Reach
ACADEMY

The Place to Go.
The Space to Grow.

Course Catalog - 2026

Contents

Reach Academy Course Catalog 2026
Specializing in professional training for birth workers, community workers, and other non-clinical health and wellness professionals.

DISCLAIMERS

Catalog Disclaimer

Reach Academy makes every effort to ensure the information in this catalog is accurate at the time of publication. Courses, requirements, schedules, and policies are subject to change at any time at the discretion of Reach Healthcare. Updates may be issued without prior notice.

Certification Disclaimer

Completion of Reach Academy courses does not guarantee certification, employment, credentialing, or acceptance into any external professional organization. Certification pathways may include additional requirements determined by external agencies, such as DONA International or Medi-Cal.

Scope of Training Disclaimer

Reach Academy courses are designed for public health and birth and community worker workforce development. Courses do not provide medical training, clinical licensure, or authorization to perform clinical tasks outside of a participant's established scope of practice.

Non-Clinical Practice Disclaimer

Doulas and other non-clinical support workers trained through Reach Academy do not provide medical advice, clinical assessment, diagnosis, treatment, or medical decision-making.

Policies and Updates Disclaimer

Policies related to attendance, participation, refunds, certification requirements, and code of conduct are maintained by Reach Healthcare and may be updated periodically. It is the responsibility of the learner to remain informed of current policies.

Intellectual Property Disclaimer

All course materials, content, and resources provided by Reach Academy are the intellectual property of Reach Healthcare and may not be reproduced, distributed, or used for training purposes without express written permission.

Technology and Online Learning Disclaimer

Learners enrolling in online or hybrid courses are responsible for ensuring reliable internet access, device compatibility, and software requirements necessary to complete coursework and assessments.

Continuing Education Disclaimer
This catalog does not guarantee that any course qualifies for CEUs unless clearly stated in the course description.

Instructor Availability Disclaimer

Instructors, guest speakers, and schedules may vary depending on availability and operational needs.

PRIVACY POLICY NOTICE

For information on how Reach Healthcare collects, uses, and protects personal information, we encourage instructors, students, and all readers of this catalog to review our full Privacy Policy at: https://reachtl.org/privacy-page

ABOUT REACH ACADEMY

Reach Healthcare, the founders of Reach Academy, is improving the healthcare experience for patients and providers through research, education, thought leadership, and innovation, and offering cost-effective solutions for payers.

Reach Academy is the professional training and workforce development arm of Reach Healthcare. We aim to cultivate a skilled, confident, and compassionate non-Clinical Health Worker workforce, including birth workers, and community workers, through high-quality education and practical skill development.

We believe that every health professional plays a vital role in improving health outcomes and transforming the experience of care. Reach Academy provides comprehensive training for doulas, educators, and allied health professionals through structured courses, competency-based programs, guided mentorship and practicums.

Our Goals

Reach Academy is committed to:
- Advancing excellence in maternal and infant health support through evidence-informed education.
- Strengthening professional standards and clinical collaboration across community and healthcare settings.
- Expanding opportunities for professional growth, certification, and continuing education.
- Equipping practitioners with knowledge, skills, and confidence to deliver culturally responsive, person-centered care.

REGISTRATION

Registration is open to the public.

Registration Deadlines

Students are responsible for adhering to the deadlines for registration, payment, withdrawal, and any changes to registration as published in the Reach Academy course catalog, on the Reach Healthcare website, and in any registration instructions provided.

Reschedules

Students may reschedule their start date up to two (2) business days before the class begins. A reschedule request may be granted one (1) time only.

Transfers

Students may transfer their registration to another individual if the transfer occurs at least seven (7) business days before the class start date.
Transfers must be applied to the original scheduled class date.

Requests for refunds or transfers made by the recipient of a transferred registration are not permitted.

REFUND AND CANCELLATION POLICY

Refunds

No refunds are issued after ten (10) business days from the date of registration.
If you cancel after ten business days, your payment is non-refundable.

Cancellations by Students

Students who cancel within the ten (10) business day refund window must submit their request in writing to Reach Academy. Refunds will be processed using the original method of payment.

Cancellations by Reach Academy

Reach Academy reserves the right to cancel or reschedule any course due to low enrollment, instructor availability, or other operational considerations. If a course is canceled by Reach Academy, students will be offered the option to transfer to another course or receive a full refund.

STUDENT CODE OF CONDUCT

Reach Academy is committed to providing a respectful, supportive, and inclusive learning environment. All students are expected to uphold professional standards of behavior during all classes, workshops, online sessions, and interactions with instructors, fellow students, and partner organizations.

Professional Behavior

Students are expected to conduct themselves in a professional manner at all times, demonstrating courtesy, respect, and integrity.

Examples include:
- Communicating respectfully
- Participating constructively
- Being mindful of language and tone
- Honoring diverse backgrounds, experiences, and perspectives

Attendance and Engagement

Students are responsible for attending scheduled sessions, arriving on time, and participating fully in class activities. Excessive tardiness, absence, or disengagement may affect course completion or certification eligibility.

Respectful Communication

Students must communicate respectfully with instructors, staff, and other students in both verbal and written formats. Disruptive, aggressive, or disrespectful behavior will not be tolerated.

Safe and Inclusive Environment

Reach Academy maintains a zero-tolerance policy toward harassment, bullying, discrimination, or intimidation of any kind. This includes in-person, virtual, and written communication channels.

Academic Integrity

All assignments, assessments, and course work must represent the student's own effort. Cheating, plagiarism, or misrepresentation of work is strictly prohibited.

Confidentiality

Students must not share personal, sensitive, or confidential information about clients, classmates, instructors, or partner organizations outside of the training environment.

Technology and Online Conduct

Students are responsible for using technology appropriately during virtual or hybrid training. This includes:

- Maintaining a functional device and reliable internet connection
- Using cameras and microphones appropriately
- Avoiding side conversations, multitasking, or distractions during class
- Refraining from recording sessions without explicit written permission

Health, Safety, and Boundaries

Students are expected to maintain appropriate personal and professional boundaries. This includes following instructor guidance during demonstrations, practicing trauma-informed communication, and adhering to any space or safety protocols.

Compliance with Policies

Students must follow all Reach Academy policies, including registration, attendance, participation, refund, certification, and behavioral guidelines.

Resolution of Concerns

Students who experience concerns or conflicts are encouraged to communicate with Reach Academy staff promptly. Reach Academy will address issues fairly, professionally, and in alignment with organizational policy.

Consequences of Violations

Violations of the Student Code of Conduct may result in:
- Verbal or written warning
- Removal from a class session
- Dismissal from a course without refund
- Denial of certification eligibility
- Suspension from future Reach Academy programs

Reach Academy reserves the right to determine appropriate consequences based on the severity of the violation.

ATTENDANCE AND PARTICIPATION REQUIREMENTS

Reach Academy courses are designed to support the development of high performance non-clinical health professional workforce. Consistent attendance and meaningful participation are essential to achieving course competencies and meeting certification requirements.

Attendance Expectations

Students are expected to attend all scheduled class sessions in full, whether in person or online. Missing class may limit a student's ability to successfully complete required learning activities. Students who do not attend the required number of instructional hours will not receive a certificate of completion for the course. For courses connected to professional certification pathways, failure to meet the required hours may also result in ineligibility for the corresponding professional certification.

Punctuality

Students are expected to arrive on time and remain for the full duration of each session. Repeated tardiness or early departures may impact course completion or certification eligibility.

Participation Requirements

Active engagement is required in discussions, learning activities, breakout groups, and skills demonstrations. Participation demonstrates readiness for professional practice and contributes to a positive learning environment.

Missed Sessions

Make-up sessions are not available. Students who miss any portion of required instructional time will be required to retake the course in full. Retaking a course will require re-enrollment and repayment of course fees.

Technology Requirements for Online Courses

Students must ensure that they have a reliable internet connection, a working camera and microphone, and a quiet environment free from disruptions. Students are expected to remain visible and engaged during virtual instruction unless otherwise specified by the instructor.

Professional Conduct During Attendance

Students are expected to maintain professionalism during all sessions, including refraining from side conversations or multitasking, avoiding disruptive behaviors, and following instructor guidance during demonstrations or practice activities.

Impact on Certification

Failure to meet attendance or participation requirements will result in an incomplete course status and ineligibility for certification. In such instances, a student will be required to re-enroll and repeat the course at full cost to meet certification requirements.

ASSESSMENT AND COMPLETION REQUIREMENTS

Reach Academy courses are designed to ensure that students gain the knowledge, skills, and competencies necessary to serve effectively within the healthcare and clinical setting in the capacity of non-clinical healthcare health workers, including but not limited to birth workers and community workers. To receive a certificate of completion and to remain eligible for certification pathways, students must successfully meet all assessment and completion requirements outlined for each course.

Coursework and Assignments

Students are expected to complete all required coursework, assigned readings, exercises, and written or practical assignments by the deadlines established by the instructor. Assignments are designed to reinforce learning and support competency development.

Skills Demonstrations

Courses that involve practical or hands-on competency development may require students to demonstrate specific skills during live instruction. Successful demonstration of required skills is essential for course completion and certification eligibility.

Participation Expectations

Active participation in discussions, group work, learning activities, and skills practice is required. Participation demonstrates professional readiness and contributes to the overall learning experience.

Assessments

Some courses may include quizzes, knowledge checks, or final assessments to evaluate understanding of course material. Students must complete all assessments with a satisfactory score to receive a certificate of completion.

Competency-Based Completion

Completion of a course is based on demonstrated competency, not simply attendance. Students must meet all participation, assessment, and skills requirements to receive a certificate of completion.

Ineligibility for Completion

Students who do not meet the attendance, participation, skills demonstration, or assessment requirements will not receive a certificate of completion and may need to re-enroll and repeat the course at full cost.

Instructor Discretion

Instructors reserve the right to determine whether a student has met the required competencies for successful completion of a course.

REACH ACADEMY CERTIFICATION PATHWAYS

Our Offerings

Reach Academy's curriculum integrates foundational and advanced training across four professional development areas:

1. **Foundations of Doula Practice**
   Curated to prepare participants for DONA certification and professional birth support

2. **Advanced Birth Worker Practice**
   Builds advanced knowledge for complex or specialized birth scenarios

3. **Professional Growth and Practice**
   Enrich professionalism, ethics, and collaboration in healthcare environments

4. **Birth Worker Leadership and Business Development**
   Developing leaders, educators, and business owners within the maternal health field

Each pathway includes targeted courses that may be taken individually for continuing education or as part of a structured certification program. Learners may progress from foundational training to advanced specialization and leadership, supported by instructors and mentors who are experienced practitioners in the field.

Certification Pathways Overview
Learners can pursue certification in one or more of the following areas, each representing a defined set of courses and competencies:

Foundations of Doula Practice
(RAF100 – RAF199)

Advanced Birth Worker Practice
(RAA200 – RAA299)

Professional Growth and Practice
(RAP300 – RAP399)

Birth Worker Leadership and Business Development
(RAL400 – RAL499)

CERTIFICATION DESCRIPTIONS AND REQUIREMENTS

Foundations of Doula Practice Certification

Objective: Prepares learners for professional doula work, DONA certification, and in-network provider status with insurance companies (credentialing).

Requirements:
- RAF101 – Intro to Childbirth Education (DONA Approved)
- RAF102 – Birth Doula Training Workshop (DONA Approved)
- RAF103 – Intro to Breastfeeding (DONA Approved)
- RAF104 – How to Become DONA Certified
- RAF107 – HIPAA Training for Doulas
- RAF109 – Birth Experience Externship (x3 - RAF109 must be taken three (3) times to meet birth attendance requirements for certification.)

Electives (choose 2):
- RAF105 – How to Become Credentialed
- RAF106 – American Red Cross–Endorsed CPR Training
- RAF108 – Using Technology for Client Management

Upon Completion, You Will Be: Qualify to apply for DONA International certification, credentialing, and can serve as professional birth doubles within community, clinical, or private practice settings.

Advanced Birth Worker Practice Certification

Objective: Expands clinical knowledge and advanced support skills for complex or specialized birth scenarios.

Requirements:
- RAA201 – Working with Clients with Comorbidities
- RAA202 – Advanced Comfort Measures
- RAA203 – Working with Peanut Balls
- RAA204 – Doula Support of the Epidural Client
- RAA205 – Supporting the Cesarean Birth
- RAA209 – Grief and Loss

Electives (choose 1):
- RAA206 – VBAC Support Strategies
- RAA207 – Postpartum Doula Foundations
- RAA208 – Trauma-Informed Care for Birth Professionals

Outcome:
Graduates are equipped to support diverse client populations, collaborate with interdisciplinary teams, and navigate high-risk or medicalized births.

Professional Growth and Practice Certification

Objective: Develops communication, ethics, and professionalism for working within multidisciplinary healthcare environments.
Requirements:
- RAP301 – How to Handle Difficult Situations
- RAP302 – Non-Clinical Health Workers as Part of the Interdisciplinary Healthcare Team
- RAP303 – Professional Diplomacy and Tact in the Healthcare Setting
- RAP304 – Establishing Healthy Boundaries
- RAP305 – Ethics and Scope of Practice

Electives (choose 1):
- RAP306 – Cultural Competence and Inclusive Care
- RAP307 – Documentation and Charting for Doulas

Upon Completion, You Will Be Able To: Demonstrate advanced interpersonal, ethical, and teamwork skills to elevate the professional standard of doula practice.

Birth Worker Leadership and Business Development Certification

Objective: Prepares experienced health workers to take on leadership, training, or entrepreneurial roles within maternal health organizations.

Requirements:
- RAL401 – Building and Managing Your Doula Business
- RAL402 – Marketing and Networking for Doulas
- RAL404 – Self-Care and Burnout Prevention for Birth Workers
- RAL405 – Mentorship and Peer Support Training
- RAL406 – Training the Trainer: Course Creation, Presentation and Facilitation
- RAL407 – Leadership and Program Management

Electives (choose 1):
- RAL403 – Introduction to Advocacy and Policy in Maternal Health
- RAL408 – Virtual Doula Support: Tools, Ethics, and Best Practices
- RAL409 – Communication and Leadership
- RAL410 – Budgeting and Finance 101

Upon Completion, You Will Be: Better equipped to manage teams, operate sustainable businesses, and lead programs or training.

COURSE DESCRIPTIONS

Foundations of Doula Practice

Course ID	Course Title	Description
RAF101	Intro to Childbirth Education (DONA Approved)	Gain a foundational understanding of the childbirth process, birth options, and communication strategies for effective client education. DONA International recognized training. *This course is taught by a DONA approved trainer and meets the Intro to Childbirth for Doulas requirement needed for DONA Birth Doula Certification. This course meets the Intro to Childbrith requirement needed to attend Rerach Academy's Birth Doula Training course.*
RAF102	Birth Doula Training (DONA Approved)	A comprehensive training that prepares doulas to provide physical, emotional, educational and resource support before, during, and after childbirth. This course is taught by a DONA approved trainer and meets the DONA Approved Birth Doula Workshop requirement needed for DONA Birth Doula Certification. A DONA Approved Intro to Childbirth course must successfully completed prior to attending this course.
RAF103	Intro to Breastfeeding (DONA Approved)	Learn the basics of lactation support, positioning, and common troubleshooting techniques for early postpartum success. DONA International recognized training. This course is taught by a DONA approved trainer and meets the Lactation Support Education requirements needed for both DONA Birth Doula Certification and DONA Postpartum Doula Certification.
RAF104	How to Become DONA Certified	A 3-week guided accountability course to help participants complete and submit their DONA certification materials with support from mentors.
RAF105	How to Become Credentialed	A 2-week step-by-step course covering the process for doulas to obtain credentialing with major insurances

		entities including Medi-Cal, documentation requirements, and ongoing compliance.
RAF106	Adult and Pediatric CPR / BL Certification	Hands-on instruction in CPR techniques for adults, children, and infants, fulfilling professional certification standards.
RAF107	HIPAA Training for Doulas (Online)	A self-paced, online course with assessment. Health Insurance Portability and Accountability Act (HIPAA) is a federal regulation intended to protect personal privacy and secure personal health information by setting national standards for handling such data. This course meets annual HIPAA Compliance requirements.
RAF108	Using Technology for Client Management	Learn best practices for managing scheduling, documentation, and secure communication through digital platforms.
RAF109	Birth Experience Externship	This course fulfills the hands-on birth attendance requirements necessary for professional doula certification pathways, as well as DONA International Birth Doula Certification and insurance credentialing requirements. RAF109 may be taken three (3) times to meet birth attendance requirements for certification. Each enrollment of RAF109 must be completed separately and can be taken at the same time, with full participation and documentation for each birth experience. Birth experience must include prenatal, labor and birth, and postnatal support. Enrollment includes tracking, supervision, documentation, and supplies. This course is supervised by a DONA certified Doula and meets the Birth Experience requirement needed for DONA Birth Doula Certification. DONA Approved Intro to Childbirth course, DONA Approved Birth Doula Workshop, and DONA approved Lactation Support Education, and valid HIPAA Training courses must successfully be completed prior to attending this course.

Advanced Birth Worker Practice

Course ID	Course Title	Description
RAA201	Working with Clients with Comorbidities	Strategies for supporting clients with hypertension, diabetes, or elevated BMI while maintaining safety and compassion.
RAA202	Advanced Comfort Measures	Explore advanced non-pharmacologic techniques to promote relaxation, labor progress, and client empowerment during birth.
RAA203	Working with Peanut Balls	Learn positioning and techniques for using peanut balls effectively to support labor progression and comfort.
RAA204	Doula Support of the Epidural Client	Techniques for positioning, advocacy, and emotional support for clients who receive epidurals.
RAA205	Supporting the Cesarean Birth	Understand how to support clients through planned or unplanned cesarean births, including preparation and recovery guidance.
RAA206	VBAC Support Strategies	Learn how to assist and empower clients planning a vaginal birth after cesarean, including safety and advocacy best practices.
RAA207	Postpartum Doula Foundations	Training focused on recovery, newborn care, breastfeeding, and family adjustment during the fourth trimester.
RAA208	Trauma-Informed Care for Birth Professionals	Gain tools for recognizing trauma, maintaining boundaries, and supporting psychological safety for both clients and doulas.
RAP209	Grief and Loss	Guidance on supporting families experiencing miscarriage, stillbirth, or neonatal loss with sensitivity and care.

Professional Growth and Practice

Course ID	Course Title	Description
RAP301	How to Handle Difficult Situations	Approaches for managing conflict, client distress, or complex interpersonal dynamics with professionalism and empathy.
RAP303	Non-Clinical Health Workers as Part of the Interdisciplinary Healthcare Team	Understand how non-clinical health workers, such as doulas and community workers, integrate within clinical care teams, communicate effectively, and advocate within professional boundaries.
RAP304	Working with Doulas	Learn how to collaborate effectively in team-based doula models and share client responsibilities smoothly.
RAP305	Professional Diplomacy and Tact in the Healthcare Setting	Build the soft skills necessary for navigating hospital systems, managing professional relationships, and maintaining credibility.
RAP306	Establishing Healthy Boundaries	Learn strategies for maintaining emotional wellness, managing workload, and preventing burnout.
RAP307	Ethics and Scope of Practice	Clarify professional roles, client rights, and ethical standards that define high-quality doula care.
RAP308	Cultural Competence and Inclusive Care	Develop awareness and tools to provide inclusive, respectful, and culturally sensitive support to all families.
RAP309	Documentation and Charting for Doulas	Learn professional note-taking practices that ensure accuracy, objectivity, and continuity of care.

Birth Worker Leadership and Business Development

Course ID	Course Title	Description
RAL401	Building and Managing Your Doula Business	Learn how to launch, structure, and grow a sustainable doula practice or agency.
RAL402	Marketing and Networking for Doulas	Explore branding, outreach, and referral-building techniques to attract clients and partners.
RAL403	Introduction to Advocacy and Policy in Maternal Health	Discover how doulas can participate in advocacy and policy efforts that shape maternal health systems.
RAL404	Self-Care and Burnout Prevention for Birth Workers	Practical self-care tools to help doulas sustain energy and emotional resilience in demanding work.
RAL405	Mentorship and Peer Support Training	Learn how to mentor new doulas and build strong peer-to-peer networks of support.
RAL406	Training the Trainer: Facilitating Doula Education	For experienced doulas aspiring to teach—explore adult learning principles and course facilitation techniques.
RAL407	Leadership and Program Management in Maternal Health	Develop administrative and leadership skills to coordinate doula programs or lead community initiatives.
RAL408	Virtual Doula Support: Tools, Ethics, and Best Practices	Master the art of providing empathetic, effective virtual care using modern tools and communication strategies.
RAL409	Communication and Leadership	This course equips students with the skills to lead teams, facilitate dialogue, and inspire collaboration across diverse community and clinical environments.
RAL410	Budget and Finance 101	This course introduces doulas and non-clinical health workers to essential budgeting and financial management skills needed to support long-term professional success.

CONTACT INFORMATION

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