



GROWN IN
LEARNING



COURSE CATALOG

Responsible Vendor Training • Cannabis Care • HIPAA for Cannabis Companies • Cultivation Sustainability
IL Sexual Harassment Prevention • Employee Onboarding & Growth • HR, Ethics & Compliance

RESPONSIBLE VENDOR TRAINING ILLINOIS

Competency-focused and compliance-based RVT

HOURS

3



DESCRIPTION

Required training to become an Illinois certified dispensary agent 2.5 hours. This course informs the learner about the Illinois Cannabis Regulation & Tax Act (CRTA) and the guidelines governing the Cannabis industry. The course is loaded with resources, hyperlinks, and references. We hope that you'll learn quite a bit up front, but that you'll find this course to be a go-to resource for ensuring performance excellence and compliance within your organization.

LEARNING OBJECTIVES

Competency-based, the course is populated with use cases and scenarios to think about, consider an array of options, and choose the most appropriate course of action. The goal is for the learner to develop competency, not just compliance, in order to excel as a highly skilled budtender or other cannabis professional.

RESPONSIBLE VENDOR TRAINING MICHIGAN

Competency-focused and compliance-based RVT

HOURS

3



DESCRIPTION

This course informs the learner about the Michigan Regulation and Taxation of Marihuana Act (MRTMA) of November 2018 and the guidelines governing the Cannabis industry. When the law changes in Michigan, this course will ensure compliance and certification for all dispensary agents. The course is loaded with resources, hyperlinks, and references. We hope that you'll learn quite a bit up front, but that you'll find this course to be a go-to resource for ensuring performance excellence and compliance within your organization.

LEARNING OBJECTIVES

Competency-based, the course is populated with use cases and scenarios to think about, consider an array of options, and choose the most appropriate course of action. The goal is for the learner to develop competency, not just compliance, in order to excel as a highly skilled budtender or other cannabis professional.

CANNABIS CARE

Understanding the plant, the person, and the product

HOURS

5



DESCRIPTION

"Cannabis Care" introduces employees to the critical skills, knowledge, and habits required to serve as a competent, trustworthy, and empathetic dispensary agent. Learners explore information about cannabis history, the plant itself, strains, the human body including the endocannabinoid system, cannabinoids, medicinal uses, and more.

LEARNING OBJECTIVES

- Know a whole lot more about the plant, the human body, and the way they interact.
- Identify client background experience and preferences by paying attention to client information about health history, medications, goals, challenges, prescriptions, etc.
- Communicate appropriately with a client about their unique situation, cannabis delivery methods, and products.
- Clarify, confirm, and ensure a client's needs are matched to the product purchased.
- Able to offer continued education / learning resources / opportunities to the client.



HIPAA FOR CANNABIS COMPANIES

A HIPAA training designed specifically to build compassionate and responsible competence within cannabis companies.

HOURS
2.5



DESCRIPTION

This course informs the learner about HIPAA and prepares them to be HIPAA compliant. The course is loaded with resources, hyperlinks, and references. We hope that you'll learn quite a bit up front, but that you'll find this course to be a go-to resource for sustaining HIPAA compliance within your organization.

LEARNING OBJECTIVES

- Know about and understand how HIPAA is structured.
- Identify the components of HIPAA and the responsibilities associated with them.
- Recognize the range of entities impacted by HIPAA.
- Differentiate between Privacy and Security features of HIPAA; Develop a sense of the financial savings and penalties associated with HIPAA; and become HIPAA compliant and a HIPAA advocate.

CULTIVATION

A go-to resource for YOUR cultivation magic

HOURS
TBA



DESCRIPTION

This course is actually more of a structure for organizational clients to create streamlined, sustainable, and customized cultivation operations. We provide a plug-and-play system for you to embed your SOPs, videos, resources, etc. The goal is to simplify and accelerate cultivation training, micro-skill development, and credentialing to empower better organizational decision making and employee mobility.

LEARNING OBJECTIVES

- Create a higher base level of institutional knowledge, more competent and aware performance, and establish an overall experience of "flow."
- Capture institutional knowledge for all things cultivation related
- Break down each stage of the cultivation process into micro-trainings and badges.
- Inform management about full range of employees capable of serving in a variety of roles based on credentialed trainings.
- Empower individuals to expand their professional skills and pathways.

IL SEXUAL HARASSMENT PREVENTION

This Sexual Harassment Prevention course was created by the State of Illinois and has since been supplemented by Grown In.

HOURS
5



DESCRIPTION

What is Sexual Harassment and why is it prohibited? Civil Rights. Conduct. Federal & State Laws. Employer Responsibilities.

LEARNING OBJECTIVES

- Be aware of the law.
- Understand why and how the law functions.
- Reflect on individual behavior.
- Complete the assessment to demonstrate commitment.



EMPLOYEE ONBOARDING & GROWTH

A turn-key system for onboarding and growth -- culture & policy

HOURS
TBA



DESCRIPTION

This course is actually more of a structure for organizational clients to create streamlined, sustainable, and customized onboarding and growth programs. We provide a plug-and-play system for you to embed your mission, vision, communication and collaboration tools and programs, employment manuals, etc. The goal is to simplify and accelerate onboarding, collaboration, growth, and ease of management.

LEARNING OBJECTIVES

- Seamlessly onboard employees.
- Empower employee awareness, understanding, and ability to thrive.
- Build a deep sense of why and how the organization functions.
- Increase employee retention, quality performance, and loyalty.

HR, ETHICS & COMPLIANCE

Proactive & Preventative Policies

HOURS
TBA



DESCRIPTION

Customizable policies to help lay the foundation for your HR, ethics and compliance policies. Customizable policies include: Employee Handbook, Code of Conduct, Social Media Policy, Information & Security policy, Arbitration Agreement and policy, Unlimited PTO policy, Covid/Vaccine policies/forms, Independent Contractor agreement and more. You can customize them yourself, or we can assist.

LEARNING OBJECTIVES

To implement foundational policies and processes necessary to:

- Demonstrate to your employees, customers and third parties that you take ethics and compliance seriously.
- Guide your employees on expected conduct.
- Explain company offerings (like paid time off) to both attract and retain talent.
- Reduce legal and reputational risk.

