SF614 REVISOR LCB S0614-2 2nd Engrossment

# SENATE STATE OF MINNESOTA NINETIETH SESSION

S.F. No. 614

(SENATE AUTHORS: ABELER, Hoffman, Kiffmeyer, Rosen and Clausen)

**D-PG** 511 **DATE** 02/06/2017 **OFFICIAL STATUS** Introduction and first reading Referred to Health and Human Services Finance and Policy 03/12/2018 6396a Comm report: To pass as amended 6409 8728a Second reading Special Order: Amended Third reading Passed 05/03/2018 8729

A bill for an act 1.1 1.2

13

1.10

1.12

1.13

1.14

1.15

1.16

1 17

1.18

1.19

1.20

1.21

1.22

relating to health licensing; modifying the Minnesota Athletic Trainers Act and Minnesota Psychology Practice Act; amending Minnesota Statutes 2016, sections 148.7802, subdivisions 2, 3, 6, 9; 148.7803; 148.7804; 148.7805, subdivisions 1, 1.4 3; 148.7806; 148.7808, subdivision 1; 148.7809, subdivisions 1, 2, 4; 148.7810, 1.5 subdivisions 1, 3; 148.7811; 148.7812, subdivisions 1, 2, 4; 148.7813, subdivision 1.6 5; 148.7815; 148.915; Minnesota Statutes 2017 Supplement, section 148.925, 1.7 subdivisions 5, 6; repealing Minnesota Statutes 2016, sections 148.7808, subdivisions 3, 4, 5; 148.7812, subdivisions 3, 5. 1.9

1.8

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 2016, section 148.7802, subdivision 2, is amended to read: 1.11

Subd. 2. Approved continuing education program. "Approved continuing education program" means a continuing education program that meets the continuing education maintenance of competence requirements in section 148.7812 and is approved by the board.

Sec. 2. Minnesota Statutes 2016, section 148.7802, subdivision 3, is amended to read:

Subd. 3. Approved education program. "Approved education program" means a university, college, or other postsecondary an education program of athletic training offered by an accredited university, college, or other postsecondary institution that, at the time the student completes the program, is approved or accredited by a nationally recognized accreditation agency for athletic training education programs approved by the board. the student is eligible to attain national certification as an athletic trainer from the Board of Certification for the Athletic Trainer or its recognized successor.

Sec. 2. 1

Sec. 3. Minnesota Statutes 2016, section 148.7802, subdivision 6, is amended to read: 2.1 Subd. 6. Athletic trainer. "Athletic trainer" means a person who engages in athletic 2.2 training under section 148.7806 and is registered licensed under section 148.7808. 2.3 Sec. 4. Minnesota Statutes 2016, section 148.7802, subdivision 9, is amended to read: 2.4 Subd. 9. Credentialing examination. "Credentialing examination" means an examination 2.5 administered by the Board of Certification, for the Athletic Trainer or the board's its 2.6 recognized successor, for credentialing as an athletic trainer, or an examination for 2.7 credentialing offered by a national testing service that is approved by the board. 2.8 Sec. 5. Minnesota Statutes 2016, section 148.7803, is amended to read: 2.9 148.7803 DESIGNATION OF ATHLETIC TRAINER PROHIBITED PRACTICE 2.10 OR USE OF TITLES; PENALTY. 2.11 Subdivision 1. License required. No person shall engage in athletic training without 2.12 first being licensed under sections 148.7801 to 148.7815. A person engages in athletic 2.13 training if the person performs or offers to perform athletic training as defined in section 2.14 148.7806. 2.15 Subdivision 1. Subd. 2. **Designation.** (a) A person shall not use in connection with the 2.16 person's name or in any form of advertising, professional literature, or billing that relates 2.17 to the person's occupation or profession as an athletic trainer, the words or letters registered 2.18 athletic trainer; licensed athletic trainer; Minnesota registered athletic trainer; athletic trainer; 2.19 AT; LAT; ATR; or any words, letters, abbreviations, or insignia indicating or implying that 2.20 the person is an athletic trainer, without a certificate of registration being licensed as an 2.21 athletic trainer issued under sections 148.7808 to 148.7810 148.7801 to 148.7815. A student 2.22 attending a college or university athletic training program must be identified as an "athletic 2.23 training student." 2.24 (b) Any person who is exempt from licensure under subdivision 3 must not use any of 2.25 the titles identified in paragraph (a), or any description stating or implying that they are 2.26 engaged in the practice of athletic training or that they are licensed to engage in the practice 2.27 of athletic training. 2.28 Subd. 3. Exceptions. (a) Nothing in sections 148.7801 to 148.7815 shall be construed 2.29 to prohibit the practice of any profession or occupation licensed or registered by the state 2.30 or to perform any act that falls within the scope of practice of the licensed or registered 2.31

Sec. 5. 2

profession or occupation.

physical therapist and registered licensed athletic trainer as submitted by the Minnesota

Sec. 7. 3

American Physical Therapy Association;

3.1

3.2

3 3

3.4

3.5

3.6

3.7

3.8

3.9

3.10

3.11

3.12

3.13

3.14

3.15

3.16

3.17

3.18

3.19

3.20

3.21

3.22

3.23

3.24

3.25

3.26

3.27

3.28

3.29

- 4.1 (3) two members who are medical physicians licensed by the state and have experience
  4.2 with athletic training and sports medicine; and
- (4) one member who is a doctor of chiropractic licensed by the state and has experiencewith athletic training and sports injuries.
- Sec. 8. Minnesota Statutes 2016, section 148.7805, subdivision 3, is amended to read:
- 4.6 Subd. 3. **Duties.** The advisory council shall:
- 4.7 (1) advise the board regarding standards for athletic trainers;
- 4.8 (2) distribute information regarding athletic trainer standards;
- 4.9 (3) advise the board on enforcement of sections 148.7801 to 148.7815;
- 4.10 (4) review <u>registration license applications</u> and <u>registration license</u> renewal applications and make recommendations to the board;
- 4.12 (5) review complaints in accordance with sections 214.10 and 214.13, subdivision 6;
- 4.13 (6) review investigation reports of complaints and recommend to the board whether disciplinary action should be taken;
- 4.15 (7) advise the board regarding evaluation and treatment protocols;
- 4.16 (8) advise the board regarding approval of continuing education programs; and
- 4.17 (9) perform other duties authorized for advisory councils under chapter 214, as directed by the board.
- Sec. 9. Minnesota Statutes 2016, section 148.7806, is amended to read:

# **148.7806 ATHLETIC TRAINING.**

- Athletic training by a <u>registered licensed</u> athletic trainer under section 148.7808 includes the activities described in paragraphs (a) to (e).
- 4.23 (a) An athletic trainer shall:
- 4.24 (1) prevent, recognize, and evaluate athletic injuries;
- 4.25 (2) give emergency care and first aid;
- 4.26 (3) manage and treat athletic injuries; and
- 4.27 (4) rehabilitate and physically recondition athletic injuries.

Sec. 9. 4

5.1

5.2

5.3

5.4

5.5

5.6

5.7

5.8

5.9

5.10

5.11

5.12

5.13

5.14

5.15

5.16

5.17

5.18

5.19

5.20

5.21

5.22

5.23

5.24

5.25

5.26

5.27

5.28

5.32

The athletic trainer may use modalities such as cold, heat, light, sound, electricity, exercise, and mechanical devices for treatment and rehabilitation of athletic injuries to athletes in the primary employment site.

- (b) The primary physician shall establish evaluation and treatment protocols to be used by the athletic trainer. The primary physician shall record the protocols on a form prescribed by the board. The protocol form must be updated yearly at the athletic trainer's registration license renewal time and kept on file by the athletic trainer.
- (c) At the primary employment site, except in a corporate setting, an athletic trainer may evaluate and treat an athlete for an athletic injury not previously diagnosed for not more than 30 days, or a period of time as designated by the primary physician on the protocol form, from the date of the initial evaluation and treatment. Preventative care after resolution of the injury is not considered treatment. This paragraph does not apply to a person who is referred for treatment by a person licensed in this state to practice medicine as defined in section 147.081, to practice chiropractic as defined in section 148.01, to practice podiatry as defined in section 153.01, or to practice dentistry as defined in section 150A.05 and whose license is in good standing.
  - (d) An athletic trainer may:
- (1) organize and administer an athletic training program including, but not limited to, educating and counseling athletes;
- (2) monitor the signs, symptoms, general behavior, and general physical response of an athlete to treatment and rehabilitation including, but not limited to, whether the signs, symptoms, reactions, behavior, or general response show abnormal characteristics; and
- (3) make suggestions to the primary physician or other treating provider for a modification in the treatment and rehabilitation of an injured athlete based on the indicators in clause (2).
- (e) In a clinical, corporate, and physical therapy setting, when the service provided is, or is represented as being, physical therapy, an athletic trainer may work only under the direct supervision of a physical therapist as defined in section 148.65.
- Sec. 10. Minnesota Statutes 2016, section 148.7808, subdivision 1, is amended to read:
- Subdivision 1. Registration Licensure. The board may issue a certificate of registration as an athletic trainer license to applicants who meet the requirements under this section. An applicant for registration licensure as an athletic trainer shall:
  - (1) pay a fee under section 148.7815 and;

Sec. 10. 5

6.1	(2) file a written application on a form, provided by the board, that includes:
6.2	(1) (i) the applicant's name, Social Security number, home address and telephone number,
6.3	business address and telephone number, and business setting;
6.4	(2) (ii) evidence satisfactory to the board of the successful completion of an education
6.5	program approved by the board current national credentialing as a certified athletic trainer
6.6	by the Board of Certification for the Athletic Trainer or its recognized successor;
6.7	(3) (iii) educational background;
6.8	(4) proof of a baccalaureate or master's degree from an accredited college or university;
6.9	(5) credentials held in other jurisdictions;
6.10	(iv) credentials held in this state or in other jurisdictions;
6.11	$\frac{(6)}{(v)}$ a description of any other jurisdiction's refusal to credential the applicant;
6.12	(7) (vi) a description of all professional disciplinary actions initiated against the applicant
6.13	in any <del>other</del> jurisdiction;
6.14	(8) (vii) any history of drug or alcohol abuse, and any misdemeanor or felony conviction;
6.15	(9) evidence satisfactory to the board of a qualifying score on a credentialing examination;
6.16	(10) (viii) additional information as requested by the board;
6.17	(11) (ix) the applicant's signature on a statement that the information in the application
6.18	is true and correct to the best of the applicant's knowledge and belief; and
6.19	(12) (x) the applicant's signature on a waiver authorizing the board to obtain access to
6.20	the applicant's records in this state or any other state in which the applicant has completed
6.21	an education program approved by the board or, engaged in the practice of athletic training.
6.22	or held other professional credentials;
6.23	(3) if the applicant holds or has held a credential as an athletic trainer in another
6.24	jurisdiction, provide verification from the credentialing body in each jurisdiction that the
6.25	applicant holds or has held a credential for the practice of athletic training; and

(4) if the applicant holds or has held a credential as another health professional in this

profession that the applicant holds or has held a credential for the practice of that profession.

state or another jurisdiction, provide verification from the credentialing body for that

Sec. 10. 6

6.26

6.27

Sec. 11. Minnesota Statutes 2016, section 148.7809, subdivision 1, is amended to read: 7.1 Subdivision 1. Requirements for registration license renewal. A registered athletic 7.2 trainer shall apply to the board for a one-year extension of registration by paying a fee under 7.3 section 148.7815 and filing An athletic trainer license issued under section 148.7808 expires 7.4 annually. To renew a license, an athletic trainer shall pay a fee as required by section 7.5 148.7815 and complete a renewal application on a form provided by the board that includes: 7.6 (1) the athletic trainer's name, Minnesota athletic trainer registration license number, 7.7 home address and telephone number, business address and telephone number, and business 7.8 setting; 7.9 (2) work history for the past year, including the average number of hours worked per 7.10 week; 7.11 (3) a report of any change in status since initial registration licensure or previous 7.12 registration license renewal; 7.13 (4) evidence satisfactory to the board of having met the continuing education requirements 7.14 of section 148.7812; 7.15 (5) the athletic trainer's signature on a statement that a current copy of the protocol form 7.16 is on file at the athletic trainer's primary employment site; and 7.17 (6) additional information as requested by the board any history of drug or alcohol abuse, 7.18 and any misdemeanor or felony conviction; and 7.19 (7) any disciplinary action on any credential held in this state or in another jurisdiction. 7.20 Sec. 12. Minnesota Statutes 2016, section 148.7809, subdivision 2, is amended to read: 7.21 Subd. 2. Registration License renewal notice. Before June 1 of each year, The board 7.22 shall annually send out a renewal notice to an athletic trainer's last known address on file 7.23 with the board. The notice shall include an application for registration license renewal and 7.24 notice of the fees required for renewal. An athletic trainer who does not receive a renewal 7.25 7.26 notice must still meet the requirements for registration license renewal under this section. Sec. 13. Minnesota Statutes 2016, section 148.7809, subdivision 4, is amended to read: 7.27 Subd. 4. Lapse of registration status Licensure following lapse of licensed status for 7.28 two years or less. (a) Except as provided in paragraph (b), In order to regain licensed status, 7.29 an athletic trainer whose registration license has lapsed for two years or less must: 7.30

(1) apply for registration license renewal under this section subdivision 1; and

Sec. 13. 7

(2) submit evidence satisfactory to the board from a licensed medical physician verifying 8.1 employment in athletic training for eight weeks every three years during the time of the 8.2 lapse in registration. 8.3 (2) document compliance with the continuing education requirements in section 148.7812 8.4 since the athletic trainer's initial licensure or last renewal; and 8.5 (3) submit the fees required by section 148.7815 for the period the athletic trainer was 8.6 not licensed, including the fee for late renewal. 8.7 (b) The board shall not renew, reissue, reinstate, or restore a registration license that has 8.8 lapsed after June 30, 1999, and has not been renewed within two annual renewal cycles 8.9 starting July 1, 2001. An athletic trainer whose registration license is canceled for nonrenewal 8.10 must obtain a new registration license by applying for registration licensure and fulfilling 8.11 all requirements then in existence for an initial registration license. 8.12 Sec. 14. Minnesota Statutes 2016, section 148.7810, subdivision 1, is amended to read: 8.13 Subdivision 1. Verification of application information. The board or advisory council, 8.14 with the approval of the board, may verify information provided by an applicant for 8.15 registration licensure under section 148.7808 and registration license renewal under section 8.16 148.7809 to determine whether the information is accurate and complete. 8.17 Sec. 15. Minnesota Statutes 2016, section 148.7810, subdivision 3, is amended to read: 8.18 Subd. 3. Request for hearing by applicant denied registration licensure. An applicant 8.19 denied registration licensure shall be notified of the determination, and the grounds for it, 8.20 and may request a hearing on the determination under Minnesota Rules, part 5615.0300, 8.21 by filing a written statement of issues with the board within 20 days after receipt of the 8.22 notice from the board. After the hearing, the board shall notify the applicant in writing of 8.23 its decision. 8 24 Sec. 16. Minnesota Statutes 2016, section 148.7811, is amended to read: 8.25 148.7811 CHANGE OF ADDRESS. 8.26 A registered licensed athletic trainer must notify the board, in writing, within 30 days 8.27

Sec. 16. 8

of a change of address.

	SF614	REVISOR	LCB	S0614-2	2nd Engrossment
9.1	Sec. 17. Minnesota Statutes 2016, section 148.7812, subdivision 1, is amended to read:				
9.2	Subdivis	sion 1. Number of co	ontact hours req	<del>juired</del> Board of Cert	tification for the
9.3	Athletic Tr	ainer requirements.	An athletic train	er shall <del>complete dur</del>	<del>ing every three-year</del>

Athletic Trainer requirements. An athletic trainer shall complete during every three-year period at least the equivalent of 60 contact hours of continuing professional postdegree education in programs approved by the board. meet the professional development requirements of the Board of Certification for the Athletic Trainer in order to maintain Board of Certification for the Athletic Trainer certification. These requirements may be met through a board-approved continuing education program.

- Sec. 18. Minnesota Statutes 2016, section 148.7812, subdivision 2, is amended to read:
- 9.10 Subd. 2. **Approved programs.** The board shall approve a continuing education program
  9.11 that has been approved for continuing education credit maintenance of competence by the
  9.12 Board of Certification, for the Athletic Trainer or the board's its recognized successor.
- 9.13 Sec. 19. Minnesota Statutes 2016, section 148.7812, subdivision 4, is amended to read:
  - Subd. 4. **Verification of continuing education eredits** requirements. The board shall periodically select a random sample of athletic trainers and require the athletic trainers to show evidence to the board of having completed the continuing education requirements attested to by the athletic trainer. Either the athletic trainer or state or national organizations that maintain continuing education records may provide to the board documentation of attendance at a continuing education program.
- 9.20 Sec. 20. Minnesota Statutes 2016, section 148.7813, subdivision 5, is amended to read:
- 9.21 Subd. 5. **Discipline; reporting.** For the purposes of this chapter, <u>registered licensed</u>
  9.22 athletic trainers and applicants are subject to sections 147.091 to 147.162.
- 9.23 Sec. 21. Minnesota Statutes 2016, section 148.7815, is amended to read:
- 9.24 **148.7815 FEES.**

9.4

9.5

9.6

9.7

9.8

9.9

9.14

9.15

9.16

9.17

9.18

9.19

- 9.25 Subdivision 1. **Fees.** The board shall establish fees as follows:
- 9.26 (1) application fee, \$50; and
- 9.27 (2) annual registration license fee, \$100;
- 9.28 (3) temporary registration, \$100; and
- 9.29 <del>(4) temporary permit, \$50</del>.

Sec. 21. 9

10.1	Subd. 2. <b>Proration of fees.</b> The board may prorate the initial annual fee for registration				
10.2	<u>licensure</u> under section 148.7808. Athletic trainers <u>registered licensed</u> under section 148.7808				
10.3	are required to pay the full fee upon registration license renewal.				
10.4	Subd. 3. <b>Penalty for a late application for <u>registration</u> <u>license</u> <u>renewal.</u> The penalty</b>				
10.5	for late submission of a registration <u>license</u> renewal application under section 148.7809 is				
10.6	\$15.				
10.7	Subd. 4. <b>Nonrefundable fees.</b> The fees in this section are nonrefundable.				
10.8	Sec. 22. Minnesota Statutes 2016, section 148.915, is amended to read:				
10.9	148.915 RECIPROCITY.				
10.10	(a) The board may grant a license to an applicant who meets the following requirements:				
10.11	(1) submits to the board a notarized application for licensure as a licensed psychologist				
10.12	by reciprocity;				
10.13	(2) at the time of application, is licensed, certified, or registered to practice psychology				
10.14	in another state or jurisdiction, and has been for at least five two consecutive years				
10.15	immediately preceding the date of application;				
10.16	(3) has a doctoral degree in psychology, which formed the basis for current licensure in				
10.17	another state or jurisdiction;				
10.18	(4) is of good moral character and has no pending complaints or active disciplinary or				
10.19	corrective actions in any jurisdiction; and				
10.20	(5) passes the Professional Responsibility Examination administered by the board and				
10.21	pays the fee associated with sitting for the examination.				
10.22	(b) If by the laws of any state or the rulings or decisions of the appropriate officers or				
10.23	boards thereof, any burden, obligation, requirement, disqualification, or disability is put				
10.24	upon licensed psychologists licensed and in good standing in this state, affecting the right				
10.25	of these licensed psychologists to be registered or licensed in that state, then the same or				
10.26	like burden, obligation, requirement, disqualification, or disability may be put upon the				
10.27	licensure in this state of licensed psychologists licensed in that state.				
10.28	Sec. 23. Minnesota Statutes 2017 Supplement, section 148.925, subdivision 5, is amended				
10.29	to read:				
10.30	Subd. 5. Supervisory consultation for an applicant for licensure as a licensed				

**psychologist.** Supervision of an applicant for licensure as a licensed psychologist shall

Sec. 23. 10

include at least two must total 100 hours and must include two hours per week of regularly scheduled in-person consultations per week. For full-time employment experience, one hour of which shall must be with the primary supervisor on an individual basis. The remaining hour may be with a designated supervisor. The board may approve an exception to the weekly supervision requirement for a week when the supervisor was ill or otherwise unable to provide supervision. The board may prorate the two hours per week of supervision for individuals preparing for licensure on a part-time basis. Supervised psychological employment does not qualify for licensure when the supervisory consultation is not adequate as described in subdivision 1, or in the board rules. The board shall not require a supervisee to have more than two hours of supervision per week for the purpose of obtaining a license, unless the supervisee is making up missed hours as permitted by the board.

- Sec. 24. Minnesota Statutes 2017 Supplement, section 148.925, subdivision 6, is amended to read:
- Subd. 6. Supervisee duties Services provided by individuals preparing for licensure.

  Applicants Individuals preparing for licensure as a licensed psychologist during their postdegree supervised psychological employment experience may perform as part of their training any of the services specified in section 148.89, subdivision 5, but only under qualified supervision if the services are performed as part of their training.

# 11.19 Sec. 25. **REVISOR'S INSTRUCTION.**

- In Minnesota Statutes and Minnesota Rules, the revisor of statutes shall change the term
  "register" or "registration" to "license" or "licensure" or similar terms wherever they appear
  in Minnesota Statutes and Minnesota Rules when referring to athletic trainers.
- 11.23 Sec. 26. **REPEALER.**

11.1

11.2

11.3

11.4

11.5

11.6

11.7

11.8

11.9

11.10

11.11

Minnesota Statutes 2016, sections 148.7808, subdivisions 3, 4, and 5; and 148.7812, subdivisions 3 and 5, are repealed.

# Sec. 27. **EFFECTIVE DATE.**

Sections 1 to 21, 25, and 26 are effective July 1, 2018. Athletic trainers' registrations
shall be converted to licenses at the next renewal. For purposes of interpreting sections 1
to 21, 25, and 26 after July 1, 2018, but before a registration is converted to a license, a
registration is equivalent to a license.

Sec. 27.

#### APPENDIX

Repealed Minnesota Statutes: SF0614-2

#### 148.7808 REGISTRATION; REQUIREMENTS.

- Subd. 3. **Registration by reciprocity.** (a) The board may register by reciprocity an applicant who:
- (1) submits the application materials and fees required under subdivision 1, clauses (1) to (8) and (10) to (12);
- (2) provides a verified copy of a current and unrestricted credential for the practice of athletic training in another jurisdiction that has credentialing requirements equivalent to or more stringent than the requirements under subdivision 1; and
- (3) provides letters of verification from the credentialing body in each jurisdiction in which the applicant holds a credential. Each letter must include the applicant's name, date of birth, credential number, date of issuance of the credential, a statement regarding disciplinary actions taken against the applicant, and the terms under which the credential was issued.
- (b) An applicant for registration by reciprocity who has applied for registration under subdivision 1 and meets the requirements of paragraph (a), clause (1), may apply to the board for temporary registration under subdivision 4.
- Subd. 4. **Temporary registration.** (a) The board may issue a temporary registration as an athletic trainer to qualified applicants. A temporary registration is issued for 120 days. An athletic trainer with a temporary registration may qualify for full registration after submission of verified documentation that the athletic trainer has achieved a qualifying score on a credentialing examination within 120 days after the date of the temporary registration. A temporary registration may not be renewed.
- (b) Except as provided in subdivision 3, paragraph (a), clause (1), an applicant for a temporary registration must submit the application materials and fees for registration required under subdivision 1, clauses (1) to (8) and (10) to (12).
- (c) An athletic trainer with a temporary registration shall work only under the direct supervision of an athletic trainer registered under this section. No more than two athletic trainers with temporary registrations shall work under the direction of a registered athletic trainer.
- Subd. 5. **Temporary permit.** The board may issue a temporary permit to practice as an athletic trainer to an applicant eligible for registration under this section if the application for registration is complete, all applicable requirements in this section have been met, and a nonrefundable fee set by the board has been paid. The permit remains valid only until the meeting of the board at which a decision is made on the athletic trainer's application for registration.

### 148.7812 CONTINUING EDUCATION REQUIREMENTS.

- Subd. 3. **Approval of continuing education programs.** A continuing education program that has not been approved under subdivision 2 shall be approved by the board if:
  - (1) the program content directly relates to the practice of athletic training or sports medicine;
- (2) each member of the program faculty shows expertise in the subject matter by holding a degree from an accredited education program, having verifiable experience in the field of athletic training or sports medicine, having special training in the subject area, or having experience teaching in the subject area;
  - (3) the program lasts at least one contact hour;
- (4) there are specific written objectives describing the goals of the program for the participants; and
  - (5) the program sponsor maintains attendance records for four years.
- Subd. 5. **Restriction on continuing education topics.** To meet the continuing education requirement in subdivision 1, an athletic trainer may have no more than ten hours of continuing education in the areas of management, risk management, personal growth, and educational techniques in a three-year reporting period.