

2025 IHS/HHS Mandatory Training List

- **HHS Initial Ethics Orientation** – Each new employee of HHS/IHS is subject to the standards of conduct and must complete initial ethics training within 90 days of appointment. Course can be accessed on LMS [here](#)
- **HHS Equal Employment Opportunity Awareness and NO FEAR Act Training** - For everyone, every two years. Required to be taken 90 days of entering on duty for all new employees. 2025 version is still in progress. 2024 version is down due to DEI content.
- **2025 HHS Records Management** - Available 10/01/2025. Due 12/31/2025.
- **2025 HHS Emergency Preparedness Training** - Available TBD. Due 12/31/2025
- **HHS Scientific Integrity Training** - For all HHS employees. Available 05/01/2025. Due 06/30/2025.
- **IHS Information Systems Security Awareness (ISSA) Training** – For everyone. Due 06/28/2025. Course can be accessed [here](#)
- **IHS Protecting Children from Sexual Abuse by Healthcare providers** - For everyone, due 12/31/2025. 2024 version can be accessed on LMS [here](#)

Those without LMS access can take the 2024 version [here](#)

2025 version available June 2025.

- **IHS Privacy Training** - This training covers HIPAA topics, Privacy Act and Confidentiality. For everyone. Completion by 12/31/2025. Course can be accessed [here](#)
- **Indian Health Service Overview of Trauma Informed Care and Historical Trauma** - Due 03/01/2025. Completion will count for 2024 and 2025. Course can be accessed on LMS [here](#)

Those without LMS access can take the course [here](#)

- **IHS Unauthorized Commitments Training** - Due 03/31/2025. Training can be accessed on LMS [here](#)
- **IHS Reversing Opioid Overdose with Naloxone Training** - Due 12/31/2025. Course can be accessed on LMS [here](#)

Those without LMS access can take the course [here](#)

- **IHS Patient Safety** - Due 11/15/2025. Course can be accessed on LMS [here](#)

For Supervisors and Managers only:

- **HHS 2025 Supervisors and Managers: What You Need to Know about Whistleblower Protection, Prohibited Personnel Practices, and Retaliation** - Course can be accessed on LMS [here](#)
- **HHS 2025 Drug-Free Federal workplace Program (DWFP) Training** - Not yet available. Course is being remediated by developer.
- **IHS 2025 Recognizing Retaliation/Reprisal** - Course can be accessed on LMS [here](#)
- **2025 IHS Reasonable Accommodation and Disability Discrimination** - Course can be accessed on LMS [here](#)

For Executives and Managers:

- **2025 Introductory Role-Based Training for Executives and Managers** - Available 06/01/2025. Due 08/31/2025

For Hiring Managers and HR Specialists:

- **HHS 2025 Uniformed Services Employment and Reemployment Rights Act (USERRA)** - Course will be available in April. This course is for HR professionals and hiring managers.
- **HHS 2025 Veteran Employment Training** - Course will be available in April. This course is for HR professionals and hiring Managers.

For Career Federal "From 450" Financial Disclosure Filers

- **2025 Annual Ethics Training - Available** TBD. All career federal financial disclosure filers and OpDiv and StaffDiv supervisors are also able to determine whether they would like to make this training mandatory for their employees.