Ongoing Training and Coaching Needs

Ideally, a plan for sustainable training was considered during the Exploration Phase and finalized during the Preparation and Implementation Phases. The *Training & Coaching Considerations* resource ([Appendix F9](#)) addressed the basic issues related to training and should be reviewed at this time, or completed if it has not been, with an eye towards sustainment.

The key training issues for the Sustainment Phase are as follows:

1. What are the current annual training costs? Include training for new staff, booster training for existing staff, and coaching.
   a. Is this cost covered by the current funding stream, or incorporated in the reimbursement rate?
      i. If No, are there any options to cover training costs separately?
2. Is there a certification process for the program?
   a. Do the individuals or the organizations already have certification or are they planning to become certified in the future?
   b. What is the associated cost?
   c. How often is certification renewed and what are the renewal requirements?
3. Opportunities to partner with other agencies on training? If several agencies in the region are implementing the same program, there may be an opportunity to pool resources for training.