

| Training Course/Activity | Summary | Duration | Provider | Audience | Estimated Staff Costs | Cost Allocation | Estimated Partnership Costs | Cost Allocation | Total Estimated Costs |
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| Essential Elements of Child Welfare Practice | This training is mandatory for all Social Service Specialist 1 employees prior to carrying a caseload independently. It provides participants with a foundational understanding of the caseworker's roles and responsibilities throughout the life of a case, emphasizing the importance of relationship and engagement with children, parents, and families in a trauma-informed and culturally responsive manner. Another critical aspect of casework that will be emphasized is the importance of partnering with Tribes, community and systems surrounding the child and family. This training will include multiple opportunities for practicing skills, including engaging and interviewing a parent and child in a simulated home environment. Practice using the OR-Kids data system is also planned. A knowledge assessment of key concepts covered in the training will also be conducted. | 15 Days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 2,259,840.00 | RMS (Random Moment Sampling) | \$ 3,271,125.00 | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 5,530,965.00 |
| Well-being Needs of Children and Youth | This training focuses on the well-being needs of the children and young adults who come into contact with the child welfare system. Participants will learn how maltreatment can impact development, including identity development, and the caseworker's roles and responsibilities in ensuring healthy development for children and young adults. This training emphasizes the importance of significant relationships, connections to community, and encouraging child interests in building resilience, as well as the importance of the caseworker-child relationship. Participants will learn how to ensure they have a complete and holistic picture of a child's experience, how to build a team around a child, and strategies for effective transition planning. Participants will have the opportunity to hear from a diverse youth panel and engage with multiple expert presenters on real world strategies for meeting the needs of children and young adults. | 4 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 394,444.80 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 394,444.80 |
| Family Conditions | This training provides a deeper look into the situations that impact many of the families who encounter the child welfare agency. Participants will learn about the dynamics of poverty, adult mental health, substance abuse, domestic violence, and sexual offending. The impact of these on children and families will be discussed along with how to effectively collaborate with Tribes, community partners and agencies to support them. | 3 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 525,926.40 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 525,926.40 |

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| Preparing and Presenting for Success in Court | This training provides an in depth exploration of caseworker's roles and responsibilities in relation to court and the Citizen Review Board (CRB). Various sources of child welfare law and practice as well as the different types of court and court hearings will be presented. The importance of using trauma-informed engagement practices to prepare and involve children, parents, families and Tribes in court processes will be emphasized, as well as the unique aspects of working with refugee families. Participants will learn how to write petitions and court reports, how to prepare for and effectively present in court/CRB, and testify in court. Participants will demonstrate their ability to present a case and testify in court in a simulated court experience. Participants will also take a pre/post knowledge assessment. | 5 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 493,056.00 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 493,056.00 |
| Trauma Informed Practice Strategies (TIPS) for Child Welfare Caseworkers | A large percentage of children and families in the child welfare system have been affected by trauma, which may have a lasting impact on their well-being and functioning. TIPS For Child Welfare Workers is a two-day training that will help child welfare professionals: Understand the impact of trauma on development and behaviors of children and families Identify and address specific trauma-related needs of children and families and Integrate a trauma-informed approach to effectively engage, plan for and serve children and families. | 2 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers, Social Service Assistants (SSAs), CW Line Supervisors | \$ 328,704.00 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 328,704.00 |
| Certifier and Adoption Worker Training | This is a two-week training that covers the most up to date information on policy, procedure and best practice in working with foster, adoptive and relative caregivers. Topics include: assessment using the SAFE home study model as the foundation, interviewing skills, expedited placements, relative placements, safety standards, criminal background checks, committee presentations, supporting caregivers, allegations in out of home care, caring for sexually reactive children, developmental challenges of adoption, disruption, supervision, finalization, financial assistance through permanency, transitions, mediation and openness. The training focuses both on the technical aspects of assessment and management of substitute care placements as well as the clinical skills required for in-depth assessment. The training is open to all Child Welfare and Tribal Child Welfare adoption workers, foster home certifiers, and staff who complete relative, foster care, and adoption home studies. | 10 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 273,920.00 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 273,920.00 |
| SAFE Home Study Training | The two day SAFE Home Study training is presented by The California Consortium for Children. It is designed for staff responsible for assessing applications for Foster Care, Relative Care and Adoption. The training instructs participants on the use of the SAFE Home Study tool. The learning objectives are to understand the eight SAFE practice values; to understand the SAFE information gathering tools including timing and process; to understand the process of ratings with the Psychosocial Inventory; to learn the SAFE philosophy of proper home study writing methodology and to practice ratings and mitigation. | 2 days | PSU | Social Service Specialist 1 (SSS1) Case Carrying Workers, CW Line Supervisors | \$ 328,704.00 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 328,704.00 |

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| Social Service Assistant Core Training | Social Service Assistant Training is an interactive, professional development activity that focuses on the essential skills and knowledge SSA's need to support the safety and permanency of children and families served by Child Welfare. This training is required for all new Social Service Assistants within six months of hire and is six days in length spread out over two weeks. In this training, Social Service Assistance will learn about the valuable role they play in supporting child welfare caseworks to engage families and keep children safe. This training provides entry level instruction on key practice and policy top areas related to the primary functions of the Social Services Assistant position. Topics include, but are not limited to: Using the Oregon Safety Model to ensure safe and meaningful visits. family culture and parenting styles, parent coaching, child development, engagement and communication which includes information on the Stages of Change and Motivational Interviewing, documenting and court presentations. This training will include lectures, individual and group activities and application of the information to case scenarios. | 6 days | PSU | Social Service Assistants (SSAs) | \$ 130,512.00 | RMS (Random Moment Sampling) | Included with costs for Essential Elements of Child Welfare Practice | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | \$ 130,512.00 |
| Supervising SAFE | The Supervising Safe training is presented by the California Consortium for Children. It is designed to assist supervisors in their role of mentoring and supporting SAFE Home Study technicians. Emphasis is on the six point mitigation process. This is a half day training. | .5 day | PSU | CW Line Supervisors | Included with Supervisory Training | RMS (Random Moment Sampling) | Included with Certification and Adoption Worker Training | Title IV-E Foster Care (moving to Curriculum Analysis as of 10/01/2018) | Included with Certifier and Adoption Worker Training |
| RAFT - Resource and Adoptive Families Training | RAFT is a 27 hour curriculum series that is the required pre/in-service training series for prospective and current resource parents, relative resource parents, and pre-adoptive families. RAFT replaces the previous Foundations Training curriculum (Foundations was implemented in 2005). RAFT is the incorporation of the national curriculum, developed by Spaulding for Children/the National Training and Development Curriculum, that includes Oregon specific content. RAFT includes a variety of topics that build upon one another; topics include: The Oregon Child Welfare Vision for Transformation; understanding ICWA/ORICWA; child development; understand trauma informed parenting as it relates to children who have experienced trauma; partnering with birth family/community/child's Tribe; creating a safe and stable environment; and building resilience as a person parenting a child who has experienced trauma. This curriculum combines lecture, updated media (video and podcasts), group activities, and self-reflection. | 27 Hours (Nine three-hour sessions) | ODHS | Resource parents, relative resource parents, and pre-adoptive parents | \$ 312,000.00 | RMS (Random Moment Sampling) | | | \$ 312,000.00 |
| Federal and State Legislation | The work of child welfare practice is based on the laws passed by our federal and state governments. The philosophy and practice of protecting children has a long, rich history, as well as a deep basis in current laws, rules, and procedures. This computer-based training will dive into the key moments of child welfare, and provide a look into the statutes, rules, policies, and procedures that define what child welfare looks like in Oregon. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | | \$ 18,832.00 |

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| Secondary Traumatic Stress | This mandatory computer based training focuses on secondary traumatic stress and the impact this can have on a caseworker's professional life, personal life, and ethical decision making. Participants will gain knowledge around the different terms related to secondary traumatic stress, how secondary traumatic stress impacts a person's biology, cognition, emotions, behavior, and relationships and coping strategies for managing those negative impacts. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Oregon Safety Model Sessions 1 - 7 | Initial training on the Oregon Safety Model. These modules cover the following topics: Gathering information in the 6 domains, Present Danger and Protective Action Plans, Impending Danger and Initial Safety Plans, Moderate to High Needs Families, Safety Planning, Conditions for Return, and Expected Outcomes. | 5 hours 15 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 98,868.00 | RMS (Random Moment Sampling) | \$ - | \$ 98,868.00 |
| CW Ethics & ODHS Values | This mandatory computer based training is a prerequisite to Essential Elements of Child Welfare Practice that focuses on the ODHS Child Welfare vision, mission, values and goals and their relationship to the ODHS Conflict of Interest Policy. Emphasis is placed on ethical decision making in work with clients, court, colleagues, foster parents, and community partners. The ramifications for all parties when values and ethics are not considered is presented. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| OR-Kids Basics | This course is part of the initial required trainings for all new casework staff prior to entering Essential Elements of Child Welfare. This course will go over the basic function of OR-Kids such as creating a case note, navigating the person management pages, and search. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Indian Child Welfare Act | This course is part of the initial required training for all new casework staff. New employees are required to take this training before registering for Essential Elements of Child Welfare. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| CANS | The Children Adolescent Needs Strengths (CANS) Screening tool is designed to help caseworkers develop a case plan for children in out of home care that will address their safety and well-being needs. This training will provide an understanding of the CANS tool, how to access it, and how to use it in case planning. By using a sample CANS assessment, participants will learn the value of the tool in understanding and interpreting a child's supervision needs. An opportunity will be provided to apply creative and critical thinking in developing a Supervision Plan to guide caregivers in providing for children's needs. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Advocating for Educational Services Netlink | This training will equip workers with information needed to advocate for the educational rights of children in care. Workers will learn how to promote the educational achievement of children and young adults through participation on teams that perform academic assessment, planning and goal setting. Strategies for working collaboratively with caregivers, school districts, and educational surrogates will be given. | 180 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 56,496.00 | RMS (Random Moment Sampling) | \$ - | \$ 56,496.00 |

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| Child Welfare Confidentiality | This computer-based training will cover the laws and policies around confidentiality in the field of child welfare. The laws surrounding child welfare records are confusing and often legal advice will be necessary to determine which statute will prevail in a given circumstance. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Guardianship Assistance Part 1 | This is a computer based training on why and when you should consider Guardianship as a permanency option. The secondary goal of this training is to provide you with the information and resources necessary to help families choose the appropriate concurrent case plan. One of the things the agency is beginning to realize is the need to be more culturally aware of how the decisions we make in cases affect families. Our policies have traditionally looked at options from a European-legalist perspective. We are learning from Native Americans, Hispanic families and African-Americans that we need to look at other options that accomplish the goals of permanency while respecting other cultural beliefs. Guardianships are a more natural fit for many other cultural groups. We need to explore with the families we are working with, their individual beliefs about each of the permanency options. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Guardianship Assistance Part 2 | Guardianship as a Permanency Option Part 2 - A Technical Guide to Establishing a Guardianship Agreement. In collaboration between Portland State University Child Welfare Partnership and Oregon Department of Human Services. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Adoption Assistance | Adoption assistance is a federal and state program for which all children with special needs are eligible. The process can seem complicated and cumbersome. This computer based training is designed to walk you through the process, rules, and provide some practice activities to help you understand your role as a caseworker and help you to explain the program to adoptive parents. | 45 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 14,124.00 | RMS (Random Moment Sampling) | \$ - | \$ 14,124.00 |
| Karly's Law | This training is designed to provide basic knowledge about the key points of Karly's Law. The video portion of this training runs for approximately 18 minutes. There is a short quiz at the end that you must pass to complete the training. This training is required for all casework staff to be completed within 30 days of hire and also to be completed yearly | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Creating and maintaining a respectful, discrimination and harassment free workplace | This eLearning course features scenarios and interactive content designed to give a basic understanding of these essential workplace policies for ODHS. | 20 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 6,214.56 | RMS (Random Moment Sampling) | \$ - | \$ 6,214.56 |
| Sharing of Information between Child Welfare and Self Sufficiency | There is a set of information that can be shared between Child Welfare and Self Sufficiency on common cases. This training will outline: What is a common case, How to determine if a case is a common case, What information should be shared between Child Welfare and Self Sufficiency, Examples of information sharing | 30 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 9,416.00 | RMS (Random Moment Sampling) | \$ - | \$ 9,416.00 |


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| Cultural Competency and Cultural Humility at ODHS and OHA | This highly interactive training will help increase your awareness of culturally competent behaviors, through the expression of cultural humility; to identify opportunities for increasing culturally responsive services to all clients, consumers, citizens, or internal customers; and to continue the journey of becoming more self-aware and able to navigate cultural implications in your workplace at OHA and ODHS. Classes are scheduled periodically. Check back if you don't see any open sessions. This is a one-time training requirement for all ODHS and OHA employees. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 150,656.00 | RMS (Random Moment Sampling) | \$ - | | \$ 150,656.00 |
| Core Values | This ½ day training focuses on the ODHS Core Values - Integrity, Stewardship, Responsibility, Respect and Professionalism, Innovation and Service Equity. This course builds on the foundation of the Values and how the values can be brought to life in our work in assisting people to be healthy, safe and independent. This class is for ODHS employees. | .5 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 75,328.00 | RMS (Random Moment Sampling) | \$ - | | \$ 75,328.00 |
| Ask Diversity: an Intro to PAUSE | This course is designed to introduce learners to the fundamentals of applying diversity thinking to everyday decision-making. By the end of the course, participants should be able to: 1) Understand how diversity, inclusion, cultural competency, social justice, and equity are core to the work of ODHS; 2) Recognize how biases and assumptions get in the way of sound decision-making; and 3) Apply the P.A.U.S.E. model of decision-making to everyday work. P.A.U.S.E. is a flexible tool that allows teams and individuals to use a people-centric approach in their decision-making processes. So often, we are pressured to go so fast that we make snap judgments that may lead to costly errors. These errors may have unintended consequences, such as making services more difficult to access for certain populations of clients. By being intentional about creating inclusive outcomes, the P.A.U.S.E. methodology can lead to enormous dividends in fostering a welcoming work environment as well as delivering equitable services for all our clients. [6.5 hrs] *Note: May also be scheduled for individual work teams upon request. Please contact Shawn Messick, Diversity & Inclusion Coordinator or Jason Mak, ODHS Diversity and Inclusion Manager for more information. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 150,656.00 | RMS (Random Moment Sampling) | \$ - | | \$ 150,656.00 |
| Domestic Violence - DV 101 | Participants will gain insights into the world of a survivor of domestic violence and how they can support clients, friends, or co-workers who have been affected by domestic and sexual violence. Learn about types of abuse, warning signs of abusive behaviors, addressing the children, barriers to leaving an abuser, ways to support survivors, services available and coordination with other service providers, the cause of domestic violence and what individuals can do to make a difference. This course meets recommended content for DV 101 as outlined by the ODHS DV Council. DV 101 is mandatory for all ODHS field staff within 6 months of hire. To arrange a DV 101 training, please contact a local DV Advocate. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 150,656.00 | RMS (Random Moment Sampling) | \$ - | | \$ 150,656.00 |
| ODHS Staff Reporting of CCA Concerns (SB 1515) | State law requires all ODHS employees to notify the Department immediately if you're concerned or questioning anything about a child-caring agency that may impact a child's safety or well-being. This course will help you recognize and report issues. | 30 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 9,416.00 | RMS (Random Moment Sampling) | \$ - | | \$ 9,416.00 |

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| Sibling Bill of Rights | In this 45-minute interactive Computer Based training, participants will gain an understanding of: How the Oregon Foster Children's Sibling Bill of Rights came about, The new policy and rights for siblings in care, The roles and responsibilities for caseworkers, foster parents, and community partners with the new legislation, The importance of sibling relationships, and Resources available to assist | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| Confidentiality in Child Welfare | In this training you will learn: to identify the three types of information dealt with in confidentiality specific to Child Welfare, to define the discovery process as it pertains to court situations and who has access to that information, and to identify and apply exceptions to HIPAA for Child Welfare. | 60 mins | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| CW Practices for Cases with DV | This training was made possible by Safer Futures through Safer Futures Grant #1SP1AH000019 and through the collaborative work of: Safer Futures | 3 hours | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 56,496.00 | RMS (Random Moment Sampling) | \$ - | \$ 56,496.00 |
| Commercial Sexual Exploitation of Children and Young Adults (CSEC) | This training has been developed to help advance Oregon's efforts in creating a comprehensive response to the commercial sexual exploitation of children and young adults. Knowledge and awareness is key to keeping these children and young adults safe. It is through knowledge and awareness that we, as a child welfare workforce, will develop the competencies and skill sets necessary to engage with these young people for meaningful and effective solutions. Learning Objectives: 1. Enhance child safety by gaining an understanding of the dynamics of commercial sexual exploitation of children and young adults. 2. Identify Indicators of children and young adults who are, or are at risk of becoming victims of commercial sexual exploitation. 3. Use trauma informed, gender specific, and culturally responsive engagement skills when addressing the needs of children and young adults who are victims of commercial sexual exploitation 4. Enhance practice related to commercial sexual exploitation of children and young adults by becoming familiar with child welfare procedure. This required course is 3.5 hours long and is required for all child welfare supervisors, caseworkers, and SSA's. | 4 hours | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 75,328.00 | RMS (Random Moment Sampling) | \$ - | \$ 75,328.00 |
| OR-Kids CPS Assessment 101 | The CPS Assessment 101 course is designed for staff and supervisors responsible for completing protective service assessment. This course follows an assigned screening report of abuse or neglect through the entire OR-Kids assessment process--from reviewing the screening report, to linking the screening report to an assessment, through the worker assessment approval. Participants will learn how to navigate through the Comprehensive Assessment page, including the Six Domains and Disposition; the Safety Planning page including the Protective Action, and Initial Safety Plan; the Safety Threat Identification page; as well as completing an extension request and the approval process. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |

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| OR-Kids Screening 101 | The Screening 101 course is designed for staff and supervisors responsible for screening reports of child abuse/neglect and requests for voluntary/other services. This course covers completion of various types of screening reports, system search functions, person management, previous history, cross-report, creating and linking a screening report to a case, screening assignment/extensions, and other screening related topics. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| OR-Kids Permanency 101 | The Permanency Planning 101 course covers information about how to input and complete all necessary functions for the major permanency forms within OR-Kids. This course advises the worker of the sequence in which information must be entered and approved in OR-Kids to ensure that information pulls correctly into all forms. The main emphasis of the course include the Maintain Case and Person Management pages, the Ongoing Safety Plan, the Case Plan/Case Progress Evaluation and the Permanency Plan/Child Specific Case Plan. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| OR-Kids Certification 101 | The Certification (Home Providers) 101 course is designed for staff responsible for certification of home providers, foster parent training and foster home recruitment. This course includes creating and completing a home inquiry, creating and updating home provider records, certification records, corrective actions, and other home provider related topics. | 1 day | ODHS | Social Service Specialist 1 (SSS1) Case Carrying Workers | \$ 18,832.00 | RMS (Random Moment Sampling) | \$ - | \$ 18,832.00 |
| New Manager Introduction to ODHS | The New Manager Introduction to ODHS provides the new manager an overview of what it means to be a manager in ODHS: This interactive course gives managers an opportunity to dialog with an Executive Leader, focus on the philosophy of managing in ODHS, an overview on the structure of ODHS and your role and responsibly as a manager in this organization. You will be provided with tools to use for your first 30 days as a manager and other tools to be used when issues arise. | 1 day | ODHS | CW Line Supervisors | \$ 26,310.40 | RMS (Random Moment Sampling) | \$ - | \$ 26,310.40 |
| ODHS Essentials of Human Resource Management | In this interactive course, managers learn HR philosophy, policies, and practices, specifically related to: recruitment and selection; defining and communicating performance expectations; principles of progressive discipline and labor relations. Managers learn about legal and labor contract considerations, discuss current practices and issues in their workplace, and practice using tools provided. | 2.5 Days | ODHS | CW Line Supervisors | \$ 65,776.00 | RMS (Random Moment Sampling) | \$ - | \$ 65,776.00 |
| Managing Resources: Budgets, Contracts, Risks | This course for managers covers and provides the following: Being stewards for resources such as money, people, contracts, technology and time, Oregon state government, ODHS and OHA budget Overview, Basic coding overview for invoices and payroll, Managers will also be provided information on improved management practices related to audits, contracts, privacy issues and other administrative functions | 1 day | ODHS | CW Line Supervisors | \$ 26,310.40 | RMS (Random Moment Sampling) | \$ - | \$ 26,310.40 |

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| Cultivating a Diverse Workforce | This is an interactive course in which managers will -articulate a shared meaning of key terms, such as diversity, cultural competency, Affirmative Action, and EEO -assess their personal level of cultural competency and develop a learning plan for continuing development-develop a plan to conduct outreach to diverse workforce populations -identify ways to adjust selection processes to assure it is more inclusive and enables diverse populations to successfully compete for employment opportunities -learn options for creating a welcoming work environment that is inclusive and respectful | 5.5 hours | ODHS | CW Line Supervisors | \$ 18,088.40 | RMS (Random Moment Sampling) | \$ - | \$ 18,088.40 |
| Delivering Communications That Get Results | The Delivering Communications That Get Results course is an interactive session that helps managers understand how effective communication is the key to developing as a high performing organization. Managers gain knowledge and practice of interpersonal communication skills found within the ODHS OHA Leadership Model, and 7 Management Competencies. Managers will develop a concrete goal and measurable action plan to strengthen their communication skills. | 1 day | ODHS | CW Line Supervisors | \$ 26,310.40 | RMS (Random Moment Sampling) | \$ - | \$ 26,310.40 |
| Ethics | Managers learn the ODHS and OHA ethical principles, explore application of ethical principles in their work setting. ODHS and OHA infrastructure is described so staff and managers know how to get help resolving ethical issues. Emphasis on manager's role in engaging staff awareness of ethics. | 1 day | ODHS | CW Line Supervisors | \$ 26,310.40 | RMS (Random Moment Sampling) | \$ - | \$ 26,310.40 |
| Online: Domestic Violence, Sexual Assault, and Stalking | The statewide HR Policy 50.010.04 Workplace Effects of Domestic Violence, Harassment, Sexual Assault, and Stalking requires all current managers, supervisors, and human resource staff receive training on the characteristics of domestic violence, harassment, sexual assault, and stalking; and applicable laws, policies and procedures. This training meets the requirement. | 1 hour | ODHS | CW Line Supervisors | \$ 3,288.80 | RMS (Random Moment Sampling) | \$ - | \$ 3,288.80 |
| Privacy and Security Training | This is a required course for all new ODHS and OHA staff, existing staff, interns, temps, volunteers and partners who login to ODHS/OHA computer systems or have access to agency data and information. This foundational course introduces employees to privacy, information security, HIPAA, and the importance of protecting information used in ODHS and OHA operations. Topics include: privacy and personal information, physical security, safe computing, safe remote and mobile computing, insider threats, complying with HIPAA and reporting privacy and security incidents. | 1 hour | ODHS | CW Line Supervisors | \$ 3,288.80 | RMS (Random Moment Sampling) | \$ - | \$ 3,288.80 |
| What you need to know about Karly's Law | This training is designed to provide basic knowledge about the key points of Karly's Law. The video portion of this training runs for approximately 18 minutes. There is a short quiz at the end that you must pass to complete the training. This training is required for all casework staff to be completed within 30 days of hire and also to be completed yearly from July 1st, 2017 through June 30th, 2018. | 25 mins | ODHS | CW Line Supervisors | \$ 1,381.30 | RMS (Random Moment Sampling) | \$ - | \$ 1,381.30 |

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| OR-Kids Supervisor (Parts 1-3) | The Supervisor 101 Training is composed of three parts that can be taken in or out of sequence. This format is meant to provide flexibility for busy supervisors. After completing Part 1, participants will be able to: -Identify the function of OR-Kids Desktop features as it pertains to workers and supervisors. - Define a worker's access and limitations in OR-Kids. - Locate and view the Maintain Worker page. -Manage the status of cases with Sensitive Issues or Worker Safety issues. -Identify from which pages/tabs/fields information is retrieved to populate details on to OR-Kids forms. Note: A session may be cancelled if there are not at least 5 students enrolled. Please look for email notices regarding any cancellations. | 1 day | ODHS | CW Line Supervisors | \$ 26,310.40 | RMS (Random Moment Sampling) | \$ - | \$ 26,310.40 |
| Interstate Compact on Placement of Children (ICPC) | This training will introduce you to the ICPC regulations and procedures. It will teach you which form(s) to use and how to complete them. It will give you insight about when and why the ICPC process is needed. Lastly, it will provide you with resources that will enable you to be successful with your ICPC cases. | 2 hours | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | \$ 2,060.00 | RMS (Random Moment Sampling) | \$ - | \$ 2,060.00 |
| Youth Transition Planning | The training will focus on the preparation for transition to adulthood and out of care. Participants will gain an understanding of the Comprehensive Transition Plans, New Health Care policies/mandates, Credit Reports, vital documents, etc. Participants will learn more about ODHS requirements for assisting foster youth (age 16 or older) with creating a transition plan and learn the role ODHS must have in the planning process to help youth transition to adulthood. | 3 hours | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | \$ 3,090.00 | RMS (Random Moment Sampling) | \$ - | \$ 3,090.00 |
| Independent Living Program (ILP) Services | The training will help to understand the array of services available through ILP contractors. You will learn how to secure services, understand the eligibility criteria for Housing, Chafee Education, Tuition and Fee Waiver for foster youth, how to pay for driver's education and have a better idea of how to help youth who are not enrolled with an ILP Provider! The main goal of the ILP is to help youth transition into adulthood with knowledge and skills to be self-sufficient and contributing members of their community. | 3 hours | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | Included in Youth Transition Planning | RMS (Random Moment Sampling) | \$ - | Included in Youth Transition Planning |
| Disclosure Analysis Guidelines (DAG) | Almost all Child Welfare documents contain confidential information that may need to be redacted prior to disclosure. Analyzing what information ODHS may disclose requires critical thinking skills. A resource guide was developed that includes a summary diagram and appendices meant to provide information necessary to guide critical thinking for the majority of questions related to disclosure and confidentiality. | Computer Based Training (Self Paced) | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | No ongoing costs | RMS (Random Moment Sampling) | \$ - | No ongoing costs |
| Fathers in Dependency Cases | After completing this course you will have reviewed: Categories of fathers; Ways to identify, locate & notify fathers with rights; How to resolve possible paternity issues; How to facilitate parentage testing; and Resources for additional paternity information. | Computer Based Training (Self Paced) | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | No ongoing costs | RMS (Random Moment Sampling) | \$ - | No ongoing costs |

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| OR-Kids  OR-Kids Curriculum-converte | Training is provided in a variety of ways to appeal to all the different learning styles and to provide every individual with valuable resources to access as we prepare. Venues of training included webinars, conference calls and classroom trainings. For more information on each course related to OR-Kids, please see the attached OR-Kids Curriculum spreadsheet attached below. | Various | ODHS | All CW Staff, Tribes, affected providers, and community partners | \$ 1,653,467.00 | RMS (Random Moment Sampling) | \$ - | | \$ 1,653,467.00 |
| ICWA Conference | The ICWA Conference features in-depth training in the Indian Child Welfare Act. The main conference sessions, workshops and activities will provide participants a chance to learn about and come to understand the intent, purpose, practice and policy to provide best practices for Native American children and families and build upon Tribal/ODHS relationships. | 2.5 Days | ODHS | CW Staff, tribes, providers, and community partners | \$ 20,000.00 | RMS (Random Moment Sampling) | \$ - | | \$ 20,000.00 |
| CW Leaders Institute | A three time a year meeting, this is an introductory session with a focus on providing a space for healing, and space for listening and being heard, with an additional focus on wellness. | 1 Day | ODHS | CW Supervisors, Consultants, Office Managers, and MAPS | \$ 50,000.00 | RMS (Random Moment Sampling) | \$ - | 0 | \$ 50,000.00 |
| Through the Eyes of a Child Conference | Topics to be covered: New Judges Roundtable, How to Use Data to Improve Court Practice, Appellate and Legislative Updates, Nuts, Bolts, and Sticky Issues in Shelter and Permanency Hearings, New Indian Child Welfare Act Guidelines and Regulations, ODHS Records and In Camera Reviews, Facetime - Doing Life and Work in the Age of Digital Attachments, JCIP and ODHS CW Updates, CFSR, PIP, and Unified Plan | 2 days | CRB | Judges, Attorneys, and ODHS Staff | \$ 32,000.00 | RMS (Random Moment Sampling) | \$ - | | \$ 32,000.00 |
| JCIP Model Court Summit | This is a full day event and includes county teams with representatives from - court, CRB, CASA, ODHS, attorneys for parents & children, DOJ and other local stakeholders involved in the juvenile dependency system. Our focus will be on Model Court Team strategies to address problems identified in recent state and federal reviews. Topic areas will include: CFSR, PIP, PK Report.... How is Oregon doing? What overarching issues have been identified? How can your team collaborate to address areas needing improvement and why is that important? What efforts are being made to improve child safety? What is being proposed to overcome roadblocks to getting children and youth to permanent homes? How do we ensure children and parent's needs are being met? | 1 Days | CRB | Judges, Attorneys, and ODHS Staff | \$ 75,000.00 | RMS (Random Moment Sampling) | \$ - | | \$ 75,000.00 |
| CFSR Training | The CFSR training is a combination of online, classroom and field activities designed to prepare Child Welfare staff and partners to conduct Child Welfare case reviews. This training will provide an overview of the current quality assurance and federal review process used by Oregon's Child Welfare program and will prepare ODHS staff and community partners to participate in Oregon's ongoing process of case reviews to improve CW outcomes for children and families. There will be information and an opportunity for attendees to practice with the Federal case review instrument that is used currently in the Child & Family Services Review process. | 2 days | ODHS | Social Service Specialist 1 (SSS1) Case Carrying workers | \$ 3,062,880.00 | RMS (Random Moment Sampling) | \$ - | | \$ 3,062,880.00 |
| CASA Memorandum of Understanding | An interagency agreement is currently in place, see detailed matrix below. | Various | CASA, ODHS CW | CASA | | Title IV-E Foster Care | | | \$ - |

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| CASA Advocate Pre-Service Training | Provides CASA volunteer advocates with the knowledge and skills necessary to begin their volunteer advocate work. This training is mandatory prior to becoming a "party to the case" by the court and being assigned a case for an abused/neglected child under the care of Oregon's child welfare system. Title IV-E eligible training includes the following:- Introducing the law, the child protection system and the courts; - Developing cultural competence; - Understanding families; - Understanding children; - Communicating as a volunteer advocate; - Gathering information for court; Reporting in court and monitoring a case | 30-40 Hours | Local CASA program directors and training staff | Prospective CASA volunteer advocates and local CASA program staff | \$240,992 | Title IV-E Foster Care | \$ - | \$ 240,992.00 |
| CASA Advocate Pre-Service Flex Learning | Designed by the National CASA Association to offer a flexible option for pre-service training, is a blended approach that combines in-person and online training delivery. The training occurs in five sessions. Each session contains approximately 3 hours of self-guided work that participants complete online, and a 3-hour in-person session that participants attend as a group. The online sessions introduce the participants to key elements for CASA volunteer work, allow participants to interact with others and to obtain tools for effective child advocacy. The in-person sessions use case studies to introduce participants to a variety of dynamics including poverty, mental health issues, substance abuse, domestic violence, etc. The Title IV-E eligible training units include the same units as described in the CASA Advocate Per-Service Training | 15 hours of classroom time per training; training ongoing in local CASA programs | Local CASA program directors and training staff | Prospective CASA volunteer advocates | \$51,660 | Title IV-E Foster Care | \$ - | \$ 51,660.00 |
| CASA In-Service Training | CASA volunteer advocates are required by the National CASA Association to participate in 12 hours of in-service training per year to remain active as a volunteer advocate. Training topics are similar to, but more in-depth than the CASA Advocate Pre-Service Training, and may also include the culture of poverty and its effects on families, dynamics of domestic abuse, forensic interviewing, human trafficking, sexual assault, impact on the child of an incarcerated parent, substance abuse and relapse, providing effective testimony, conflict resolution, individualized education programs (IEPs) and resources for children with special needs, adoption process, gang activity, foster teens transitioning to independent living, and diversity and cultural competency, among many other topics relevant to serving abused and neglected children. | Minimum of 12 hours; training is ongoing in local CASA programs | Local CASA Program directors and training staff, contracted trainers, experienced CASA volunteers, professionals from the community | CASA volunteer advocates, CASA staff, Citizens Review Board members | \$139,301 | Title IV-E Foster Care | \$ - | \$ 139,301.00 |

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| CASA Peer Coordinator Training Model | Uses seasoned CASA volunteer advocates to support, coach, and supervise CASA volunteer advocates. The goal of the Peer Coordinator Model is to serve more children without having to increase staff and budget. The National CASA Association developed a 1.5 day training that includes coaching, situational leadership, motivation, dealing with challenging people, and operational nuts and bolts. The training is recommended for all CASA program staff as it is fundamental to the CASA service delivery model. The Peer Coordinator Model places strong emphasis on support of and connection with CASA volunteer advocates. The National CASA Association recommends basing the training on "Moving Forward for Children," a set of training modules that include the following topics: - Empowering the volunteer, - Fostering communication, - Assessing volunteer skills, - Setting goals, - Building trust and connection, - Critical thinking, - Cultural competency, - Negotiation and conflict resolution, Role clarification | 12 hours initial training with ongoing in-service training; initial training is held periodically within local CASA programs as new peer coordinators are identified | Local CASA program directors and their training staff, as well as National CASA staff | Prospective CASA peer coordinator volunteers and local CASA program staff | \$17,100 | Title IV-E Foster Care | \$ - | \$ - | \$ 17,100.00 |
| Foster Futures CASA Advocate In-Service Training | Blended-learning curriculum produced by the National Court Appointed Special Advocate Association that focuses on improving outcomes for older and emancipating youth (14-21 years of age) served by trained CASA/GAL volunteers. It has been informed by the 2008 Fostering Connections to Success Act and is inspired by a model of youth advocacy and development called Possible Selves. The curriculum includes an online component of 2-4 hours and an in-person classroom component of 7-8 hours. In an effort to improve outcomes for older children aging out of the abuse and neglect system, the program trains advocates to assist older youth with goal-setting and achievement, to impart practical knowledge about independent living and forging healthy relationships, and to direct youth to appropriate local community resources. | 8 hours of in-person training; training is held periodically in local CASA programs | Local CASA program directors and training staff | CASA volunteer advocates | \$25,000 | Title IV-E Foster Care | \$ - | \$ - | \$ 25,000.00 |
| Oregon Volunteers Local CASA Program IV-E Training | The 2008 Federal Fostering Connections to Success Act modified the Federal Title IV-E program, a program which reimburses states for their efforts to provide safe and stable out of home care for eligible children until permanency is established. The modifications allowed states to offer Title IV-E eligibility and requirements, recordkeeping requirements, and the administrative process to submit Title IV-E reimbursement requests for eligible activities. Oregon CASA directors and finance managers continue to be trained in the necessary record-keeping and processing to obtain IV-E reimbursement for their staff and volunteer training activities. | 12 hours | Oregon volunteer staff and department of human services (ODHS) staff | Local CASA program directors, program staff, and finance managers | \$18,985 | Title IV-E Foster Care | \$ - | \$ - | \$ 18,985.00 |
| Shoulder-to-Shoulder Conference | A collaboration between the Oregon Foster Parent Association and the Department of Human Services, Children, Adults and Families Division. The conference offers educational topics and speakers that address issues which impact children and youth in all parts of the child welfare system. Examples of conference topics include trauma and resilience, family reunification, sexual exploitation of children, supporting connections between birth and bio families, supporting foster youth in special education, supporting LGBTQ youth and families in the foster care system, and others. | 11 hours | ODHS staff, professionals from the child welfare community, Juvenile Court staff | Local CASA program staff and volunteer advocates | \$31,980 | Title IV-E Foster Care | \$ - | \$ - | \$ 31,980.00 |

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| National CASA Association Conference | The annual multi-day National CASA Association conference is designed to strengthen CASA volunteer and staff skills related to advocating for abused and neglected children. Topics included equity, inclusion and identity, best advocacy practices, topics in child welfare, and judicial processes. | Up to 32 hours annually | National CASA staff and child welfare professionals | Local CASA program staff, board members, and volunteer advocates | \$138,420 | Title IV-E Foster Care | \$ | - | \$ | 138,420.00 |
| CRB Conference | Annual two-day conference designed to provide in-service training for CRB volunteers and other community members working within the child welfare and juvenile justice systems. Topics included, but were not limited, to any of the following: communicating effectively with teens, navigating the legal landscape, conducting professional reviews of cases, ODHS policies and programs, permanency, transition, adoption, and bias in decision-making. | 16 hours | Juvenile court staff, judges, ODHS staff, and other professionals | Local CASA program staff and volunteer advocates | \$24,480 | Title IV-E Foster Care | \$ | - | \$ | 24,480.00 |
| National American Indian Conference on Child Abuse and Neglect | Designed to provide current information and skills related working with abused and neglected Native American children. Topics covered at the conference include child welfare, foster care, and adoption services; data and research; children' mental health; youth and family involvement; and legal affairs and advocacy. | 24 hours annually | National Indian Child Welfare Association Staff and other child welfare professionals | Local CASA program staff and volunteer advocates | \$25,000 | Title IV-E Foster Care | \$ | - | \$ | 25,000.00 |
| Oregon Indian Child Welfare Act Conference | Every year, one of the nine Oregon Tribes co-hosts the Tribal/State ICWA Conference with ODHS. The ICWA conference provides essential training on the importance of the ICWA, best interests of Indian children, and the stability and security of those children, their tribes, families, and communities. | 24 hours annually | Oregon Tribes, ODHS staff, and other child welfare professionals | Local CASA program staff and volunteer advocates | \$25,000 | Title IV-E Foster Care | \$ | - | \$ | 25,000.00 |
| Juvenile Court Improvement Program Model Courts Child Abuse and Neglect Summit | Annual one-day Child Abuse and Neglect Summit for Model Court team members. Addresses topics such as differential response, permanency, APPLA, domestic violence, visitation, and more. | 8 hours annually | Judicial Department staff, judges, ODHS staff, and other juvenile justice and child welfare professionals | Local CASA program staff and volunteer advocates involved in Model Court programs | \$12,000 | Title IV-E Foster Care | \$ | - | \$ | 12,000.00 |
| Region IX Head Start Association Conference | The annual Region IX Head Start Association conference. Addresses topics such as family engagement, cultural effectiveness, child resiliency, inclusion, impact on children of parent mental illness, and much more. | | Region IX Head Start Association and child serving professionals | Local CASA program staff | \$15,000 | Title IV-E Foster Care | \$ | - | \$ | 15,000.00 |
| Local CASA Program Staff Continuing Education | In addition to attending conferences (noted above), local CASA program staff attend smaller-scale training activities hosted by government and private entities with expertise in a wide range of topics relevant to serving abused and neglected children. Local CASA programs may also plan and host such trainings internally for their staff. These smaller-scale trainings may address topics such as trauma-informed care, permanency, ODHS practices, and much more. In addition, some trainings prepare staff to serve on Multi-Disciplinary Child Abuse Teams and Permanency Roundtables, among other groups | Varies | Local CASA program staff, ODHS staff, and other professionals with expertise in topics relevant to serving abused and neglected children | Local CASA program staff | \$25,000 | Title IV-E Foster Care | \$ | - | \$ | 25,000.00 |

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| CASA Manager Training | <p>CasaManager is a case management system designed specifically for Court Appointed Special Advocate programs. The case management software has been optimized to track everything from volunteer training through supervision of CASAs, and child referrals through assignments. It also produces lists, labels, and wide variety of statistical reports. Over 400 CASA programs throughout the US use CasaManager for the purpose of data management. Oregon CASA programs have adopted CasaManager as the statewide data management system and need additional training to reach full implementation. Full implementation of CasaManager will build data management efficiency and accuracy in and, in turn, free up more advocate and staff time to focus on service delivery to abused and neglected children.</p> | Varies | Oregon CASA Network and CASAManager staff | Local CASA program staff and volunteers, Oregon Volunteers staff | \$20,000 | Title IV-E Foster Care | \$ - | | \$ 20,000.00 |
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