



COURSE TITLE	DESCRIPTION	LEARNING OBJECTIVES	TOPICS COVERED	HOURS
<b>Responsible Vendor Training</b> IL, MI, MA, MT, CO	A comprehensive training designed to satisfy regulatory requirements in multiple states. This course informs the learner about the laws, regulations, and best practices driving the legal cannabis industry.	<ul style="list-style-type: none"> <li>• Marijuana's Effect on the Human Body</li> <li>• Compliance with Tracking Requirements</li> <li>• Public Consumption &amp; Health and Safety Standards</li> <li>• Maintenance of Records and Privacy Issues</li> <li>• Administrative and Criminal Liability</li> <li>• Safe Delivery Practices</li> <li>• Cultural Competency</li> </ul>	<ul style="list-style-type: none"> <li>• Develop competency, not just compliance, in order to excel as a highly skilled budtender or other cannabis professional</li> <li>• Transparently and ethically move through an investigation or audit</li> </ul>	2.5
<b>Cannabis Care</b>	A course designed to improve critical knowledge and skills required to serve with credibility, knowledge, and understanding.	<ul style="list-style-type: none"> <li>• History and current context</li> <li>• Cannabis plant and anatomy</li> <li>• Strains, Cannabinoids, and Terpenes</li> <li>• Delivery methods, the ECS &amp; the human body</li> <li>• Medicinal Uses and Side Effects</li> </ul>	<ul style="list-style-type: none"> <li>• Become more knowledgeable about the plant, the human body, and the way they interact</li> <li>• Identify client background experience and preferences</li> <li>• Communicate appropriately with clients about their unique situation, cannabis delivery methods, suitable products, and relevant resources</li> </ul>	3
<b>HIPAA for Cannabis Companies</b>	A training designed specifically to build and sustain compassionate and responsible competence within cannabis companies by preparing them to be HIPAA compliant.	<ul style="list-style-type: none"> <li>• What is HIPAA &amp; Why does it exist?</li> <li>• Why &amp; How is PHI protected?</li> <li>• HIPAA Privacy, Security, Administrative Safeguards</li> <li>• Sustaining Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Know about and understand how HIPAA is structured</li> <li>• Identify the components of HIPAA and the responsibilities associated with them</li> <li>• Recognize the range of entities impacted by HIPAA</li> <li>• Differentiate between Privacy and Security features of HIPAA</li> <li>• Develop a sense of the financial savings and penalties associated with HIPAA</li> <li>• Become HIPAA compliant and a HIPAA advocate</li> </ul>	2.5
<b>Cultivation Sustainability</b>	A structure for organizations to ensure streamlined, sustainable, and customized cultivation operations. Use the plug-and-play system provided to embed your SOPs, videos, resources, and more.	<ul style="list-style-type: none"> <li>• Genetics and Cloning</li> <li>• Growth goals for Seed/Clone</li> <li>• Transplanting</li> <li>• Flowering</li> <li>• Trichomes</li> <li>• Harvest and dry</li> <li>• Trim and cure</li> <li>• Packaging</li> </ul>	<ul style="list-style-type: none"> <li>• Increase employee performance and establish organizational "flow"</li> <li>• Capture and effectively disseminate institutional knowledge about cultivation</li> <li>• Clearly identify each stage of the cultivation process with micro-trainings and badges</li> <li>• Strengthen management's capabilities to allocate personnel based on credentialed training reports</li> <li>• Expand individual skills and professional pathways</li> </ul>	TBD
<b>Harassment Prevention</b>	A self-paced harassment prevention course intended to provoke reflection, awareness, and personal growth.	<ul style="list-style-type: none"> <li>• Civil Rights</li> <li>• Conduct</li> <li>• Federal &amp; State Laws</li> <li>• Employer Responsibilities</li> <li>• Individual Responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Understand the purpose and implications of the law</li> <li>• Be able to conscientiously reflect on individual behavior</li> <li>• Demonstrate commitment to upholding civil rights practices</li> </ul>	0.5
<b>Employee Onboarding &amp; Growth</b>	A structure to create streamlined, sustainable, and customized programs for onboarding and growth through a plug-and-play system that simplifies and accelerates HR processes and practices.	<ul style="list-style-type: none"> <li>• Your mission and vision</li> <li>• Communication and collaboration tools</li> <li>• Programs your organization uses</li> <li>• Employment manuals, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Seamlessly onboard employees</li> <li>• Establish a deep sense of why and how the organization functions</li> <li>• Increase employee retention, quality performance, and loyalty</li> <li>• Empower staff to thrive through "living" SOPs, resources, and support</li> </ul>	TBD
<b>HR, Ethics &amp; Compliance</b>	Customizable content presented in an engaging way that's designed to inform your staff about HR, ethics and compliance policies.	<ul style="list-style-type: none"> <li>• Employee Handbook</li> <li>• Code of Conduct</li> <li>• Social Media Policy</li> <li>• Information &amp; Security policy</li> <li>• Arbitration Agreement and policy</li> <li>• Unlimited PTO policy</li> <li>• Covid/Vaccine policies/forms</li> <li>• Independent Contractor agreement and more</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate to your employees, customers and third parties that you take ethics and compliance seriously</li> <li>• Guide your employees on expected conduct</li> <li>• Explain company offerings (like paid time off) to both attract and retain talent</li> <li>• Reduce legal and reputational risk</li> </ul>	TBD



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<b>Empathy Sales &amp; Client Retention</b>	A training created to cultivate sales excellence through empathy, curiosity, and product knowledge.	<ul style="list-style-type: none"> <li>• Empathy</li> <li>• Curiosity</li> <li>• Product Knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Improve employee's sales skills with a focus on empathy, curiosity, and product knowledge</li> <li>• Build client trust and loyalty through enhanced employee performance</li> </ul>	0.5
<b>Cannabis Genomics: Unlocking the Full Power of the Plant</b>	A course in partnership with Medicinal Genomics to bring high end scientific breakthroughs to individuals and organizations working in the legal cannabis industry.	<ul style="list-style-type: none"> <li>• Genetic Makeup</li> <li>• Genetic sequencing</li> <li>• Utility of cannabis genomics</li> </ul>	<ul style="list-style-type: none"> <li>• Level up your foundations in cannabis genomics without overwhelming scientific complexities</li> <li>• Refresh your scientific vocabulary and knowledge base to deepen your knowledge about the plant, the human body, and the types of information which lead to wise and responsible cannabis use</li> </ul>	1
<b>Women's Health &amp; Cannabis</b>	A training that highlights cannabis research, personal stories, and therapeutic recommendations to improve women's health.	<ul style="list-style-type: none"> <li>• Menstrual cycle and menopause symptoms</li> <li>• Chronic Pain</li> <li>• Aphrodisiac</li> <li>• Skin Care</li> <li>• Sexual arousal</li> <li>• Reproductive health</li> <li>• Fibroids</li> <li>• Endometriosis</li> <li>• De-stigmatize moms who use cannabis</li> <li>• Remedies used throughout history</li> </ul>	<ul style="list-style-type: none"> <li>• Understand prevailing industry research about cannabis and women's health - physical, mental, and emotional.</li> <li>• Be able to apply effective therapeutic use knowledge drawn from case studies and product information</li> </ul>	1
<b>Second Time Around - Cannabis for the Older &amp; Wiser</b>	A course that ensures industry professionals understand the unique physical and mental attributes of cannabis consumers who are 55+.	<ul style="list-style-type: none"> <li>• Access &amp; Safety</li> <li>• Chronic pain</li> <li>• Neuropathy</li> <li>• Sleep</li> <li>• Arthritis</li> <li>• Current Alzheimer's research</li> </ul>	<ul style="list-style-type: none"> <li>• Understand the physical, mental, and emotional characteristics that are present in this market niche</li> <li>• Tune in more closely to the cultural and social factors that influence if and how elders participates in the industry</li> <li>• Develop insight into the overlapping factors that influence product recommendations and educational guidance</li> </ul>	1
<b>CannaCuisine</b>	A training that addresses the various facets of cooking with cannabis. It covers a range of foods, from cookies to gourmet cuisine, and explores diverse contexts from social events to therapeutic food prep.	<ul style="list-style-type: none"> <li>• How to correctly dose cannabis while cooking or baking</li> <li>• Decarboxylating flower &amp; concentrates</li> <li>• Oven-free infusion methods</li> <li>• Straining &amp; storing</li> <li>• Cooking an infused meal</li> <li>• Recipes</li> <li>• Social consumption 101</li> </ul>	<ul style="list-style-type: none"> <li>• Practice the basics of cooking with cannabis</li> <li>• Understand the science behind the blend of cannabis and culinary arts</li> <li>• Refine specialties to heal the body and soul</li> </ul>	1
<b>De-escalation: Before, During, &amp; After an Interaction</b>	A course designed to improve communication and conflict transformation among colleagues, clients, partner organizations and regulatory agencies. It's targeted specifically for managers, security personnel and employees who have heightened odds of dealing with escalated circumstances.	<ul style="list-style-type: none"> <li>• Communication and conflict resolution</li> <li>• Understanding high emotions and trauma</li> <li>• Recognizing aggression &amp; hostility</li> <li>• Active listening skills</li> <li>• Pre-attack red flags</li> <li>• Safety planning</li> <li>• Assisting and supporting during an escalation</li> <li>• Separating skills</li> <li>• Restraining</li> </ul>	<ul style="list-style-type: none"> <li>• Listen critically to see and hear both the message and the messenger</li> <li>• Behave with sage-like precision to find the "win" in all interactions great and small</li> <li>• Better understand human psychology drawn from use cases that feature "triggering" language and behaviors</li> <li>• Feel confident applying solution-oriented pathways for de-escalation, conflict resolution and transformation</li> </ul>	1
<b>Cannabis Testing: Implications for the cultivator and consumer</b>	A training addressing the purpose of laboratory testing and the key protocols and practices involved.	<ul style="list-style-type: none"> <li>• Relationship of state regulations</li> <li>• Understanding requirements by state</li> <li>• Benefits of becoming an accredited cannabis lab tester</li> <li>• Testing for terpenes, potency, pesticides, heavy metals, residual solvents, yeasts &amp; molds</li> <li>• Analytical instrumentation for cannabis lab testing, research &amp; development</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehend the science and processes of lab testing</li> <li>• Identify the massive gap between product testing and the product's state when purchased by a client</li> <li>• Become savvy at knowing what to look for and what to avoid</li> </ul>	0.5

