



Simplified compliance training for your entire workforce—mapped to federal, state, and other accrediting body requirements.

Stay Audit Ready—Without the Headaches

Workforce Compliance Without the Complexity

The TRC Employer Compliance Library is a current, expert-developed compliance training solution—delivered through the TRC Learning Management Portal—to help healthcare employers efficiently meet regulatory requirements, reduce risks, stay compliant, protect patients, and streamline workforce training across both clinical and non-clinical roles.

Why It Matters

- **Stay Compliant, Protect Patients and Staff:** Expert-developed courses aligned with CMS and state regulations help reduce risk, uphold ethical practices, and support safer care across your organization.
- **Minimize Risk, Prevent Costly Violations:** Proactive, role-specific training helps prevent fraud, waste, abuse (FWA), and audit failures—so you stay ahead of regulatory mandates with confidence.
- **Support Every Role—Clinicians and Beyond:** From nurses and pharmacists to techs and administrative staff, this library enables consistent, organization-wide compliance training.
- **Simplify Training and Tracking:** Delivered through the TRC Learning Management Portal/ CEU360 LMS, the library makes it easy to assign, monitor, and document training completion.
- **Save Time, Drive Efficiency:** Eliminate manual processes, standardize training across locations, and reduce onboarding time—so your teams can focus on care, not compliance paperwork.
- **Be Audit-Ready, Always:** Ensure readiness for CMS and Joint Commission audits with turnkey training mapped to current compliance standards and fully trackable in your LMS.



Compliance Category: Assistive Technology and Safety

Course	Estimated Time to Complete
Fall Prevention This course is intended to provide training to all staff on anticipating and preventing resident falls.	30 minutes
Supporting Independence Through Activities of Daily Living Activities of daily living, or ADLs, are the basic tasks that are performed on a daily basis to maintain health and comfort. This course will discuss how to help the resident maintain comfort and provide a way for the staff to evaluate patient's function.	30 minutes

Compliance Category: Behavioral Health and Trauma-Informed Care

Course	Estimated Time to Complete
Psychotropic Drug Utilization: Long-Term Care Psychotropic medications are commonly administered in long-term care facilities to manage behavior and psychiatric symptoms. These drugs are known to have potentially serious side effects, to which older adults are more vulnerable. This course provides information to caregivers in all settings about how the most commonly prescribed psychotropic medications affect older adults.	30 minutes
Trauma-Informed Care Basics Trauma touches every aspect of the human experience, leaving lasting effects on the brain, body, and spirit. This course is designed to equip healthcare professionals with the knowledge and skills to recognize, respond to, and support individuals affected by trauma. Learners will explore the science of trauma and how adverse experiences shape health and behavior. Trauma-informed care uniquely focuses on creating safe, compassionate environments that promote healing and empowerment. Topics include the principles of advocacy, cultural considerations, and addressing secondary trauma in professionals.	1 hour

Compliance Category: Compliance and Workplace Safety

Course	Estimated Time to Complete
Active Shooter: How to Respond An active shooter event can occur anywhere and is going to be a dangerous and fast moving event. Due to the speed at which the situation is occurring, you will not have much time to think about reacting. Knowing what is going on around you, and where exits and safe places are located, will be very important during this type of event. This course is designed to help you know how to calm and prepare yourself to be more aware of your surroundings and could assist with getting you, and those with you, out safely.	30 minutes
Biomedical Waste Management: Essential Practices for Healthcare Safety Biomedical waste is dangerous and needs safe disposal to protect patients, healthcare workers, and the general public. A biomedical waste management system requires commitment from healthcare providers at all levels to properly execute disposal of waste including accurate segregation, collection, storage, and transportation. This course expounds on the health hazards associated with biomedical waste, the various types of biomedical waste, and the categorization of biomedical waste. Topics such as segregation, labeling, proper storage, and transportation regulations are discussed. Additionally, universal precautions and the personal protective equipment (PPE) required by healthcare workers are covered in detail.	30 minutes

Compliance Category: Compliance and Workplace Safety *(continued)*

Course	Estimated Time to Complete
Combating Methamphetamine Epidemic Act (CMEA) This CE course covers all requirements of the Combat Methamphetamine Epidemic Act (CMEA) of 2005, except for review of 20 Drug Enforcement Agency (DEA) training slides. Be sure to review these slides prior to completing this CE module.	1 hour
Comprehensive Guide to Positioning and Transfer Techniques This comprehensive course combines traditional fundamentals with modern evidence-based practices to ensure safe and effective patient transfers in healthcare settings. Through detailed instruction in proper body mechanics, mechanical assistance devices, risk assessment protocols, and emergency response procedures, healthcare professionals will develop the essential skills needed to protect both patient and caregiver safety while maintaining dignity and promoting optimal outcomes.	15 minutes
Impact of Trusting Environment for Healthcare Professionals This clear, concise content focuses on the importance of trust as a core value in healthcare. Learners will gain insight and tips about leadership concepts that support a trusting environment. With the human-centered leadership model as an example of creating a foundation of trust, this course will provide takeaway tips and a framework for trust that can be applied in any team environment to support a team that is inspired, trustworthy, and committed.	30 minutes
Know the Hazard: Chemical Safety Data Sheets (SDS) Safety in the workplace with regards to the use of hazardous chemicals is of utmost importance. Safety Data Sheets (SDS) must be provided and be easily accessible to all employees. OSHA now requires a specific order and content for each SDS to better support employees' rights to know and understand chemical hazards. This program provides an overview of the law, employers' responsibilities, examples of common chemicals found in healthcare facilities, contents of Safety Data Sheets, and employees' responsibilities.	30 minutes
Ladder Safety Essentials: Protocols for Accident Prevention Most people assume they know proper ladder safety. Yet, every year more than 90,000 individuals in the United States receive emergency room treatment from ladder-related injuries. Nearly all these injuries could have been prevented if attention to equipment and proper ladder training had been provided. This short course provides important ladder safety information that can help the user next time a ladder is needed at work or at home. Taking this small amount of time to train on ladder safety may save you or someone you care about from having an accident.	30 minutes
Legal Aspects of Nursing Documentation This course will review critical components of the legal aspect and ramifications of nursing. Specifically, the definitions of malpractice and negligence as they relate to nursing practice will be reviewed in this course. This course will include example medical/nurse cases. The four elements of proof in malpractice litigation and differentiation between compensatory and punitive damages will also be discussed in this course, along with intentional torts, for which a nurse may be held liable. This course will explain the importance of documentation and the "do's and don'ts" when charting in the patient medical record.	45 minutes
N95 Respirators and OSHA Fit Testing This course is to provide guidance to healthcare workers regarding particulate respirator indications and usage, as well as OSHA standards on fit testing.	30 minutes
OSHA Safety Standards for Patient-Centered Care This course explores the Occupational Safety and Health Administration (OSHA) safety standards. Topics include proper ergonomics, fall prevention, fire safety, use of personal protective equipment (PPE), bloodborne pathogens and needlestick prevention, tuberculosis, workplace violence, hazardous communications, and biomedical waste.	15 minutes



Compliance Category: Compliance and Workplace Safety *(continued)*

Course	Estimated Time to Complete
Oxygen Usage: Keeping Patients Safe The purpose of this course is to provide information regarding the safe use of supplemental oxygen therapy in non-acute care settings.	30 minutes
Preventing Workplace Accidents: Safety First This course has been developed to introduce healthcare employees to the importance of safety in the workplace, common workplace accidents, and how they can be prevented. This course also reviews the costs associated with workplace accidents and the effects they have on both employees and the employers. This course should be used as a tool to assist in reducing the number of workplace accidents.	30 minutes
Resilient Healthcare Workplaces: A Comprehensive Approach to Bullying Prevention and Intervention Work is a core part of our lives. We spend a considerable amount of time at work. Our life at work contributes to our feelings of identity and self-worth as well as our relationships both professional and personal. We have the potential to thrive at work when we experience and feel supported, respected, and valued. Disruptive behaviors may leave us feeling upset, anxious, and doubting our abilities and the course of our future. Over time, trouble at work can erode our physical and emotional well-being. This two-hour training on bullying behavior in healthcare will address the following: Define and identify bullying behavior; causes and impact of bullying behavior; and practice that can aid in reducing, managing, and preventing bullying behavior. Bullying behavior is not something we can completely eliminate. However, we can reduce potentially hurtful behavior and at the same time increase resiliency and support for all.	2 hours
Safe Food Handling Preventing the spread of bacteria in the handling of food is especially important in a long-term care facility. Many of the residents of long-term care facilities suffer from severe illnesses, advanced age, and other medical conditions. Such conditions may reduce their ability to fight off infection, making them susceptible to a foodborne illness. Escherichia coli (E. coli), for example, is a very harmful bacteria that can cause a severe and potentially fatal illness, primarily in older adults and those who are sick. Depending on your job responsibilities, it is important to know why safe food handling is important and how to properly handle food to prevent the spread of bacteria and foodborne illness. This course has been designed with those objectives in mind.	15 minutes
Safety First: Electrical Hazard Prevention This course is intended to provide individuals with basic electrical safety information in order to help identify and reduce electrical hazards and accidents in the workplace. Participants will learn how to protect themselves from electrical accidents and what to do in the case of an electrical accident.	30 minutes
Sexual Harassment in Healthcare This course is intended to provide education to all staff within a facility on sexual harassment definitions, types of behaviors, and steps to take to report sexual harassment in the healthcare workforce.	30 minutes



Compliance Category: Cultural Competence and Inclusivity

Course

Estimated Time to Complete

Cultural Approaches to Pain Management

1 hour

Today's healthcare professionals are expected to provide patient-centered care in environments with diverse populations, races, ethnicities, and backgrounds. This course will provide the learner with the opportunity to gain insight and understanding of how a patient's cultural background and identity can shape their health trajectory, pain management, disease management, and quality of life. Learners will be given specific examples of different cultural responses to pain relative to health-related situations and will complete the course with recognition that to deliver best care practices there must be a level of insight for the impact culture has on individual choice relative to health, as well as public health.

Cultural Competency and Healthcare Professionals

1 hour

Understanding and accepting diversity is an important imperative for all healthcare professionals. Being culturally competent enables professionals to have insight, recognition, empathy, and compassion for the different cultures, ethnicities, religions, generations, and physical abilities that shape our lives, perspectives, beliefs, and ability to trust. This one-hour course provides a detailed overview of elements of cultural competency and the impact it will have on the ability to communicate, understand, and treat. Learners will be able to discern how the three domains of cultural competency, which include affective, cognitive, and behavioral, play into all aspects of healthcare. Developing an awareness of cultural competency is necessary to collectively address health inequities and ensure that all people have access to quality care and best outcomes.

Spiritual Assessment and Competency in Healthcare

1 hour

Utilizing a spirituality assessment and the subsequent findings in healthcare can assist practitioners in respecting the values and dignity of all patients. Faith and spirituality are often effective means for providing coping resources for patients, especially as they are dealing with high levels of stress, pain, and disease processes. Likewise, research has shown that spiritual distress is associated with poorer health and quality-of-life outcomes.

This course will address issues and barriers to providing spirituality to patients and components of regulatory support and requirements. Then it will review a spiritual assessment tool for the healthcare provider to utilize within their medical scope of practice. Further guidelines for spiritual assessment will be presented from cited studies to help healthcare professionals understand how a person's faith may impact their spiritual choices.

Understanding Cultural Diversity in Patient Care

1 hour

Understanding Cultural Diversity in Patient Care is a detailed course providing insight into the impact diversity has on healthcare, engagement in treatment, provider/patient relationships, and disease management. Learners will gain insight into how to address communication and language barriers, and the impact culture has on perspective, trust, and reaction to illness. Additionally, learners will understand how an awareness of cultural diversity can help to improve patient outcomes, deliver patient-centered care, and collaborate with healthcare providers from diverse backgrounds to improve public health.

Workplace Diversity: Principles and Practices for Success

30 minutes

Each team member should be committed personally to the function and purpose of the organization. If diversity is made part of the function and the purpose, then individuals will better understand what is lacking and what can be implemented. This course will focus on the key points to encourage diversity in the workplace.



Compliance Category: Dementia Care

Course	Estimated Time to Complete
Caring for Residents with Dementia, 2nd Edition This course is for all clinical staff directly involved in the care of residents with dementia.	30 minutes
Foundations for Managing Resident Behaviors Associated with Dementia Dementia is a general term for loss of memory and other mental abilities severe enough to interfere with daily life. It is caused by physical changes in the brain. This course will discuss the symptoms of dementia and ways to respond to the behavior of residents with dementia.	30 minutes

Compliance Category: Emergency Preparedness

Course	Estimated Time to Complete
Emergency and Non-Emergency First Aid: Assessment, Intervention, and Care This comprehensive course explores the essential principles and algorithms of first aid, equipping healthcare professionals with the knowledge to effectively assess and respond to both emergency and nonemergency conditions. Through detailed examination of various healthcare scenarios and proper intervention protocols, participants will develop the critical skills needed to provide immediate, appropriate care while following the systematic steps of first aid response.	15 minutes
Fire Safety and Prevention This course is intended to provide training to all staff on fire how fires start, how to prevent fires, and what to do when a fire breaks out in a facility. Course includes steps to take if a fire occurs and proper use of a fire extinguisher.	30 minutes
Home Healthcare Essentials: Preparing for Disasters The course identifies and discusses the risks associated with Home Health Care; as well as safety components that will mitigate the risks for the health care provider and the client. The presentation discusses elements of safety that the provider discusses with the client and interventions that will decrease risks and improve the client's environment.	30 minutes
Preparing for Emergencies and Disasters in the Long-Term Care Setting The course is designed to help you and your organization prepare for potential disasters. The more prepared you are, the more you can help keep residents safe and minimize their adjustment to a potential disaster situation.	30 minutes



Compliance Category: Ethics and Patient Rights

Course	Estimated Time to Complete
Do Not Resuscitate (DNR): Out-of-Hospital and In-Hospital This course provides a brief comparison between the Out-of-Hospital Do Not Resuscitate (DNR) and the In-Hospital DNR. The course also discusses revoking and reinstating the Out-of-Hospital DNR, the requirements of an Out-of-Hospital DNR, and a review of the potential problems associated with the DNR.	30 minutes
Patient/Resident Rights This course is intended to provide education to all clinical staff on patient-resident rights.	30 minutes
Patient-Centered Care This course explores the principles, implementation, and impact of patient care in modern healthcare settings. It provides healthcare professionals with practical knowledge and strategies to deliver care that respects individual preferences, values, and needs while promoting optimal health outcomes.	30 minutes
Reducing Restraint Utilization Studies have shown that restraints are more likely to cause injuries, not prevent them. Facilities are more at risk if restraints are used; therefore, steps should be taken to prevent their use. Restricting movement does not teach someone how to control impulses or what is a better way to express their thoughts. This course will discuss many alternatives to the use of restraints and how to decide which is best for your client and how to achieve safe patient care in challenging situations.	30 minutes

Compliance Category: Fraud, Waste, and Abuse Prevention

Course	Estimated Time to Complete
Elder Abuse of a Resident To provide training on elder abuse to all staff involved in the care of the elderly, those 60 years and older, on abuse identification and prevention.	30 minutes
Outpatient Dispensing of Durable Medical Equipment What Medicare DME supplies does your pharmacy provide? Which supplies are billed to Medicare Part B? Which supplies are billed to Medicare Part D? Many patients require durable medical equipment and supplies (DME) to treat or manage medical conditions. Durable medical equipment is an item that can stand repeated use, is appropriate to be used in the home, serves a medical purpose, and is not useful without an illness or injury. Medical supplies are items that are expendable and used to help carry out the treatment or diagnosis of an illness. In this course, the terms DME and supplies will be used interchangeably to encompass both equipment and supplies provided by pharmacies. Diabetic supplies (glucose meters, test strips, lancets, etc.) are the most common DME items provided by retail pharmacies. One of the largest payers of medical supplies is the Medicare program. The majority of supplies provided by pharmacies to outpatient Medicare beneficiaries are covered under Medicare Part B or Part D. Pharmacies may be audited by Medicare to verify that the supplies provided are medically necessary.	1 hours



Compliance Category: HIPAA and Privacy

Course	Estimated Time to Complete
Beyond HIPAA: Privacy and Security for Non-Covered Entities Information technology has dramatically expanded, and this is a trend that will continue as business continues to evolve and consumers demand more transparency. This course will provide a high-level overview about the proper handling of protected health information (PHI), including best practices to minimize risk and protect the sensitive information in a company's care.	15 minutes
Cybersecurity This course is intended to provide training to all staff working for the facility on their role in cybersecurity and protecting facility devices and data.	20 minutes
HIPAA and You, 2nd Edition This course is intended to provide training to all facility staff on their role in following the HIPAA law.	45 minutes
Protecting Privacy: Understanding and Safeguarding Personally Identifiable Information (PII) In today's digital age, the protection of personal information has become more critical than ever before. This course provides essential knowledge about Personally Identifiable Information (PII), its importance, and the crucial role we all play in safeguarding sensitive data. As our world becomes increasingly interconnected, the risks associated with PII breaches continue to grow, making it imperative for all professionals to understand their responsibilities in protecting private information.	30 minutes

Compliance Category: Infection Control and Prevention

Course	Estimated Time to Complete
Detecting and Preventing MRSA This course examines Methicillin-Resistant Staphylococcus Aureus (MRSA), focusing on its identification, prevention, and treatment in modern healthcare settings. Healthcare professionals will gain essential knowledge about MRSA's characteristics, transmission patterns, and clinical manifestations, while learning practical applications of infection control measures, including proper hand hygiene techniques and appropriate use of personal protective equipment (PPE). The course emphasizes current best practices in MRSA management, providing the necessary tools to enhance patient care and reduce transmission in various healthcare environments.	30 minutes
Hand Hygiene and Infection Control Infectious diseases that are commonly spread through hand-to-hand contact include the common cold, influenza, COVID-19, and stomach viruses. However, studies have shown that healthcare professionals clean their hands less than half of the times they should. In the community and healthcare setting, there's often confusion about the best methods for washing hands. This course will review proper hand hygiene and the relative effectiveness of plain soap and water, antimicrobial soaps, alcohol-based hand rubs, and wipes or towelettes in healthcare settings and at home.	30 minutes



Compliance Category: Infection Control and Prevention *(continued)*

Course	Estimated Time to Complete
Infection Control and Prevention This course is intended to guide healthcare workers in understanding and implementing infection control and prevention practices in to the daily work.	30 minutes
Utilizing the Bag Technique in Preventing and Controlling Infections in Home Care The healthcare providers bag has been used by home care visiting staff for decades to carry needed equipment and supplies to provide patient care in the home. The provider's bag is transported from patient home to home and may serve as a vehicle for transmitting microorganisms by virtue of the bag's contact with the staff's hands and contact with the patient's environment. This course establishes guidelines for the management of the provider's bag used by home care staff and offers strategies to prevent and control the transfer of microorganisms through its use.	30 minutes

Compliance Category: Nutrition and Health Basics

Course	Estimated Time to Complete
Addressing Physical Needs for the Restorative Nursing Assistant Nursing assistants are an integral part of the healthcare team. As a nursing assistant, it is very likely that you will provide services to individuals with functional disabilities in personal care needs such as dressing, grooming, and bathing. Assistance with these tasks is vital in maintaining and improving a patient's functionality and a sense of wellbeing.	30 minutes
Effective Medication Management for the Registered Nurse and Certified Nursing Assistant Medication management and administration are important responsibilities in nursing. This program focuses on safety and responsibility related to the medication process in the long-term care setting, including the delegation of medication administration to an unlicensed caregiver who can support the patient post-discharge. <i>Learning Outcomes</i> Upon completing this course, the learner should be able to: <ul style="list-style-type: none">• Discuss the basic "rights" of medication administration• Describe common causes of medication errors• List examples of ways to avoid medication errors• Review general guidelines regarding RN delegation of medication administration to unlicensed caregivers	30 minutes
Foundational Skills for Nursing Assistants: Restorative Nursing Nursing assistants are an integral part of the delivery of services in the healthcare team. As a nursing assistant, it is very likely that you will provide services to individuals with functional disabilities in the area of personal care needs. Assistance to maintain and/or improve an individual's functionality is vital to a person's sense of wellbeing and self-esteem. In this program, our focus will be on the fundamentals or foundation of your role as a nursing assistant.	30 minutes
Optimizing Nutrition and Hydration in Older Adults: From Basic Needs to End-of-Life Care Being well-nourished and well-hydrated is a core component of maintaining good health, however, many older adult patients suffer from dehydration and/or malnutrition. This course teaches the healthcare professional to recognize the signs and symptoms of malnutrition and dehydration as well as the risk factors for inadequate food and fluid intake in older adults. Additionally, this course discusses therapeutic activities to prevent malnutrition and dehydration, and palliative techniques for end-of-life care.	30 minutes



Compliance Category: Specialized Care Topics

Course

Estimated Time
to Complete

Health-Related Challenges Among Special Patient Populations

15 minutes

This course utilizes a body systems prospective to discuss problems seen in older adults, people with physical limitations, and those who are chronically and/or acutely ill. Similarities between these special patient populations are discussed, along with appropriate interventions that can be implemented to mitigate clinical problems.

Providing Care Across the Age Continuum

45 minutes

Age-specific competency is a skill the healthcare giver needs to effectively care for patients at any particular age. Age-specific competencies include, first, communication appropriate for the patient in regard to their age, disability, emotions, culture, or even just temporary impairments. Each age group has health issues peculiar to them that could present with the need for medical intervention. In order to effectively assess proper intervention, the first observation from the medical professional is not only the medical or health condition the patient is presenting with but also which age group the patient is part of. This course provides professionals with tools to assess proper interventions dependent on the patient's age group.

Compliance Category: Workplace Skills and Development

Course

Estimated Time
to Complete

Effective Communication and Age-Related Changes in the Older Adult

30 minutes

Sensory changes in older adults can be challenging, both for the individual and their caregivers. We are here to explore these sensory losses and their impact on communication. It is important to recognize any sensory changes to fully understand how they impact quality of life and how healthcare professionals can best respond to their needs. Age-related sensory changes can occur throughout the aging trajectory and healthcare professionals may notice changes throughout their relationship with an older adult.

Recognizing changes, while establishing effective communication based on each patient's individual needs, will help patients to receive better care. Effective communication will help patients to understand treatment plans and provide them with the tools to address specific needs, thus improving outcomes and patient satisfaction. Good communication is a teachable skill. Learning effective communication methods and using them will aid in building improved relationships while delivering patient-centered care.

Interpersonal Foundations: Building Relationships Through Strategic Communication

30 minutes

Interpersonal skills are the skills we use every day when we communicate and interact with other people, both individually and in groups. People with strong interpersonal skills are often more successful in both their professional and personal lives. Interpersonal skills include a wide variety of skills, many are centered around communication skills, such as listening, questioning and understanding body language.

Maintaining Professionalism in the Workplace

30 minutes

This course is designed for workers in multiple fields to encourage pride and professionalism in their chosen workplace. Themes in the course include appropriate dress for the workplace, punctuality, cooperation with coworkers, gossip, confidentiality, attitude, and achievement.



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