Purdue Global is accredited by the Higher Learning Commission (hlcommission.org), a regional accreditation agency recognized by the U.S. Department of Education.

**Professional Licensure**

*Important Note to Prospective Students:* Certain state certification and licensure boards have specific educational requirements for programs to lead to a license or certification that is a precondition for employment in a recognized occupation. Prospective and current students must review Purdue Global’s State Licensure and Certifications (https://www.purdueglobal.edu/about/accreditation/licensure-state-authorizations/) site to view program and state-specific licensure information. This site will be updated twice a year. However, because state regulations and authorizations can change, students are highly encouraged to confirm their program’s licensure requirements with the appropriate licensing agency in their state of residence.

Each program page in this catalog outlines whether the program is designed to meet educational requirements for a specific state-regulated occupation. Unless otherwise specified, the program was not designed to meet any specific state’s licensure or certification requirements.

Please note that licensure for certain state-regulated occupations may rely on national certification or licensure exams. Passing a national exam is not a guarantee of a graduate's ability to obtain a state license.

Although certain programs are designed to prepare you to take various optional certification exams, Purdue Global cannot guarantee you will be eligible to take these exams or become certified. Your eligibility may depend on your work experience, completion of education and/or degree requirements, not having a criminal record, and meeting other certification requirements.

Students pursuing a professional licensure-track program who move to another state must update their address within the PG Campus Student Portal and contact a University representative within the first 30 days of moving to discuss their licensure eligibility. See Address and Residency Verification (https://catalog.purdueglobal.edu/policy-information/admissions/) for more information. Students enrolled in a program which leads to licensure must review the State Licensure and Certifications (https://www.purdueglobal.edu/about/accreditation/licensure-state-authorizations/) site to confirm their new location meets the licensure requirements for their program.

**Program and School Accreditation and Approvals**

Additional approvals and program and school accreditation are noted under each area of study.

**Concord Law School**

Concord's degree-granting authority in connection with its students qualifying to take the California Bar Examination and obtaining admission to the practice of law in California (Juris Doctor Program) is based on its accreditation with the Committee of Bar Examiners of the State Bar of California:

180 Howard Street
San Francisco, CA 94105
Tel: 415-538-2000
Website: www.calbar.ca.gov (http://www.calbar.ca.gov)

For detailed Juris Doctor (JD) information and disclosure language, see the Required Disclosures section on the JD program page (https://catalog.purdueglobal.edu/concord-law-school/juris-doctor/).

**School of Business and Information Technology**

**ABET**

Purdue Global's School of Business and Information Technology has received programmatic accreditation for the following programs:

- The Bachelor of Science in Cybersecurity is accredited by the Computing Accreditation Commission of ABET, https://www.abet.org.
- The Bachelor of Science in Information Technology is accredited by the Computing Accreditation Commission of ABET, https://www.abet.org.

With ABET accreditation, students, employers, and all those served by the University can be confident that a program meets the quality standards that produce graduates prepared to enter a global workforce.

ABET
415 North Charles Street
Baltimore, MD 21201
Tel: 410-347-7700
Website: www.abet.org/ (http://www.abet.org/)

**Accreditation Council for Business Schools and Programs**

Purdue Global’s School of Business and Information Technology has received programmatic accreditation from the Accreditation Council for Business Schools and Programs (ACBSP) for the following programs:

- Associate of Applied Science in Accounting
- Associate of Applied Science in Business Administration
- Bachelor of Science in Accounting
- Bachelor of Science in Business Administration
- Bachelor of Science in Finance
- Master of Business Administration
- Master of Science in Accounting
- Master of Science in Finance
- Master of Science in Management and Leadership

ACBSP promotes continuous improvement and recognizes excellence in the accreditation of business education programs around the world.

Accreditation Council for Business Schools and Programs
11520 West 119th Street
Overland Park, KS 66213
Tel: 913-339-9356
Fax: 913-339-6226
Website: www.acbsp.org/ (https://www.acbsp.org/)
Certified Financial Planner Board of Standards

Purdue Global's Master of Science in Finance with a concentration in financial planning is a CFP Board-Registered Program in financial planning education. The Master of Science in Finance with a concentration in financial planning meets the specific criteria for educating individuals who wish to fulfill the education component for obtaining CFP® certification.

Individuals who meet CFP Board's education requirement are eligible to sit for the CFP® Certification Examination. Successful completion of the education and examination components completes two of the core prerequisites to obtain CFP® certification.

Certified Financial Planner Board of Standards, Inc. owns the certification marks CFP®, CERTIFIED FINANCIAL PLANNER™, and federally registered CFP (with flame design) in the U.S., which it awards to individuals who successfully complete CFP Board's initial and ongoing certification requirements.

The Society for Human Resource Management

The Society for Human Resource Management (SHRM) has acknowledged that the following programs fully align with SHRM’s HR Curriculum Guidebook and Templates:

- Master of Science in Management and Leadership with a concentration in human resources
- Master of Business Administration with a concentration in human resources
- Bachelor of Science in Business Administration with a concentration in human resources

The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. The guidelines—created in 2006 and revalidated in 2010, 2013, and 2017—are part of SHRM’s academic initiative to define HR education standards taught in university business schools and help universities develop degree programs that follow these standards. Purdue University Global has been granted alignment through 2025.

School of Health Sciences

American Health Information Management Association (AHIMA)

The Purdue University Global Medical Billing and Coding Certificate program is approved by the AHIMA Professional Certificate Approval Program (PCAP). This designation acknowledges the coding program as having been evaluated by a peer-review process using a national minimum set of standards for entry-level coding professionals. This process allows academic institutions to be acknowledged as offering an AHIMA-approved coding certificate program.

A directory of AHIMA-approved programs, which includes Purdue Global’s certificate program, may be found at: http://www.ahima.org/education/academic-affairs/PCAP (http://www.ahima.org/education/academic-affairs/PCAP/).

Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)

The Health Information Management accreditor of Purdue University Global is the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The College’s accreditation for the Bachelor of Science degree in Health Information Management has been reaffirmed through 2028-2029.

Completion of the following course series in the Bachelor of Science in Health Information Management program may qualify you to earn the CAHIIM Digital Health Professional Certificate. The Digital Health Professional Certificate Program is in Candidacy Status, pending accreditation review by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM).

- HI300 Information Systems for Health Care
- HI305 Management of Health Information
- HS420 Health Informatics
- HS460 Project Design and Management for Health Care
- HS450 Strategic Planning and Change Management for Health Care

Completion of the digital health leader micro-credential may qualify you to earn the CAHIIM Digital Health Leader Certificate. The Digital Health Leader Certificate Program is in Candidacy Status, pending accreditation review by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM).

All inquiries about the program’s accreditation status should be directed by mail to CAHIIM, 200 East Randolph Street, Suite 5100, Chicago, IL, 60601; by phone at 312-235-3255; or by email at info@cahiim.org.

Commission on Accreditation of Allied Health Education Programs (CAAHEP)

Effective May 15, 2020, the Medical Assistant Certificate program is accredited by the Commission on Accreditation of Allied Health Education Programs (www.caahep.org (http://www.caahep.org/)) upon the recommendation of the Medical Assisting Education Review Board (MAERB).

Commission on Accreditation of Allied Health Education Programs
9355 – 113th St. N, #7709
Seminole, FL 33775
Tel: 727-210-2350
Website: www.caahep.org (http://www.caahep.org/)

Commission on Accreditation of Healthcare Administration Education (CAHME)

The Master of Health Care Administration program at Purdue Global has achieved candidacy status from the Commission on Accreditation of Healthcare Management Education (CAHME). The achievement of candidacy status demonstrates that the School of Health Sciences is committed to meeting the rigorous standards established by CAHME and continuous quality improvement as part of the accreditation process.

CAHME
P.O. Box 911
Spring House, PA 19477
Tel: 301-298-1820
Email: info@cahme.org
Website: cahme.org (https://cahme.org/)

Healthcare Information and Management Systems Society (HIMSS)

Purdue Global, which offers the Master of Health Informatics and Master of Health Information Management programs, is recognized by the Healthcare Information and Management Systems Society (HIMSS) as an Approved Education Partner (AEP). As a HIMSS AEP, Purdue Global
has met HIMSS's rigorous standards for delivering world-class, effective health care and health IT education. HIMSS-approved educational programs provide advanced knowledge in health information and technology or health care and prepare candidates to sit for the CAHIMS or CPHIMS exam.

A directory of HIMSS-approved programs, which includes the Purdue Global Master of Health Informatics and Master of Health Information Management, may be found at: https://www.himss.org/get-involved/approved-education-partner/find-an-aep (https://www.himss.org/get-involved/approved-education-partner/find-an-aep/).

National Association of Nutrition Professionals (NANP)
The Bachelor of Science in Nutrition with a concentration in holistic nutrition is an approved holistic nutrition education program through the National Association of Nutrition Professionals (NANP).

National Association of Nutrition Professionals
P.O. Box 348028
Sacramento, CA 95834
Tel: 209-224-0003
Website: https://nanp.org/

School of Nursing
Commission on Collegiate Nursing Education (CCNE)
The baccalaureate degree in nursing, master’s degree in nursing, Doctor of Nursing Practice program, and postgraduate APRN certificate programs at Purdue Global are accredited by the Commission on Collegiate Nursing Education.

655 K Street, NW, Suite 750
Washington, DC 20001
Tel: 202-887-6791

College of Social and Behavioral Sciences
Behavior Analyst Certification Board
The Association for Behavior Analysis International (ABAI) has verified the course sequence of the Bachelor of Science in Psychology in Applied Behavior Analysis and the Applied Behavior Analysis Postbaccalaureate Certificate as meeting the coursework requirements for eligibility to take the Board Certified Assistant Behavior Analyst® (BCaBA®) examination given by the Behavior Analyst Certification Board®, Inc. (BACB®).

ABAI has also verified the course sequence of the Master of Science in Applied Behavior Analysis and the Postgraduate Certificate in Applied Behavior Analysis as meeting the coursework requirements for eligibility to take the BACB’s Board Certified Behavior Analyst® (BCBA®) examination.

Applicants will have to meet additional requirements to qualify. Please refer to the BACB’s website for full eligibility requirements (www.bacb.com (https://www.bacb.com/)). Beginning January 1, 2023, applicants who live outside of the United States and other designated countries will no longer be accepted, per the Behavior Analyst Certification Board’s (BACB) Global Certification policies. Specific information regarding this policy can be found on the BACB’s website at https://www.bacb.com/global-certification/.

The BACB can be contacted at:
The Behavior Analyst Certification Board
8051 Shaffer Parkway

Littleton, CO 80127
Tel: 720-438-4321

Fire and Emergency Services Higher Education
Purdue Global is recognized by the U.S. Fire Administration as an official Fire and Emergency Services Higher Education institution:

16825 South Seton Avenue
Emmitsburg, MD 21727
Tel: 301-447-1000
Fax: 301-447-1346
Website: www.usfa.fema.gov/ (http://www.usfa.fema.gov/)

International Fire Service Accreditation Congress
Purdue Global’s College of Social and Behavioral Sciences has received programmatic accreditation from the International Fire Service Accreditation Congress (IFSAC) for the following programs:

- Associate of Applied Science in Fire Science
- Bachelor of Science in Fire Science
- Bachelor of Science in Fire and Emergency Management
- Master of Science in Homeland Security and Emergency Management

International Fire Service Accreditation Congress
IFSAC Administrative Office
1812 Tyler Avenue
Stillwater, OK 74078

National Addiction Studies Accreditation Commission
The Bachelor of Science in Psychology in Addictions, the Master of Science in Psychology with a concentration in addictions, and the Graduate Certificate in Addictions are accredited by the National Addiction Studies Accreditation Commission (nasacaccreditation.org (http://www.nasacaccreditation.org)).

National Association of Legal Assistants (NALA)
NALA, the professional association for paralegals, recognizes the Associate of Applied Science in Legal Support and Services, the Bachelor of Science in Legal Support and Services, and the Pathway to Paralegal Postbaccalaureate Certificate as meeting the coursework criteria for eligibility to sit for the Certified Paralegal Examination.

NALA Headquarters
7666 East 61st Street, Suite 315
Tulsa, OK 74133
Email: nalanet@nala.org

U.S. State and Other Approvals
State Authorization
Purdue Global is an institutional participant in the National Council for State Authorization Reciprocity Agreements (SARA). A list of current, authorized SARA member states is available at www.nc-sara.org/ (https://www.nc-sara.org/). As a participating institution, Purdue Global adheres to a common set of standards for offering postsecondary distance education among member states, districts, and territories. The Agreement establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. Purdue Global can be found on the NC-SARA website under the SARA member state of Indiana.
**Program and State Availability**

Please refer to Program Availability Information (https://www.purdueglobal.edu/catalog-program-availability-info.pdf) for Purdue Global’s individual program approvals and restrictions by state. Purdue Global’s institutional state approvals are summarized as follows:

**Alabama**

As an approved SARA institution, Purdue Global is in compliance with Alabama regulations to offer programs to residents of the state.

**Teaching Programs**

SARA authorization to provide a program related to the preparation of teachers or other P-12 school/system personnel does not indicate eligibility for an Alabama teaching certificate. Applicants for an Alabama teaching certificate based on reciprocity must meet Alabama’s test requirements and submit a valid, renewable professional educator certificate/license issued by another state at the degree level, grade level, and in the teaching field or area of instructional support for which an Alabama certificate is sought and for which Alabama issues a certificate. Applicants for Alabama certification in an area of administration must also document at least 3 years of full-time employment as an administrator in a P-12 school system(s). For additional information, see www.alsde.edu (http://www.alsde.edu).

**Alaska**

As an approved SARA institution, Purdue Global is in compliance with Alaska regulations to offer programs to residents of the state.

**Arizona**

As an approved SARA institution, Purdue Global is in compliance with Arizona regulations to offer programs to residents of the state.

**Arkansas**

As an approved SARA institution, Purdue Global is in compliance with Arkansas regulations to offer programs to residents of the state.

**Teaching Programs**

Arkansas students enrolled in the Master of Science in Education must sign a disclosure statement prior to the start of their program.

**California**

Purdue Global offers distance education and does not maintain a physical presence in the state of California. Therefore, Purdue Global is not required to register with the Bureau for Private Postsecondary Education.

**Colorado**

As an approved SARA institution, Purdue Global is in compliance with Colorado regulations to offer programs to residents of the state.

**Connecticut**

As an approved SARA institution, Purdue Global is in compliance with Connecticut regulations to offer programs to residents of the state.

**Delaware**

As an approved SARA institution, Purdue Global is in compliance with Delaware regulations to offer programs to residents of the state.

**District of Columbia**

As an approved SARA institution, Purdue Global is in compliance with the District of Columbia regulations to offer programs to residents of the district.

**Florida**

Purdue Global is licensed by the Florida Commission for Independent Education. Additional information regarding the University may be obtained by contacting the Commission:

325 West Gaines Street, Suite 1414
Tallahassee, FL 32399-0400
Tel: 888-224-6684 (Toll Free)

**Georgia**

As an approved SARA institution, Purdue Global is in compliance with Georgia regulations to offer programs to residents of the state.

**Hawaii**

As an approved SARA institution, Purdue Global is in compliance with Hawaii regulations to offer programs to residents of the state.

**Idaho**

As an approved SARA institution, Purdue Global is in compliance with Idaho regulations to offer programs to residents of the state.

**Illinois**

Purdue Global has operating authority granted by the Illinois Board of Higher Education. Additional information regarding the University may be obtained by contacting the Board:

431 East Adams, 2nd Floor
Springfield, IL 62701
Tel: 217-782-2551

Purdue Global is approved by the Illinois Division of Vocational Rehabilitation.

**Indiana**

Purdue Global is regulated by the Indiana Commission for Higher Education:

Indiana Commission for Higher Education
101 West Ohio Street, Suite 670
Indianapolis, IN 46204
Tel: 800-227-5695 (Toll Free)
Tel: 317-232-1320

**Iowa**

_Iowa College Student Aid Commission_

Purdue Global is authorized by the Iowa College Student Aid Commission:

474 SW 5th Street, Suite D
Des Moines, IA 50309-4608
Tel: 877-272-4456

**Additional Approvals**

Purdue Global is approved by the Iowa Division of Vocational Rehabilitation and the Iowa Private Industry Area Council.
Iowa Board of Nursing
The Associate of Science in Nursing program is approved by the Iowa Board of Nursing.
Iowa Board of Nursing
400 SW 8th Street, Suite B
Des Moines, IA 50309-4685
Tel: 515-281-3255

Kansas
As an approved SARA institution, Purdue Global is in compliance with Kansas regulations to offer programs to residents of the state.

Kentucky
As an approved SARA institution, Purdue Global is in compliance with Kentucky regulations to offer programs to residents of the state.

Teaching Programs
Note: The Master of Science in Higher Education degree is not recognized for rank change for K-12 teachers in Kentucky.

Louisiana
As an approved SARA institution, Purdue Global is in compliance with Louisiana regulations to offer programs to residents of the state.

Maine
Maine State Board of Nursing
The Associate of Science in Nursing program is granted initial approval by the Maine State Board of Nursing:
161 Capitol Street
158 State House Station
Augusta, ME 04333-0158
Tel: 207-287-1133

Maryland
As an approved SARA institution, Purdue Global is in compliance with Maryland regulations to offer programs to residents of the state.

Massachusetts
As an approved SARA institution, Purdue Global is in compliance with Massachusetts regulations to offer programs to residents of the state.

Michigan
As an approved SARA institution, Purdue Global is in compliance with Michigan regulations to offer programs to residents of the state.

Minnesota
As an approved SARA institution, Purdue Global is in compliance with Minnesota regulations to offer programs to residents of the state.

Mississippi
As an approved SARA institution, Purdue Global is in compliance with Mississippi regulations to offer programs to residents of the state.

Missouri
As an approved SARA institution, Purdue Global is in compliance with Missouri regulations to offer programs to residents of the state.

Montana
As an approved SARA institution, Purdue Global is in compliance with Montana regulations to offer programs to residents of the state.

Nebraska
As an approved SARA institution, Purdue Global is in compliance with Nebraska regulations to offer programs to residents of the state.

New Hampshire
As an approved SARA institution, Purdue Global is in compliance with New Hampshire regulations to offer programs to residents of the state.

New Jersey
As an approved SARA institution, Purdue Global is in compliance with New Jersey regulations to offer programs to residents of the state.

New Mexico
As an approved SARA institution, Purdue Global is in compliance with New Mexico regulations to offer programs to residents of the state.

New York
As an approved SARA institution, Purdue Global is in compliance with New York regulations to offer programs to residents of the state.

North Carolina
As an approved SARA institution, Purdue Global is in compliance with North Carolina regulations to offer programs to residents of the state.

North Dakota
As an approved SARA institution, Purdue Global is in compliance with North Dakota regulations to offer programs to residents of the state.

Ohio
As an approved SARA institution, Purdue Global is in compliance with Ohio regulations to offer programs to residents of the state.

Oklahoma
As an approved SARA institution, Purdue Global is in compliance with Oklahoma regulations to offer programs to residents of the state.

Oregon
As an approved SARA institution, Purdue Global is in compliance with Oregon regulations to offer programs to residents of the state.

Pennsylvania
As an approved SARA institution, Purdue Global is in compliance with Pennsylvania regulations to offer programs to residents of the state.

Rhode Island
As an approved SARA institution, Purdue Global is in compliance with Rhode Island regulations to offer programs to residents of the state.

South Carolina
As an approved SARA institution, Purdue Global is in compliance with South Carolina regulations to offer programs to residents of the state.
South Dakota
As an approved SARA institution, Purdue Global is in compliance with South Dakota regulations to offer programs to residents of the state.

Tennessee
As an approved SARA institution, Purdue Global is in compliance with Tennessee regulations to offer programs to residents of the state.

Teaching Programs
Specific education master's degrees are not recognized for initial licensure in Tennessee and cannot be used to add endorsement areas to a Tennessee license. Prior to enrolling, you are strongly encouraged to confirm salary rating and license renewal policies with your school district and/or state department, when applicable.

Benefits for Tennessee K-12 teachers enrolled in the Master of Science in Education or the Master of Science in Education's educational leadership concentration include:

- Salary increase and/or licensure renewal
- Career advancement, i.e., those completing the educational leadership concentration may gain the necessary leadership knowledge and skills to be eligible for a department chair or other nonlicensure administrative role

Benefits for career changers enrolled in the Master of Arts in Teaching include:

- Increased confidence in the classroom while working with adolescents in current role
- Greater preparation for state pedagogy exams and state-approved certification programs
- Salary increase

Benefits of the Master of Science in Instructional Design and Technology include:

- Entry into a career as an instructional designer or instructional technologist
- Ability to fine-tune skills related to design, development, and evaluation of instructional programs, materials, and media

1 Please check with your school district and/or the Tennessee Department of Education prior to enrollment.

Virginia
As an approved SARA institution, Purdue Global is in compliance with Virginia regulations to offer programs to residents of the state.

Washington
As an approved SARA institution, Purdue Global is in compliance with Washington regulations to offer programs to residents of the state.

West Virginia
As an approved SARA institution, Purdue Global is in compliance with West Virginia regulations to offer programs to residents of the state.

Wisconsin
As an approved SARA institution, Purdue Global is in compliance with Wisconsin regulations to offer programs to residents of the state.

Wyoming
As an approved SARA institution, Purdue Global is in compliance with Wyoming regulations to offer programs to residents of the state.

Other Approvals

Commonwealth of Puerto Rico
As an approved SARA institution, Purdue Global is in compliance with Puerto Rico regulations to offer programs to residents of the commonwealth.

Guam
Purdue Global offers distance education and does not maintain a physical presence in Guam. Therefore, Purdue Global is not required to register with the Guam Council on Post-secondary Institution Certification.

Sanctioned Countries
Purdue Global complies with U.S. trade embargo laws and regulations. Applications for admission and funding plans may be subject to additional review to ensure ongoing compliance with those requirements. Current students traveling or relocating outside of the U.S. may be unable to access the Purdue Global campus, services, and courses from countries or regions subject to economic and/or trade sanctions by the Office of Foreign Assets Control (OFAC) or other authorities. Contact the Office of Student Relations at StudentRelations@purdueglobal.edu for details.

Memberships

- The Associate of Applied Science in Human Services, Bachelor of Science in Human Services, and Master of Science in Human Services programs are members of the Council for Standards in Human Service Education (CSHSE). The CSHSE can be contacted at:
  Council for Standards in Human Service Education
  3337 Duke Street
  Alexandria, VA 22314

- The NAADAC (Association for Addiction Professionals) has designated Purdue Global as an Approved Education Provider for meeting nationally approved standards of education for the addiction counseling profession. This approval includes the Bachelor of Science in Psychology in Addictions, the Master of Science in Psychology with a concentration in addictions, and the Graduate Certificate in Addictions. The NAADAC can be contacted at:
  44 Canal Center Plaza, Suite 301
  Alexandria, VA 22314
Purdue Global has been designated by the National Security Agency (NSA) and Department of Homeland Security as a National Center of Academic Excellence in Cyber Defense Education (https://www.nsa.gov/resources/students-educators/centers-academic-excellence/#defense) (CAE-CD) for the following programs:
- Bachelor of Science in Cybersecurity
- Master of Science in Cybersecurity Management

More information can be found on the following website: https://www.nsa.gov/Academics/Centers-of-Academic-Excellence/.

Additional Approvals
- Purdue Global is an authorized participant of the Department of Defense Instruction (DoDI) 1322.25, Change 3 (Voluntary Education Programs), effective July 7, 2014; as a result, Purdue Global is authorized to receive military tuition assistance (TA) funds.
- Purdue Global is approved and authorized by the U.S. Department of Veterans Affairs (VA) to receive veterans educational benefit funds. NOTE: Purdue Global complies with Title 38/10 requirements, and notably Sec. 103 of the Veterans Benefits and Transition Act of 2018 (https://www.congress.gov/bill/115th-congress/senate-bill/2248/text/#toc-H909A7C475E9446BEB272E7FF1816393E).
- Purdue Global has SAA approval (state specific) for many of its programs open to enrollment for those eligible to receive Veteran Educational Benefits.
- Purdue Global is authorized under federal law to enroll nonimmigrant, alien students.
- Purdue Global programs are recognized by the following agencies and federal laws:
  - Dislocated Workers Center
  - Iowa Workforce Development Center (TAA)
  - Job Training Partnership Act
  - Vocational Rehabilitation Services