

Standards, Knowledge & Insights Leading to Success (SKILS)					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 1</p> <p>Introduction to Child Protection Practice in Alaska</p> <ol style="list-style-type: none"> 1) Understands role of the Child Protection Worker in Alaska 2) Knows the mission, vision, values, and practice model of CPS in Alaska 3) Understands the necessity of collaboration with community partners 4) Begins the process of cultural self awareness and understanding culture and its impact on casework with families 5) Has a beginning awareness of the impact of culture and ethnicity on one's provision of social services to families and children 6) Begins to understand the myriad ways to communicate across cultures 7) Is aware of the concepts of cultural humility and cultural competence 8) Has a beginning knowledge of Historical Trauma <p><u>TITLE IVE ACTIVITIES</u></p> <p>Social work practice</p> <p>Cultural competency related to children and families</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 2</p> <p>Child Maltreatment, Family Centered Practice and Family Assessment</p> <ol style="list-style-type: none"> 1) Knows the types of child maltreatment 2) Understands strength-based, family centered practice 3) Knows how to engage families and gather information for a family assessment <p><u>TITLE IVE ACTIVITIES</u></p> <p>Child abuse and neglect issues</p> <p>Social work practice</p> <p>Case management and supervision</p> <p>Activities designed to preserve, strengthen and reunify</p> <p>Assessments for removal</p> <p>Family Engagement</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 3</p> <p>Practice Standard for CPS Workers in Alaska</p> <ol style="list-style-type: none"> 1) Understands the OCS Practice Model 2) Knows the concepts of safety, safety threats, and protective actions. 3) Understands how a case moves through the OCS system 4) Understands how to relate to and with families and how to perform a safety assessment <p><u>TITLE IVE ACTIVITIES</u></p> <p>Social work practice</p> <p>Communication skills for engagement with children and families</p> <p>Case management and supervision</p> <p>Child abuse and neglect issues</p> <p>Assessment for removal</p> <p>Family Engagement</p> <p>Development of the case plan</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 4 Interviewing Skills</p> <p>1) Knows basic interviewing techniques 2) Applies basic interviewing techniques to work with children and families via role play work</p> <p><u>TITLE IVE ACTIVITIES</u> Communication skills for working with children and families</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 5 Protective Capacities and Safety Assessment</p> <p>1) Knows the concept of protective capacity as it applies to child safety and permanency 2) Understands the necessity of safety assessment 3) Applies concepts of safety assessment and protective capacities to a case</p> <p><u>TITLE IVE ACTIVITIES</u> Communication skills for work with children and families Social work assessment skills for removal Case management and supervision Development of the case plan Activities designed to preserve, strengthen and reunify Social work practice</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 6 ICWA and Legal Issues for CPS workers</p> <p>1) Has a beginning knowledge of ICWA and its impact on CPS work in Alaska 2) Understands legal concepts for CPS work</p> <p><u>TITLE IVE ACTIVITIES</u> Cultural competency related to children and families Preparation for and participation in judicial determinations Family Engagement</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 7 Safety Planning and Assessment</p> <p>1) Understands the application of Safety Plans and Protective Actions 2) Applies the principles required for Safety Decision Making 3) Understands the relationship between Safety and Permanency</p> <p><u>TITLE IVE ACTIVITIES</u> Placement of the child Referral to services Case management and supervision Assessment for removal Development of the case plan Preparation for and participation in judicial determinations</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 8</p> <p>Case Planning and Child Safety and Permanence</p> <ol style="list-style-type: none"> 1) Knows what Protective Capacities are 2) Understands the concept of Can and Will Protect 3) Knows what information informs the case plan 4) Understands Protective Capacities and their relationship to Safety Threats 5) Learns how to assist families to Develop Protective Capacities 6) Understands the difference between case plans and safety plans 7) Understands the relationship between permanency for the child and Case Planning <p><u>TITLE IVE ACTIVITIES</u></p> <p>Permanency planning including using kinship care</p> <p>Social work practice</p> <p>Referral to services</p> <p>Development of the case plan</p> <p>Substance abuse, domestic violence and mental health issues</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 9</p> <p>Working with the Family from Assessment to Case Planning</p> <ol style="list-style-type: none"> 1) Using a mock case, participants will demonstrate knowledge of the assessment process, safety planning, and case planning, as well as use of community resources and cultural awareness in working with families <p><u>TITLE IVE ACTIVITIES</u></p> <p>Social work practice</p> <p>Case management and supervision</p> <p>Placement of the child</p> <p>Development of the case plan</p> <p>Permanency planning including using kinship care</p> <p>Communication skills required to work with children and families</p> <p>Activities designed to preserve, strengthen and reunify</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 10</p> <p>Understanding Racial and Ethnic Identity</p> <ol style="list-style-type: none"> 1) Understands the concepts of racial and ethnic identity and their impact on children and families in child protective services 2) Understands the importance of race and ethnicity in out of home placement for children and youth in CPS systems <p><u>TITLE IVE ACTIVITIES</u></p> <p>Placement of the child</p> <p>Case management</p> <p>Social work practice</p> <p>Cultural competency related to children and families</p> <p>Independent Living</p>	Short Term 3.5 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 11 Child Development</p> <p>1) Understands normal child development (0-5 years) and the effects of separation, grief and loss 2) Techniques for interviewing children</p> <p><u>TITLE IVE ACTIVITIES</u> Child development Communication skills for work with children and families Separation, grief and loss, child development and visitation</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 12 Child Development, cntd.</p> <p>1) Understands normal child development (6-19 years) and the effects of separation, grief and loss 2) Demonstrates skills in engaging and interviewing youth</p> <p><u>TITLE IVE ACTIVITIES</u> Child and Adolescent development Communication skills for work with children and families Separation, grief and loss, child development and visitation</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 13 Parent Functioning</p> <p>1) Understands normal adult development related to parent functioning 2) Understands parent functioning a. Learns interviewing techniques to assess parent functioning to determine necessity to remove child or return child</p> <p><u>TITLE IVE ACTIVITIES</u> Social work practice Case assessment to determine need for removal/placement Communication skills for work with children and families Family Engagement Placement of Child Case management and supervision Permanency planning including using kinship care Communication skills required to work with children and families Activities designed to preserve, strengthen and reunify</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 14 Interviewing skills necessary to work with children who have been abused and neglected</p> <p><u>TITLE IVE ACTIVITIES</u> Social work practice Communication skills required to work with children and families</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 15</p> <p>Interviewing Skills needed to work with children and families in cases of abuse and neglect</p> <p>1) Demonstrates ability to interview children and families through role play to gather information to assess safety, permanency, and well-being</p> <p><u>TITLE IVE ACTIVITIES</u></p> <p>Social work practice</p> <p>Communication skills for work with children and families</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 16</p> <p>Family Engagement</p> <p>1) Understands the necessity of Family Engagement in the CPS process</p> <p>2) Understands the relationship of family assessment and safety planning</p> <p>3) Applies case planning skills</p> <p>Interviewing Skills for case planning an preparation for court</p> <p>1) Understand courts' role in protecting children</p> <p>2) Demonstrate ability to write a case petition</p> <p>3) Know how to gather pertinent evidence and prepare a case for filing a petition and presentation in children's court</p> <p><u>TITLE IVE ACTIVITIES</u></p> <p>Social work practice</p> <p>Development of the case plan</p> <p>Case management and supervision</p> <p>Placement of the child</p> <p>Referral to services</p> <p>Communication skills required to work with children and families</p> <p>Family Engagement</p> <p>Preparation for and participation in judicial determination</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 17</p> <p>Reunification, Family Contact and Safety Planning</p> <p>1) Understand family contact standards</p> <p>2) Understand safety planning and reunification of the family</p> <p>Permanency Planning and Adoption, Guardianship, Alternative Planned Permanent Living Arrangements</p> <p>1) Understand different permanency arrangements and casework with children, birth and adoptive families and implications for Independent Living Services</p> <p><u>TITLE IVE ACTIVITIES</u></p> <p>Case management and supervision</p> <p>Placement of the child</p> <p>Permanency planning including using kinship care</p> <p>Independent living</p> <p>Social work practice</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 18 Paths to Permanency for Children in Care</p> <p>1) Planning for Permanency a. Understands ways to work with families and children to support reunification when child has been removed b. Understands how adoption, guardianship and other planned permanent living arrangements are available to provide permanency for children c. Understands effects of grief and loss issues for children and birth families when reunification with the birth family is not feasible</p> <p><u>TITLE IVE ACTIVITIES</u> Permanency planning including using kinship care Case management Separation, grief and loss, child development and visitation Placement of the child Independent living Social Work Practice</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 19 Case Planning</p> <p>1) Develops a case plan with a family through role play activities</p> <p><u>TITLE IVE ACTIVITIES</u> Development of the case plan Permanency planning including using kinship care Case management and supervision Referral to services Activities designed to preserve, strengthen and reunify</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Pre-Service Training Standards, Knowledge & Insights Leading to Success (SKILS), Pre-Service Training for Child Welfare Workers	<p>Day 20 ORCA - The O.C.S. SACWIS System</p> <p><u>TITLE IVE ACTIVITIES</u> SACWIS System</p>	Short Term 7 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP
Indian Child Welfare Act (ICWA) Training					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
In Service Courses: Indian Child Welfare Act (ICWA) Training	The Indian Child Welfare Act: Information & Implications for Practice 1) Know the history of ICWA 2) Understand the effects of multi-generational grief for Alaska Native and American Indian families 3) Understand the legal issues and implications of ICWA 4) Understand ICWA and Child Welfare Practice in Alaska <u>TITLE IVE ACTIVITIES</u> Social work practice Cultural Competency related to Children and Families Permanency Planning Referral Services Preparation for and participation in judicial determinations Activities designed to Preserve, Strengthen and Reunify Placement Issues and Assessments for Removal/Return of Child	Short Term 14 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers, Supervisors, and SSA's (Mandatory) ICWA Partners	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Forensic Interview Training

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
In Service Courses: Forensic Interviewing for Child Welfare Workers	Introduction to Child Sexual Abuse and Forensic Interviewing 1) Understand what Child Sexual Abuse is 2) Be able to identify Child Sexual Abuse 3) Demonstrate ability to use specialized interviewing techniques in instances of child sexual abuse <u>TITLE IVE ACTIVITIES</u> Social work practice Child abuse issues Communication skills for work with children and families Assessments for removal of child Preparation for and Participation in Judicial Determinations	Short Term 18 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All New Caseworkers and Supervisors (Mandatory) Law Enforcement and MDT and CAC partners (Invited)	100% CAPTA or GF

Supervisory Training

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
In Service: Supervisory Course	<u>Agency Mission, Values and Vision</u> 1) Describes agency's mission, values and vision 2) Understands how the mission, values, and vision drive agency and unit practice for work with children and families <u>Management and Organizational Theories</u> 1) Knows common management/organizational theories 2) Knows supervisory styles 3) Applies this knowledge to develop a personal management style/theory <u>Transitioning from peer and worker to supervisor</u> 1) Understands how to make the transition, and methods to work with individuals in the unit during the transition <u>Supervisory Roles</u> 1) Understands the various roles a supervisor utilizes and when and how to apply those roles <u>Stages of Worker Development</u> 1) Understands how a worker progresses from "new" to "seasoned" and the needs of the worker at various stages of development 2) Assesses supervisees to determine "stage" of development 3) Understands the role of positive change and how to utilize the	Short Term 45 hours	Family & Youth Services Training Academy, University of Alaska Anchorage	All Child Protection Supervisors (Mandatory)	100% Curriculum IV-E Ratio x Eligibility Ratio x 75% FFP

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
	<p>3) Understands the cycle of positive change, and how to utilize the theory in supervision</p> <p>4) Knows the importance of new worker orientation, and the various ways to orient new workers in child protection</p> <p>5) Develops supervision strategies for supervisees</p> <p><u>Learning Styles</u></p> <p>1) Understands the variety of ways people learn</p> <p>2) Knows personal learning style</p> <p>3) Develops skill in ways to work with differing learning styles</p> <p>4) Understands adult learning principles and applies to supervisees</p> <p><u>Transfer of Learning</u></p> <p>1) Understands the concept of transfer of learning and the supervisors' role and responsibility for supervisees' learning</p> <p>2) Develops strategies for transfer of learning of supervisees in SKILS</p> <p><u>Cultural Values and the Role of the Supervisor</u></p> <p>1) Understand ways culture, race and ethnicity impact CPS work</p> <p>2) Discusses disproportionality issues within OCS</p>				
	<p><u>Constructive Feedback</u></p> <p>1) Understands the difference between and among constructive feedback, praise, and criticism</p> <p>2) Develops a plan for constructive feedback for supervisees</p> <p>3) Demonstrates constructive feedback to supervisees</p> <p><u>Supervisor as Coach</u></p> <p>1) Describes various coaching techniques</p> <p>2) Develops a plan for coaching supervisees</p> <p><u>Supervisor as Mentor</u></p> <p>1) Understands the value of a mentoring relationship with supervisees</p> <p>2) Knows the components of a mentoring relationship</p> <p><u>Structured Supervision</u></p> <p>1) Understands the components of structured supervision</p> <p>2) Identifies ways to accomplish group and individual supervision</p> <p>3) Develops a plan to enhance supervision time</p> <p>4) Understands the role of clinical consultant in supervision</p> <p><u>Understanding Emotional Responses</u></p> <p>1) Recognizes supervisees have emotional "templates" that may cloud judgment effecting casework decisions</p> <p>2) Understands what emotional "templates" may be—one's own and one's supervisees</p> <p>3) Identifies own "templates" and supervisees' templates that may...</p>				

Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
	<p>3) Identifies own templates and supervisees templates that may effect casework decisions</p> <p><u>Crisis Management</u></p> <ol style="list-style-type: none"> 1) Describes types of crises that typically occur in CPS/OCS 2) Differentiates between types and levels of crisis 3) Develops ways to analyze crises with each worker <p><u>Time management and organization</u></p> <ol style="list-style-type: none"> 1) Learns what time management is and isn't 2) Describes own time management strategies 3) Develops ways to assist staff manage time effectively <p><u>Team Building</u></p> <ol style="list-style-type: none"> 1) Describes the stages of team development 2) Describes ways to work with teams <p><u>Conflict Resolution</u></p> <ol style="list-style-type: none"> 1) Knows own ways of dealing with conflict in the workplace 2) Describes different ways of addressing conflict 3) Uses "Getting to Yes" model for a negotiation within the workplace 				
<p>In Service: Supervisory Course</p>	<p><u>Grief and Loss/Secondary Trauma and Burnout Issues in Child Protection Work</u></p> <ol style="list-style-type: none"> 1) Knows the concept of Secondary Trauma and its potential effects for child protection workers 2) Knows self-care strategies to address secondary trauma 3) Knows Alaska's EAP information and how to access it 4) Differentiates between burnout and secondary trauma 5) Knows the concept of resiliency 6) Develops a plan to encourage resiliency in self and workers <p><u>Change Management</u></p> <ol style="list-style-type: none"> 1) Identifies the role and effects of change within an organization 2) Describes a recent change within OCS and applies the change process to the workplace 3) Describes ways to involve staff in the change process and minimize resistance to change <p><u>Advocacy Issues for Supervisors</u></p> <ol style="list-style-type: none"> 1) Describes the concept of advocacy 2) Describes ways to advocate for clients and workers both within OCS and in the community <p><u>Supportive Supervision</u></p> <ol style="list-style-type: none"> 1) Knows the concept of supportive supervision 2) Knows factors related to worker retention 3) Develops a plan to motivate and reward workers in their unit <p><u>TITLE IVE Activities</u></p> <p>Social work practice Supervision and case management</p> <p>Adapted From: Brittain, C. (2005). Supervisory training: Putting the pieces together. Denver, CO: Butler Institute for Families, Graduate School of Social Work, University of Denver.</p>				

Resource Family Training				
Training Activity	Courses		Provider	Audience
Resource Family Orientation	Resource Family Orientation 1) The role of the Office of Children's Services 2) The role of resource families 3) Steps to becoming a licensed foster family 4) Frequently Asked Questions 5) Adopting through OCS	2 hours	Office of Children's Services licensing staffs and the Alaska Center for Resource Families	All prospective and new resource families
CORE Training: Pre Service Training Courses	Resource Family CORE Training 1) Understanding the Office of Children's Services (OCS) 2) Foster parenting 3) Adoption and Legal Guardianship 4) Impacts of Child Abuse and Neglect 5) Positive Parenting 6) Cultural Considerations 7) Birth Parenting, Relative Care, and Keeping Connections 8) Adolescents and Independent Living Skills 9) Training and Foster Parent Resources	8 session training. Each course is 2 hours in length. Total credit hours available is 16 hours	Alaska Center for Resource Families	All new and returning resource families
Specialized Trainings	Specialized Trainings: Currently there are 120 courses available to resource families through on site, self-study and web-based course formats. courses range from discipline techniques, behavioral strategies, cultural considerations andn the Indian Child Welfare Act, reunification and permanency for children, to name a few. A complete listing of all offered trainings is attached to the CFSP in the appendix	Courses vary in duration and credit hours	Alaska Center for Resource Families	All continuing resource families. Licensed foster families are required to have 10-15 hours or annual training
Alternative trainings	The Office of Children's Services accepts trainings that resource families may receive from other Tribal and community based resources. Examples include: Tribal parenting courses, teacher in-service trainings, first aid and CPR trainings, trainings specifically tied to the child's case plan such as IEP trainings, or mental health trainings. Resource families are required to present a certificate of course completion as well as documentation of the number of hours completed for these trainings to be considered.	Courses vary in duration and credit hours	Tribal and Commity providers, Alaska Center for Resource Families records the hours in the database	All continuing resource families. Licensed foster families are required to have 10-15 hours or annual training

Cost Allocation
Eligibility Ratio x 75% FFP

OCS Social Work Education Program

Social Work Education Program					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
The purpose of the Social Work Education Program is to increase professionalism of OCS Staff and to expand the pool of qualified child welfare workers					
Cost to Educate	UAA/UAF BSW or MSW Courses	Varies by OCS employee	University of Alaska Anchorage (UAA) or University of Alaska, Fairbanks (UAF)	OCS Staff currently enrolled or interested in enrolling in BSW/MSW courses or program at an University of Alaska campus	Eligibility Ratio x 75% FFP
Bachelor in Social Work (BSW) stipend program	UAA/UAF BSW Courses				Eligibility Ratio x 75% FFP
Master in Social Work (MSW) stipend program	UAA/UAF MSW Courses				Eligibility Ratio x 75% FFP

Estimated Cost Summary for SFY2010

Program Description	SFY 2010 Estimated Expenditures
UAA Training Academy Core	\$793,848
Proposed Family Resource Training	\$600,000
Social Work Education Program	\$43,687
Proposed IV-E Eligibility Training	\$50,000
Estimated Total	\$1,487,535

OCS Title IV-E Eligibility Training

Title IV-E Eligibility Training					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Title IV-E Eligibility Training	Title IV-E Eligibility Requirements for Foster Care; Adoption Assistance; and Guardianship Assistance	On-going	State IV-E Program or Eligibility Staff	OCS Staff & Tribal IV-E Partners	Direct x 75% FFP

OCS AND CONTRACT TRAINING OPPORTUNITIES					
OCS and Contract Training Opportunities					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
Conferences; contract training; and other similar opportunities supporting Child Welfare and Protection best practices					
Staff development opportunities examples including : Child Welfare Summits	Examples may include: Social Work Methods including interviewing and assessments; Child Abuse and Neglect Issues; Family Centered Practice issues and Permanency planning				Agency RMS Activity Ratio x Title IV-E Eligibility Ratio x 75 FFP %

Appendix E - Title IV-E Training Plan for 2010 APSR 9.10.xlsx AGENCY & CONTRACT TRAINING

<p>Staff development opportunities examples including: Alaska Families: Weaving a Better Future Conference; Annual Licensing Summit for Licensing Supervisors and Workers; Specialized Adoption and Compelling Reasons, Resource Family Conference</p>	<p>Examples may include: Training on licensing regulations and fair hearing processes, Loving the Child Who Bites You; Being a Parent Advocate; FASD Training; Making Transitions Work-From Residential to Community; Moving Children and Teens- Roots and All; What's Alaska Doing on Parent Engagement and Family Contact; and more</p>	<p>Varies by training</p>	<p>Varies by Opportunity includes State of Alaska; OCS; Alaska Center for Resource Families</p>	<p>OCS Caseworkers, Supervisors, Support Staff, and Licensing Staff</p>	<p>Eligibility Ratio x 75% FFP</p>	

SHORT-TERM TRAINING FOR CHILD WELFARE AGENCIES, RELATIVE GUARDIANS, AND COURT PERSONNEL					
ST TRNG CWA; CP; RG					
Training Activity	Courses	Duration	Provider	Audience	Cost Allocation
P.L. 110-351 amends section 474(a)(3)(B) of the Act to provide for additional categories of trainees as eligible to receive Title IV-E short-term Training. These categories include relative guardians; State-licensed or State-approved child welfare agencies providing services to children receiving title IV-E assistance; child abuse and neglect court personnel; agency, child or parent attorneys; guardians ad litem; and court appointed special advocates.					
Allowable subject matter as identified in ACF CW PM section 8.1.H.#8	To be determined by category and agency	Varies by Training	To be determined by category and agency	Staff of State-licensed/approved Child Welfare Agency providing services to children receiving Title IV-E Assistance	As appropriate: Agency RMS Activity Ratio x Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07 OR Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07
				State abuse/neglect court personnel; agency, child or parent attorneys; guardians ad litem and court appointed special advocates	
Resource Family Orientation	Resource Family Orientation 1) The role of the Office of Children's Services 2) The role of resource families 3) Steps to becoming a licensed foster family 4) Frequently Asked Questions 5) Adopting through OCS	2 hours	Office of Children's Services licensing staffs and the Alaska Center for Resource Families	All New Relative Guardians	Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07

<p>CORE Training: Pre Service Training Courses</p>	<p>Resource Family CORE Training</p> <ol style="list-style-type: none"> 1) Understanding the Office of Children's Services (OCS) 2) Foster parenting 3) Adoption and Legal Guardianship 4) Impacts of Child Abuse and Neglect 5) Positive Parenting 6) Cultural Considerations 7) Birth Parenting, Relative Care, and Keeping Connections 8) Adolescents and Independent Living Skills 9) Training and Foster Parent Resources 	<p>8 session training. Each course is 2 hours in length. Total credit hours available is 16 hours</p>	<p>Alaska Center for Resource Families</p>	<p>All New Relative Guardians</p>	<p>Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07</p>
<p>Specialized Trainings</p>	<p>Specialized Trainings: Currently there are 120 courses available to resource families through on-site, self-study and web-based course formats. courses range from discipline techniques, behavioral strategies, cultural considerations andn the Indian Child Welfare Act, reunification and permanency for children, to name a few. A complete listing of all offered trainings is attached to the CFSP in the appendix</p>	<p>Courses vary in duration and credit hours</p>	<p>Alaska Center for Resource Families</p>	<p>All New Relative Guardians</p>	<p>Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07</p>

<p>Alternative trainings</p>	<p>The Office of Children's Services accepts trainings that resource families may receive from other Tribal and community based resources. Examples include: Tribal parenting courses, teacher in-service trainings, first aid and CPR trainings, trainings specifically tied to the child's case plan such as IEP trainings, or mental health trainings. Resource families are required to present a certificate of course completion as well as documentation of the number of hours completed for these trainings to be considered.</p>	<p>Courses vary in duration and credit hours</p>	<p>Tribal and Community providers, Alaska Center for Resource Families records the hours in the database</p>	<p>All New Relative Guardians</p>	<p>Title IV-E Eligibility Ratio x FFP % by FFY defined in ACYF-CB-PI-10-07</p>
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