



On-Demand Training

All on-line, on-demand learning allows learners to access training opportunities when it's convenient for them. No need to show up at a specific time or place. It's an efficient and cost-effective way to develop employees.

Some courses are standalone topics of varied length, while others are micro-learning we've bundled together for you. In bundled courses, each topic within the course is typically 5-10 minutes long. These bite-sized learning opportunities are short and to the point allowing for better retention of the information by the learner. AND more convenient when everyone is pressed for time.

Access Trainings Through Your Learning Hub

What is Cascade's Learning Hub?

- Direct and easy access to your Cascade training participation links, materials and other important information all in one place
- Quick and easy access to your training sessions and your training history
- Track your training credits and the certificates you have achieved

How do I use the Learning Hub?

It's easy! Register for your on-demand courses through Cascade's website. Once registered, you will gain automatic access to your own personal Learning Hub.

To access the courses, just log in to your Learning Hub through the Cascade website or via links included in enrollment confirmations.

Once purchased, on-demand courses may not be cancelled or refunded.

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Cascade Employers Association

cascadeemployers.com/events

General Topics

Anxiety Disorders in the Workplace

Tag: ADA, Diversity Equity and Inclusion

One in five American adults suffers from some type of anxiety disorder. This bundle covers coping with anxiety disorders at work and supporting co-workers with anxiety disorders. Content Warning: These videos reference anxiety, PTSD, OCD, panic attacks, triggered responses, addiction, substance and alcohol use, and depression. Please be advised, as this content may be upsetting to some learners. We acknowledge the learners who engage with this content come from across the globe and approach it from a wide range of lived experiences.

Content Partner: HSI/EJ4

Length: 16 minutes **\$25 / \$40**

Building Accountability

Tag: Accountability

To have a high-functioning and performing organization you need to have a strong link between three things: employees who take ownership, a culture of accountability, and a high-trust workplace. In this course, we're going to talk about what it means to take ownership of something and why it matters; the importance of employee trust and how it impacts organizations; and, how to manage yourself to become more accountable.

Content Partner: HSI/EJ4

Length: 15 minutes **\$25 / \$40**

Building Trust and Respect

Tag: Respect

As a leader and manager, trust is one of the most important things you must build with your employees. Research continues to show time and time again, that employees who have a high level of trust with their manager are more productive, more engaged, and stay longer with the organization. Trust matters. Therefore, what you do as a leader to build trust within your team is essential.

The *Building Trust and Respect* courseware will provide the tools and actions you need to strengthen the trust between each of your employees. When you make a commitment to strengthen the trust with each person, you'll find your team will be much more successful, enjoy work more, and want to stay with the organization.

Content Partner: HSI/VADO

Length: 50 minutes **\$25 / \$40**

Bystander Intervention

Tag: Harassment Awareness

Bystander intervention training is one of the most effective ways to empower employees to address and prevent harassment and discrimination in the workplace. This course raises awareness of the importance of being an active bystander and provides employees with practical steps for protecting targets of abusive behavior and preventing future misconduct.

Content Partner: Traliant

Length: 25-30 minutes **\$25 / \$38**

Change Management

Tag: Change Management

Change is constant. Change is happening all the time to everyone. Things will always change. You can count on it. So, if change is happening all the time, why aren't we better at handling it? These courses will explore the common reasons that people resist change, phases of dealing with change, models of change and how to best support others through change.

Content Partner: HSI

Length: 20 minutes **\$25 / \$38**

Communication Skills for Managers

Tag: Communication

As a manager, it is essential you are a good communicator. You are in constant communication with others. Whether it's with senior leaders, peers, or your employees, you must be able to clearly articulate your thoughts and ideas, as well as deliver clear and concise messages. When you do, you'll find your team clearly knows what they need to do, fewer mistakes are made because everyone is clear on what needs to be done, and as a result you will be more successful.

The *Communication Skills for Managers* courseware provides what you need to build your managerial communication skills to help you be a more effective leader and manager.

Content Partner: HSI/VADO

Length: 80 minutes \$40 / \$60

Conflict Management Skills

Tag: Managing Conflict

When you're in a leadership position, you'll find it's inevitable that conflict will arise, therefore knowing how to handle the conflict is essential. The *Conflict Management Skills* courseware will help you learn how to set conflict management expectations with your team, create a culture that handles conflict successfully, as well as provides the guidance you need to coach others to handle conflict successfully.

When you take the time to build your skills to strengthen conflict management skills within the team, you'll find your team works better with others, is able to deliver great results in a timely manner, and is not frustrated with a challenging work environment, but instead enjoys being part of a cohesive and productive team.

Content Partner: HSI/VADO

Length: 50 minutes \$35 / \$55

Creating Collaboration

Tag: Leadership

Working with other people to complete a task or accomplish something is collaboration. But collaborating is a bit more complex than that definition makes it seem. In this program, we'll discuss the many advantages to collaborating with others. We'll go over the five steps to effective collaboration and the importance of communication in the collaboration process.

We'll also discuss different types of teams that typically require collaboration and we'll go over knowing if you're the right person for the job. We'll talk about what good collaboration looks like, including building trust, utilizing everyone's strengths, staying open to new ideas, and more.

Content Partner: HSI/EJ4

Length: 11 minutes \$25 / \$40

Creating Great Teamwork

Tag: Basics of Supervision, Leadership

Teamwork matters. When a team is cohesive and works well together, individuals are more engaged, more productive, and are more satisfied at work. A great team environment benefits everyone including individual employees, managers and the organization. As a leader, you can have a significant impact on the level of teamwork your team experiences and taking the right actions and creating the right expectations matters.

The *Creating Great Teamwork* courseware will help you set the right team norms and expectations, create a strong team culture, as well as help your employees strengthen their ability to work with others. All of which will strengthen the level of teamwork your team experiences.

Content Partner: HSI/VADO

Length: 50 minutes \$25 / \$40

Crisis Management

Tag: Leadership

You've likely heard the saying, "Hope for the best; plan for the worst." This could've been written with crisis management in mind. In business, this is about being prepared for worst-case scenarios.

This seven-part bundle includes the following topics: creating a crisis management plan, preparing for crises, responding to natural disasters, responding to emergencies, business continuity during a crisis, media inquiries during a crisis, and brand management during a crisis.

Content Partner: HSI/EJ4

Length: 50 minutes **\$40 / \$60**

Cybersecurity for Remote and Hybrid Workers

Tag: Remote and Hybrid Working

More and more companies are shifting to remote and hybrid work arrangements, which presents a new set of benefits and challenges. Cybersecurity is especially important when working at home, because your organization has less access to your home network and equipment, and you don't have direct or daily access to your IT department for support. In this course, we'll define remote and hybrid work models and discuss how these employees are more at risk of cyberattacks. We'll go over what those risks are, how to stay vigilant against cyber attacks, and how to improve cybersecurity when working remotely.

Content Partner: HSI/EJ4

Length: 6 minutes **\$25 / \$40**

Delegating Work

Tag: Basics of Supervision, Leadership

As a manager and leader of others you must be able to delegate well. Delegation is an essential skill for all leaders, and when not done well can create a number of problems. Therefore, it's so important you take the time and make the effort to build great delegation skills. When you delegate well, sharing clear expectations, work gets done on time and with the desired level of quality.

The *Delegating Work* courseware will help you delegate with clear expectations, get buy-in when delegating to others, and show you how to confront others when agreements are broken. All of which makes an effective delegator.

Content Partner: HSI/VADO

Length: 50 minutes **\$25 / \$40**

Developing and Coaching Employees

Tag: Coaching

When you are a manager and leader of others, one of your responsibilities is to help coach and develop your employees. It is your job to help your employees build their skills, share what they are doing well and what they can improve, as well as take an active interest in helping each person perform at his or her best.

The *Developing and Coaching Employees* courseware provides the coaching and development you need, as a manager, to provide great employee feedback, create employee skill development plans, as well as create energizing work for your team. All of which, when done well, increases employee performance, engagement and retention.

Content Partner: HSI/VADO

Length: 80 minutes **\$50 / \$70**

Documenting Performance

Tag: Communication, Leadership, Performance Management

Documenting your employees' performance is important. It creates a history of critical events and decisions that happen during the lifecycle of the employee. Proper employee documentation is also necessary and critical in litigation and other proceedings such as unemployment hearings, grievances, arbitrations, EEO complaints, or information requests. These documents are often seen as credible by a judge or arbitrator. Good documentation may deter costly and risky legal action and reduce your exposure as a leader.

Content Partner: HSI/EJ4

Length: 17 minutes **\$25 / \$40**

Effective Time Management

Tag: Leadership, Project Management

Do you ever feel like there's never enough time in the day? Well, planning your workday properly can make time work FOR you, not the other way around. Whether you're working from home or in an office, there's a lot to learn about managing your time effectively. In this course, we'll discuss some planning techniques that will help you prioritize your time.

Content Partner: HSI/EJ4

Length: 35 minutes **\$40 / \$60**

Emotional Intelligence

Tag: Leadership, Strengths

Having a solid understanding of emotions, be it our own emotions or the emotions of others, helps us to be better people, particularly in the workplace. When we develop and use our emotional intelligence, it helps us reduce stress, prevent conflict, and develop better work relationships, resulting in higher quality work and productivity.

Content Partner: HSI

Length: 35 minutes **\$25 / \$40**

Healthy Communication

Tag: Communication

Communication in the workplace happens in many different ways. The Healthy Communication bundle includes the following topics: types of communication at work; how to communicate well at work; how not to communicate; using email at work; and, communicating with your remote team.

Content Partner: HSI/EJ4

Length: 25 minutes **\$35 / \$55**

Increasing Employee Engagement

Tag: Employee Engagement

As a manager, one of your main areas of focus should be employee engagement. Research shows time and time again that engaged employees deliver higher levels of performance, contribute greater than those who are less engaged, and choose to stay longer with the organization. All of which contributes to your team's success, as well as the bottom line. The *Increasing Employee Engagement* courseware provides a number of tools and actions you can do with your employees to help maintain or increase each person's level of engagement.

From connecting a person's work to the larger organization strategy, to using an employee's best skills and abilities, this courseware will help you engage and inspire your employees to greater levels of performance and personal work satisfaction.

Content Partner: HSI/VADO

Length: 80 minutes **\$50 / \$70**

Leadership Essentials

Tag: Basics of Supervision, Leadership

When you're in a managerial or leadership role, your leadership skills are essential. Your ability to make great decisions, align resources to strategic priorities, increase employee innovation, and keep your top talent are all part of the responsibilities of being a strong leader.

The *Leadership Essentials* courseware will help you build the skills you need to effectively lead and manage others, including connecting individual goals to the organization vision, responding to issues and concerns, as well as helping you increase your integrity and consistency with individual and organization values.

Content Partner: HSI/VADO

Length: 120 minutes **\$60 / \$90**

Leading with Authenticity

Tag: Leadership

Authentic leadership is a style of leadership that focuses on transparent and ethical behavior, while encouraging open collaboration with your team. It's about being you, and making room for others, too. We'll talk about what today's workers are looking for in a leader, and how authentic leadership fits into current workplaces. We'll also discuss the characteristics of an authentic leader, which includes showing integrity, empathy, and humility, how to develop authenticity, how to represent your core values, and how your communication skills affect your authentic presentation.

Content Partner: HSI/EJ4

Length: 14 minutes **\$25 / \$40**

Managing a Hybrid Team

Tag: Remote and Hybrid Working

The working world is changing, and hybrid work environments are becoming the norm. As managers, you've had to adapt to these changes quickly and lead your teams in new, uncharted ways. As we all settle into this new normal, there are some common techniques that we've seen success with when it comes to managing hybrid teams.

This four-course bundle includes the following topics: managing a hybrid workforce; team building for a hybrid team tools for a hybrid workforce; and, managing culture in a hybrid team.

Content Partner: HSI/EJ4

Length: 25 minutes **\$35 / \$55**

Neurodiversity in the Workplace

Tag: ADA, Diversity Equity and Inclusion

Neurodiversity refers to variation in the brain regarding sociability, learning, attention, mood, and other mental functions. It applies to a wide range of neurological variation, known as neurovariations, including autism, Asperger's, ADHD, dyslexia, dyspraxia, dysgraphia, Tourette syndrome, and others. In this program, we'll discuss the origins of the term and its intricacies. We'll also talk about the current neurodiversity movement, what it aims to do, and how to approach neurodiversity in the workplace.

Content Partner: HSI/EJ4

Length: 20 minutes \$25 / \$40

Project Management

Tag: Project Management

If you've been assigned to manage a project, welcome to the world of managing deadlines, managing other people, and seeing a project from start to finish. This series is designed to walk you through the steps and processes you go through when managing a project. It will provide you with the basic understanding of project management.

Content Partner: HSI

Length: 45 minutes \$25 / \$40

Recognizing Employees

Tag: Leadership

It's no secret that recognition is an important part of any work experience. Most people want to know what they're doing well. We want to know we've done a good job and that our effort and hard work is valued and appreciated. Without recognition, we may doubt if we're performing well and may wonder if we really matter to the team and organization.

As a manager it is essential you take the time to recognize each of your employees when they do something well, go above and beyond what's required, and share how they positively impact the team and organization.

Content Partner: HSI/VADO

Length: 50 minutes \$40 / \$60

Stress Management

Tag: Health and Wellness

Eighty percent of workers feel stress on the job, and nearly half of those people say they need help learning how to manage it. But in order to manage stress, you must first understand it. In this program, we'll discuss the different types of stress, common stressors, and the seven signs that indicate you're stressed and how to better manage it at work and in your life.

Content Partner: HSI

Length: 30 minutes \$25 / \$38

Team Building

Tag: Leadership

Almost all of us work or play or serve on teams in some capacity, so this topic is an important one. A team is a group of people who are mutually dependent on one another to achieve a common goal. A team recognizes and leverages the different talents and experiences each individual brings to the table, and uses that to achieve their shared goal. We're going to spend some time talking about the characteristics that make a great team, how to develop a successful team, and then how to lead them.

Content Partner: HSI/EJ4

Length: 31 minutes \$40 / \$60

Safety Topics

Active Shooter Response

Tag: Safety

In this lesson, employees will learn what an active shooter event is, who is at increased risk in an active shooter event, and the planning, training, and preparation steps to survive an active shooter event. The physiological reactions in an active shooter event, how to recognize an active shooter event, how to respond to such an event occurring, what to do afterward, and resources for additional information on preparation will also be covered.

This session is also available in Spanish.

Content Partner: HSI

Length: 22 minutes \$35 / \$55

Bloodborne Pathogens (BBP)

Tag: Safety

This lesson will familiarize you with the steps you can take to minimize your risk of exposure to bloodborne pathogens in the workplace.

This session is also available in Spanish.

Content Partner: HSI

Length: 25 minutes \$35 / \$55

DOT: Drug and Alcohol Testing for Supervisors - Reasonable Suspicion

Tag: Reasonable Suspicion, Safety

As a supervisor of employees in safety-sensitive roles, you will learn how to identify circumstances and indicators that may create reasonable suspicion that an employee is using or under the influence of alcohol or drugs, when to do reasonable suspicion testing, and why it is important for public safety.

Content Partner: HSI

Length: 137 minutes \$95 / \$145

First Aid

Tag: Safety

This is a six-lesson bundle. After completing the first session, First Aid Fundamentals, learners will be able to explain a first aid provider's responsibilities, identify the legal and ethical issues related to acting as a first aid provider, and explain when it is appropriate to move ill or injured patients and how it should be done. The following five lessons will instruct learners to recognize and respond to specific types of first aid emergencies.

Content Partner: HSI

Length: 103 minutes \$95 / \$145

Forklift Safety

Tag: Safety

This is a five-lesson curriculum, designed to provide workers with an awareness of the federal safety regulations for operating a forklift. The curriculum fulfills the formal-instruction portion of forklift operator certification training, and is designed to precede practical operator training and site-specific training. The regulations for operating a forklift, also referred to as a powered industrial truck, are outlined in 29 CFR 1910.

This session is also available in Spanish.

Content Partner: HSI

Length: 113 minutes \$95 / \$145

Hearing Conservation

Tag: Safety

This lesson will help you recognize the impact of noise on your hearing, the warning signs of hearing loss, and the noise exposure limits that necessitate hearing protection. This lesson will also introduce you to the types of hearing protectors, including their benefits and proper use, and address your responsibilities in supporting your employer's hearing conservation program.

This session is also available in Spanish.

Content Partner: HSI

Length: 25 minutes \$35 / \$55

Heat Stress

Tag: Safety

This lesson will help you become aware of the hazards inherent to working in hot environments. Additionally, you will learn the nature, symptoms, and treatment of heat stresses, as well as the precautions you should take to protect yourself against these stresses. You will hear some general first aid guidelines; however, any treatment-related information provided in this lesson does not constitute medical advice and is not a substitute for evaluation by a qualified healthcare professional.

This session is also available in Spanish.

Content Partner: HSI

Length: 19 minutes **\$35 / \$55**

HIPAA Compliance

Tag: Safety

HIPAA. The acronym alone is enough to strike fear in the hearts of those in the medical industry and beyond. And it's no wonder ... HIPAA violation settlements can cost an organization millions. In the nineteen modules of this course, we'll give you some background on the law. We'll also talk about who must comply with HIPAA rules, and if the rules apply to you, what type of training you'll need.

Content Partner: HSI

Length: 120 minutes **\$60 / \$90**

OSHA Recordkeeping

Tag: OSHA

While it may not be an exciting topic, it's imperative that you know what's required in recordkeeping on work-related injury and illness. This series will provide a thorough examination of the when, what, how, and who of reporting and recordkeeping.

This six-course bundle includes the following topics: general recordkeeping criteria; special cases; first aid; understanding OSHA forms and privacy protection; reporting requirements for serious events; and, new electronic rule.

Content Partner: HSI/EJ4

Length: 25 minutes **\$35 / \$55**

Personal Protective Equipment (PPE)

Tag: Safety

Topics in this bundle include: Eye and Face Protection; Foot Protection; Hand Protection; Head Protection; Hearing Protection; Respiratory Protection; Water Protection; and, PPE Lessons Learned: One Time Is All It Takes. The purpose of these lessons is to provide workers with high-level knowledge and skills regarding PPE, as commonly required by regulatory agencies.

This session is also available in Spanish.

Content Partner: HSI

Length: 108 minutes **\$95 / \$145**

Respiratory Protection

Tag: Safety

This lesson will familiarize you with the purpose of respirators, the factors that influence respirator effectiveness and the limitations and capabilities of different types of respirators. You will learn the responsibilities both you and your employer have for ensuring safe respirator use in the workplace, as well as how to handle a respirator emergency or malfunction if one occurs.

Content Partner: HSI

Length: 33 minutes **\$35 / \$55**

Prevention of Discrimination and Harassment

Prevention of Discrimination and Harassment for Employees

This course helps employees understand what harassment and discrimination are and the impact they have on teams, organizations and people.

Using interactive video scenarios and common-sense language, it goes beyond textbook definitions to show employees the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important.

Also available in Spanish: *Prevención de la discriminación y el acoso para empleados*

Content Partner: Traliant

Length: 43 minutes \$25 / \$38

Prevention of Discrimination and Harassment for Managers

This course is designed for managers.

Like their employees, managers first learn what harassment and discrimination are, the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important. Then managers go on to learn about their special duties as leaders and how they can work with employees to avoid problems and create a respectful, lawful work environment.

Also available in Spanish: *Prevención de la discriminación y el acoso para gerentes*

Content Partner: Traliant

Length: 69 minutes \$25 / \$38

Prevention of Discrimination and Harassment for Employees in California

This course helps employees understand what harassment and discrimination are and the impact they have on teams, organizations and people.

Using interactive video scenarios and common-sense language, it goes beyond textbook definitions to show employees the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important.

The course is also designed to meet specific training requirements in California.

Also available in Spanish: *Prevención de la*

discriminación y el acoso: para empleados de CA

Content Partner: Traliant

Length: 60 minutes \$25 / \$38

Prevention of Discrimination and Harassment for Managers in California

This course is designed for managers.

Like their employees, managers first learn what harassment and discrimination are, the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important. Then managers go on to learn about their special duties as leaders and how they can work with employees to avoid problems and create a respectful, lawful work environment.

The course is also designed to meet specific training requirements in California.

Also available in Spanish: *Prevención de la*

discriminación y el acoso: para gerentes de CA

Content Partner: Traliant

Length: 120 minutes \$25 / \$38



Prevention of Discrimination and Harassment in Hotels for Washington Employees

This 45-minute course helps employees in hotel/hospitality settings understand what harassment and discrimination are and the impact they have on teams, organizations and people.

Using interactive video scenarios and common-sense language, it goes beyond textbook definitions to show employees the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important.

The course is also designed to meet specific training requirements in Washington.

Also available in Spanish: *Prevención de la discriminación y el acoso en el sector hotelero: para empleados de WA*

Content Partner: Traliant

Length: 45 minutes \$25 / \$38

Prevention of Discrimination and Harassment in Hotels for Washington Managers

This 70-minute course is designed for managers in hotel/hospitality settings.

Like their employees, managers first learn what harassment and discrimination are, the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important. Then managers go on to learn about their special duties as leaders and how they can work with employees to avoid problems and create a respectful, lawful work environment.

The course is also designed to meet specific training requirements in Washington.

Also available in Spanish: *Prevención de la discriminación y el acoso en el sector hotelero: para gerentes de WA*

Content Partner: Traliant

Length: 70 minutes \$25 / \$38

Prevention of Discrimination and Harassment in Retail for Washington Employees

This 45-minute course helps employees in retail settings understand what harassment and discrimination are and the impact they have on teams, organizations and people.

Using interactive video scenarios and common-sense language, it goes beyond textbook definitions to show employees the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important.

The course is also designed to meet specific training requirements in Washington.

Also available in Spanish: *Prevención de la discriminación y el acoso en la industria minorista: para empleados de WA*

Content Partner: Traliant

Length: 45 minutes \$25 / \$38

Prevention of Discrimination and Harassment in Retail for Washington Managers

This 70-minute course is designed for managers in retail settings.

Like their employees, managers first learn what harassment and discrimination are, the personal dynamics that can lead to misconduct, what bystanders can do and should do when they see misconduct, and why building positive team dynamics is so important. Then managers go on to learn about their special duties as leaders and how they can work with employees to avoid problems and create a respectful, lawful work environment.

The course is also designed to meet specific training requirements in Washington.

Also available in Spanish: *Prevención de la discriminación y el acoso en la industria minorista: para gerentes de WA*

Content Partner: Traliant

Length: 70 minutes \$25 / \$38



Cascade Compliance Updates



Cascade Employers Association

These sessions reflect information that was current at the time of recording.

2026 Compliance Update - Oregon

This session was recorded on December 2, 2025.

Our most popular session of the year for employers with employees in Oregon, Cascade's annual Compliance Update, will ensure that you are prepared for 2026. Oregon's 2025 legislative session brought several important changes to employment law — and staying ahead of them is crucial for protecting your organization and your workforce. We'll break down what passed, what's changing, and what you need to do now to stay compliant. Participants will also get a compliance checklist and other helpful resources to implement these changes.

Content Partner: Cascade Employers Association
Length: 114 minutes \$135 / \$202

2026 Compliance Update - Washington

This session was recorded on December 9, 2025.

If you have employees in Washington, this annual Compliance Update will ensure that you are prepared for 2026. Washington's 2025 legislative session brought several significant changes to employment law — and staying ahead of them is crucial for protecting your organization and your workforce. We'll break down what passed, what's changing, and what you need to do now to stay compliant. Participants will also get a compliance checklist and other helpful resources to implement these changes.

Content Partner: Cascade Employers Association
Length: 106 minutes \$135 / \$202