



PROFESSIONAL DEVELOPMENT TRAINING CALENDAR

April - June 2025

**YOUR ONE-STOP-SHOP FOR 2025 TRAINING
OPPORTUNITIES IN BROOME, CHENANGO,
AND TIOGA COUNTIES**

SIGN UP HERE!



[Click here to sign up!](#)

FOR MORE INFORMATION CALL:

(607) 723-8313 ext. 829 or 1-800-281-8741

MEET OUR STAFF!

We are ready to meet your training needs with our knowledgeable and highly experienced trainers



CATHY LEE

Cathy has been providing adult professional development training, wellness classes and CPR for most of her career. She has also had the opportunity to teach children in Head Start classes at Family Enrichment Network. Health and Wellness is her area of expertise and is a personal passion. Her background includes a Master's Degree in Public Administration from Penn State and certifications in Personal Training, Pilates and Group Exercise. She is certified through NYAEYC and ASPIRE as Content Specialist and through National CACFP as a CACFP Child Nutrition Professional. She also holds a certification in Early Childhood Outdoor Learning Environments from North Carolina State University. It is important to keep up with new developments in the field, so she is always increasing her knowledge by attending training programs sponsored by various organizations. It is her goal to continuously offer new, updated and enjoyable classes that will enhance and strengthen early childhood education.



CORTNEY NORNHOLD

Cortney has built her career around being an advocate for children and supporting families. Her vision is to foster children's love of learning, to encourage them to try new and exciting things, and to give them a solid foundation to build on. In 2013, Cortney received her degree in early childhood education. In 2022, She earned her T-TAP training credential and her PITC certification. In April of 2023, she became a Pyramid Model Master Cadre trainer. Cortney offers many different trainings throughout the year and teaches the CDA class. When she is not working, she loves to spend time with her three children. Her hobbies include hiking, painting, crocheting, jigsaw puzzles, and playing board games.



RACHEL DOWD

Rachel graduated from Ithaca College in 2017 with a degree in psychology where she found a love for and interest in child development. She spent the first few years after college working at Racker Centers in Ithaca, honing her skills and developing a passion for special education and childcare, while also working as a coach for the Ithaca College women's crew team. Since then she has been working in special education programs and preschool programs while spending her free time coaching college and youth rowing. She is now a T-TAP credentialed trainer for FEN. When she's not at work Rachel enjoys hiking, rock climbing and reading books. She also loves spending time with her wonderful fiancé, Emily, and their three cats and five rats!

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ALLIE DRAKE

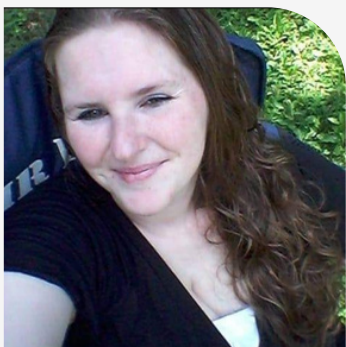
Allie started at FEN October 2023. She has been in childcare for the last six years mainly working in UPK through both Vestal and Binghamton School district, but she also has experience with all ages. She found she had a passion working with children and decided to pursue her masters in developmental psychology with an ultimate goal in helping children. Allie loves learning new things as well as educating others. In her free time she loves spending time with her friends, board games are her go-to activity. She also loves spending time with her family, including their two-year-old Labrador retriever!

*****Allie Drake will be out on maternity leave until late summer and will not be available during this time.**



ISABELLE GORHAM

Isabelle graduated from the University at Albany in 2017 with a degree in psychology and criminal justice. With a passion for people, she has spent many years working with the public in various settings and for various reasons. While she may be new to the Family Enrichment Network family, Isabelle is not new to working with kids, or to the child care or education systems. Since graduating, she has spent her time working in a variety of roles in child care and retail settings that have allowed her to master the skills required for her job in the CCRC (including child care best practices, social skills, business operations, marketing, branding, and much more)! Over the last few years Isabelle realized that helping others was her true calling in life, and now at FEN, she loves that her main focus is on helping child care providers create safe spaces for children to grow and learn. Outside of work, she likes to be home with her two year-old son, playing games, and stopping to smell the roses.



LORI GRAHAM

Lori is a native of Chenango County. Born and raised in Norwich, she graduated Morrisville State College in 2010 with a degree in Early Childhood Education. Lori has worked off and on in school aged childcare for the last 14 years. She enjoys gardening, camping, and spending time with her two daughters and 2 cats.

REGION 3: SYRACUSE

2025

MANAGEMENT TRAINING SCHEDULE

DIRECTOR'S OVERVIEW

Place: Virtual

Date: March 18th, 19th, 20th & 21st

Time: 9:00 AM – 12:00 PM

STRENGTHENING SUPERVISORY SKILLS

Place: Virtual Date: August 12th & 13th

Time: 9:00 AM – 12:00 PM

THE DIRECTOR'S ROLE IN ENSURING DEVELOPMENTALLY APPROPRIATE PRACTICE

Place: Virtual

Date: September 2nd & 3rd

Time: 9:00 AM – 12:00 PM

ORIENTATION: THE PROCESS TO STAFF INTEGRATION

Place: In-person – Syracuse

Date: October 8th

Time: 9:00 AM – 4:00 PM



Early Care &
Learning Council

United to Promote Quality

These training workshops are offered in person and virtual at no cost, funded by OCFS, for directors and management staff of child care centers and school age programs.

**CONTACT MARIAH KING FOR MORE
INFORMATION ON HOW TO REGISTER**



518-690-4217 EXT.18



training@earlycareandlearning.org



**Office of Children
and Family Services**

APRIL TRAININGS

Training Title	Date	Location	OCFS Training Categories									
			1	2	3	4	5	6	7	8	9	10
Dig, Plant, Grow: Gardening Adventures for Kids	4/15	Norwich	X	X								
Curriculum Modifications for Infants and Toddlers	4/17	Owego	X		X							
CPR/First Aid	4/21	Bing				X						
CPR/First Aid	4/21	Norwich				X						
CACFP Y25	4/22	Bing		X			X					
Web Development and Design	4/24	JC					X					
Promoting Infant and Toddler Physical Activity	4/29	JC	X		X							

Office of Children and Family Services (OCFS) Categories:

- | | |
|--|--|
| 1 - Principles of Childhood Development | 6 - Child Abuse & Maltreatment Identification/Prevention |
| 2 - Nutrition & Health Needs of Children | 7 - Statutes & Regulations Pertaining to Child Day Care |
| 3 - Child Day Care Program Development | 8 - Statutes & Regulations Pertaining to Child Abuse |
| 4 - Safety & Security Procedures | 9 - Education & Prevention of Shaken Baby Syndrome |
| 5 - Business Record Maintenance & Mgmt. | 10 - Adverse childhood experiences, trauma & resiliency |

QUALITYstarsNY Categories:

Child Observation and Assessment (COA 6 / COA8)
 Curriculum Planning & Implementation (CPI 6)
 Environmental Rating Scales (ERS) Training (HE 1 / CE1)
 Obesity Prevention Training (PH 6)
 Supporting English Language Learners (FIS 9 / FIS 10)

APRIL TRAININGS

BROOME

CPR/First Aid/ AED Cathy Lee

April 21 from 5:30 PM until complete

Fayette St, Binghamton

This is an instructor-led, in-person, classroom based approach to training where the core knowledge content is provided by using scenario based video segments or slide presentation, followed by demonstration of skills and the opportunity for instructor facilitated student practice. CPR/AED and First Aid skills will be taught and practiced as they relate to adults, children and infants. Participants will be able to perform effective CPR, use an AED and be trained in basic first aid techniques. Space is limited.

Cost: \$80 per person or

EIP/Voice Scholarships

Group discounts are
available

OCFS Category: 4

***Registration: MUST call
to register

CACFP Y25 Cathy Lee

April 22 from 6:00 PM to 7:30 PM

Fayette St, Binghamton

This training session will review annual requirements for participating in the CACFP (Child and Adult Food Care Program) for those who already have basic knowledge of the program. Participants will become familiar with all procedures needed to successfully manage their food program in order to obtain the highest possible reimbursement for healthy meals served to children in their care. This program includes updates for the year 2025 and encourages participant interaction.

Cost: Free

OCFS Category: 2, 5

Web Development and Design Isabelle Gorham

April 24 from 6:00 PM to 7:00 PM

Cherry St, Johnson City

This training is for providers who want to create a new website or update an existing website with GoogleSites. If you are looking to grow your child care business, or for a new way to reach the community and prospective families, having a dedicated business website is a great place to start! Participants will leave with the resources to create and manage their own website. At the end of the training, there will be an option to sign up for 1-on-1 website builder coaching sessions.

Cost: Free

OCFS Category: 5

Promoting Infant and Toddler Physical Activity Cortney Nornhold

April 29 from 6:00 PM to 8:00 PM

Cherry St, Johnson City

This training is on the importance of physical activity and movement for infants and toddlers. It focuses on how children's bodies and minds grow together and how providers can encourage the development of both when working with children to help them engage with the world around them.

Cost: Free

OCFS Category: 1, 3

APRIL TRAININGS

CHENANGO

Dig, Plant, Grow: Gardening Adventures for Kids Lori Graham

April 15 from 6:00 PM to 7:30 PM

The Place, Norwich

This training will equip childcare providers with the knowledge and confidence to introduce gardening into their childcare program. Participants will explore child-friendly gardening techniques, suitable plants, container gardening options, and hands-on activities that engage young learners. The training will also cover composting basics, pest management, and planting zones to ensure success in different climates. Attendees will leave with practical strategies to help children develop a love for nature, responsibility, and an understanding of where food comes from.

Cost: Free

OCFS Category: 1, 2

CPR/First Aid/ AED Rachel Dowd

April 21 from 9:00 AM until complete

E Main St, Norwich

This is an instructor-led, in-person, classroom based approach to training where the core knowledge content is provided by using scenario based video segments or slide presentation, followed by demonstration of skills and the opportunity for instructor facilitated student practice. CPR/AED and First Aid skills will be taught and practiced as they relate to adults, children and infants. Participants will be able to perform effective CPR, use an AED and be trained in basic first aid techniques. Space is limited.

Cost: \$80 per person or

EIP/Voice Scholarships

Group discounts are

available

OCFS Category: 4

***Registration: MUST call
to register

TIOGA

Curriculum Modifications for Infants and Toddlers Cortney Nornhold

April 17 from 6:00 PM to 8:00 PM

Taylor Rd, Owego

Do you have an infant or toddler who could benefit from individualized support? What is curriculum modification? This workshop will explore the purpose and uses of curriculum modifications. Participants will learn how to create a responsive, developmentally appropriate learning environment that supports the cognitive, physical, social-emotional, and language development of young children.

Cost: Free

OCFS Category: 1, 3

QSNY Standards: COA-8



MAY TRAININGS

Training Title	Date	Location	OCFS Training Categories									
			1	2	3	4	5	6	7	8	9	10
Keeping Infants Safe: Safe Sleep Practices & Prevention of SBS	5/8	JC				X			X		X	
ACEs 101	5/13	Virtual										X
Fostering Resiliency	5/15	JC										X
Learning in Nature: Where Curiosity Meets Exploration	5/20	Sherburne	X			X			X			
Active Play for Infants and Toddlers	5/27	Bing	X		X							
Addressing Challenging Behavior with Young Children	5/27	Norwich	X		X							
CPR/First Aid	5/28	Bing				X						
Prevention and Identification of Child Mistreatment	5/29	JC						X		X	X	

Office of Children and Family Services (OCFS) Categories:

- 1 - Principles of Childhood Development
2 - Nutrition & Health Needs of Children
3 - Child Day Care Program Development
4 - Safety & Security Procedures
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- 6 - Child Abuse & Maltreatment Identification/Prevention
7 - Statutes & Regulations Pertaining to Child Day Care
8 - Statutes & Regulations Pertaining to Child Abuse
9 - Education & Prevention of Shaken Baby Syndrome
10 - Adverse childhood experiences, trauma & resiliency

QUALITYstarsNY Categories:

- Child Observation and Assessment (COA 6 / COA8)
- Curriculum Planning & Implementation (CPI 6)
- Environmental Rating Scales (ERS) Training (HE 1 / CE1)
- Obesity Prevention Training (PH 6)
- Supporting English Language Learners (FIS 9 / FIS 10)

MAY TRAININGS

BROOME

Keeping Infants Safe: Safe Sleep Practices & Prevention of Shaken Baby Syndrome

Syndrom Cortney Nornhold

May 8 from 6:00 PM to 8:00 PM

Cherry St, Johnson City

This training provides caregivers with essential knowledge and strategies to ensure the safety and well-being of infants in their care. Participants will explore key topics such as safe sleep practices and proper supervision. A special focus will be placed on understanding and preventing Shaken Baby Syndrome and strategies for coping with caregiver stress. Through discussions, real-life scenarios, and hands-on activities, providers will gain confidence in implementing best practices that promote infant safety.

Cost: Free

OCFS Category: 4, 7, 9

Fostering Resiliency Isabelle Gorham

May 15 from 6:00 PM to 7:00 PM

Cherry St, Johnson City

This training is for providers who are looking to support children that may experience or have already experienced an adverse childhood event, also known as an ACE. It is recommended that providers take an ACES training prior to attending this training to ensure the proper background knowledge. This training will focus on resiliency: how to build it, maintain it, and why it is so important in childrens' lives. Resiliency is a skill and we, as early childhood caregivers, have the ability to teach kids about this amazing tool that will be useful for the rest of their lives.

Cost: Free

OCFS Category: 10

Active Play for Infants and Toddlers Cathy Lee

May 27 from 6:00 PM to 8:00 PM

Fayette St, Binghamton

This is a training on the importance of physical activity and movement for infants and toddlers. It focuses on how children's bodies and minds grow together, and how providers can encourage the development of both when working with children to help them engage with the world around them.

Cost: Free

OCFS Category: 1, 3

CPR/First Aid/ AED Cathy Lee

May 28 from 5:30 PM until complete

Fayette St, Binghamton

This is an instructor-led, in-person, classroom based approach to training where the core knowledge content is provided by using scenario based video segments or slide presentation, followed by demonstration of skills and the opportunity for instructor facilitated student practice. CPR/AED and First Aid skills will be taught and practiced as they relate to adults, children and infants. Participants will be able to perform effective CPR, use an AED and be trained in basic first aid techniques. Space is limited.

Cost: \$80 per person or

EIP/Voice Scholarships

Group discounts are available

OCFS Category: 4

***Registration: MUST call to register

MAY TRAININGS

Prevention and Identification of Child Mistreatment Isabelle Gorham

May 29 from 6:00 PM to 7:00 PM

Cherry St, Johnson City

This training is for providers who want to be better prepared for identifying and handling child mistreatment. We will go over the most common signs/symptoms, methods of and requirements for reporting, and how child care providers can play an important role in keeping kids safe and healthy. By the end of training, caregivers should feel confident about preventing, identifying, and reporting child mistreatment.

Cost: Free

OCFS Category: 6, 8, 9

CHENANGO

Learning in Nature: Where Curiosity Meets Exploration Lori Graham

May 20 from 6:00 PM to 7:30 PM

Sherburne Public Library

This training offers childcare providers with the knowledge and practical skills needed to integrate nature-based learning experiences into their caregiving environments. The training focuses on fostering an appreciation for the natural world, utilizing outdoor spaces, reviewing outdoor safety regulations, and incorporating environmental education into daily routines. Attendees will leave with innovative ideas that promote children's development through nature, while supporting physical, cognitive, emotional, and social growth.

Cost: Free

OCFS Category: 1, 4, 7

Addressing Challenging Behavior with Young Children Cortney Nornhold

May 27 from 6:00 PM to 8:00 PM

The Place, Norwich

Challenging behaviors can derail a perfectly planned day. This workshop will focus on how to look beyond the behavior. Participants will explore different ways to address challenging behaviors they may see in their program. They will explore tips and strategies that can lead to smoother days with young children.

Cost: Free

OCFS Category: 1, 3

VIRTUAL

ACEs 101 Rachel Dowd

May 13 from 5:30 PM - 8:30 PM

Virtual

The purpose of this training is to increase the participants' knowledge and understanding of fundamental Adverse Childhood Experiences (ACE) research. Learn about how the brain development of young people is affected by ACE's and how it can affect a classroom setting. This is the first of four ACE's trainings available and is the first step towards understanding ACE's

Cost: Free

OCFS Category: 10

JUNE TRAININGS

Training Title	Date	Location	OCFS Training Categories									
			1	2	3	4	5	6	7	8	9	10
DAP for Infants and Toddlers	6/5	Owego	X		X							
Sensory Play with Infants and Toddlers	6/10	Virtual	X		X							
Center and SACC Regulations Refresher	6/10	JC							X			
Chenango County CACFP Y25	6/16	Bainbridge		X			X					
Foundations in Healthy Sexual Development: Infants and Toddlers	6/17	JC	X					X				
(G)FDC Regulations Refresher	6/17	JC							X			
On the Move: Ensuring Child Safety During Transportation and Field Trips	6/23	Norwich				X			X			

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- | | |
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 Obesity Prevention Training (PH 6)
 Supporting English Language Learners (FIS 9 / FIS 10)

JUNE TRAININGS

BROOME

Center and SACC Regulations Refresher Isabelle Gorham

June 12 from 6:00 PM to 7:00 PM

Cherry St, Johnson City

This training is for any provider/ece professional who wants to review the New York State regulations. We will go over the regulations for Centers and SACC programs. We will go over the basics of the regulations that have not changed, and then cover any new regulations- with a focus on anaphylaxis as this policy has been updated Nov.1, 2024.

Cost: Free
OCFS Category: 7

Foundations in Healthy Sexual Development: Infants and Toddlers

Cortney Nornhold

June 17 from 6:00 PM to 8:00 PM

Cherry St, Johnson City

The multi-modal training focuses on supporting the development of healthy relationships and secure attachments – the prerequisites for healthy sexual development. As this training is designed for infant and toddler providers, most of the training targets the actions of caregivers and the interactions with infants and toddlers – how those actions and interactions effect healthy relationship development.

Cost: Free
OCFS Category: 1, 6

(G)FDC Regulations Refresher Isabelle Gorham

June 26 from 6:00 PM to 7:00 PM

Cherry St, Johnson City

This training is for any provider/ece professional who wants to review the New York State regulations. We will go over the regulations for FDC and GFDC. We will go over the basics of the regulations that have not changed, and then cover any new regulations- with a focus on anaphylaxis as this policy has been updated Nov.1, 2024.

Cost: Free
OCFS Category: 7

Chenango

CACFP Y25 Cathy Lee

June 16 from 6:00 PM to 7:30 PM

General Clinton Park, Bainbridge, NY (date and location may change due to inclement weather)

This training session will review annual requirements for participating in the CACFP (Child and Adult Food Care Program) for those who already have basic knowledge of the program. Participants will become familiar with all procedures needed to successfully manage their food program in order to obtain the highest possible reimbursement for healthy meals served to children in their care. This program includes updates for the year 2025 and encourages participant interaction.

Cost: Free
OCFS Category: 2, 5

JUNE TRAININGS

On the Move: Ensuring Child Safety During Transportation and Field Trips

Lori Graham

June 23 from 6:00 PM to 7:30 PM

The Place, Norwich

This training offers childcare providers with essential knowledge on the safe transportation of children during field trips, daily transportation needs, and outings. It covers New York State regulations on child safety in vehicles, car seat safety, the importance of active supervision, and strategies to maintain child safety both during transportation and throughout field trips. The training also addresses appropriate child-adult ratios, meals and snacks for trips, hygiene, and sanitation practices.

Cost: Free

OCFS Category: 4, 7

Tioga

DAP for Infants and Toddlers Cortney Nornhold

June 5 from 6:00 PM to 8:00 PM

Taylor Rd, Owego

This training will assist providers in meeting the developmental needs of each child by implementing purposeful and relationship-based curriculum. Learn about what factors to consider when determining what activities, lessons, and materials are appropriate for the children in your care.

Cost: Free

OCFS Category: 1, 3

QSNY Standard: CPI-6

Virtual

Sensory Play with Infants and Toddlers Cortney Nornhold

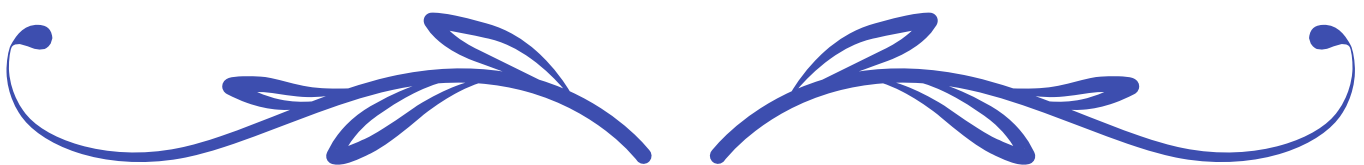
June 10 from 6:00 PM to 8:00 PM

Virtual

What is Sensory Play? We will discuss what, why, and how of sensory play with infants and toddlers. Participants will explore the benefits of sensory play that affect the ongoing development of young children. We will focus on how to plan age-appropriate sensory activities.

Cost: Free

OCFS Category: 1, 3



**DON'T SEE WHAT YOU
NEED?**

**CLICK HERE OR SCAN
TO LET US KNOW!**



Child Care Resource Center Contact Information

607-723-8313

Cathy Lee: *Health and Wellness Supervisor* cjlee@familyenrichment.org x824

Cortney Nornhold: *Infant Toddler Specialist* cnornhold@familyenrichment.org x1187

Rachel Dowd: *Provider Services Coordinator* rdowd@familyenrichment.org x894

Allie Drake: *Training and Coaching Specialist* adrake@familyenrichment.org x1620

Isabelle Gorham: *CCRC Business Specialist* igorham@familyenrichment.org x. 1616

Lori Graham: *Chenango CCRC Specialist* lgraham@familyenrichment.org x1522

Crystal Rozelle: *Child Care Specialist* crozelle@familyenrichment.org x829

Jennifer Perney: *Family and Community Services Director*

jperney@familyenrichment.org x872

ADDITIONAL INFORMATION

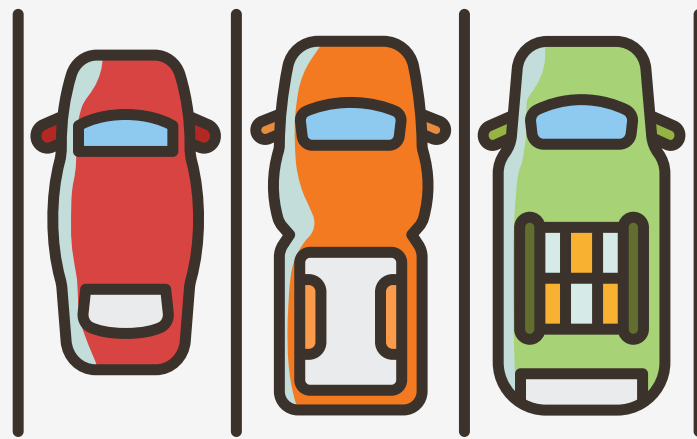
FAMILY ENRICHMENT NETWORK OFFICE LOCATIONS

Binghamton
29 Fayette St

Johnson City
24 Cherry St

Norwich
22 E Main St
(in The Place)

Owego
1277 Taylor Rd
(in the Abide in
the Vine building)



Parking Information

Johnson City: If you are coming to a training in the evening or the weekend, please use the visitor parking lot on the right side of the building in Johnson City, or park on the street. Please do not park in the fenced-in bus and employee parking lot.

Binghamton: You can park on the same side of the street as our building. (We no longer rent parking in the lot across the street, so parking there is at your own risk.)

Owego: The entrance to the building is on the left side and parking is available in that area.

Norwich: You can park in the public parking lot (off Main St, turn into Theatre Lane to parking lot, or off Broad Street turn into the ally way next to the movie theater to access the parking lot).

TRAINING POLICIES AND INFORMATION

**** Registration Information ****

You must register for trainings two weeks prior to the date. All EIP paperwork, FEN scholarship paperwork, VOICE/CSEA number, and/or payments must be received to be considered registered. You must notify us of any scholarship submission. Your training enrollment is pending until we receive any scholarship award notification, so you need to apply early! You are not registered for a training at FEN unless you contact us! Please make all checks payable to Family Enrichment Network, Inc.

**** EIP Information ****

Scholarship funding to participate in training may be available through the Educational Incentive Program (EIP). EIP is a voluntary scholarship program and may be available to help cover the costs of trainings. Please apply for EIP at www.ecetp.pdp.albany.edu. We do not want EIP applications or a copy of your income taxes. We only need proof of EIP eligibility (for example, approval letter, denial letter). If you are 100% eligible for EIP funding, you do not have to pay a co-pay. If you are 75% eligible for EIP, you will need to pay the remaining balance due. For more information or to apply for a scholarship, please visit www.ecetp.pdp.albany.edu. You may also contact EIP at eip@albany.edu or 800-295-9616 or 518-442-6575.

*Apply early, as funding is limited and could run out.

**** CSEA VOICE Information ****

Family Enrichment Network is an approved training organization with CSEA/VOICE. Scholarship funding may be available for family, group family, and legally exempt providers. Visit voiccecsea.org to obtain a CSEA ID and for more information.

**** FEN Scholarship ****

A FEN Scholarship may be available to help you cover the training cost. Proof of income will be reviewed, as well as program financial information. Economic hardships will be evaluated on an individual basis. MAT, Fall Conference, CPR/First Aid, and CDA. The FEN Scholarship is designed for single, evening classes. Call Crystal for more information.

**** Refund Policy ****

All trainings, conferences and/or workshops are NON-Refundable, unless cancelled by us.

**** Cancellations ****

We reserve the right to cancel trainings if fewer than 3 people are registered, or in case of inclement weather. If you are registered, you will be contacted in the case of a cancellation. If you are unable to attend a training you are registered for, please cancel your registration by calling 723-8313 ext. 829.

**** Inclement Weather ****

If Family Enrichment Network closes the agency for all programs because of inclement weather, all trainings are also cancelled. To find out if the agency has closed, call the main number and listen to the message at (607) 723-8313.

**** Accessibility ****

In Johnson City, the front doors do lock after the trainings begin. Please arrive on time. The Fayette St. door is locked at all times. Please ring the bell for access. Be patient as staff need to come down stairs to open the door.

**** Accommodations ****

If you require special accommodations please reach out to our staff to discuss how we can best meet your needs.

**** Training Certificates ****

Training certificates will be distributed at the training if you registered and paid in advance. If you are not registered for a training, but walk in, a training certificate will be provided upon completion of class AND after payment is received. There will be a \$5.00 charge for duplicate training certificates requested. You must complete the entire training in order to receive training credit. There is no option to take a partial training.

**** Children ****

To respect the professional training of others, please do not bring children to the trainings. There is no child care available and you will be asked to leave.

**** Training Etiquette ****

Please be respectful of others by turning your cell phone to vibrate and limiting talking to that which is appropriate to the training.

