Flow of Caseworker Training Redesign

1. Onboarding and Field Activities

Onboarding Activities

- Recruitment and hiring of new SSS1 caseworker
- Welcome and introductions
- Building tours
- Paperwork and technology
- Discussion of expectations of unit
- Review of Agency Values and Mission
- Discussion of Organizational Structure
- Setting of initial onboarding and training plan

Field Activities

- Observations (Courts / Visits / Assessments)
- Opportunities to debrief observations with supervisor or identified peer
- Supervisor prepares worker for emotional toll of training and practice, critical importance of empathy and engagement, and expectation of employee of self-reflection and professional growth (Supervisory tool will be made available)
- Supervisor assures completion of all on-boarding activities

2. Distance Training Prerequisites and Field Activities

Computer Based Training Pre-Requisites
Required for all SSS1s **prior** to attending Managing Child Safety throughout the Life of a Case

- Federal Legislation that has Shaped Oregon's Child Welfare Practice
- Mandatory Reporting
- Oregon Safety Model sessions 1-7
- Child Welfare Ethics and DHS Values
- Secondary Traumatic Stress
- OR-Kids Basics
- Differential Response Overview for New Workers
- DHS Administrative Structure

Evaluation: Quiz – participants must pass at 80% of higher in order to receive credit for completing each of these trainings

Field Based Activities to Increase Transfer of Learning

- Opportunities to debrief CBTs with supervisor or identified peer

3. Classroom Training and Field Activities to be Completed within 60 Days of Hire

Managing Child Safety throughout the Life of a Case
Required for all SSS1s prior to carrying a caseload

Prerequisite: Required CBTs and 2-3 weeks in the branch

Evaluation: Reaction survey, trainee portfolio, including: trainee self-assessment, observation of professional behaviors, knowledge assessment, child and adult interviewing and other skill assessments.

Field Based Activities to Increase Transfer of Learning

- Supervisor receives trainee portfolio
- Supervisor utilizes tool for transfer of learning with application to limited cases after determining employee's readiness to engage with families
- Matrix / Scaling tool to assist with readiness assessment
- New employee is assigned a peer support person
- New employee should be observed in field and provided with feedback

4. Classroom Training Required within 6 Months of Hire

Family Conditions
Prerequisite: Managing Child Safety throughout the Life of a Case

Evaluation: Participant reaction survey, trainee self-assessment

Well Being Needs of Children
Prerequisite: Managing Child Safety throughout the Life of a Case

Evaluation: Participant reaction survey, trainee self-assessment

5. Classroom and Distance Training Required within 1 Year of Hire

Trauma Informed Practice Strategies (T.I.P.S) for Child Welfare Workers
Prerequisite: Managing Child Safety throughout the Life of a Case

Evaluation: Participant reaction survey

Legal Issues
Prerequisite: Managing Child Safety throughout the Life of a Case

Evaluation: Participant reaction survey, case documentation and presentation skill assessments.

Computer Based Training (CBT) (Distance Training)

- The Multi-Ethnic Placement Act
- Child Welfare Confidentiality
- The CANS Screening Tool
- Financial Resources – Guardianship and Adoption Assistance
- IV-E Eligibility
- Advocating for Educational Services

Evaluation: Quiz – participants must pass a quiz at 80% or higher in order to receive credit for completing each of these trainings.

6. Additional Training Available

Certifier and Adoption Worker Training

Required for certification and adoption workers prior to conducting the SAFE Home Study independently.

Foundations Training of Trainers

Required for certification and adoption workers prior to training Foundations of Fostering and Adopting.

Adoption Tools & Techniques

Recommended for permanency workers, certifiers and adoption workers within 1 year of hire or upon assuming a permanency caseload.