

<p>Child Welfare Program Trainings</p> <p>For help contact CW Training: CW.Training@dhsosha.state.or.us</p>	<p>ODHS Trainings:</p> <p>For help contact DHS Training: DHS.TRAINING@dhsosha.state.or.us</p>
<p align="center">Pre-Requisites to Essential Elements</p> <p align="center"><i>When: Prior to attending Essential Elements</i></p> <p>A minimum of 3 weeks between the employee’s start date and the first day of Essential Elements training. This time is to be spent completing administrative requirements, onboarding activities, introduction to branch and community cultures, and familiarization with their position, the agency, and state service.</p>	
<ul style="list-style-type: none"> <input type="checkbox"/> Secondary Traumatic Stress <input type="checkbox"/> Oregon Safety Model Overview Online Session 1 <input type="checkbox"/> Oregon Safety Model Overview Online Session 2 <input type="checkbox"/> Oregon Safety Model Overview Online Session 3 <input type="checkbox"/> Oregon Safety Model Overview Online Session 4 <input type="checkbox"/> Oregon Safety Model Overview Online Session 5 <input type="checkbox"/> Oregon Safety Model Overview Online Session 6 <input type="checkbox"/> Oregon Safety Model Overview Online Session 7 <input type="checkbox"/> OR-Kids Basics <input type="checkbox"/> Indian Child Welfare Act <input type="checkbox"/> Values & Ethics for DHS Child Welfare Workers <input type="checkbox"/> The Impact of State and Federal Law on CW Practice 	<ul style="list-style-type: none"> <input type="checkbox"/> 24/7 Mandatory Reporting
<p>ODHS New Employee Orientation <i>New SSS1’s must complete the tasks and trainings identified in the ODHS New Employee Orientation Checklist.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> ODHS New Employee Orientation Checklist <p>Required ODHS Trainings are on Page 2.</p>
<p align="center">After Pre-Requisites are Complete</p>	
<ul style="list-style-type: none"> <input type="checkbox"/> What You Need to Know About Karly's Law (within 30 days of hire and yearly) <input type="checkbox"/> Sharing of Information Between Child Welfare and Self-Sufficiency (Within 90 days of hire) 	
<p>Essential Elements <i>When: Prior to taking on any CW Cases and within first 60 days of hire</i></p>	<p>Essential Elements of Child Welfare Practice is the pre-service training required for a Social Service Specialist 1 to begin performing their duties as a Child Protective Services, Certification, Permanency, or other Child Welfare staff assigned to the Social Service Specialist 1 Classification.</p>
<p>Standardized On-Ramp <i>When: First 6 weeks</i></p>	<p>The on-ramp consists of 8 tasks that are core components of an SSS1 responsibilities. The on-ramp is a 6 step on-the-job-training structure providing an overview, opportunity to shadow, discussion at supervision, support, observations and feedback.</p>
<p>Well-being Needs of Children and Youth: <i>When: First 6 Months</i></p>	<p>Well-being Needs of Children and Youth 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.</p>

<p><u>Preparing and Presenting for Success in Court</u> <i>When: First 6 Months</i></p>	<p>Preparing and Presenting for Success in Court 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.</p>
<p><u>Child Welfare Program Online Trainings</u> <i>When: First 6 months</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> Targeted Case Management (TCM) Training for Caseworkers <input type="checkbox"/> Domestic Violence DV 101 <input type="checkbox"/> OR-Kids CPS Assessment 101 (Assessment Workers) <input type="checkbox"/> OR-Kids Screening 101 (Screeners) <input type="checkbox"/> OR-Kids Permanency 101 (Permanency Workers) <input type="checkbox"/> OR-Kids Certification 101 (Certification Workers)
<p><u>Trauma Informed Practice Strategies (TIPS):</u> <i>When: First 12 Months</i></p>	<p>TIPS For Child Welfare Workers is a two-day training that will help child welfare professionals:</p> <ul style="list-style-type: none"> • 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.
<p><u>Family Conditions:</u> <i>When: First 12 Months</i></p>	<p>Family Conditions 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.</p>
<p><u>Child Welfare Program Online Trainings</u> <i>When: Within the first 12 months</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> Child Welfare Confidentiality <input type="checkbox"/> Sibling Bill of Rights <input type="checkbox"/> Commercial Sexual Exploitation of Children and Young Adults <input type="checkbox"/> CANS Screening <input type="checkbox"/> Advocating for Educational Services <input type="checkbox"/> Multi-Ethnic Placement Act (MEPA) <input type="checkbox"/> How Federal Funding is Impacted by Child Welfare <input type="checkbox"/> CW Practices for cases with DV <input type="checkbox"/> Adoption Assistance <input type="checkbox"/> Certifier and Adoption Worker Training - Certification and Adoptions Workers

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<p align="center">Pre-Requisites to Supervisor Pre-Service Training*</p> <p align="center"><i>When: Prior to attending Pre-Service Training</i></p> <p><i>*If you have already completed these pre-requisite trainings from your previous role in CW, you do not need to repeat them. HOWEVER, you must be up to date on the trainings that are required to be taken yearly.</i></p>	
<ul style="list-style-type: none"> <input type="checkbox"/> Secondary Traumatic Stress <input type="checkbox"/> Oregon Safety Model Overview Online Session 1 <input type="checkbox"/> Oregon Safety Model Overview Online Session 2 <input type="checkbox"/> Oregon Safety Model Overview Online Session 3 <input type="checkbox"/> Oregon Safety Model Overview Online Session 4 <input type="checkbox"/> Oregon Safety Model Overview Online Session 5 <input type="checkbox"/> Oregon Safety Model Overview Online Session 6 <input type="checkbox"/> Oregon Safety Model Overview Online Session 7 <input type="checkbox"/> OR-Kids Basics <input type="checkbox"/> Indian Child Welfare Act <input type="checkbox"/> Values & Ethics for DHS Child Welfare Workers <input type="checkbox"/> The Impact of State and Federal Law on CW Practice 	<ul style="list-style-type: none"> <input type="checkbox"/> 24/7 Mandatory Reporting
<p>ODHS New Employee Orientation <i>New MAPS must complete the tasks and trainings identified in the ODHS New Employee Orientation Checklist.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> ODHS New Employee Orientation Checklist <p>Required ODHS Trainings are on Page 2.</p>
<p align="center">After Pre-Requisites are Complete</p>	
<ul style="list-style-type: none"> <input type="checkbox"/> What You Need to Know About Karly's Law (within 30 days of hire and yearly)* <input type="checkbox"/> Sharing of Information Between Child Welfare and Self-Sufficiency (Within 90 days of hire)* 	<p><i>*If you have already completed these trainings from your previous role in CW, you do not need to repeat them. HOWEVER, you must be up to date on the trainings that are required to be taken yearly.</i></p>
<p>MAPS Pre-Service Training <i>When: Prior to taking on MAPS duties</i></p> <p>Offered three times annually: January, May, & September</p>	<p>MAPS Pre-Service training is a two-week training designed to provide the necessary tools to mentor new Child Welfare Staff. Completion of this training is required prior to conducting MAPS duties. (Only register for week 1, but plan to attend both weeks)</p>
<p>Community of Practice <i>When: Monthly after Pre-Service for first 12-Months</i></p> <p>Monthly Zoom Call</p>	<p>This monthly call will be added to your outlook calendar at the completion of pre-service training. Each month, we bring in a subject matter expert to help you expand your practice, continue to network with peers, and allow for you to ask questions within your first year of MAPS practice.</p>
<p>Standardized On-Ramp <i>When: First 6 weeks</i></p>	<p>The on-ramp consists of 6 tasks that are core components of a MAPS responsibilities. The on-ramp is a 5 step on-the-job-training structure providing an overview, opportunity to shadow, discussion at supervision, support, observations and feedback.</p>

Child Welfare Program Online Trainings

When: Within the first 12 months of hire

**If you have already completed these trainings from your previous role in CW, you do not need to repeat them. HOWEVER, you must be up to date on the trainings that are required to be taken yearly.*

- [Child Welfare Confidentiality](#) *
- [Sibling Bill of Rights](#) *

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<p align="center">Pre-Requisites to Supervisor Pre-Service Training*</p> <p align="center"><i>When: Prior to attending Pre-Service Training</i></p> <p><i>*If you have already completed these pre-requisite trainings from your previous role in CW, you do not need to repeat them. HOWEVER, you must be up to date on the trainings that are required to be taken yearly.</i></p>	
<ul style="list-style-type: none"> <input type="checkbox"/> Secondary Traumatic Stress <input type="checkbox"/> Oregon Safety Model Overview Online Session 1 <input type="checkbox"/> Oregon Safety Model Overview Online Session 2 <input type="checkbox"/> Oregon Safety Model Overview Online Session 3 <input type="checkbox"/> Oregon Safety Model Overview Online Session 4 <input type="checkbox"/> Oregon Safety Model Overview Online Session 5 <input type="checkbox"/> Oregon Safety Model Overview Online Session 6 <input type="checkbox"/> Oregon Safety Model Overview Online Session 7 <input type="checkbox"/> OR-Kids Basics <input type="checkbox"/> Indian Child Welfare Act <input type="checkbox"/> Values & Ethics for DHS Child Welfare Workers <input type="checkbox"/> The Impact of State and Federal Law on CW Practice 	<ul style="list-style-type: none"> <input type="checkbox"/> 24/7 Mandatory Reporting
<p>ODHS New Employee Orientation</p> <p><i>New Supervisors must complete the tasks and trainings identified in the ODHS New Employee Orientation Checklist.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> ODHS New Employee Orientation Checklist <p>Required ODHS Trainings are on Page 2.</p>
<p align="center">After Pre-Requisites are Complete</p>	
<ul style="list-style-type: none"> <input type="checkbox"/> What You Need to Know About Karly's Law (within 30 days of hire and yearly)* <input type="checkbox"/> Sharing of Information Between Child Welfare and Self-Sufficiency (Within 90 days of hire)* 	<p align="center"><i>*If you have already completed these trainings from your previous role in CW, you do not need to repeat them.</i></p>
<p>Supervisor Pre-Service Training</p> <p><i>When: Prior to taking on supervisory duties</i></p> <p>Offered three times annually: January, May, & September</p>	<p>Supervisor Pre-Service Training is a two-week training designed to provide the necessary tools to lead a team of Child Welfare Staff. Completion of this training is required prior to conducting supervisory duties. (Only register for week 1, but plan to attend both weeks)</p>
<p>Community of Practice</p> <p><i>When: Monthly after Pre-Service for first 12-Months</i></p> <p>Monthly Zoom Call</p>	<p>This monthly call will be added to your outlook calendar at the completion of pre-service training. Each month, we bring in a subject matter expert to help you expand your practice, continue to network with peers, and allow for you to ask questions within your first year of Supervision practice.</p>

<p>Standardized On-Ramp <i>When: First 6 weeks</i></p>	<p>The on-ramp consists of 8 tasks that are core components of a Supervisor’s responsibilities. The on-ramp is a 5 step on-the-job-training structure providing an overview, opportunity to shadow, discussion at supervision, support, observations and feedback.</p>
<p>Intensive Field Follow-Up <i>When: First 3 months</i></p>	<p>Intensive Field Follow-ups are scheduled discussions between new Supervisors and subject matter experts to ensure the transfer of learning. Program Managers will coordinate to schedule IFF with OR-KIDS Trainers, Human Resources Analysts, and Program Area Consultants/Coordinators.</p>
<p>Child Welfare Program Online Trainings <i>When: Within the first 12 months of hire</i></p> <p><i>*If you have already completed these trainings from your previous role in CW, you do not need to repeat them.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> Child Welfare Confidentiality <input type="checkbox"/> Sibling Bill of Rights <input type="checkbox"/> Domestic Violence, Sexual Assault, and Stalking <input type="checkbox"/> Commercial Sexual Exploitation of Children and Young Adults <p>For Sups of Certifiers or Adoptions Workers</p> <ul style="list-style-type: none"> <input type="checkbox"/> Supervising the SAFE Home Study <input type="checkbox"/> Certifier and Adoption Worker Training (Includes SAFE Training)
<p>ODHS New Manager Training Requirements <i>All Child Welfare Supervisors are required to complete the Foundational and Certificate 1 Management Specific ODHS Navigate training series courses.</i></p> <p>The other courses in the ODHS Navigate training series are not required for Management but recommended to continue in your personal growth and development.</p> <p><i>When: Within first 12 Months</i></p>	<p>Navigate: Lead to Engage, Manage for Results</p> <p>**“Foundational Trainings” in the link above are Mandatory. If you have already completed them from a previous position you do not need to repeat, unless stated otherwise.</p> <p>Courses that are in the “Certificate 1” Section in the link above that must be completed in the First Year as a Supervisor (links to each course are in the list in the link above):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Cultivating a Diverse Workforce <input type="checkbox"/> Domestic Violence, Harassment, Sexual Assault and Stalking (Every five years) <input type="checkbox"/> ODHS Essentials of Human Resource Management <input type="checkbox"/> Ethics <input type="checkbox"/> Managing Resources — Budgets, Contracts, Audits and Risks <input type="checkbox"/> New Manager Introduction to ODHS

The following trainings are required for all staff that are not in the following classifications:
 SSS1, SSS2, SSA, and PEMC (Supervisor)

Timeframe to Complete	Course Name	Delivery Method	Length
30 days/yearly	Privacy and Information Security	Online	1 hour
30 days	24/7 Mandatory Reporting Training	Online	1 hour
30 days/yearly	Preventing, Discrimination, and Inappropriate Workplace Behavior	Online	.75 hours
6 months	Cultural Competency and Cultural Humility at DHS and OHA	Classroom	1 day
90 days	Confidentiality in Child Welfare	Online	.5 hours
90 days	Sharing of Information b/w Child Welfare and Self Sufficiency	Online	.5 hours
90 days	OR-Kids Basics	Online	1 hour
6 months	DHS Core Values	Classroom	4 hours
6 months	Ask Equity: An Introduction to P.A.U.S.E.	Classroom	1 day
1 year	DHS Staff Reporting of CCA Concerns (SB 1515)	Online	.5 hours