

# Cultural Competency Training 2025-2026

## ABOUT

The Orange County Health Care Agency (HCA) is a regional provider and consists of the following service areas:

- Director’s Office
- Government Affairs and Communications
- Administrative Services
- Behavioral Health Services
- Correctional Health Services
- Public Health Services
- Specialized Medical Services



## BACKGROUND

Orange County has a diverse population of 3.2 million, with the following general population breakdown:

Demographic Characteristics of Orange County		
	Population	% of Total Population
Gender		
Male	1,598,436	49.8%
Female	1,610,836	50.2%
Other/Not Listed	---	0%
Ethnicity		
White/Caucasian	1,328,850	41.4%
Hispanic/Latino	1,146,091	35.7%
Asian/ Pacific Islander	592,162	18.5%
Black/ African American	49,562	1.5%
Native American	6,907	0.2%
Multi Race/Other	85,700	2.7%
Age		
0-5 years	217,476	6.8%
6-17 years	485,132	15.2%
18-59 years	1,770,945	55.5%
60+ years	735,719	23.1%
<b>Total Population</b>	<b>3,209,272</b>	

Source: Department of Finance Population Statistics (2021)

There are seven **(7)** threshold languages:

- Arabic
- Farsi
- Korean
- Mandarin
- Russian
- Spanish
- Vietnamese



# Important Notice: Cultural Competency Training Update

## County Staff

- Cultural Competency Training remains **mandatory for all new employees**.
- **Two (2) approved courses** have been identified from Eureka, under the Relias platform for staff to choose from:
  - **Cultural Humility and Implicit Bias in Behavioral Health**
  - OR
  - **A Multicultural Approach to Recovery-Oriented Practice**

After completing the training, you will take a 10-question quiz requiring a minimum passing score of 80%. You have unlimited retakes until you pass. Once you successfully complete the quiz, you can print, email, or download your Certificate of Completion. This certificate serves as an alternative form of proof indicating completion of the training course.

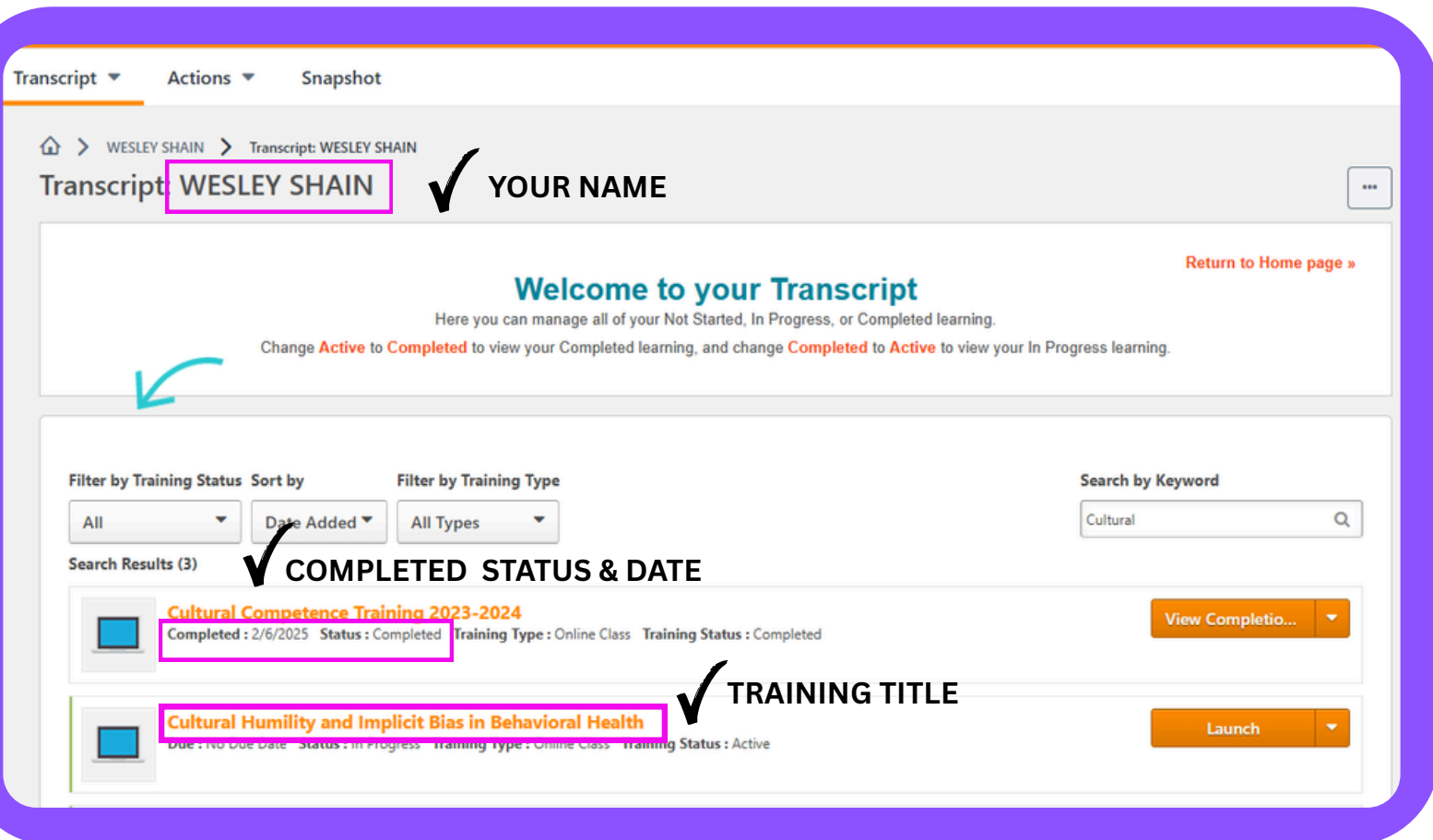
- **Proof Required:** Documentation showing completion of one of these courses must be submitted to satisfy the requirement.
  - Click the Qualtrics Evaluation Link:
    - [https://ochca.sjc1.qualtrics.com/jfe/form/SV\\_3aPOCygxWp5zDRc](https://ochca.sjc1.qualtrics.com/jfe/form/SV_3aPOCygxWp5zDRc)
    - **Password:** culture2025
  - Upload your *proof*; transcripts or certificate, to complete the HCA Evaluation
  - After finishing the evaluation, you will receive an **HCA Certificate**
  - Email a copy of the certificate to your supervisors and keep one for your records.



# How to Access - Eureka Transcripts

Upload this screenshot as your proof of completion

1. Log in to **Eureka**
2. In the **upper-right corner**, click the **Menu icon** (three horizontal bars).
3. From the menu, under My Learning, select **My Transcript**.
4. Under the **Search by Keyword**, enter the **course title** or keywords to identify the training you completed.
5. Locate the course in your transcript and ensure the following details are visible:
  - o **Completed Status & Date**
  - o **Training Title**
  - o **Your Name**
6. Take a **screenshot** of the page showing these details
7. Save the screenshot for submission and upload as instructed



# Upload Proof into Qualtrics

[CLICK HERE](#) 

[https://ochca.sjc1.qualtrics.com/jfe/form/SV\\_3aPOCygxWp5zDRc](https://ochca.sjc1.qualtrics.com/jfe/form/SV_3aPOCygxWp5zDRc)

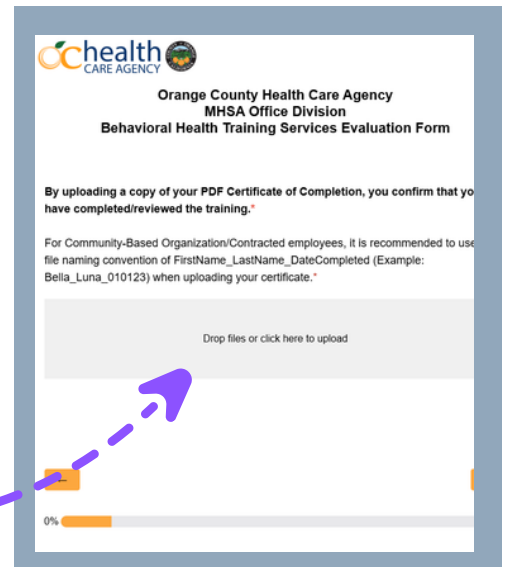
PASSWORD:  
**culture2025**

**TIP:** It is highly recommended to use the Chrome browser.

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## HCA EVALUATION

- In order to complete the HCA Evaluation, click the link above and upload your Proof of Completion.



2

## HCA CERTIFICATE

- After completing the evaluation, you will generate an HCA Certificate.
- Email your supervisor a copy of your HCA Certificate and retain one for your records.



# Frequently Asked Questions

ISSUES?

FAQs

PROBLEMS?

## 1. Who is required to complete Cultural Competency Training?

All employees must complete the Cultural Competency Training annually

## 2. Which training courses are approved for county staff?

Two approved courses available on the Relias platform via Eureka:

- Cultural Humility and Implicit Bias in Behavioral Health, OR
- A Multicultural Approach to Recovery-Oriented Practice

## 3. What happens after completing the training?

You must take a 10-question quiz and score at least 80% to pass. Unlimited retakes are allowed until you pass. After passing, you can print, email, or download your Certificate of Completion.

## 4. How do I submit proof of completion?

Upload your certificate or transcript to the Qualtrics Evaluation Link:

- Qualtrics Link: [https://ochca.sjc1.qualtrics.com/jfe/form/SV\\_3aPOCygxWp5zDRc](https://ochca.sjc1.qualtrics.com/jfe/form/SV_3aPOCygxWp5zDRc)
- Password: culture2025

## 5. What happens after uploading proof?

Complete the HCA Evaluation in Qualtrics. Generate your HCA Certificate. Email a copy to your supervisor and keep one for your records.

## 6. What counts as proof for contracted providers?

Please refer to the Contracted Providers Cultural Competency Training Guide for more details. Screenshots of the completion page, print-to-PDF of the confirmation page, or course certificate showing Name, Course Title, and Date of Completion.

If you have any questions or need help, please contact Behavioral Health Training Services at [BHTS@ochca.com](mailto:BHTS@ochca.com). Screenshot are encouraged.