agencies that have not completed the surveys are encouraged to do so. The plan is to send out updated documents to the PCSAs within the next two weeks.

Any agency in need of assistance regarding the surveys can reach out to Karen McGormley at Karen.McGormley@jfs.ohio.gov.

**Links Highlighted During the Bi-Weekly Call**
- [http://jfs.ohio.gov/ocf/index.stm](http://jfs.ohio.gov/ocf/index.stm)
- [http://jfs.ohio.gov/ocf/CoronavirusAndChildServices/](http://jfs.ohio.gov/ocf/CoronavirusAndChildServices/)
- [http://jfs.ohio.gov/ocf/help.stm](http://jfs.ohio.gov/ocf/help.stm)
- [https://www.ocwtpdistancelearning.net/](https://www.ocwtpdistancelearning.net/)
- [https://www.ocwtpdistancelearning.net/online-events-calendar](https://www.ocwtpdistancelearning.net/online-events-calendar)
- [https://www.ocwtpdistancelearning.net/caseworkercore](https://www.ocwtpdistancelearning.net/caseworkercore)
- [https://www.ohsts.org/](https://www.ohsts.org/)
Office of Families and Children
Webinar
May 13, 2020
PCSA and IV-E Courts (10:30 am - 11:00 am)
Private Agencies (12:00 pm - 12:30 pm)

- [http://innerweb.odjfs.state.oh.us/](http://innerweb.odjfs.state.oh.us/)
- [http://innerweb.odjfs.state.oh.us/ofis/Integrated-Children-Services/County-Finance-Training-Program.stm](http://innerweb.odjfs.state.oh.us/ofis/Integrated-Children-Services/County-Finance-Training-Program.stm)
- [http://jfs.ohio.gov/sacwis/index.stm](http://jfs.ohio.gov/sacwis/index.stm)

Contacts:

- OFC Help Desk
  - Help-Desk-OFC@jfs.ohio.gov
  - 1-866-886-3537, option 4.
- Survey Assistance
  - Karen McGormley at Karen.McGormley@jfs.ohio.gov.
Q & A with Public Children Service Agencies and IV-E Courts

**Question 1:** So, as of June 1st families are to meet the immunization requirements, complete the first aid/CPR, etc. starting June 1st?

**Answer:** June 5, 2020 is the earliest we will be able to make model standards effective.

**Question 2:** I didn't receive the survey on Monday. Is that only for PCSAs and not for IV-E courts?

**Answer:** It was just sent to PCSAs, we will follow up to see if it can also be sent to the IV-E courts.

**Question 3:** Are IV-E Courts required to have a Psychotropic Medications Policy?

**Answer:** Yes, and additional information on this will be forthcoming. As Ohio proceeds in responding to the OIG Medication Audit in conjunction with the PCSA’s, it has been determined Ohio needs to expand the requirement of a Psychotropic Medication Policy to the Juvenile Courts who are conducting child welfare through the Title IV-E Sub-Grant Agreement. The Office of Families and Children Bureau for Systems and Practice Advancement, Bureau of Multi-Systems Services Support, and Title IV-E Policy will be formulating a plan to integrate the Title IV-E Juvenile Courts into the requirement to develop a Psychotropic Medication Policy. In addition to the policy, the Title IV-E Juvenile Courts will also be provided support on how to appropriately manage and record psychotropic medications prescribe to the youth they serve.

**Question 4:** The last I understood, the implementation date for Family First new practices/rules was to be June 1st. What should we expect now that we are in the Pandemic. I am particularly interested in rule changes for potential foster/adoptive families (home study changes).

**Answer:** The Family First rules were separated into multiple rule packages. The rules regarding Qualified Residential Treatment Programs and the Kinship Navigator Program are in clearance right now. However, the rules impacting Background Check requirements and Foster Care Model Standards were original filed earlier this year and are on track to be effective the first week of June. We are continuing to work closely with OCWTP partners to amend assessor training, so they are comfortable with the changes (vaccines, home study changes next year). We will continue to communicate how to document in the provider records in SACWIS until this is complete, so you have the function you need moving forward.
Question 5: Will notes regarding this presentation/information be sent out? The info is being covered so quickly it's hard to catch it all. Also, can the PowerPoint slides go out or be attached to the appointment prior to the meeting?

Answer: Yes, a summary of our content as well as our Q&As will be e-mailed to the participants and posted on our website which can be found on our website under Coronavirus and Children Services OFC Bi-Weekly Webinar.

Question 6: How do IV-E Courts access this website? We do not have access to innerweb.


Q & A with Private Child Welfare Agencies 5/13/2020

Question 1: I am new on the line so trying to catch up. If I have staff needing to complete Tier 2 assessor training, are there online courses being offered for that now?

Answer: The ongoing assessor training resources can be found here: https://www.ocwtpdistancelearning.net/topicassessor, new trainings are being added weekly.

Question 2: Can you provide clarification on how receiving a PPP loan will affect IV-E rates going forward?

Answer: ODJFS is in the process of determining how the loans will impact the IV-E ceilings. Any changes will be incorporated into the cost report instructions that will be updated when the inflation factor is calculated this summer.

Question 3: Will PowerPoint / summary be shared with participants?

Answer: Yes, a summary of our content as well as our Q&As will be e-mailed to the participants and posted on our website which can be found here: Coronavirus and Children Services OFC Bi-Weekly Webinar.

Question 4: In the event an ongoing training that has been marked as part of the caregiver's training plan cannot be located in online training, can the training plan be revised?

Answer: Yes. If private agencies decide to amend the trainings offered for their families, they shall document these changes in their training plan. The revised training plans do not need to be submitted to ODJFS at this time.
Question 5: Is it a conflict of interest to have an assessor that works for the county. Is there a site to help find an assessor?

Answer: As long as the assessor meets the qualifications to serve as an assessor and are permitted by their employer, they can contract with a private agency to perform homestudies. The conflict of interest comes into play when the assessor performs a homestudy for someone they know, specifically: OAC 5101:2-48-06 (B) To avoid a conflict of interest, or the appearance of a conflict of interest, an assessor shall not complete any of the documents or services listed in paragraph (A) of this rule for any of the following persons:

(1) Him or herself.
(2) Any person who is a relative of the assessor.
(3) Any agency employee for whom the assessor has any supervisory responsibility.
(4) Any agency employee who has any supervisory responsibility for the assessor.

The development of an assessor registry was one of the recommendations of the Foster Care Advisory Group, as well as one of the needs identified by the Office of Children Services Transformation, and as such, this is a priority project for ODJFS.

Question 6: What is the current number of hours a foster parent can take online during the pandemic in order to receive credit.

Answer: Foster parents are able to take the minimum number of hours required for their certification type. For example, a family foster parent may take enough hours to get to 40 hours for their current certification, specialized 60 hours.

Question 7: We were told that only stipend are given for training through FPC or live-synchronous. That is not correct? ODJFS will pay stipend for any and all online training - regardless of where it is received?

Answer: Live synchronous training will be eligible for foster parent stipends and reimbursements and agency allowance. Online training is eligible for foster parent stipends and reimbursements but is not eligible for agency allowance.

Question 8: Is online CPR and First aid allowed for people becoming licensed initially.

Answer: Yes, CPR and First Aid training may be completed online without certification during this time.

Question 9: Is there any clarification regarding how long live synchronous training will be permitted?

Answer: It is expected that online and live synchronous training will continue to be available.
Question 10: If foster parents take all 40 hours of online, ongoing training, do we reimburse the $10 stipend for all 40 hours, or do we exclude the 13 hours as "normal" online training that is not reimbursable?

Answer: Online training is accepted for all required training hours right now, therefore it can be reimbursed for all required hours, not just 13 hours.

Question 11: Please repeat the OAC rule number for FPC.

Answer: The OAC rule stated was regarding assessors—OAC 5101:2-48-06 is the rule outlining the requirements and responsibilities for assessors.

Question 12: I have a foster parent who is asking if the foster children will be included in the Pandemic Electronic Benefit (EBT) plan that the Governor approved?

Answer: The Office of Families and Children is working with our state partners to address this question. We will provide a response as soon as one is available.

Question 13: What would be acceptable?

Answer: We are unable to provide an answer to this question as we are unsure what topic was being discussed when this question was posed. Please reach out to your licensing specialist if you still have questions regarding this topic.

Question 14: How do we get the material to teach pre-service through our agency?

Answer: Private agencies can enter into a paid agreement to purchase access to Foster Parent College, or other resources.

Question 15: How will Christine get in touch to provide answers to the assessor questions?

Answer: We will send notes and Q&A after the call. The OFC Bi-Weekly webinar notes and Q&A are posted at: http://jfs.ohio.gov/ocf/CoronavirusAndChildServices/.

Question 16: For clarification, private agencies are not permitted to use Foster Parent College for pre-service? Are private agencies ultimately responsible for conducting pre-service without the use of Foster Parent College?

Answer: No, private agencies are welcome to reach out to Foster Parent College and form their own agreement with them regarding training access.

Question 17: We can pay on our own for FPC though, correct?

Answer: Yes.
**Question 18:** Do you have to be a social worker to take the assessor training. What degree is needed to become an assessor. What if you don't work for a county agency and you want to be an assessor?

Answer: No, it is not required to be a licensed social worker to take the assessor training. The degree requirements for becoming an assessor vary, and the requirements for being an assessor are provided in Ohio Revised Code 3107.014. The requirements and responsibilities of assessors are outlined in OAC 5101:2-48-06.

**Question 19:** Foster parents and staff were unaware this information would be shared with counties. Is there some information that can be shared with foster parents about the release of their information?

Answer: The survey results that went out to the PCSAs only included the Provider Name, Provider ID (if it was provided) and the county where the foster home is located, along with information on the age, number of children the home documented they are willing to accept, and willingness to accept children with different levels of covid-19 exposure. Any comments provided either by the family or the agency were removed.

The intent of the survey was to gather information about capacity and identify which licensed foster parents were still taking children during the pandemic. The thinking was this would also be a way for the agencies to become informed about their own foster home capacity.

PCSAs had voiced concern that families and facilities were not going to be willing to accept new children during the crisis. The PCSAs are an extension of ODJFS, and as you know are already able to access provider information in SACLIS. Sending the survey results was a way to inform them that agencies and families are still willing/able to accept children during the crisis and to provide them with information about the agencies they work with to identify providers and foster parents that have availability and willingness.

**Question 20:** Is there a projected date for final rule approval for the FFPSA new model standards?

Answer: Early June, not before June 5th, 2020.

**Question 21:** Regarding Preservice for foster parents, Is access to an updated OCWTP training due to the new Foster Care Model Standards being drafted? Is there an update on when it will be available?

Answer: It is expected that there will be very minor revisions to foster parent training, as the required topics in model standards were already mentioned in training, just not indicated in the rule as a required topic.
Again, thank you for your continued partnership as we move this work forward!

Comments:
This was well worth the time. Thank you!
Thank you for facilitating these calls, they are so helpful. The collaboration and communication are great and so needed during this time!
Just a comment- That is great news as live synchronous training has been well received by foster parents and is allowing more ease of access to their training.