**COVID-19 - Opportunities for Professional Enrichment (COPE): a distance learning program**

On Tuesday, March 24th, the Governor’s office sent notice to the DOH that we needed to have as many people work remotely as possible, even those in essential functions (NBS qualifies). We were already worried about the impact of a staff member coming down with COVID-19 and the impact to the critical work of saving babies. That day and the next Santosh devised the split schedule and proposed the make-up of the two teams. She worked with the leads to ensure a balance. The assignments were made on Wednesday to take effect the following day. Whew!

The work has been strong over the past two weeks thanks to your flexibility, creativity and hard work. We were able to hire Aaron and Jessica to help on a temporary basis and are happy to have them back. Mondays and Tuesdays have been the hardest days from a specimen load/logistics situation and we’ve responded by shifting Jessica to team Alpha. Thank you all for your dedication.

Now that we’ve gotten into a routine with the laboratory work during long days, I am rolling out COPE: a distance learning program. COPE stands for **C**OVID-19 **O**pportunities for **P**rofessional **E**nrichment. For the next four weeks, and perhaps longer (depending on the Governor’s directives and DOH management decisions) we will be on our current split shift, working three ten-hour days in a row.

During the days that you are not in the laboratory, I am assigning you to work on COPE. There will be some required work, but much of your experience will be self-directed. The following is a COPE links document that will point you to many online resources for professional development on many topics, including laboratory instrumentation/procedures, newborn screening disorders and public health. I have been working with Santosh, Romesh and HR to develop this opportunity; they are supportive. You do not need a DOH computer to complete this work. It should be done at home. If you do not have a computer and internet access at home, please communicate with me directly (x5531).

The MS/MS course offered by Waters Corporation is the first required course. It is free for all NBS staff for 30 days only. Please complete it before the end of April. It will take about 4.5 hours to complete.

The other part of this assignment is to provide a weekly report on what you’ve worked on and learned. I want everyone to try additional courses, watch web-based presentations and check out some of the websites. I am personally familiar with many of these resources, but some are newly recommended from colleagues in NBS and others are things I found through web searches. I am hoping that the weekly report from each of you will help us identify the resources that are particularly valuable for our staff. Also, if you discover additional resources not in the COPE links document, please report those so we can add them. The COPE links document will be updated based on your feedback. Lackluster resources will be removed. Good ones will be highlighted with your testimonials. The next page contains a table that you can copy and paste into an email to me and Santosh with your weekly report (please delete the examples and add your own). You can send your weekly report from your personal email, or from your work email when you return to the lab. Team Alpha’s reports are due on Wednesdays and Team Bravo’s reports are due on Saturdays.

I am not expecting that you will work exactly 10 hours outside your three days scheduled at the lab. I do hope that you will take advantage of this time to explore these resources and do some professional development. Choose something that interests you and go for it! - John

Example of COPE reporting (this is a legit review by John)

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| Resource/link | Rating (1-5)1 - poor5 - excellent | 2-3 sentence summary of resource |
| CPT1A Arctic Variant webinar: <https://vimeo.com/208538457> | \*\*\*\* | Archived webinar from Alaska and Oregon NBS programs and their clinical partners. Talks about the common Arctic Variant of CPT1A in the Alaskan native population and the collaboration between NBS and the clinical specialists caring for babies with CPT1A in Alaska. Includes info about lab testing (MS/MS and DNA). 1 hour. |
| <https://www.babysfirsttest.org/>  | \*\*\*\* | Website has links for each state describing the NBS programs/disorders screened. Has information for parents of children with NBS conditions, including advocacy and support groups. Has links to two training videos (partnership with Iowa NBS) about how to collect a blood spot and on pulse-oximetry. |
| NW Center for Public Health Practice – “[Overview of Public Health Data](http://www.nwcphp.org/training/overview-of-public-health-data)”  | \*\*\* | This is the first in a five-part series on data analysis. It was pretty basic, but I’m looking forward to the remaining courses for more details. 30 minutes. |

You can highlight the text from rows 2-4 in the example and delete. If you have more than three, put your cursor in the bottom right part of the table and hit the tab button – this will create a new row in the table. When you are ready to copy and paste, hover your mouse over the table and a small plus sign appears just outside the table on the upper-left. Click on the plus sign, copy and then paste into your email to John and Santosh.

**For lead workers:** if you choose to work on SOPs and training/competency forms instead, please note in the email to John and Santosh.



**Required Course**

Please complete this course before May 1st.

**Free Online Training Offer – Waters eLearning** [course rating: avg. 3.67 stars - 3 reviews]

Waters is offering a FREE eLearning track of your choice (average $850 retail value), with 30 days of access for several people to help you refresh your knowledge or gain new skills on a variety of technologies.  We chose the clinical LCMS application course (details below) based on the recommendation of our sales representative. He has expertise in MS/MS and after taking this course during his COVID-19 stay-at-home time, says that this course will be a good introduction for new learners and a nice refresher for experts.

DOH is entitled to 1 free eLearning track for 30 days.  Each person needs to go online and register.  Select purchase order as the form of payment and enter “**[code removed – check with your local Waters sales rep for your own code]**” as the purchase order number.  This will allow us to register at no charge.   A confirmation with log on instructions will be sent to everyone who registers.  The 30 days is based on the first registration received from your organization.

[Clinical LCMS Application eLearning Track (UPLC/Quadrupole MS)](https://www.waters.com/waters/educationInstance.htm?locale=en_US&eiid=134827150): This track contains 12 modules that provide information for the clinical LCMS application area. Topics include controlling contamination, fundamentals of LCMS and MassLynx, Intellistart, TargetLynx, and considerations specific to the clinical application in regards to experimental and instrument conditions. Here are the tracks to focus on, marked with a red N/A don’t apply as we don’t use TargetLynx. That is 4.5 hours total with those left out. [Note: two of our staff recommend starting with “Fundamentals of LCMS”]

750001018 - Controlling Contamination in LC and LCMS Systems : Part 1

750001019 - Controlling Contamination in LC and LCMS Systems : Part 2

750000658 - Binary vs. Quaternary Gradient Systems

750000690 - Fundamentals of LCMS

750000691 - Fundamentals of MassLynx

750000692 - Intellistart: Quadrupole-Based MS Systems N/A

750000696 - TargetLynx – Overview N/A

750000697 - TargetLynx – Method Setup N/A

750000698 - TargetLynx – Data Processing and Review N/A

750000699 - TargetLynx – Advanced Topics N/A

750000867 - Clinical Experimental Considerations

750000866 - Clinical Instrument Considerations

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Additional training opportunities from Waters Corporation – these are optional

[**Upcoming Waters Ask the Experts FREE LIVE Webinars**](https://www.waters.com/waters/educationList.htm?cid=513247&locale=en_US&filter=coursetype|CWEB&locale=en_US)  - learn from the Waters Application Specialist in a LIVE webinar format with Q&A. Topics include Empower, HPLC/UPLC, Mass Spectrometry, MassLynx and UNIFI. Waters will be adding more courses so please check back (weblink in blue). When registering using the following promo code in the purchase order field: 2020WEB.  Again these are LIVE so you need to register and attend at the date and the specified date and time. Our sales representative handpicked several that he thought would be useful to us:

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| **Instrument Shutdown/Restart for MassLynx Systems - Best Practices for Extended Leave –** 11:00 AM EST | April 22, 2020 | eLearning LiveThis session will describe best practices for powering down your MassLynx enabled MS systems in the event of a long term shutdown like what we are experiencing currently with COVID-19. It will also discuss best practices for restarting system and componen...[Details](https://www.waters.com/waters/educationInstance.htm?locale=en_US&eiid=135048961) [Register](https://www.waters.com/waters/educationReg1.htm?locale=en_US&eiid=135048961)  |
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| **Clinical Applications –** 11:00 AM EST | April 24, 2020 | eLearning LiveThe session will be an overview of the clinical applications utilizing LCMS.[Details](https://www.waters.com/waters/educationInstance.htm?locale=en_US&eiid=135050453) [Register](https://www.waters.com/waters/educationReg1.htm?locale=en_US&eiid=135050453) **Care & Feeding of LCMS Systems –** 11:00 AM EST | May 4, 2020 | eLearning LiveOverview of LCMS Best Practices, Basic Troubleshooting, Quadrupole Calibration and Routine Maintenance.[Details](https://www.waters.com/waters/educationInstance.htm?locale=en_US&eiid=135049917) [Register](https://www.waters.com/waters/educationReg1.htm?locale=en_US&eiid=135049917) Image result for Waters corporation |
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Additional training opportunities from Waters Corporation

**Free On-Line Training Videos**

[**Clinical Education Series - LC-MS/MS Education Series**](https://videos.waters.com/category/videos/clinical-education-series)**:** Analyte Tuning, Quadrupole Resolution and Mass Calibration, Quadrupole Theory and Use.

[**Fundamentals of MS (1 thru 7)**](https://videos.waters.com/category/videos/fundamentals-of-ms): Electrospray Ionization, Adduct Ions, Multiple-Charge Ions, Quadrapoles, Resolution, Resolution, Isotopes.

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| resource/link | rating | Summary of resource |
| Fundamentals of MS  | \*\*\*1 review | 7 part video series about the fundamentals of MS.  Beginning with the discussion of ionization.  Hydrogen, Chloride, Bromide, Acetate are used positive ions with the help of formic acid.  Multiple charging with cationization can effect the m/z.  Quadrupole uses DC and RF to create electric field and adjust to voltage to target the M/Z we want. Resolution to separate one mass from another in a singlet or doublet method  The course finishes off discussing isotopes and fragmentation.  The video comes at you hard and fast with the theory.  35 min |

[**Recorded Waters Webinars**](https://videos.waters.com/category/videos/meet-the-experts-webinars) : past Meet The Experts webinar videos on a range of applications and topics, including basic review and introduction to sample prep, chromatography and mass spectrometry.  There are over 47 of these webinars. Here that I would recommend: [Fundamentals of HPLC](https://videos.waters.com/detail/videos/meet-the-experts-webinars/video/5238882609001/fundamentals-of-high-performance-liquid-chromatography?autoStart=true&page=2).

[**Waters How-To Videos**](https://videos.waters.com/category/videos/how-to-series#category/videos/how-to-series) – instrument maintenance, software and sample prep procedures.

[**Waters Knowledge Base**](https://support.waters.com/)  – Waters Knowledge Base is a library of articles on Waters Instrumentation, Informatics, and Chemistry. Obtain quick answers to your troubleshooting questions.

[**Recorded Waters Webinars**](https://videos.waters.com/category/videos/meet-the-experts-webinars) – past Meet The Experts webinar videos on a range of applications and topics, including basic review and introduction to sample prep, chromatography and mass spectrometry.

[**Waters Literature**](https://www.waters.com/waters/libraryList.htm?cid=511436&locale=en_US) – application notes, catalogs, journal citations, posters, scientific publications, orals/lecture.



[www.newsteps.org](http://www.newsteps.org) is a wonderful resource provided by APHL; feel free to browse the site. Of particular note are the Data Visualizations pages.

COVID in NBS resource list: <https://www.newsteps.org/covid-19>

Archived webinars of interest (all ~1 hour):

CPT1A Arctic Variant (AK and OR NBS) – <https://vimeo.com/208538457>

Follow-up for X-ALD – <https://vimeo.com/168342128>

Spinal Muscular Atrophy – <https://vimeo.com/234908404>

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| Resource/link | Rating | summary of resource |
| Spinal Muscular Atrophy (SMA)  | \*\*\* 1 review | It began with a general introduction of the NBS lab in Puerto rico.  Following the process from the collection through genetic counseling.  SMA was discussed and the 4 types of the disease.  The treatment and testing was also touched upon.  A new drug for an antisense oglio that reached FDA approval.  The follow-up discussion was about what New York and Wisconsin's was doing for their testing methods.  Questions posed were what to  report and whether to look at SMN2.  When do you begin treatment? 40 min |

Family Experiences with Short-term Follow-up – <https://vimeo.com/242949143>

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| Resource/link | Rating | summary of resource |
| Family Experiences with Short-term Follow-up  | \*\*\*\*\* 1 review | Learned about what follow up does and some of the problems they encounter. Story from the mom in Vermont was great and really added to the importance of everything we do. |

The Power of Case Studies – <https://vimeo.com/225568004>

Long-term follow-up systems and perspectives – <https://vimeo.com/216737083>

Newborn Screening Consultants/Linkage to Care – <https://vimeo.com/183544343>



Using Infographics for Data and Parent Materials – <https://vimeo.com/160938080>

Hemoglobinopathy Follow-up – <https://vimeo.com/263891574>

Reducing Time from Referral to Treatment (feat. Amanda Kimura) – <https://vimeo.com/259922918>

NBS for CAH (including 2nd-tier analysis) – <https://vimeo.com/259922339>

Mild congenital hypothyroidism (feat. Carol Nucup-Villaruz) – <https://vimeo.com/259920696>

Non-SCID T-cell lymphopenias (SCID) – <https://vimeo.com/259913462>

Genetic Counselors in NBS – <https://vimeo.com/259888898> Other webinars: <https://www.newsteps.org/webinars-events> (can filter based on interests: lab, follow-up, QI, etc.)

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| Resource/link | Rating | summary of resource |
| Genetic Counselors in NBS  | \*\*\*\* 1 review | Great video for me, as I have interest in becoming a genetic counselor. Showed me how they are involved in newborn screening and learned about certain aspects of the job I didn’t know about before, like the research they do. |



\*\* Not required, but highly recommended. \*\*

The Northwest Center for Public Health Practice provides training, research, and evaluation services to support public health organizations. They are the outreach arm of the University of Washington’s School of Public Health, bringing public health academia and practice communities together. This website houses dozens of presentations and courses that are free in public health, including data analysis, epidemiology, leadership and policy. If you’d like a recommended course, reach out to John.

<http://www.nwcphp.org/training/training-search> - with filters by topic

You will need to register for a new account (free) to access these trainings: <https://phlearnlink.nwcphp.org/login/index.php>.

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| Resource/link | Rating | summary of resource |
| The Northwest Center for Public Health Practice Course – Basic Infectious Disease Concepts in Epidemiology: <http://phlearnlink.nwcphp.org/course/view.php?id=44> | \*\*\*\*\* 1 review | Online course by UW School of Public Health that gives a brief introduction to epidemiology for people with little to no knowledge of the field. Discusses basic concepts and terminologies used by epidemiologists. Includes quizzes throughout course lecture for comprehension of material and final quiz to gain certification of completion. 1 hour. |



CDC’s Newborn Screening Portal: <https://www.cdc.gov/newbornscreening/index.html>



Baby’s first test: <https://www.babysfirsttest.org/>. This website is designed to educate families and providers about newborn screening and the conditions.

Here is their YouTube channel: <https://www.youtube.com/user/BabysFirstTest/videos?disable_polymer=1>



Non-profit organization dedicated to saving babies through NBS: <http://www.savebabies.org/>. Of particular interest may be the link to family stories.

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| Resource/link | Rating | summary of resource |
| Save Babies Through Screening Foundation Website:<http://www.savebabies.org/> | avg: \*\*\*\*2 reviews | Website for a non-profit organization that advocates comprehensive screening for newborns all over the United States. Has information for the general public, especially expecting parents, regarding newborn screening and the importance of it for their child’s health once he/she is born. Provides real stories of families that have been positively impacted by comprehensive newborn screening and those that have been negatively impacted without comprehensive screening.This is the website for a nonprofit group who is advocating and creating awareness regarding newborn screening, especially in states where it isn’t required. The website itself looks like it hasn’t been updated since 2012 since that is about when the news and events end, but the family stories are really good. Written by the parents of babies who have been saved by NBS or could have been saved, they are good reminders that what we do is quite important and the lasting impact that it can make for families. |



Western States Regional Genetics Collaborative: <https://www.youtube.com/user/TheWSGSC/videos?disable_polymer=1>.



<https://www.youtube.com/user/PERKINELMER/search?query=newborn+screening>

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| Resource/link | Rating | summary of resource |
| The NeoLSDTM MSMS Kit workflow video<https://www.youtube.com/watch?v=Nto9JXjivkI> | \*\* 1 review | A what's in in the box video describing a 960 assays kit across 4 packages.  Kit can be used with a Xevo TQD.  16-20 incubation.  Assay buffer/controls can last up to 8 weeks. Brief summary of procedure would be to add a cocktail to wells  Shake for 2 hours and add quench solution.  Add extraction and DI. Centrifuge and transfer top layer. Dry and add mobile phase.  Assay has a lot of transfer steps. How much would all this cost in the end?  The kit would free up the staff and reduce the insane amount pipetting they are having to do. 15 min |



Build skills with courses, certificates, and degrees online from world-class universities and companies. You can join for free and audit most courses without paying tuition: <https://www.coursera.org/>.
There is a series of courses/resources for Public Health.



## AACC Course: “Practical Approaches to Quality Control”

Bio-Rad is proud to offer complimentary access to AACC’s Certificate Program “Practical Approaches to Quality Control in the Clinical Laboratory” (10 ACCENT CEUs), providing an excellent opportunity to earn your certificate in Quality Control.

Graduates are recognized by AACC on their website. The course price without the Bio-Rad promotional code is $415 for non-AACC members, $215 for AACC members. **This course is free of charge with Bio-Rad's promotional code 237**

<https://www.aacc.org/education-and-career/online-certificate-programs/certificate-programs/practical-approaches-to-quality-control-in-the-clinical-laboratory-certificate-program?src=QC-eNews-E4&mkt_tok=eyJpIjoiTm1JM016QmxNakJsTmprMiIsInQiOiJ2OG5FRndwQWgza3I3OFgrR1E3OEFJWFoyQ3VEczhLSzI2VDZieHNlcWFtRE9wUEJXcWphaVVxeVdidDY0QkgwVDdNdDRFMUF0SnBCM2tGcWliOVwvS01GNEV5S1VkWWR0enpIbVlHRTVncU9YSzBKMlhzVExVTmczODlhbGt3ZUYifQ%3D%3D>



Harvard University: Browse [free online courses in a variety of subjects](https://www.edx.org/school/harvardx?msclkid=3835f21cd0b419e4825bac8a96602d82&utm_source=bing&utm_medium=cpc&utm_campaign=bs-us-nonbrand-partner-harvard&utm_term=harvard%20online%20courses&utm_content=courses_b). Harvard University courses found at this link can be audited free or students can choose to receive a verified certificate for a small fee. Select a course to learn more.

A quick perusal revealed courses on principles of biochemistry, statistics and probability, data science, quantitative methods in biology, bioethics and more!



Linkedin Learning provides a great deal of courses and it currently is giving out a month long trial. There are courses in technology: spreadsheets, data analysis, big data, leadership skills and more.

<https://www.linkedin.com/learning/>

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| Resource/link | Rating | summary of resource |
| Leadership Practical Skills<https://www.linkedin.com/learning/leadership-practical-skills> | \*\*\*\*\* 1 review | This online training program focused on the tools required to become a better manager and leader.  The presenter did a very good job in explain concepts with well done examples.  A few topics included using Maslows Hierarchy of Needs in a management setting.  Best ways to engage staff through delegation.  Thank you and being supportive go a long way with the employees.  2.5 hours |



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| **Webinar Series** | **Webinar Title** | **Date** |
| **Maintaining Lab Operations in Extraordinary Times**[Click here](https://agilenteseminar.webex.com/mw3300/mywebex/default.do?nomenu=true&siteurl=agilenteseminar&service=6&rnd=0.6585366720836984&main_url=https%3A%2F%2Fagilenteseminar.webex.com%2Fec3300%2Feventcenter%2Fprogram%2FprogramDetail.do%3FtheAction%3Ddetail%26internalProgramTicket%3D4832534b000000047763433026668df0cc04255423fb6e7dfa79f1f4be689fe793a24fb3422cb02e%26siteurl%3Dagilenteseminar%26internalProgramTicketUnList%3D4832534b000000047763433026668df0cc04255423fb6e7dfa79f1f4be689fe793a24fb3422cb02e%26cProgViewID%3D1860642%26PRID%3D6854380d065cf9c8dacf47376dc95f96) | GC/MS Support Topics | April 16 |
| HPLC and LC/MSD Support Topics | April 17 |
| ICP-OES & ICP-MS Support Topics | April 22 |
| LC/QQQ & LC/QToF Support Topics  | April 23 |
| GC Support Topics | April 30 |
| **Biopharma Brunch Bunch** **Panel Discussions**[Click here](https://agilenteseminar.webex.com/mw3300/mywebex/default.do?nomenu=true&siteurl=agilenteseminar&service=6&rnd=0.03942491864963504&main_url=https%3A%2F%2Fagilenteseminar.webex.com%2Fec3300%2Feventcenter%2Fprogram%2FprogramDetail.do%3FtheAction%3Ddetail%26internalProgramTicket%3D4832534b00000004be1766f1e0998e40e6176b38b81e7f6c9cbd6b19195de1333485b7eeadcc7f61%26siteurl%3Dagilenteseminar%26internalProgramTicketUnList%3D4832534b00000004be1766f1e0998e40e6176b38b81e7f6c9cbd6b19195de1333485b7eeadcc7f61%26cProgViewID%3D1864112%26PRID%3D1098627f5cf0a69cf892397aed7297d7) | Achieving Depth and Nuance | April 20 |
| A Perfect Pairing | April 27 |
| The Pressure Cooker | May 4 |
| Embracing New Ingredients | May 22 |

If you wish to learn about a broader array of research topics and applications, please view below our full complement of digital content, comprising of both on-demand and upcoming live events.

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From Stephanie Price (DOH HR – training)

Greetings!

To be in line with the guidance around social distancing, the Department of Enterprise Services (DES) has cancelled all of their in-person trainings at this time.  To help our employees continue in their growth and development, we wanted to share trainings folks can participate in virtually.  Here are a few training opportunities (some free, some fee-based) in which employees can participate.  We encourage all employees to discuss these training options with their supervisors before participating.

Additionally, DES – Workforce Support and Development, along with the OFM – State Human Resources Office are working to stand up a new web page on [des.wa.gov](http://www.des.wa.gov/) which will provide information on expanded resources.  As soon as we receive the information from DES we will be sure to pass it along.

**Free Online Learning:**

[DOH Mandatory Trainings](https://doh.sp.wa.gov/sites/OS/pr/hr/SitePages/Mandatory%20Training%20For%20All%20DOH%20Employees.aspx) – a number of mandatory trainings for all DOH employees are available online.  Take a minute to check out if you, or your employee(s), have any pending requirements.

[DES eLearning Courses](https://des.wa.gov/services/training-and-development/des-elearning-courses) – different supervisor and employee eLearning courses offered through the Department of Enterprise Services (DES)

[Contracts and Procurement Training](https://doh.sp.wa.gov/sites/OS/pr/hr/SitePages/Mandatory%20Training%20For%20All%20DOH%20Employees.aspx) – Trainings are required only for employees who are involved in procurement, contracting, contract management, or purchasing

[3 Ways to Manage Stress in Uncertain Times](https://www.eventbrite.com/e/3-ways-to-manage-stress-in-difficult-times-free-virtual-training-tickets-99952536728)
April 28, 2020; 10:00 – 11:00 am; FREE online training

[CDC Training and Continuing Education Online (TCEO)](https://tceols.cdc.gov/) - a system that provides the public health and healthcare workforce access to CDC educational activities that offer free continuing education (CE) credits, contact hours, or units.

[CDC Train](https://www.train.org/cdctrain/welcome) - is a gateway into the [TRAIN Learning Network](https://www.train.org/), the most comprehensive catalog of public health training opportunities.

[CDC Learning Connection](https://www.cdc.gov/learning/index.html) - helps public health and healthcare professionals stay informed about quality trainings from CDC, other federal agencies, and federally funded partners.

Emergency response – incident command training?