



NC DSS FAMILY SUPPORT AND CHILD WELFARE SERVICES

# STATEWIDE TRAINING PARTNERSHIP

**F** *amily Support and*  
**C** *hild Welfare Services*  
**S** *taff Development*

## **2007**

*Winter/Spring  
Training  
Schedule*

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**FAMILY SUPPORT AND CHILD WELFARE/STAFF DEVELOPMENT  
2007 WINTER/SPRING TRAINING SCHEDULE**

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# Child Welfare Training

Providing child welfare services in any capacity require certain knowledge, skills, personal qualities, and respect for the values of others. To be recognized as competent, agency administrators, supervisors and social workers must demonstrate professional behaviors that achieve the overall purposes of child welfare. Specific competencies are sets of knowledge and behaviors required of child welfare professionals that enable staff to perform effectively the tasks associated with each stage of the child welfare casework process.

Developing competence in child welfare is an ongoing process. To assist in achieving this competence, supervisors and social workers are expected to meet all training requirements specified in law.

Child welfare training requirements in North Carolina were initially enacted on May 1, 1991, when Governor James G. Martin issued Executive Order 142 requiring training for CPS workers. Since this time, training requirements have evolved to a system requiring pre-service and in-service training, which teaches agency staff to ensure safety and permanence for children. Training requirements are currently in place for all child welfare workers, supervisors and foster parents.

## Laws

**May 1, 1991: Executive Order 142** Training required for all CPS workers and Supervisors.

**July 1, 2003: G.S. 131D-10.6A (b) Training by the Division of Social Services required:**

**The following General Statute applies to child welfare services staff initially hired on or after January 1, 1998:**

“The Division of social services shall establish minimum training requirements for child welfare services staff. The minimum training requirements established by the division are as follows:

1. Child welfare services workers shall complete a minimum of 72 hours preservice training before assuming direct client contact responsibilities. In completing this requirement, the Division of social services shall ensure that each child welfare worker receives training on family centered practices and State and federal law regarding the basic rights of individuals relevant to the provision of child welfare services, including the right to privacy, freedom from duress and coercion to induce cooperation, and the right to parent.
2. Child protective services workers shall complete a minimum of 18 hours of additional training that the Division of social Services determines is necessary to adequately meet training needs.
3. Foster care and adoption workers shall complete a minimum of 39 hours of additional training that the Division of social services determines is necessary to adequately meet training needs.
4. Child welfare services supervisors shall complete a minimum of 72 hours of preservice training before assuming supervisory responsibilities and a minimum of 54 hours of additional training that the Division of social Services determines is necessary to adequately meet training needs.
5. Child welfare services staff shall complete 24 hours of continuing education annually. In completing this requirement, the Division of social Services shall provide each child welfare services staff member with annual update information on family centered practices and State and federal law regarding the basic rights of individuals relevant to the provision of child welfare services, including the right to privacy, freedom from duress and coercion to induce cooperation, and the right to parent.
6. The Division of Social services may grant an exception in whole or in part to the requirement under subdivision (1) of this subsection to child welfare workers who satisfactorily complete or

are enrolled in a masters or bachelors program after July 1, 1999, from a North Carolina social work program accredited pursuant to the Council on Social Work Education. The program's curricula must cover the specific preservice training requirements as established by the Division of Social Services.

The Division of Social Services shall ensure that training opportunities are available for county departments of social services and consolidated human service agencies to meet the training requirements of this subsection.

## Definitions

**Direct Client Contact** – A child welfare worker who is newly hired or who has assumed a new child welfare role between January 1, 1998 and June 30, 1999, may not be alone with a client or be assigned primary responsibility for a case (including foster and adoptive parents licensing/assessment) until the 72 hours of pre-service training has been achieved. Effective July 1, 1999, this definition shall apply only to newly hired child welfare staff and interns or those with a two-year gap in child welfare service. Prior to training, a new child welfare worker may **shadow the social worker that has been assigned primary responsibility for the case, but is prohibited from intervening in the case until he/she has completed the pre-service training requirements.**

**Child Welfare Worker** – Employed staff, contracted staff and student interns who work in a NC County Department of Social Services in the following functional areas: Family Preservation, Family Support, Children's Protective Services (Intake, On-Call, Investigative Assessment and Case Planning and Case Management), and Foster Care and Adoption (Placement of Children, Recruitment of Families, Licensing and Adoption assessment). Staff from a private or public agency who assume a foster care or adoption functional area on behalf of a county DSS, via contract, as outlined in law, NCDSS policy or standard also meets the definition of child welfare worker.

**Training** – Any formal educational session with predetermined competencies and outcomes. This definition includes conferences, yet excludes staff meetings and consultation sessions.

**Continuing Education** – Any training or undergraduate/graduate social work courses, that a County DSS can reasonably justify, that will teach child welfare worker and/or supervisor knowledge and skills that will improve their social work practice with children and families.

**Primary responsibility for a case** – When a child welfare worker is assigned principal case work and decision making responsibilities with a child and/or family (including foster and adoptive families), and provides direct case work services.

**Contract Provider** – Any individual who through a contractual agreement provides child welfare responsibilities outlined in law, policy or standard. This would include individuals who contract independently with DSS agencies or temporary agencies who provide workers through a contractual agreement.

## Required Training

The following pages describe current minimum requirements for Child Welfare social workers, Occasional On-call social workers, Child Welfare supervisors, Family Preservation/Family Support workers, and Foster Parents as required by law.

If there are any questions about training requirements for those employed or assuming child welfare responsibilities prior to January 1, 1998, please see the Child Welfare Training Guidelines 2003 on the training website at [www.dhhs.state.nc.us/dss/training](http://www.dhhs.state.nc.us/dss/training) or call the Staff Development Team at 919-733-7672.

### All Child Welfare Services

Child welfare services workers and supervisors who are **hired or who assume child welfare services responsibilities** (including staff hired for on-call) must complete a **minimum of 72 hours** of pre-service training titled *Child Welfare in North Carolina* and the designated **Transfer of Learning packet** prior to direct client contact or assuming supervisory responsibilities. In addition, all CPS staff must have an additional minimum of 18 hours of in-service training within the first year; and foster care and adoptions workers must have an additional 39 hours of in-service training within the first year of employment. An additional **24 hours of continuing education** for all workers/supervisors, regardless of employment date, is required every year after the first year of employment. Social work supervisors must also attend an additional **54 hours** of supervisory training within the first year of employment. Child welfare services workers and supervisors who assume a role in a new or different functional area and who met the pre-service training requirements at the time of their employment are not required to attend *Child Welfare in North Carolina*. However, these individuals are required to attend the job specific training (200 series, tier II) within **3 months** of assuming their job assignment/responsibility.

For staff whose primary job function is in an area other than child welfare, yet **serve Occasional On-Call or Occasional On-Call supervisory back-up**, **pre-service** training (prior to direct client contact) is required. Staff primarily working in non-child welfare areas, yet serving **Occasional On-Call or On-Call supervisory** backup, may attend a choice of training. These staff may choose to attend **the 72-hour pre-service training** **OR** they may **attend Intake in Child Welfare Services AND Investigative and Family Assessments in Child Welfare Services** prior to direct client contact.

**The following courses apply:**

Course	All Child Welfare Services Workers	Supervisor	Time Frame
Child Welfare in North Carolina: Foundations of Child Welfare (Week 1)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Family Assessment (Week 2)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Experiential Learning Week (Week 3)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Child Welfare in North Carolina: Family Change Process (Week 4)	X	X	Prior to direct client contact or assuming supervisory responsibilities
Legal Aspects	X	X	Within 1 year of assuming responsibility

Medical Aspects	X	X	Within 1 year of assuming responsibility
Child Development in Families-at-Risk	X	X	Within 1 year of assuming responsibility
The Effects of Separation and Loss on Attachment	X	X	Within 1 year of assuming responsibility
<b>200 Series, Tier 2 [those that apply to job role(s)]</b>  <i>See Description</i>	X	X	Within 1 year of assuming responsibility for new employees
Supervisory Skills Development		X	Within 1 year of assuming responsibility
24 Hours of Continuing Education	X	X	Every year after the first year of employment

- **Child Welfare in North Carolina: Foundations of Child Welfare, Family Assessment, Experiential Learning Week and Family Change Process:**

Social workers and social work supervisors with Child Welfare Services responsibility must complete *Child Welfare in North Carolina: Foundations of Child Welfare, Family Assessment, Experiential Learning Week (Transfer of Learning Packet) and Family Change Process* prior to having direct client contact and/or assuming supervisory responsibility. This training meets the required 72 hours of pre-service training. This course is also appropriate for Family Preservation and Family Support staff.

Child welfare workers and supervisors who assumed a new job function (between January 1, 1998 and June 30, 1999) and who were either “grand-fathered in” must attend the 72 hours pre-service training prior to direct client contact. After July 1, 1999, child welfare workers and supervisors who change job function in their agency or a new agency are no longer required to attend the 72-hour pre-service training.

Effective July 1, 2001, occasional on-call workers and occasional on-call back-up supervisors may choose to attend *Child Welfare in North Carolina* in lieu of *Intake in Child Welfare* and *Investigative Assessments in Child Welfare*.

Effective September 1, 2002, all child welfare workers and supervisors attending *Child Welfare in North Carolina* are required to complete and submit a Transfer of Learning packet as a component of the training, prior to direct client contact.

- **Legal Aspects:** Social workers and social work supervisors with child welfare services responsibility must complete *Legal Aspects* within the first year of assuming child welfare services responsibility.
- **Medical Aspects:** Social workers and social work supervisors with child welfare services responsibility must complete *Medical Aspects* within the first year of assuming child welfare services responsibility.
- **Child Development in Families-at-Risk:** Social workers and social work supervisors with child welfare services responsibility must complete *Child Development in Families-at-Risk* within one year of assuming child welfare services responsibility (unless they have previously completed *Family Centered Practice* training prior to July 1997 or Core III).
- **The Effects of Separation and Loss on Attachment:** Social workers and social work supervisors with child welfare services responsibility must complete *The Effects of Separation and Loss on*

*Attachment* within one year of assuming child welfare services responsibility (unless they have previously completed *Capturing Best Practice in Foster Care and Adoption* or Core IV).

- **200 Series, Tier 2 Training:** New social workers and social work supervisors must complete the 200 Series, Tier 2 training, as is applicable to their job role(s), within one year of assuming a child welfare services role. Child welfare workers and supervisors who assume a new job function within their agency or a new agency, and have met the pre-service requirements based upon their date of employment, must attend the 200 series, Tier 2 training within 3 months of assuming the new job function role. The “200 Series, Tier 2”, courses are job role specific as follows: Family Preservation, Family Support, CPS Intake, CPS Investigative Assessment, CPS Case Planning and Case Management, Foster Care Placement, Foster Care Licensing, Adoption and Independent Living. This training meets the required 18/39 hours of additional training within the first year of employment. Occasional on-call workers may take specific 200 series courses in lieu of *Child Welfare in North Carolina*.
- **Introduction to Supervision for Child Welfare Services:** Social work supervisors assuming Child Welfare Services managerial functions must attend *Introduction to Supervision for Child Welfare Services* (54 hours) within one year of job responsibilities.
- **24 Hours of Continuing Education:** All child welfare workers and supervisors, regardless of employment date, are required to have 24 hours of continuing education every year after the first year of employment.

**State and Federally Funded  
Intensive Family Preservation and Family Preservation Services**

All Intensive Family Preservation (IFPS) and Family Preservation Services (FPS) workers and supervisors whose programs receive funding through the Division and/or participate in IFPS/FPS data collection are required to complete the six-day *Family-Centered Practice in Family-Preservation Programs* workshop. This mandated training must be completed at the earliest opportunity following the hire date (i.e., at the next scheduled workshop or no later than three months following employment). IFPS/FPS staff will be given priority in the training registration process

<b>Course</b>	<b>Social Worker</b>	<b>Supervisor</b>	<b>Time Frame</b>
Family Centered Practice in Family Preservation Programs	<b>X</b>	<b>X</b>	Within 90 days of responsibility
Supervisory Skills Development Course		<b>X</b>	Within 1 year of responsibility
24 hours of continuing education	<b>X</b>	<b>X</b>	Every year after first year of employment

- **Family Centered Practice in Family Preservation Programs:** Direct service providers and supervisors with IFPS/FPS responsibility who receive funding through the Division or are participating in data collection are required to attend *Family Centered Practice in Family Preservation Programs* at the first available opportunity, yet no later than 90 days following employment or assignment to an IFPS/FPS program.
- **Supervisory Skills Development Course:** Supervisors with IFPS/FPS responsibility are required to attend a supervisory skill development course within one year of assuming supervisory responsibility.

**State and Federally Funded  
Family Support and Family Resource Centers**

All Family Support and Family Resource Center workers and supervisors whose programs receive funding through the Division are required to complete the six-day *Family Support in Practice: Connecting With Families* workshop. This mandated training must be completed at the earliest opportunity following the hire date. Family Support and Family Resource Center staff will be given priority in the training registration process.

<b>Course</b>	<b>Social Worker</b>	<b>Supervisor</b>	<b>Time Frame</b>
Family Support in Practice: Connecting With Families	<b>X</b>	<b>X</b>	At the earliest opportunity following hire date

- **Family Support in Practice: Connecting With Families:** Direct service providers and supervisors of Family Support or Family Resource Centers who receive funding through the Division are required to attend *Family Support in Practice: Connecting With Families* at the first available opportunity, yet no later than 90 days following employment or assignment to Family Support or Family Resource Center program.

**Foster Parents**

The health, safety and well being of children in foster care depend on the ability of their foster families to care for them in a nurturing, supportive way. Most children who enter foster care have had life experiences that have been traumatic and hurtful. As a result, their ability to trust adults is impaired. Foster families need to have a broad range of knowledge, skills, self-awareness and patience to care for the children living in their home. To assist the family in broadening their knowledge and skills, foster parent applicants must receive **30 hours of pre-service training prior to licensure** and **all existing** and **new foster families** must receive **10 hours of in-service training on an annual basis**.

**Pre-service training** must address the following issues:

- General Orientation to Foster Care
- Communication Skills
- Understanding the Dynamics of the Foster Care and Adoption Process
- Separation and Loss
- Attachment and Trust
- Child Development
- Behavior Management
- Working with Birth Families and Maintaining Connections
- Lifebook Preparation
- Planned Moves and the Impact of Disruptions
- The Impact of Placement on Foster and Adoptive Families
- Teamwork to Achieve Permanence
- Cultural Sensitivity
- Confidentiality
- Health and Safety

County departments of social services are urged to develop their own curricula for **in-service training** so that training may be available throughout the year for foster parents. The following is a list of possible alternatives agencies may choose in meeting the in-service training requirement:

- Relevant video tapes with a questionnaire to document that the family has viewed the videotape.
- The number of hours the foster parent(s) has participated in therapy sessions with foster children. Documentation by the therapist should be obtained for the case record.
- Families may read newsletters, books, manuals, etc. that directly relate to foster parenting and the needs of children in their home.
- Attendance at state, regional and/or national foster parent conferences.
- Attendance at local foster parent association meetings as long as the meetings contain relevant information related to the needs of foster children.

# Child Welfare Training System

100 Series

## Pre-service

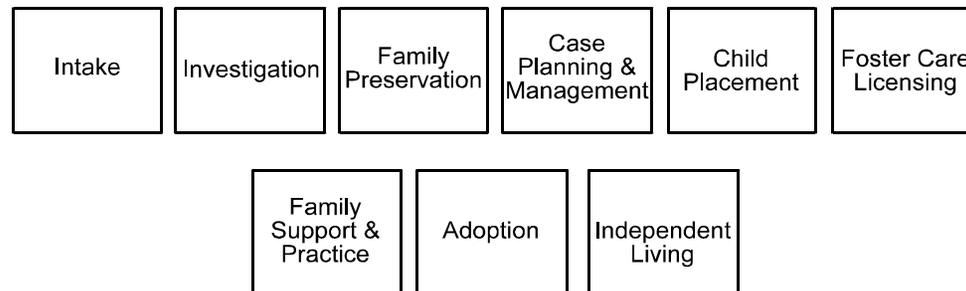
(Effective July 1998)

200 Series

*Tier 1*



*Tier 2*



300 Series

All in-service training

## CURRICULA ORGANIZATIONAL STRUCTURE

In 1998, the North Carolina Division of Social Services, Children's Services Statewide Training Partnership made a decision to establish a competency-based training system. By devising such a training system, county child welfare staff is provided training that addresses the knowledge and skills needed to complete their daily job tasks. This type of system provides training at different levels of depth, appealing to the needs of inexperienced and experienced child welfare staff. In North Carolina, training is offered at the 100, 200 (Tier I and Tier II) and 300 series. Each level of training is geared toward a particular target audience, with each level of training serving as a foundation for the next series of training.

Many new child welfare workers enter an agency at the Unconscious Incompetence level of knowledge and skill. Workers in this category often are unaware of what they do not know about the child welfare system. Therefore, the 100 series training events are primarily targeted to the needs of child welfare workers who are beginning their social work practice in a North Carolina Department of Social Service agency. Information provided in the 100 series give staff an overview of the continuum of child welfare services in a North Carolina DSS. Information in the 100 series is intended to provide an awareness of basic social work theories, practice and DSS specific information. The completion of the appropriate 100 series course(s) is a prerequisite for registration in all other training events.

Currently, the Partnership offers one course in the **100 series**. **Child Welfare in North Carolina** is the foundational course required of all new DSS child welfare social workers and supervisors who will practice in all areas of child welfare except for Family Preservation. (Family Preservation social workers and supervisors are no longer required to take a foundational course as a prerequisite to Family Centered Practice in Family Preservation Programs. They should instead take Family Centered Practice in Family Preservation Programs at the first available opportunity but no later than 90 days following employment or job responsibility.) **See Pre-Service Training for Social Work Students on the pages in this section following the Training Record Form for information about educational exemptions.**

The 200 series training events are divided into Tier 1 and Tier 2. Courses in this series provide more in-depth knowledge and application of social work theories, procedures, and practice. The target audience for these training events is social workers and supervisors who have no more than one year of experience.

In the **200 series, Tier 1**, courses participants are provided with extensive information regarding job specific issues that are essential to the initial and on-going assessment of children and their families. Courses in this series include **Legal Aspects of Child Welfare in North Carolina, Child Development in Families at Risk, Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals, and Effects of Separation and Loss on Attachment**. The information contained in these training events builds upon the knowledge obtained in the pre-service training.

The **200 series, Tier 2**, courses primarily provide child welfare staff with more in-depth knowledge and skills practice regarding job specific information. Child welfare social workers and supervisors should attend the course(s) that address the job functional area that they practice. For example, a social worker that is employed in Child Protective Services Investigative Assessments should attend this particular training event. If a staff member is employed in a generic child welfare role then they should attend all the 200 series, Tier 2, courses that apply to their job functions. For staff members who are required to attend more than one job specific training event, we strongly encourage that staff members and their supervisor prioritize their attendance at a particular training based upon the most pressing needs of the employee. Training events that are included in the 200 Series, Tier II, include **Intake in Child Welfare Services, Investigative and Family Assessments in Child Welfare Services, Family-Centered Practice in Family Preservation Programs, Case Planning and Case Management in Child Welfare Services, Family Support In Practice: Connecting with Families, Placement in Child Welfare Services, Foster Family Home Licensing in Child Welfare Services, Adoptions in Child Welfare Services and the Independent Living courses.**

## CURRICULA ORGANIZATIONAL STRUCTURE

(continued)

These training events are targeted to child welfare staff who possess less than one year of child welfare experience in a North Carolina Department of Social Service or for staff who change job functions.

Training events provided in the 300 series provide child welfare staff with knowledge and skills practice regarding specialized and related topics that are associated with child maltreatment, achieving permanence for children and supervisory skills development. These courses are designed to refine the knowledge and practice that child welfare staff has previously gained through the 100 series, 200 series and on-the-job training. The 300 series training events are targeted toward child welfare staff who possess more than one year of child welfare experience. Many of the training events in this series incorporate a high degree of skill development among the participants. Examples of training events in the 300 series are: **Deciding Together, Introduction to Child Sexual Abuse, Introduction to Supervision for Child Welfare Supervisors, Money Matters: Foster Care Funding Basics** and many others. **Please refer to the Training Schedule for additional courses.**

The recommended course sequence for child welfare staff hired or assuming job responsibility on or after January 1, 1998 is as follows: Child Welfare in North Carolina, Medical Aspects, Legal Aspects, Child Development in Families at Risk, Effects of Separation and Loss on Attachment, 200 Series, Tier 2, courses that apply to the worker's job function, topic specific courses in the 300 series.

Please feel free to contact the Staff Development Team to discuss specific training issues or to clarify any questions you may have. You may contact Teresa Turner at (919) 733-7672 or by e-mail at [Teresa.Turner@ncmail.net](mailto:Teresa.Turner@ncmail.net)

**Child Welfare Training Guidelines can be accessed on the Division of Social Services website at [www.dhhs.state.nc.us](http://www.dhhs.state.nc.us) (Click on County Staff Info).**





## **Pre-Service Training for Social Work Students**

### ***The North Carolina Child Welfare Education Collaborative***

#### **Background**

A special provision, passed by the General Assembly in 1999, authorizes the NC Division of Social Services to grant full or partial exemptions to the mandatory Pre-Service Training (“Child Welfare in North Carolina” course) for graduates and students enrolled in accredited MSW or BSW programs in North Carolina.

Participating social work education programs reviewed the correlation between the curriculum of the North Carolina Child Welfare Education Collaborative and the child welfare preservice competencies that inform the Division’s mandatory Pre-Service Training (“Child Welfare in North Carolina” course). Based on the findings of this review process and delineation of an acceptable approach to address missing competencies, the Division granted a waiver of the Pre-Service Training (“Child Welfare in North Carolina” course) requirement for programs successfully completing the review.

MSW students enrolled at the programs that completed the curriculum review can satisfy the Pre-Service Training (“Child Welfare in North Carolina” course) requirement by successfully completing all of the following: 1) a customized supplemental learning experience (30+ hours) that addresses many of the pre-service training competencies, 2) a practicum in a public child welfare setting, and 3) the coursework that the program has identified to address the competencies. BSW students at authorized programs usually complete the Pre-Service Training requirement (“Child Welfare in North Carolina” course) by completing a specific child welfare course and completing a placement in a public child welfare setting. Many BSW programs also offer supplemental workshops or seminars. Students are “provisionally” certified until they graduate with an MSW or BSW degree. Full certification requires that the student complete the degree and complete the activities the program designates as those necessary for Pre-Service Training.

#### **Authorized Social Work Programs**

The social work programs listed below are authorized by the NC Division of Social Services to offer an alternative form of Pre-Service education. The Division has reviewed the curriculum each school uses to teach core child welfare competencies and issued a Pre-Service training waiver to these schools.

Once students have completed the classroom parts of the waiver program, they receive a Provisional Preservice Training Certificate. Students who have this certificate may, under appropriate supervision, be assigned cases and engage in direct practice in their child welfare field placements. All provisional certificates have a termination date and are valid only for purposes of continued education.

Students who successfully complete all requirements for the child welfare Pre-Service Training waiver are issued a certificate of completion and are listed in the statewide training database.

The Collaborative’s Central Office can verify a graduate’s status (919-962-6450 or [nc-cwec@email.unc.edu](mailto:nc-cwec@email.unc.edu)).

**Basic components provided by ALL programs:**

- ❑ **Social work courses the program has designated as those that address child welfare core competencies**
- ❑ **Child welfare course or training/workshop**
- ❑ **Public child welfare field placement in a county DSS**
- ❑ **Graduation with a degree in social work**

***Authorized BSW Programs***

**Appalachian State University**

Successfully completes at least one child welfare course: SW 4358, Social Services with Child and Youth or SW 4365, Social Services with Troubled Families and completes SW 3530, Competencies for Child Welfare

**North Carolina State University**

Successfully complete SW 415, Child Welfare, a class taught by NC State University faculty

**University of North Carolina at Wilmington**

Successfully completes a 2 semester specialized Child Welfare Course taught by UNC-W faculty, SW 311 Child Abuse and Neglect and SW 495, Seminar on Working in Child, Youth, and Family Services

**East Carolina University**

Successfully complete 2 courses taught by ECU faculty: SOCW 4520 Child Welfare Studies and SOCW 4505 Communities and Children

**North Carolina Central University**

Successfully completes SOCW 4000, Child Welfare, a one-semester course taught by NC Central faculty.

**University of North Carolina at Charlotte**

Successfully completes SW 3090, a one-semester Child Welfare course taught by UNC Charlotte faculty

**University of North Carolina at Greensboro**

Successfully completes a special Child Welfare Course, SWK 584: Social Services for Children

**University of North Carolina at Pembroke**

Successfully completes SWK 383 Child Welfare Services Course taught by UNCP faculty, major assignments in SWK 200, SWK 280, SWK 281, SWK 380, SWK 345, SWK 385 and SWK 450 must address a Child Welfare issue.

**Western Carolina University**

Successfully completes SOCW 326, Child Welfare, a semester long course taught by WCU faculty. Also completes a 2-day workshop addressing on-the-job competencies.

***Authorized MSW Programs*****East Carolina University**

Successfully completes a special 5-day seminar to address preservice competencies not in the regular curriculum and at least one child welfare course. Students may elect to take the Child Welfare Pre Service class as an elective, SOCW 6806.

**Joint MSW Program**

Successfully completes SWK 584, Social Services for Children and participates in a special 5 day seminar to address preservice competencies not in the regular curriculum.

**University of North Carolina at Charlotte**

Successfully completes SW 7090, a one-semester Child Welfare course taught by UNC Charlotte faculty

**University of North Carolina at Chapel Hill**

Successfully completes SOWO 350, a 2-semester seminar, and participates in a special 5-day seminar to address preservice competencies not in the regular curriculum

## REGIONAL TRAINING CENTER INFORMATION

### Asheville Regional Training Center

- 1. Asheville-Buncombe Technical Community College** Classrooms: 409 and 412  
Haynes Building, 4<sup>th</sup> Floor  
NC/DSS #6  
1459 Sand Hill Road  
Candler, NC 28715  
Phone Numbers: 828-670-5050  
Fax Number: 828-670-5053 State Courier Number: 12-64-02  
Administrative Support Staff: **Lou Decker**  
**Email: lou.decker@ncmail.net**

### Charlotte Regional Training Center

- 2. Central Piedmont Community College** Classrooms: 2105 and 2110  
West Campus  
3210 CPCC West Campus Drive  
Charlotte, NC 28208  
Phone Numbers: 704-395-2110, 704-395-2138, 704-395-2160  
Fax Number: 704-395-2101 State Courier Number: 05-18-41  
Administrative Support Staff: **Bonnie English**  
**Email: bonnie.english@ncmail.net**

### Greensboro Regional Training Center

- 3. Guilford Technical Community College** Classrooms: 217 and 218  
**Send postal mail to:** NCDSS – Greensboro Regional Training Center  
GTCC –Adult Education Center, Room 213 (Greensboro Campus),  
PO Box 309, Jamestown, NC 27282  
**Physical location:** Greensboro Campus-Adult Education Center  
3505 East Wendover Avenue, Greensboro, NC 27405  
Phone Number: 336-954-1747, 336-954-1748, 336-954-1749  
Fax Number: 336-954-1750 State Courier Number: 13-29-04  
Administrative Support Staff: **Elaine Highsmith**  
**Email: elaine.highsmith@ncmail.net**

### Fayetteville Regional Training Center

- 4. Cumberland County DSS** Classrooms: G05-A, G05-B, G05-C  
1225 Ramsey Street, Room G05  
Fayetteville, NC 28301  
Phone Number: 910-677-0460, 910-677-0466, 910-677-0448  
Fax Number: 910-677-0468 State Courier Number: 14-62  
Administrative Support Staff: **Amy Campbell**  
**Email: amy.m.campbell@ncmail.net**

### Kinston Regional Training Center

- 5. Lenoir Community College** Classrooms: 205 and 202  
Administration Building, Room 207  
Highway 70, Kinston, NC 28502  
Phone Number: 252-520-2413, 252-520-2411, 252-520-2412  
Fax Number: 252-520-2417 State Courier Number: 01-23-29  
Administrative Support Staff: **Betty Williford**  
**Email: betty.williford@ncmail.net**

## **ASHEVILLE REGIONAL TRAINING CENTER**

**Classrooms 409 and 412**

NC/DSS #6

Asheville-Buncombe Technical Community College

Haynes Building, 4<sup>th</sup> Floor

1459 Sand Hill Road

Candler, NC 28715

**For further information on directions to RTC**, please call Lou Decker, Asheville RTC support staff, at 828-670-5050 and fax number 828-670-5053

**For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

**To confirm that training event will take place in case of inclement weather**, please call the Asheville-Buncombe Tech. Community College at 828-254-1921

### **Directions to the Asheville-Buncombe Technical Community College**

#### **From I-40 Eastbound:**

Take I-40 West to Exit 44, which is West Asheville/Enka Candler. Turn right on 19/23 (will see McDonald's and Shoney's on right). Drive South toward Candler, NC. Turn Left 4<sup>th</sup> traffic light (from exit) onto Sand Hill Road. Take 2<sup>nd</sup> entrance on left into campus (AB Tech sign). Haynes Building is on right with a flagpole in the front. Asheville RTC is located on the 4<sup>th</sup> floor of the Haynes Building (7 story building).

#### **From I-40 Westbound:**

Take I-40 East to Exit 44 to the 1<sup>st</sup> traffic light, turn right on 19/23 (will see McDonald's and Shoney's on right.) Drive South toward Candler/Canton, NC. Turn left at the 4<sup>th</sup> traffic light from exit onto Sand Hill Road. Take 2<sup>nd</sup> entrance on left into campus (AB Tech sign). Haynes Building is on right with a flagpole in the front. Asheville RTC is located on the 4<sup>th</sup> floor of the Haynes Building (7 story building).

### **Parking**

Parking is free, but is prohibited in areas designated as Fire Lane, Loading Zone. Parking tickets are the responsibility of the participant. Handicapped parking is located adjacent to the Haynes Building.

### **Asheville Area Motels**

Several motels are located in close proximity to A-B Technical Community College. By providing a listing of the area lodging, NCDSS is not recommending the cost, quality, or service of a particular motel. Participants are responsible for arranging their own accommodations.

Ramada Inn  
435 Smokey Park Hwy  
Asheville, NC  
800-678-2161

Best Western  
275 Smokey Park Hwy  
Asheville, NC  
800-528-1234

Red Roof Inn  
16 Crowell Road  
Asheville, NC  
828-667-9803

Days Inn West  
I-40 & Hwy 19-23  
Asheville, NC  
828-661-9324

Hampton Inn-Biltmore Square  
1 Rocky Ridge  
Asheville, NC  
828-667-2022

Sleep Inn  
1918 Old Haywood Road  
Asheville, NC  
828-670-7600

Super 8 Motel  
8 Crowell Road  
Asheville, NC  
828-667-8706

**CHARLOTTE REGIONAL TRAINING CENTER**

**Classrooms 2105 and 2110**

Central Piedmont Community College (CPCC)

West Campus

3210 CPCC West Campus Drive, Charlotte, NC 28208

**For further information on directions to RTC**, please call Bonnie English, Charlotte RTC Support Staff at 704-395-2110.

**For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

**To confirm if training event will take place in case of inclement weather**, please call Central Piedmont Community College at 704-330-6970.

**Directions to Charlotte Regional Training Center**

**From Hickory:**

Highway 16 South. Join I-77 (once you reach I-77 South, continue with directions from the Statesville area).

**From Statesville:**

I-77 South. Take Exit 6B (Billy Graham Exit) and continue right onto Billy Graham Parkway. Go through two stop lights. At the fourth stop light, make a right onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

**From Gastonia:**

I-85 North. Take Exit 33 (Billy Graham Parkway). Make a right turn onto Billy Graham. Go through two stop lights. At the third stop light, make a left onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

**From Concord:**

I-85 South. Take Exit 33 (Billy Graham Parkway). Make a left turn onto Billy Graham. Go through three stop lights. At the fourth stop light, make a left onto Morris Field Drive. Make the next right onto CPCC West Campus Drive.

**From Monroe:**

Highway 74 to I-277 South. Bear towards your left from I-277 South to Wilkinson Boulevard. Go through four stop lights on Wilkinson Boulevard. At the fifth stop light, make a left onto Morris Field Drive. Continue traveling on Morris Field Drive for approximately one mile. Make a left on CPCC West Campus Drive.

**Parking**

Free parking is available for participants at the training site.

**Charlotte Area Motels**

Several motels are located in close proximity to Central Piedmont Community College. By providing a list of area lodging, NCDSS is not recommending the cost, service, or quality of any particular motel. Participants are responsible for their own accommodations.

**Sleep Inn**

I-77 & Woodlawn/BillyGraham Area  
701 Yorkmont Road  
704-525-5005

**Sheraton Charlotte Airport Hotel**

I-85 & Billy Graham Parkway  
3315 Scott Futrell Drive  
704-392-1200

**Comfort Suites**

I-85 & Billy Graham Parkway  
3425 Mulberry Church Road  
704-971-4400

**(Please state Social Services  
State Employee)**

**Fairfield Inn Marriott**

I-85 & Billy Graham Parkway  
3400 Queen City Boulevard  
704-392-0600

**Holiday Inn – Woodlawn**

I-77 & Woodlawn Road/Billy Graham  
321 W. Woodlawn Road  
704-523-1400

## FAYETTEVILLE REGIONAL TRAINING CENTER

**Classrooms: G05-A, G05-B, G05-C**

Cumberland County DSS

P.O. Box 2429

1225 Ramsey Street – Suite G05

Fayetteville, NC 28301

**For further information on directions to Cumberland County DSS**, please call Amy Campbell, Fayetteville RTC support at 910-677-0460

**For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

**To confirm if a training event will take place in case of inclement weather**, please call Cumberland County DSS Government Weather Line (910) 678-7701. (If Cumberland Co. public schools are closed, training will be postponed until school reopens.)

### Directions to Cumberland County DSS

#### Coming from the North (traveling South):

I-95 to Exit 56, (Route 301) - This is also identified as the Fayetteville/Fort Bragg/Pope Air Force Base exit. Travel approximately 6 miles. Turn right at the Sandpiper Restaurant onto Grove Street. Travel approximately .08 of a mile and turn right onto Ramsey Street. Go 1 mile, crossing over the railroad tracks. Turn left onto Peace Street. Go two blocks then turn left onto Hillsboro Street. Parking lot is on left.

#### Coming from the South (traveling North):

I-95 to exit 52B – Go straight for approximately 8 miles (this will become Grove Street). Turn right onto Ramsey Street. Go 1 mile, crossing over the railroad tracks. Turn left onto Peace Street. Go two blocks, turn left on Hillsboro Street. DSS parking lot is on the left.

#### Coming from 87 North (traveling South):

Take 87 South through Spring Lake/Fort Bragg into Fayetteville (this stretch is also called Bragg Blvd). Keep on Bragg Blvd headed towards downtown approximately 8 miles. Make left on Martin Luther King Blvd (401N Business). Go to stop light make left on Ramsey Street. Cross railroad tracks and make left on Peace Street. Go to the stop sign and make left on Hillsboro Street. Make left into DSS parking lot.

### Parking

Ample free parking is available at Cumberland County DSS. Participants may park in any area that is not designated as a Fire Lane, No Parking Zones or areas identified as Staff Parking. Handicapped parking is available at the front of the building.

### Fayetteville Area Motels

Several motels are located in relative close proximity to the Cumberland County Department of Social Services. Most of the hotels listed are located at Exit 49 of I-95. By providing a listing of the area lodging, NCDSS is not recommending the cost, quality, or service of a particular motel. Participants are responsible for arranging their own accommodations.

Best Western  
1902 Cedar Creek Road  
Fayetteville, NC  
910-438-0748

Comfort Inn  
1922 Skibo Road  
Fayetteville, NC  
910-867-1777

Clarion  
1965 Cedar Creek Road  
Fayetteville, NC  
910-323-8282

Hampton Inn  
1922 Cedar Creek Road  
Fayetteville, NC  
910-323-0011

Holiday Inn  
1944 Cedar Creek  
Fayetteville, NC  
910-323-1600

**GREENSBORO REGIONAL TRAINING CENTER**  
**Classrooms 217 and 218**

**Send all postal mail to: NCDSS – Greensboro Regional Training Ctr.**  
**GTCC Adult Education Center, Rm. 213 (Greensboro Campus)**  
**PO Box 309, Jamestown, NC 27282**

**Physical Location:** Guilford Technical Community College – (Greensboro Campus)  
Adult Education Center, 3505 East Wendover Avenue, Greensboro, NC 27405

**For further information on directions to RTC**, please call Elaine Highsmith, Greensboro RTC support staff, at **336-954-1747**. **For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

**To confirm if training event will take place in case of inclement weather**, please call the Guilford Tech. Community College at 336-454-1126 or 336-334-4822.

**Directions to Guilford Technical Community College, Adult Education Center**

**From Charlotte towards Raleigh**

Traveling from the South towards (Business I-85 North/I-40 East) –Highway 70

Take Exit # 44 (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

**From Raleigh towards Charlotte**

Traveling from the North towards (Business I-85 South/I-40 West) to Highway 70

Take Exit # 44 (old Exit 131) – Hwy 70 (As a landmark you will see Replacement Ltd on your right) and continue on approximately 2 miles (on Future 840). As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stoplight. Make a left turn into the Guilford Technical Community College Parking lot.

**From Asheville to Greensboro - Traveling From I-40 West to Greensboro**

Take Exit # 44 (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

**Traveling from Highway 421 North towards Greensboro**

Take 421 North to Greensboro. Cross over Alamance Church Road (as a landmark you will see McDonald's on the right and Burger King on the left). At the very next stop light you will make a right turn and take the 85-N Exit (Burlington/Durham). Continue on to **Exit # 44** (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

**Traveling from Hwy 29-South to Greensboro**

Traveling Hwy. 29 South to Greensboro take the Wendover Avenue East Exit – This brings you to Arnold Street - make a right turn – go to the end of the street and turn right onto East Wendover Avenue. Continue on until you come to Penry Road. Make a left turn onto Penry Road. Make another left turn into the Guilford Technical Community College parking lot.

### **Traveling from 220 South to Greensboro**

Traveling from the (Randolph, Montgomery, Moore County area) take Highway 220-North to Greensboro. Take Exit # 79A and merge left onto Highway 85-North. Continue on towards (Business I-85 North/I-40 East) to Highway 70. Take Exit # 44 (old Exit 131) and make an immediate right turn onto Hwy. 70. At the top of the ramp merge into the left lane (onto Future 840) and continue on approximately 2 miles. As you approach the end of this loop, you will see a sign that says Greensboro. Make a right turn and merge left onto Burlington Road. Travel approximately 2 more miles to Penry Road and make a right turn at the stop light. Make a left turn into the Guilford Technical Community College Parking lot.

### **Parking**

Parking is available free of charge. Parking is prohibited in areas marked Fire Lane, Loading Zone and Staff/Faculty. Handicapped parking is available in the front of the AEC building. Parking tickets are the responsibility of the participants.

### **Motels**

[www.visitnc.com](http://www.visitnc.com)

#### **East Greensboro**

Hampton Inn  
903 Knox Road  
I-85/I-40, Exit 132, Mt. Hope Church Road  
McLeansville, NC 27301  
336- 544-3333

Holiday Inn, Express  
3114 Cedar Park Road, I-85/I-40, Exit 128  
Greensboro, NC 27405-9657  
336-697-4000

#### **West Greensboro**

Microtel Inn (off I-40/West Wendover)  
4304 Big Tree Way  
Greensboro, NC 27409  
336-547-7007

La Quinta Inn & Suites (I-40/W. Wendover)  
1201 Lanada Road  
Greensboro, NC 27407  
336-316-0100

#### **Central Greensboro**

Drury Inn  
3200 High Point Road  
Greensboro, NC (336-856-9696)

Fairfield Inn, Greensboro  
2003 Athena Court (off I-40/High Point Rd)  
Greensboro, NC (336-294-9922)

Residence Inn by Marriott  
2000 Veasley Street (off I-40/High Point Rd)  
Greensboro, NC  
336-294-8600

Best Western Windsor Suites  
2006 Veasley St. (off I-40/High Point Rd)  
Greensboro, NC (336-294-9100)

Days Inn  
3304 Isler Street (off I-40/High Point Rd)  
Greensboro, NC (336-297-1996)

Clarion Inn – Greensboro  
415 Swing Road  
Greensboro, NC  
336-299-7650

## KINSTON TRAINING CENTER INFORMATION SHEET

**Classrooms 202, 205**

Lenoir Community College (LCC)

Administration Building 3

Kinston, NC 28502

**For further information on directions to RTC**, contact Betty Williford in the Kinston RTC at 252-520-2413.

**For further information on your registration or to cancel your attendance**, please call the registration contact person listed in your confirmation letter.

**To confirm if training event will take place in case of inclement weather**, please call Lenoir Community College at 252-527-6223 or 252-522-4141.

### **Directions to Lenoir Community College**

From Raleigh:

I-40 East to Highway 70 (Goldsboro). Stay on Highway 70 until you reach Kinston. Once in Kinston, bear right onto Highway 70 by-pass (sign will state New Bern). Stay straight on Highway 70 by-pass for several miles. Take Highway 58 (Trenton). Lenoir Community College is on the immediate left.

From Jacksonville and Trenton:

Highway 58 into Kinston. Lenoir Community College will be on the right approximately 1 block before the Highway 58/ Highway 70 intersection.

From Greenville:

Take Highway 11 into Kinston. Remain on Highway 11 until Highway 258 intersects. Remain on Highway 258 for several miles (until intersects with Highway 58). Remain on Highway 58 until you reach Lenoir Community College.

**\*\*\*Several signs with directions to LCC are in Kinston.**

### **Parking**

Participants will no longer need to purchase a parking sticker, but will be given a parking pass to place in your vehicle. Parking is available at the side entrance to the Administration Building (the staff parking lot facing Highway 70). Numbered spaces are assigned to staff, but participants may park in the unnumbered spaces. Handicapped parking is also available in this lot. Parking may be accessed by the main entrance from Highway 58. Parking tickets are the responsibility of the participant.

### **Kinston Area Motels**

Several motels are in close proximity to Lenoir Community College. By providing the names of area lodging, NCDSS is not recommending the cost, service, or quality of a particular motel. Participants are responsible for arranging their own accommodations.

Comfort Inn  
200 West New Bern Road  
Kinston, NC  
252-527-3200

Days Inn  
410 East New Bern Road  
Kinston, NC  
252-527-6064 or 800-329-7466

Hampton Inn  
1382 Highway 258 South  
Kinston, NC  
252-523-1400 or 800-250-5370

Holiday Inn Express  
156 Hill Farm Road  
Kinston, NC  
252-559-8888 or 800-HOLIDAY

West Parke Inn  
Highway 70  
Kinston, NC  
252-527-1500

## **INCLEMENT WEATHER POLICY**

Whenever there is a threat of, or actual, inclement weather, participants can contact the facility where the training is to be held to determine if the facility will be open. The telephone number for each facility is listed below. In addition, each training center has an answering machine that will give instructions for each day of the training threatened by weather. These machines are updated daily during inclement weather, and numbers are also listed below.

Our standard operating procedure is to cancel classes whenever the facility is closed and to resume classes whenever the facility reopens. Thus, for four-day training, if the community college is closed on Tuesday and Wednesday and reopens on Thursday, our training will begin with Day 1 on Thursday, and the remaining two days will be rescheduled. For those who are traveling the night before the training begins and no closing announcements have been made, you will need to listen to weather reports and use your best judgment about driving conditions and whether or not you need to make the trip. If we know early enough before the first day of training that the center is closing, we will make every effort to call participants ahead of time.

<b>Asheville-Buncombe Tech. Comm. College</b>	<b>(828) 254-1921</b>
<b>Asheville Regional Training Center</b>	<b>(828) 670-5050</b>
<b>Central Piedmont Community College</b>	<b>(704) 330-6970</b>
<b>Charlotte Regional Training Center</b>	<b>(704) 395-2110</b>
<b>*Cumberland Co. DSS (Govt. weather line)</b>	<b>(910) 678-7701</b>
<b>Fayetteville Regional Training Center</b>	<b>(910) 677-0460</b>
<b>Guilford Tech. Comm. College</b>	<b>(336) 454-1126 or</b> <b>(336) 334-4822</b>
<b>Greensboro Regional Training Center</b>	<b>(336) 954-1747</b>
<b>Lenoir Community College</b>	<b>(252) 527-6223 or</b> <b>(252) 522-4141</b>
<b>Kinston Regional Training Center</b>	<b>(252) 520-2413</b>

**\*Please note that if Cumberland County Public Schools are closed, classes will not be held at the Fayetteville Regional Training Center.**

**\*For classes held at sites other than the training centers, classes will be cancelled if the public schools in that area are closed.**

## Registrar Contact Info

**Amy Campbell**

**Fayetteville Regional Training Center**

Cumberland County Department of  
Social Services

1225 Ramsey Street, Room G05

Fayetteville, NC 28301

Phone: (910) 677-0460

Fax: (910) 677-0468

E-mail: [amy.m.campbell@ncmail.net](mailto:amy.m.campbell@ncmail.net)

**Lou Decker**

**Asheville Regional Training Center**

Asheville-Buncombe Tech.

Community College

NC/DSS #6

Haynes Building, 4<sup>th</sup> Floor

1459 Sand Hill Road

Asheville, NC 28715

Phone: (828) 670-5050

Fax: (828) 670-5053

E-mail: [lou.decker@ncmail.net](mailto:lou.decker@ncmail.net)

**Ashley Duncan**

**NCSU-Family Centered Meetings**

**Project**

Social Work Department

Campus Box 7639

NCSU

Raleigh, NC 27695-7639

Phone: (919) 513-0488

Fax: (919) 513-7980

E-mail: [amduncan@chass.ncsu.edu](mailto:amduncan@chass.ncsu.edu)

**Bonnie English**

**Charlotte Regional Training Center**

Central Piedmont Community College

West Campus

3210 CPCC West Campus Drive

Charlotte, NC 28208

Phone: (704) 395-2110

Fax: (704) 395-2101

E-mail: [bonnie.english@ncmail.net](mailto:bonnie.english@ncmail.net)

**Elaine Highsmith**

**Greensboro Regional Training Center**

Guilford Technical Community College

(Greensboro Campus) Adult Education  
Center

3505 East Wendover Avenue

Greensboro, NC 27405

Phone: (336) 954-1747

Fax: (336) 954-1750

Email: [elaine.highsmith@ncmail.net](mailto:elaine.highsmith@ncmail.net)

**Clarence A. Lamb**

**NC Division of Social Services**

Staff Development Team

325 N. Salisbury Street, Suite 735

2412 Mail Service Center

Raleigh, NC 27699-2412

Phone: (919) 733-7672

Fax: (919) 733-9204

E-mail: [clarence.lamb@ncmail.net](mailto:clarence.lamb@ncmail.net)

**Korri Johnson**

**NC Division of Social Services**  
Staff Development Team  
325 N. Salisbury Street, Suite 735  
2412 Mail Service Center  
Raleigh, NC 27699-2412  
Phone: (919) 733-7672  
Fax: (919) 733-9204  
E-mail: [korri.mosley@ncmail.net](mailto:korri.mosley@ncmail.net)

**Donna Walters Pearson**

**Home Remedies**  
Appalachian Family Innovations  
Appalachian State University  
203 Avery Avenue  
Morganton, NC 28655  
Phone: (828) 433-7187  
Fax: (828) 430-8762  
E-mail:  
[donna.pearson@familyinnovations.org](mailto:donna.pearson@familyinnovations.org)

**Judy Prophet**

**Jordan Institute for Families,**  
UNC-Chapel Hill School of Social Work  
9551 Hitchgate Drive  
Charlotte, NC 28227  
Phone: (704) 545-9512  
Fax: (704) 573-4802  
E-mail: [jhprophe@bellsouth.net](mailto:jhprophe@bellsouth.net)

**Betty Williford**

**Kinston Regional Training Center**  
Lenoir Community College  
Administration Building, Room 207  
Highway 70  
Kinston, NC 28502  
Phone: (252) 520-2413  
Fax: (252) 520-2417  
Email: [betty.williford@ncmail.net](mailto:betty.williford@ncmail.net)

## GUIDELINES FOR REGISTRATION

1. To fax a registration application, please refer to the NC DSS Training Calendar for the appropriate contact person. On-line registration at url: <http://www.ncswlearn.org>
2. When registering for training please **ONLY** use the registration application enclosed in the NC DSS Training Calendar (Revised August, 2006).
3. When filling out a registration application, please **PRINT** or **TYPE** information. Registration applications must be **FULLY** completed before your registration application will be accepted. If the registration application is not completed, registrars will contact you for the missing information, either by phone, email or fax. Incomplete registration applications will not be processed until all of the information is obtained.
4. Your name will appear on the certificate as it does on the first line of the registration application.
5. Registrants' home phone numbers are requested in case of inclement weather.
6. Registrations will **ONLY** be accepted by fax, mail and online.
7. Registration applications will **ONLY** be accepted after the registration opening date.
8. If you are registering for MAPP/GPS and are a foster/adoptive parent, private child placing agency, an Area Mental Health Program or from a Family Resource Program, registrant's will need to complete a NCDSS registration application and an Application for Admission to MAPP-GPS Training.
9. Registrants who are accepted to the training event will receive a "Confirmation" letter. Faxing or mailing a registration application or registering on line **does not guarantee** that you are registered for a training event. Confirmation letters will be emailed or mailed after registration closing date to the registered person.
10. If a training event has reached its maximum number of participants, additional registrants will receive a "Waiting List" letter or a "Training Event Closed" letter.
11. Registration applications will **only** be accepted after registration closing date if space remains available.
12. Agencies with new employees to hire must use the new employee's name and employment starting date when registering for training. Agencies may **not** use another employee's name to secure registration for the individuals to be hired.
13. The NC Division of Social Services wishes to ensure that no individual with a disability is discriminated against because of the absence of auxiliary aids and services. Individuals with disabilities who require accommodations in order to participate in our training events are encouraged to contact the assigned registration person prior to the training.
14. **Participants "MUST" be present for the entire training unless it is an emergency.**
15. If you are making up for a missed training day, you must fill out a registration application for the name of training and date you need to make up.
16. All participants must pre-register for all training events based upon the opening and closing dates listed for each course in the training calendar. A participant who is already registered for a training event and is unable to attend needs to cancel. **When canceling the employee from a training, you must email the registrar with the cancellation. No substitutions are allowed.** If you wish to send another employee, that employee must pre-register. Pre-registration of the second employee does not guarantee acceptance into the training. Once the first employee cancels his/her registration in a training, the registrar then goes to the next person on the waiting list to fill the classroom vacancy. **Training slots are assigned to individual participants and not to a particular county.** Due to the administrative preparation and processes that occur prior to a training event, **walk-ins are discouraged. Walk-ins will not be accepted if the class is full.**
17. Please fill out a separate registration application for each training event you want to attend.
18. **Participants must be present the first day of training.** When personnel or schedule changes occur in your agency and you are not going to attend a training for which you are registered, please **email** the

appropriate registration contact person immediately. This will make it possible to meet the training needs of staff from other agencies.

19. For training events with a registration fee, a full refund will be made if we receive a cancellation notice seven business days prior to the training. No refund will be made for cancellations made six or fewer business days prior to the training event, but you may register a substitute. If you register using an agency authorization form, but do not attend and do not cancel, you or your agency will be billed for the full amount of the registration fee.
20. For training events without a registration fee, cancellation should be made **no later than 72 hours** prior to the training, as we may be able to fill your slot with someone on the waiting list, or avoid extra costs for training materials. In the event of an emergency, cancellations will be accepted up to the beginning date of training.
21. If you have registered for a training but did not attend and did not email the registration contact person that you did not plan to attend, the immediate supervisor and agency director will receive a **“No Show”** letter notifying them of your training absence.
22. If you have to leave early or arrive late due to an emergency, please speak to the trainer to arrange a time to make up missed material. Until the material is made up, you will receive an incomplete, and an “incomplete” letter will be sent to your supervisor informing them of your status.
23. The registration selection process for the social work professional is prioritized based on the following:

**Pre-Service Training (100 level):**

- 1) Child Welfare Staff, contract staff and student interns in a county Department of Social Services who are affected by the law requiring 72 hours of pre-service training prior to direct client contact will always receive priority, and registrations will be accepted in the order in which they are received.

**Family Preservation/Family Support Training (200 Level):**

- 1) Family Preservation Program staff who are affected by the training policy requiring training within 90 days following employment will receive priority for *Family-Centered Practice in Family Preservation Programs*, and registrations will be accepted in the order in which they are received.
- 2) Family Support and Family Resource Center workers and supervisors will receive priority for *Family Support in Practice: Connecting With Families*, and registrations will be accepted in the order in which they are received.
- 3) CPS Case Planning and Case Management and Child Placement Staff are encouraged to attend this training and registrations will be accepted in the order in which they are received, as space allows following the closing date.

**In-Service Trainings (200 Level)**

- 1) Child Welfare and contract staff employed in a county Department of Social Services who are affected by the law requiring additional training within the first year of employment will receive priority. Child Welfare staff and student interns employed in a county Department of Social Services not affected by the training law/requiring 18/39 hours of additional training within the first year of employment are accepted in the order in which they are received, as space allows, following the registration closing date.
- 2) Staff from private child-placing and adoption agencies may attend *Adoptions in Child Welfare Services*. These registrations are accepted in the order in which they are received depending upon availability of space following the closing date.
- 3) Staff from private child-placing agencies and Mental Health (therapeutic homes) may attend *Foster Family Home Licensing in Child Welfare Services*. These registrations are accepted in the order in which they are received depending upon availability of space following the closing date.
- 4) To allow equal access to training, the registrar may need to limit the number of participants from one county. If the total number of registration applications exceeds the published maximum, the registrar will contact the county to prioritize which employees they will send to the training.

**In-Service Trainings (300 Level):**

- 1) Child Welfare Staff employed in a county Department of Social Services who are affected by the law requiring 24 hours of continuing education on a yearly basis, based upon date of employment, will receive priority.
- 2) Child Welfare staff and student interns employed in a county Department of Social Services not affected by the training law/requiring 24 hours of continuing education are accepted in the order in which they are received, as space allows, following the registration closing date.
- 3) To allow equal access to training, the registrar may need to limit the number of participants from one county. If the total number of registration applications exceeds the published maximum, the registrar will contact the county to prioritize which employees they will send to the training.

**Model Approach to Partnerships in Parenting, Group Preparation and Selection-MAPP-GPS: (300 levels):**

- 1) Registrations are accepted beginning on the opening date listed in the training calendar.
- 2) Registrations for MAPP-GPS Certification can only be accepted from persons who meet the applicable requirements for foster parents, adoptive parents, Department of Social Services staff, Area Mental Health Program staff, licensed child placing agency staff (licensed through the N.C. Division of Social Services), and temporary agency staff.
- 3) A Department or a licensed private child-placing agency may contract with a person who meets applicable requirements to conduct the responsibilities of MAPP-GPS. The local Department of Social Services or licensed child placing agency should submit the registration form for the person with whom they are contracting along with a letter verifying that this person is under contract and meets the staffing qualifications outlined in the MAPP/GPS course description located in the 300 Series section of this catalog.
- 4) Registrants who are foster/adoptive parents, from a private child-placing agency, or from a Family Resource Program funded by NCDSS, must complete a NCDSS Statewide Training Partnership registration form and An Application for Admission to MAPP-GPS Training, found in the Registration Guidelines and Forms Section of this catalog.

**Selections are then made based on the following criteria:**

- 1) Agencies in closest proximity to the training site
- 2) Agencies who have few MAPP-GPS leaders
- 3) Order in which NCDSS registration (all registrants) and An Application for Admission to MAPP-GPS Training (if applicable) are received.
- 4) To allow equal access of the MAPP-GPS training for all agencies, no more than two participants from each agency will be accepted. However, if there is available space following the registration closing date, additional participants from any one agency may be accepted in the training.
- 5) Decisions regarding accepting registrations and confirmation letters will occur after the listed closing date.

## Applying to Register for Training Online

### **ncswLearn.org**

The NC Division of Social Services and its training partners have developed a training web site to make it easier for human services professionals to get the most out of the training our state provides. Through this site, ncsWLearn.org, you can:

- **Find training at a glance.** See all the training courses offered during a month. Or, search the site to find the times a specific training is being offered.
- **Apply to register for training online.** It's simple!
- **Track your training attendance history.** Whenever you take a course you add to your own personal training history, which makes it easy to assess which courses you need to take.
- **Update your personal information.** Has your job title changed? Gotten married and changed your name? You can update your information in the training system to ensure it is current and accurate.
- **Take an online course.** ncsWLearn.org is a portal through which you will be able to take the Division's online courses. *Child Development* is the only online course available right now, but others are coming soon, including a portion of the preservice, *Child Welfare in North Carolina*.
- **Save trees.** Because so many of its features are web-based, ncsWLearn.org uses less paper for mailings and calendars, saving thousands of trees a year.

### **Who Can Use ncsWLearn.org?**

Staff members from North Carolina county departments of social services, state agencies, and private child-placing agencies are eligible to attend training events sponsored by the NC Division of Social Services.

### **Is There a Catch?**

You're thinking this sounds too good to be true, right? That there must be some catch? If you want to look at it that way, there are three:

#### **You must apply for registration yourself.**

Online applications to attend a training event can be made only by the person who will be attending the course.

#### **You need a personal e-mail.**

To use ncsWLearn.org, each person must have a unique, personal e-mail address. Ideally this address will be a work-related one, such as those available through ncmil.net.

## **Other Important Points**

### **When will confirmation letters be sent?**

After April 1, 2006, confirmation letters will not be sent out until the closing date for registration for the course. The only exception to this is the preservice, *Child Welfare in North Carolina*. Confirmation letters for the preservice course will be sent out as soon as registrations are confirmed.

### **Who will receive confirmation letters?**

After April 1, 2006, confirmation letters will be sent only to the person enrolled for the course, not the person's supervisor or the agency's training administrator. The preservice, *Child Welfare in North Carolina*, is an exception—confirmation letters for this course will be mailed or e-mailed to the supervisors of preservice participants.

**How will confirmation letters be sent?**

Confirmation letters as well as any other communication (e.g., waiting list letters, “event full” letters) will be sent as an attachment to e-mail or by U.S. mail.

**What if I am techno phobic or hate change?**

You can still do things the old way by using the printed version of the Division’s training catalogue and faxing or mailing in your registration application form to the registrar for the course you want to attend.

**Insert Registration Form**

**INSERT APPLICATION FOR MAPP-GPS**

**CHILD WELFARE IN NORTH CAROLINA**  
**PRE-SERVICE CURRICULUM FOR NEW WORKERS AND SUPERVISORS**  
**(100 Series)**

“*Child Welfare in North Carolina*” is a three-week competency based **pre-service** curriculum that is designed to provide social workers and supervisors with an overview of the child welfare system. At the conclusion of the training, social workers and supervisors will have knowledge that will allow them to begin to see clients in their agency. New DSS child welfare staff must complete the three weeks in sequence, though may take the three weeks in different centers or at different times.

**Prerequisite:** None

**Week 1: Foundations of Child Welfare**

Week 1 will provide participants with an overview of the history, mission, vision, and values of child welfare. The six family-centered principles of partnership, the System of Care principles, and the seven strategies for the Multiple Response System (MRS) are defined also during this week. Participants will be provided with an opportunity to evaluate their own value system and examine how one’s own values impacts work with families. An overview of Family Centered Practice and the role of community resources will be explored. Participants will also be provided with an overview of North Carolina child welfare definitions, laws and policies. Indicators and risk factors to assist with the identification of child abuse, neglect and dependency will be discussed. The week will conclude with a discussion regarding cultural awareness and rapport building with families.

**Week 2: Family Assessment**

Week 2 will provide participants with various interviewing strategies to assist with obtaining information from families and children. It also begins with the family assessment and change process that addresses the day to day casework provided from Intake through Adoptions. Strategies for conducting and documenting functional assessments, safety and risk assessments, and family strengths and needs assessments are addressed. Policy distinctions regarding family assessments and investigative assessments are reviewed. During this week, participants are provided the opportunity, through case examples, to apply information learned in the assessment process to make case decisions and complete an initial family services case plan. The purpose of the Child and Family Team (CFT) is introduced.

**Week 3: Experiential Learning Week**

Social workers and supervisors will return to their agencies and participate in activities to assist in the transfer of learning. Participants will be required to shadow other staff, observe interviews in different program areas, review agency records and participate in other activities. Participants are required to complete eight out of ten Transfer of Learning activities, while they are in their agency during this week.

**Week 4: Family Change Process**

Week 4 begins the change process for families. Participants will discover how the risk assessment is connected with family case planning. The function of Case Planning and Management is discussed as well as the philosophy and principles that underlie case planning with families. Participants will be provided with information regarding concurrent planning, objective writing, and completion of Family Services Agreements. Standards for contacts during Case Planning and Management services and the role of the Child and Family Team during Case Planning and Management are reviewed. Case examples introduced in week two will be utilized to provide participants with the opportunity to apply knowledge. Other information addressed this week includes the placement process, the shared parenting relationship, the adoption process, case closure, the role of the court system, case recording techniques for proper documentation, and social worker safety.

## **CHILD WELFARE IN NORTH CAROLINA**

(Continued)

**Contact Hours:** Completion of classroom training and the transfer of learning assignments meet the required 72 hours of pre-service training.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services, individuals or agencies contracting with a county DSS to provide child welfare services, and individuals completing a child welfare internship.

Child welfare services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for new staff who are responsible for child welfare job functions within a North Carolina County Department of Social Services prior to direct client contact or assuming supervisory responsibilities. This would include all new child welfare social workers and supervisors employed in a county DSS, individuals/agencies contracting for child welfare services with a county DSS and individuals completing a child welfare internship in a county DSS.

Given the content, design and application of this course, attendance by other social work/human services professionals would be **inappropriate**. This would include, but not limited to: social work staff whose primary job responsibility in a county DSS is in another work area other than child welfare (daycare, child support, adult services, Work First and others), private child caring agencies, family preservation, family support and other community human service agencies working with children.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

**Please see next two pages for training schedule.**

**CHILD WELFARE IN NORTH CAROLINA  
PRE-SERVICE CURRICULUM FOR NEW WORKERS AND SUPERVISORS**

*Week 1: Foundations of Child Welfare*

*Week 2: Family Assessment*

*Week 3: Experiential Learning Week*

*Week 4: Family Learning Process*

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 23-26, 2007 January 30-February 2, 2007 February 13-16, 2007	<b>Asheville (RTC)</b>	November 7, 2006	December 19, 2006	<b>Lou Decker</b>
January 23-26, 2007 January 30-February 2, 2007 February 13-16, 2007	<b>Fayetteville (RTC)</b>	November 7, 2006	December 19, 2006	<b>Amy Campbell</b>
January 30-February 2, 2007 February 6-9, 2007 February 20-23, 2007	<b>Greensboro (RTC)</b>	November 14, 2006	December 26, 2006	<b>Elaine Highsmith</b>
February 6-9, 2007 February 13-16, 2007 February 27-March 2, 2007	<b>Kinston (RTC)</b>	November 21, 2006	January 2, 2007	<b>Betty Williford</b>
February 6-9, 2007 February 13-16, 2007 February 27-March 2, 2007	<b>Charlotte (RTC)</b>	November 21, 2006	January 2, 2007	<b>Bonnie English</b>
February 27-March 2, 2007 March 13-16, 2007 March 27-30, 2007	<b>Asheville (RTC)</b>	December 12, 2006	January 23, 2007	<b>Lou Decker</b>
February 27-March 2, 2007 March 13-16, 2007 March 27-30, 2007	<b>Fayetteville (RTC)</b>	December 12, 2006	January 23, 2007	<b>Amy Campbell</b>
March 13-16, 2007 March 20-23, 2007 April 2-5, 2007	<b>Greensboro (RTC)</b>	December 26, 2006	February 6, 2007	<b>Elaine Highsmith</b>
March 20-23, 2007 March 27-30, 2007 April 10-13, 2007	<b>Charlotte (RTC)</b>	January 2, 2007	February 13, 2007	<b>Bonnie English</b>
March 20-23, 2007 March 27-30, 2007 April 10-13, 2007	<b>Kinston (RTC)</b>	January 2, 2007	February 13, 2007	<b>Betty Williford</b>
April 17-20, 2007 April 24-27, 2007 May 8-11, 2007	<b>Asheville (RTC)</b>	January 30, 2007	March 13, 2007	<b>Lou Decker</b>
April 17-20, 2007 April 24-27, 2007 May 8-11, 2007	<b>Fayetteville (RTC)</b>	January 30, 2007	March 13, 2007	<b>Amy Campbell</b>

April 24-27, 2007 May 1-4, 2007 May 15-18, 2007	<b>Greensboro (RTC)</b>	February 6, 2007	March 20, 2007	<b>Elaine Highsmith</b>
May 1-4, 2007 May 8-11, 2007 May 29-June 1, 2007	<b>Charlotte (RTC)</b>	February 13, 2007	March 27, 2007	<b>Bonnie English</b>
May 1-4, 2007 May 8-11, 2007 May 22-25, 2007	<b>Kinston (RTC)</b>	February 13, 2007	March 27, 2007	<b>Betty Williford</b>
May 29-June 1, 2007 June 5-8, 2007 June 26-29, 2007	<b>Asheville (RTC)</b>	March 13, 2007	April 24, 2007	<b>Lou Decker</b>
May 29-June 1, 2007 June 5-8, 2007 June 26-29, 2007	<b>Fayetteville (RTC)</b>	March 13, 2007	April 24, 2007	<b>Amy Campbell</b>
June 5-8, 2007 June 12-15, 2007 June 26-29, 2007	<b>Greensboro (RTC)</b>	March 20, 2007	May 1, 2007	<b>Elaine Highsmith</b>
June 12-15, 2007 June 26-29, 2007 July 10-13, 2007	<b>Charlotte (RTC)</b>	March 27, 2007	May 8, 2007	<b>Bonnie English</b>
June 12-15, 2007 June 26-29, 2007 July 10-13, 2007	<b>Kinston (RTC)</b>	March 27, 2007	May 8, 2007	<b>Betty Williford</b>

**CHILD DEVELOPMENT IN FAMILIES AT RISK:  
BLENDED LEARNING (CLASSROOM AND ONLINE COURSE)  
(200 Series, Tier 1)**

The **Blended Learning** course *Child Development in Families at Risk* content is the same as the content of the previously offered two-day classroom training. This course, as of July 1, 2006, will only be offered as a blended online learning curriculum. The course includes:

(a) Half-day of classroom-based instruction, which includes foundation information in child development theory and practice, an overview of the course, a discussion of the benefits and challenges of blended instruction, and the e-learner's responsibilities in this blended learning course. Participants will be given opportunities to receive learner support such as being connected with an online learning partner, having access to a course facilitator through e-office hours, and being involved with a classroom discussion through an online discussion forum. Participants will also learn about how they can receive help when they need it and get tips on how to complete the course.

(b) At the completion of the half-day classroom portion, participants will have approximately one month to complete the online portion of the course (about 8-10 hours), which focuses in detail on the same subject areas as the traditional classroom course: normal developmental milestones for infants and pre-school age children, school-age children, and adolescents. It will also cover the effects of abuse, neglect, and trauma on the development of children. New research in the areas of brain development, temperament, and resiliency will be explored. Actual case studies will be used to practice developmental assessments, family-centered practice, and case planning.

*Child Development in Families at Risk* blended learning format was developed by the Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Course Requirements:** Attend the half-day foundation classroom portion of the course; two-three hours (weekly) of uninterrupted work time (approximately 8-10 hours total); a unique e-mail address (used only by the worker); computers must have: broadband Internet access, Internet Explorer 6.0 Web browser (recommended) Firefox or Mozilla will also work; Macromedia Flash; Windows Media Player or Real Player (for video and audio capability); and speaker or headset for listening to the online course—to avoid disturbing others.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with **less** than one year of child welfare experience.

**Contact Hours:** 12 hours. This training can be credited toward the required 18/39 hours of additional training within the first year of employment or the 24-hour continuing education requirement.

Maximum Number of Participants: 26

**Minimum Number of Participants: 6**

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 9, 2007 (Classroom) January 10-February 16, 2007 (Online)	<b>Fayetteville (RTC)</b>	October 22, 2006	December 3, 2006	<b>Judy Prophet Jordan Institute for Families</b>  <b>Phone: (704) 545-9512</b>  <b>Fax: (704) 573-4802</b>
March 19, 2007 (Classroom) March 20-April 19, 2007 (Online)	<b>Greensboro (RTC)</b>	January 1, 2007	February 12, 2007	
April 17, 2007 (Classroom) April 18-May 18, 2007 (Online)	<b>Asheville (RTC)</b>	January 31, 2007	March 14, 2007	
May 9, 2007 (Classroom) May 10-June 9, 2007 (Online)	<b>Charlotte (RTC)</b>	February 21, 2007	April 4, 2007	
May 22, 2007 (Classroom) May 23-June 22, 2007 (Online)	<b>Kinston (RTC)</b>	March 6, 2007	April 17, 2007	

**EFFECTS OF SEPARATION AND LOSS ON ATTACHMENT  
(200 Series, Tier 1)**

*Effects of Separation and Loss on Attachment* is a two-day **foundation** curriculum. Participants who attend this training will leave with an understanding of the attachment process between children and their caregivers, the impact of loss and grief on child development, and specific practice skills for forming and maintaining attachments (between the child and his/her birth parents and/or foster parents and/or adoptive parents.) *Effects of Separation and Loss on Attachment* was developed by Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with **less** than one year of child welfare experience.

**Contact Hours:** 12 hours. This training can be credited toward the 18/39 hours of additional training within the first year or the 24-hour continuing education requirement for those grandfathered into the training requirements.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 30-31, 2007	<b>Greensboro (RTC)</b>	November 14, 2006	December 26, 2006	<b>Judy Prophet</b> <b>Jordan Institute</b> <b>for Families</b>  <b>Phone:</b> <b>(704) 545-9512</b>  <b>Fax:</b> <b>(704) 573-4802</b>
February 15-16, 2007	<b>Kinston (RTC)</b>	November 28, 2006	January 9, 2007	
March 13-14, 2007	<b>Asheville (RTC)</b>	December 26, 2006	February 6, 2007	
April 17-18, 2007	<b>Greensboro (RTC)</b>	January 30, 2007	March 13, 2007	
May 30-31, 2007	<b>Charlotte (RTC)</b>	March 14, 2007	April 25, 2007	
June 20-21, 2007	<b>Kinston (RTC)</b>	April 14, 2007	May 16, 2007	

**LEGAL ASPECTS OF CHILD WELFARE IN NORTH CAROLINA  
(200 Series, Tier 1)**

*Legal Aspects of Child Welfare in NC* is a two-day **foundation** curriculum designed to provide Child Welfare Services Staff with legal information that will help them understand the role of the juvenile court in protecting abused, neglected, and dependent children as well as the need to respect parents' rights through use of family centered practice techniques. *Legal Aspects of Child Welfare in NC* was originally developed by the Partnership for Human Services at East Carolina University School of Social Work and Criminal Justice Program. This curriculum is updated with statutory changes and other developments in the law at least annually by the N.C. Division of Social Services.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 12 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

**Maximum Number of Participants:** See Below

**Minimum Number of Participants:** 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 22-23, 2007	<b>Raleigh (25 people)</b>	November 6, 2006	December 18, 2006	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672</b>  <b>Fax: (919) 733-9204</b>
February 12-13, 2007	<b>Fayetteville (RTC) (26 people)</b>	November 27, 2006	January 8, 2007	
March 19-20, 2007	<b>Asheville (RTC) (20 people)</b>	January 1, 2007	February 12, 2007	
April 19-20, 2007	<b>Charlotte (RTC) (20 people)</b>	February 1, 2007	March 15, 2007	
April 30-May 1, 2007	<b>Halifax DSS (50 people)</b>	February 12, 2007	March 26, 2007	
June 18-19, 2007	<b>Greensboro (RTC) (20 people)</b>	April 2, 2007	May 14, 2007	

**MEDICAL ASPECTS OF CHILD ABUSE AND NEGLECT FOR NON-MEDICAL PROFESSIONALS  
(200 Series, Tier 1)**

*Medical Aspects Of Child Abuse And Neglect For Non-Medical Professionals* is a two day **foundation** curriculum designed to help social workers secure medical examinations in a timely fashion, understand, interpret, and communicate with medical professionals regarding those examinations, and help families understand follow-up care instructions for their children. *Medical Aspects* was developed by the UNC-CH Child Medical Evaluation Program.

**Prerequisite:** *Child Welfare in North Carolina* or other pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 12 contact hours. This training meets the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for all child welfare staff employed in a county DSS within the first year of employment. Therefore, it is recommended for employees with less than one year of child welfare experience.

**Maximum Number of Participants:** See Below

**Minimum Number of Participants:** 6

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 24-25, 2007	<b>Raleigh (25 people)</b>	November 8, 2006	December 20, 2006	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672</b>  <b>Fax: (919) 733-9204</b>
February 19-20, 2007	<b>Fayetteville (RTC) (26 people)</b>	December 4, 2006	January 15, 2007	
March 6-7, 2007	<b>Greensboro, (RTC) (20 people)</b>	December 18, 2006	January 29, 2007	
April 3-4, 2007	<b>Asheville (RTC) (20 people)</b>	January 16, 2007	February 27, 2007	
May 22-23, 2007	<b>Winston Salem (20 people)</b>	March 6, 2007	April 17, 2007	
June 4-5, 2007	<b>Halifax DSS (20 people)</b>	March 19, 2007	April 30, 2007	

**ADOPTIONS IN CHILD WELFARE SERVICES  
(200 Series, Tier 2)**

*Adoptions in Child Welfare Services* is a four day specialized curriculum focusing on children awaiting adoptive placement and families who are involved in the adoption process. Topics covered in this curriculum include: the policies, laws, and values that support a strengths based, family centered approach to working with families and children in the adoption process; the importance of gathering accurate assessment information about the child's strengths and needs and the prospective adoptive family's strengths, and accurate and detailed medical and social information from birth families; the skills necessary to prepare the child and family for the adoption experience, the need for post placement and post adoption supports for the family to increase permanence and a review of the forms used in the adoption process. *Adoptions in Child Welfare Services* was developed by NC Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work and revised by the North Carolina Division of Social Services.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 18 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to adoption staff of private adoption agencies.

**Recommended for:** This course is mandatory for child welfare social workers who will be performing adoption functions within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or private adoption agency staff with less than one year of experience who are working with children awaiting adoptive placement and families who are interested in adopting children.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 9-12, 2007	<b>Greensboro (RTC)</b>	October 24, 2006	December 5, 2006	<b>Elaine Highsmith</b>
May 1-4, 2007	<b>Fayetteville (RTC)</b>	February 13, 2007	March 27, 2007	<b>Amy Campbell</b>

**CASE PLANNING & MANAGEMENT IN CHILD WELFARE SERVICES  
(200 Series, Tier 2)**

*Case Planning & Management in Child Welfare Services* is a four-day **specialized** curriculum focusing on the skills, beliefs and competencies that are necessary to achieve successful outcomes with families and children. This training is interactive and includes numerous opportunities for skill practice. Topics covered include the role of the case manager, relationships as a foundation for practice, identifying and building on strengths, family centered casework, meeting with resistance, the case planning process and services provision, reassessment decision-making tools, family group decision-making, monitoring the case, case closure/transition, and case documentation.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 24 contact hours. This training meets the required 18/39 hours of additional training.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for child welfare social workers who will be performing case planning and management functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare workers with less than one year of experience. This course is also required of vendors who contract to offer case planning and management services in a county Department of Social Services.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 20-23, 2007	<b>Kinston (RTC)</b>	December 5, 2006	January 16, 2007	<b>Betty Williford</b>
March 6-9, 2007	<b>Asheville (RTC)</b>	December 19, 2006	January 22, 2007	<b>Lou Decker</b>
April 24-27, 2007	<b>Fayetteville (RTC)</b>	February 6, 2007	March 20, 2007	<b>Amy Campbell</b>
May 1-4, 2007	<b>Greensboro (RTC)</b>	February 19, 2007	January 30, 2007	<b>Elaine Highsmith</b>

**FAMILY-CENTERED PRACTICE  
IN FAMILY PRESERVATION PROGRAMS  
(200 Series, Tier 2)**

*Family-Centered Practice In Family Preservation Programs* is a six day **specialized** curriculum designed for family preservation and other home-based services workers, which provides instruction in the skills necessary for a successful in-home intervention. This training was developed by Appalachian Family Innovations, Appalachian State University.

**Prerequisite:** None

**Contact Hours:** 36 contact hours.

**Open to:** This course is open to state and federally funded intensive and less intensive family preservation workers and supervisors.

**Recommended for:** This workshop is mandatory for all state and federally funded intensive and less intensive family preservation workers and supervisors.

**Maximum Number of Participants:** 35

**Minimum Number of Participants:** 1

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 6-8, 2007 February 13-15, 2007	<b>Raleigh</b>	November 21, 2006	January 2, 2007	<b>Donna Walters –Pearson</b> <b>Appalachian Family Innovations</b>  <b>Phone:</b> <b>(828) 433-7187</b>  <b>Fax:</b> <b>(828) 430-8762</b>
June 5-7, 2007 June 12-14, 2007	<b>High Point</b>	March 20, 2007	May 1, 2007	

**FAMILY SUPPORT IN PRACTICE: CONNECTING WITH FAMILIES  
(200 Series, Tier 2)**

*Family Support in Practice: Connecting with Families* is a six-day **specialized** curriculum designed for family support and family resource center workers and provides instruction in the skills necessary for working successfully with families in center-based programs, in support groups, and through home visiting. The training is interactive and skill-based. This training was developed by Appalachian Family Innovations, Appalachian State University.

**Prerequisite:** None

**Contact Hours:** 36 contact hours.

**Open to:** State and federally funded Family Support and Family Resource Center workers and supervisors.

**Recommended for:** This workshop is mandatory for all state and federally funded Family Support and Family Resource Center workers and supervisors. It is recommended for individuals who provide Family Support services, employees or volunteers in Family Resource Centers, and supervisors and administrators of such programs.

**Maximum Number of Participants:** 35

**Minimum Number of Participants:** 1

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 23-25, 2007 January 30- February 1, 2007	<b>Williamston</b>	November 17, 2006	December 19, 2006	<b>Donna Walters-Pearson Appalachian Family Innovations</b>  <b>Phone: (828) 433-7187 Fax: (828) 430-8762</b>
April 17-19, 2007 April 24-26, 2007	<b>High Point</b>	January 30, 2007	March 13, 2007	

**FOSTER FAMILY HOME LICENSING IN CHILD WELFARE SERVICES  
(200 Series, Tier 2)**

*Foster Family Home Licensing in Child Welfare Services* is a three-day **specialized** curriculum which covers the process of licensing foster parents for a county Department of Social Services and private licensing agencies. The curriculum topics will include NC licensing procedures, forms, and regulations, the roles of a licensing worker, the mutual home assessment process, the family assessment, MEPA, and skills for working with foster parents.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 18 contact hours. This training can be credited toward the required 18/39 hours of additional training written the first year of the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to social work staff of therapeutic and private foster care agencies.

**Recommended for:** This course is mandatory for child welfare social workers who will be performing foster family home licensing functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or private agency workers with less than one year of experience. This curriculum is also required of all vendors who contract to provide foster care licensing responsibilities in a county Department of Social Services.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 21-23, 2007	<b>Asheville (RTC)</b>	January 10, 2007	February 14, 2007	<b>Lou Decker</b>
May 16-18, 2007	<b>Fayetteville (RTC)</b>	February 28, 2007	April 11, 2007	<b>Amy Campbell</b>

**INTAKE IN CHILD WELFARE SERVICES**  
(200 Series, Tier 2)

*Intake in Child Welfare Services* is a three-day **specialized** curriculum focusing on providing both the knowledge base and the skills to prepare workers responsible for receiving reports of child maltreatment. This course will provide social work staff the knowledge and skill practice with the Strengths-Based, Structured Intake process and instrument that became effective June 1, 2003 and the revised Intake instrument dated Dec., 2004. The first of seven Multiple Response System (MRS) strategies, Strengths-Based, Structured Intake is a process that was designed to achieve greater consistency across workers/counties in information gathering and decision-making. The Strengths-Based, Structured Intake process also includes information on interviewing from a Strengths-Based perspective. Much of the learning will involve participant interaction and opportunities to practice with the new intake process and form.

**Prerequisite:** Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff). For NCDSS staff serving occasional on-call duties, no prerequisite is needed.

**Contact Hours:** 18 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for child welfare social workers who will be performing intake functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or occasional on-call workers with less than one year of experience.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With:
March 7-9, 2007	Charlotte (RTC)	November 22, 2006	January 31, 2007	Bonnie English

**INVESTIGATIVE AND FAMILY ASSESSMENTS IN CHILD WELFARE SERVICES  
(200 Series, Tier 2)**

*Investigative and Family Assessments in Child Welfare Services* is a four-day, competency-based curriculum focusing on the knowledge and skills necessary to complete an assessment of a family referred for possible child abuse, neglect, or dependency. The worker will understand investigative and family assessment approaches to maltreatment using family-centered values and the six principles of partnership.

Topics include preparing to see the family, social worker competence, completing structured decision making tools using a case example, and making case decisions.

**Prerequisite:** Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff). For NCDSS Staff serving occasional on-call duties, no prerequisite is needed.

**Contact Hours:** 24 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for child welfare social workers who will be performing investigative and/or family assessments in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare or occasional on-call workers with less than one year of experience.

**Maximum Number of Participants: 26**

**Minimum Number of Participants: 1**

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With:</b>
February 20-23, 2007	<b>Charlotte (RTC)</b>	December 5, 2006	January 16, 2007	<b>Bonnie English</b>
March 20-23, 2007	<b>Greensboro (RTC)</b>	January 2, 2007	February 13, 2007	<b>Elaine Highsmith</b>
April 10-13, 2007	<b>Asheville (RTC)</b>	January 23, 2007	March 26, 2007	<b>Lou Decker</b>
May 15-18, 2007	<b>Fayetteville (RTC)</b>	February 27, 2007	April 10, 2007	<b>Amy Campbell</b>
June 5-8, 2007	<b>Kinston (RTC)</b>	March 20, 2007	May 1, 2007	<b>Betty Williford</b>

**PLACEMENT IN CHILD WELFARE SERVICES**  
**(200 Series, Tier 2)**

*Placement in Child Welfare Services* is a four-day **specialized** curriculum designed to help placement workers become more knowledgeable about their job. This curriculum provides participants with information about child placement philosophy, child and family preparation for placement, making appropriate placements, and gives opportunities to develop through skill practice. It focuses on strategies to minimize trauma to the child, reunification and permanence, preserving family connections and forming collaborative partnerships between birth parents and substitute caregivers. Participants will know how to complete structured decision making tools and service agreements to make determinations for timely reunification or permanence for children for using a case study.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 24 contact hours. This training can be credited toward the required 18/39 hours of additional training within the first year or the 24 hour continuing education requirement.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for child welfare social workers who will be performing child placement functions in a County DSS within the first year of assuming those responsibilities. Therefore, the course is recommended for child welfare workers with less than one year of experience who are responsible for removing children from their homes and placing children into foster care.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 1

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 20-23, 2007	<b>Asheville (RTC)</b>	December 5, 2006	January 16, 2007	<b>Lou Decker</b>
June 12-15, 2007	<b>Charlotte (RTC)</b>	March 27, 2007	May 8, 2007	<b>Bonnie English</b>

**ADULT MENTAL HEALTH ISSUES  
WHICH IMPACT FAMILIES SERVED BY CHILD WELFARE  
(300 Series)**

*Adult Mental Health Issues Which Impact Families Served By Child Welfare* is designed to address the mental health issues of parents and caretakers involved with the child welfare system. This two-day curriculum focuses on mental illnesses that often affect a person's ability to parent, bringing the family to the attention of DSS. In this training participants will learn the causes, symptoms, prognosis, treatments and interventions for depressions, schizophrenia, bipolar disorder (manic-depression), and borderline personality disorder, and what risks may be posed to children, to the person with the illness and to workers. This curriculum was developed by Family and Children's Resource Program, part of the Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare supervisors and social workers employed in a county Department of Social Services

**Contact Hours:** 12 hours. This training can be credited toward the required 24 hours continuing education requirement.

**Maximum Number of Participants:** 26

**Minimum Number of participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 19-20, 2007	<b>Greensboro (RTC)</b>	December 4, 2006	January 15, 2007	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>

**ANCHORS AWAY! HOW TO NAVIGATE CHILD AND FAMILY TEAMS: THE ROLE OF THE FACILITATOR**  
(300 Series)

This four-day learning event is an intensive skills building opportunity for those who will be facilitating child and family teams as part of the MRS initiative. Participants will learn how to effectively facilitate family meetings by first understanding how this role is different than traditional social worker roles and conducting their own self-assessment of their inherent facilitation skills. Strategies will be presented for partnering with the case-carrying social worker, creating an environment of physical and emotional safety, encouraging effective communication amongst meeting participants, managing conflict and denial, and working with children at the meetings. We will explore the various features of child and family teams and how to use these features according to the family’s culture and situation. The highlight of the training is a “mock” meeting in which participants will be able to experience the process themselves. This is a fun, engaging, and provocative skills-building experience, and full attendance for all four days is required. Participants will leave this training with a personal action plan that will include opportunities for ongoing learning. *Anchors Away! How to Navigate Child and Family Teams: The Role of the Facilitator* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** completion of: *Step by Step: An Introduction to Child and Family Teams*

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.) This course is also open to individuals or agencies contracting to provide facilitation services for the County DSS.

**Recommended for:** Child welfare social workers and staff who will facilitate Child and Family Team Meetings, Shared Parenting Meetings, and other forms of family meetings.

**Contact Hours:** 24 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 23-26, 2007	<b>Greensboro</b>	November 7, 2006	December 19, 2006	<b>Ashley Duncan</b> <b>NCSU-Family</b> <b>Centered</b> <b>Meetings Project</b>  <b>Phone:</b> <b>(919) 513-0488</b> <b>Fax:</b> <b>(919) 513-7980</b>
February 20-23, 2007	<b>Kinston</b>	December 5, 2006	January 16, 2007	
March 20-21 & 27-28, 2007	<b>Lenoir</b>	January 2, 2007	February 13, 2007	
April 24-27, 2007	<b>Jacksonville</b>	February 26, 2007	March 20, 2007	
April 24-27, 2007	<b>Asheville</b>	February 26, 2007	March 20, 2007	
May 15-18, 2007	<b>Sanford</b>	February 27, 2007	April 10, 2007	

## CHILD FORENSIC INTERVIEWING

(300 series)

*Child Forensic Interviewing* is a five-day specialized curriculum designed to provide a foundation in a legally defensible, developmentally appropriate interviewing of the alleged child victim in investigative assessments of child abuse. The training is designed for child protective service workers and their immediate supervisors. Topics covered include the importance of safety, developing and maintaining rapport, appropriate questioning, and interviewing the avoidant child. The course will emphasize small group exercises and role-plays to practice a semi-structured interview approach. A major component of the course is the optional opportunity for each participant to receive direct, individual feedback on an actual interview after completion of the course. This curriculum was developed by the Program on Childhood Trauma and Maltreatment in the UNC-CH Department of Psychiatry.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is designed for supervisors and child welfare social workers who are involved in the investigative assessments of reports of alleged maltreatment in children and adolescents. To maximize the benefit of the training, supervisors of the participating investigative workers are strongly encouraged to attend.

**Contact Hours:** 30 contact hours. After completion of the course, participants have the option of submitting a written transcript of an actual interview with a child for review by the trainers. Written, specific feedback on the interview, as well as the opportunity for a phone conference for more detailed discussion, will be provided. Submission of the written transcript is not a requirement for course credit.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
February 26-March 2, 2007	<b>Greensboro (RTC)</b>	December 11, 2006	January 22, 2007	<b>Clarence Lamb NC Division of Social Services Phone: (919) 733-7672 Fax: (919) 733-9204</b>
April 16-20, 2007	<b>Fayetteville (RTC)</b>	January 29, 2007	March 12, 2007	
May 14-18, 2007	<b>Kinston (RTC)</b>	February 26, 2007	April 9, 2007	
June 18-22, 2007	<b>Charlotte (RTC)</b>	April 12, 2007	May 14, 2007	

**CHILD FORENSIC INTERVIEWING FOR SUPERVISORS  
(300 Series)**

*Child Forensic Interviewing for Supervisors* is a one day course designed to enhance the skills of supervisors in providing useful and constructive feedback to CPS workers on their interviews of child victims of alleged maltreatment. The class will include a brief overview of the five-day course, Child Forensic Interviewing, to highlight the essentials of child forensic interviewing. The class will focus on identification of strengths and weaknesses in interviews and will provide opportunities for participants to practice critiquing a number of interview transcripts that will be provided. As preparation for the course, participants will be sent a written interview transcript for their practice review prior to the course date. This curriculum was developed by the Program on Childhood Trauma and Maltreatment in the UNC-Chapel Hill Department of Psychiatry.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities.

**Contact Hours:** 6

**Open to:** This course is open to child welfare supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare Supervisors employed in a county Department of Social Services who supervise workers conducting CPS investigative assessments.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 12, 2007	<b>Greensboro (RTC)</b>	October 25, 2006	December 6, 2006	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672</b>  <b>Fax: (919) 733-9204</b>
April 27, 2007	<b>Kinston (RTC)</b>	February 9, 2007	March 23, 2007	

**CHILD WELFARE PRACTICES FOR CASES INVOLVING  
DOMESTIC VIOLENCE  
(300 Series)**

*Child Welfare Practices for Cases Involving Domestic Violence* is a two-day skills building training that covers the specific issues of assessment and intervention when domestic violence related child maltreatment has been identified.

The intent of this two day training is to link the Domestic Violence Policy to child welfare practices. It will answer the question “Now that we know the policy what do we do?” In this interactive training using simulations and other exercises, participants will practice strategies that are designed to enhance their ability to work effectively and appropriately, to ensure the safety of all family members experiencing domestic violence.

**Prerequisite:** Child Welfare in North Carolina or the completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare staff) and completion of the Child Welfare Domestic Violence Policy Training.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services, individuals or agencies contracting with a county DSS to provide child welfare services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare social workers and supervisors employed in a County Department of Social Services

**Contact Hours:** 12 contact hours. This training can be credited toward the 24 hour continuing education component.

**Maximum Number of Participants:** 26  
**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 6-7, 2006	<b>Raleigh (RTC)</b>	November 21, 2006	January 2, 2007	<b>Amy Campbell</b>
February 26-27, 2007	<b>Kinston (RTC)</b>	December 11, 2006	January 22, 2007	<b>Betty Williford</b>
March 15-16, 2007	<b>Charlotte (RTC)</b>	December 28, 2006	February 8, 2007	<b>Bonnie English</b>
April 17-18, 2007	<b>Greensboro (RTC)</b>	January 30, 2007	March 13, 2007	<b>Elaine Highsmith</b>
April 24-25, 2007	<b>Fayetteville (RTC)</b>	February 6, 2007	March 20, 2007	<b>Amy Campbell</b>
May 8-9, 2007	<b>Asheville (RTC)</b>	February 20, 2007	April 3, 2007	<b>Lou Decker</b>

**COMMUNITY FORUM ON DRUG ENDANGERED CHILDREN TEAMS**  
**(300 Series)**

*Community Forum on Drug Endangered Children Teams* is a one-day training designed to assist counties in structuring their community response to assisting drug endangered children specifically those found in lab busts. The training will cover the impact methamphetamine is having on North Carolina along with DSS Drug endangered Children's policy. We will also have a presentation from a live or videotaped panel of participants from other counties already addressing this issue. The focus of this training is to assist participants to gather enough information on structuring their DEC team. We will offer various exercises to allow participants to explore where they are in the initial phase of developing their team or ideas on how to enhance what might already be established.

**Prerequisite:** None.

**Open to:** DSS team leader and four representatives from various community agencies.

**Recommended for:** Counties establishing their DEC team or seeking enhancement of previously existing teams.

**Contact hours:** 5 hours

**Minimum Number of participants:** 1 county team (5 participants/team)

**Maximum number of Participants:** 15 county teams (5 participants/team)

**More information:** For more information regarding dates and sites for this forum, please contact Amy Ramirez at (919) 962-4365 or email [aramirez@email.unc.edu](mailto:aramirez@email.unc.edu).

**DECIDING TOGETHER: A PROGRAM TO PREPARE FAMILIES  
FOR FOSTERING OR ADOPTION ON AN INDIVIDUAL BASIS  
(300 Series)**

*Deciding Together* is based on the Model Approach to Partnership in Parenting/Group Preparation and Selection Program. This program uses the same twelve key abilities necessary for successful foster and/or adoptive parenting. Deciding Together helps social workers to develop individual families at a level equal to that of MAPP-GPS. This individual preparation and selection program provides the agency with a flexible alternative to the group preparation and selection process.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff) **and** *Model Approach to Partnership in Parenting (MAPP)*.

**Contact Hours:** 16 Hours. This training can be credited toward the required 24 hours continuing education component.

**Open to:** Child welfare, therapeutic or private agency social workers certified as MAPP-GPS leaders.

**Recommended for:** Social Workers certified as MAPP-GPS leaders.

Participants should be advised that this training may require advanced reading and homework the evenings of the training. Participants may wish to bring a tote bag or backpack to carry the participant manuals.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 7-9, 2007	<b>Charlotte (RTC)</b>	November 22, 2006	January 3, 2007	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672 Fax: (919) 733-9204</b>
April 25-27, 2007	<b>Greensboro (RTC)</b>	February 7, 2007	March 21, 2007	

**DOMESTIC VIOLENCE POLICY TRAINING**  
**(300 Series)**

*Child Welfare Domestic Violence Policy Training* is two-day policy training, designed to enable participants to implement child protective services that are consistent with the Domestic Violence Policy.

Day one provides a foundation by providing child welfare workers with basic information about the dynamics and dangers of domestic violence, the link between domestic violence and child maltreatment, the impact of domestic violence on children and behavioral characteristics of family members, and the interventions required to protect both adult and child victims. These issues are discussed incorporating key policy points.

Day two will focus specifically on the Domestic Violence Policy and its implementation and will also include an overview of the Domestic Violence Resources for Enhanced Practice, the Domestic Violence Assessment Tools and the Domestic Violence Personalized Safety Plan.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services, individuals or agencies contracting with a county DSS to provide child welfare services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare social workers and supervisors employed in a County Department of Social Services

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 8-9, 2007	<b>Greensboro (RTC)</b>	December 21, 2006	February 1, 2007	<b>Elaine Highsmith</b>

**THE EMOTIONAL ASPECTS OF TERMINATION OF PARENTAL RIGHTS (TPR)  
(300 Series)**

*The Emotional Aspects of Termination of Parental Rights (TPR)* is a two-day training designed to help child welfare workers better understand the effects of TPR on children, birth/adoptive/foster parents, and workers themselves. Specifically, participants will discuss ethical issues related to TPR, talking with children about TPR in order to lessen the trauma of the event, specific techniques for helping children cope with the emotional impact, the effects of TPR related grief on children and parents, and helping workers cope with stress and burnout. This curriculum was developed by Family and Children’s Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare supervisors and social workers who are employed in a county Department of Social Services

**Contact Hours:** 12 hours. This training can be credited toward the 24 hour continuing education requirement.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
April 3-4, 2007	Asheville (RTC)	January 23, 2007	February 27, 2007	<b>Judy Prophet</b> <b>Jordan Institute</b> <b>for Families</b> <b>Phone:</b> <b>(704) 545-9512</b> <b>Fax:</b> <b>(704) 573-4802</b>

**FINANCIAL AND LEGAL ASPECTS OF ADOPTION  
(300 Series)**

*Financial and Legal Aspects of Adoption* is a two-day **specialized** training which covers the financial and legal components of the adoption process. This curriculum will focus on the framework of the adoption assistance benefit program and the statutory requirements of the adoption in North Carolina. *Financial and Legal Aspects of Adoption* was developed by staff at the NC Attorney Generals Office and the NCDSS.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (NCDSS Child Welfare Staff).

**Contact Hours:** 12 contact hours. This training can be credited toward the required 24 hours of continuing education training.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to social work staff in private adoption agencies.

**Recommended for:** This **specialized** curriculum is targeted to child welfare and private agency staff who work with children and families who are preparing for adoption

**Maximum Number of Participants: See Below**

**Minimum Number of Participants: 10**

<b>Dates of Trainings</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 27-28, 2007	<b>Greensboro (RTC) (20 people)</b>	December 12, 2006	January 23, 2007	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672 Fax: (919) 733-9204</b>
April 24-25, 2007	<b>Raleigh (26 people)</b>	February 6, 2007	March 20, 2007	

**FOSTERING AND ADOPTING THE CHILD WHO HAS BEEN SEXUALLY ABUSED  
(CSA/MAPP)  
(300 Series)**

*Fostering and Adopting the Child Who Has Been Sexually Abused* is a four day **train-the-trainer** curriculum designed to train child welfare staff who serve in the role of trainer to develop the skills of foster and adoptive families who work with sexually abused children.

Participants will be able to train experienced foster and/or adoptive families to make an informed decision about their willingness and readiness to apply specialized skills for meeting the needs of sexually abused children.

Topics the participant will learn to train include: understanding child sexual abuse, handling the double trauma of sexual abuse and placement, responding to disclosures of prior sexual abuse, managing behaviors to meet the needs of children who have been sexually abused, handling false allegations of sexual abuse and teamwork with mental health, legal and social service providers for the child who has been sexually abused. *Fostering and Adopting the Child Who Has Been Sexually Abused* was developed by the Child Welfare Institute.

**Prerequisite:** Child Welfare in North Carolina or completion of other required pre-service training based on employment and functional responsibilities. (For NCDSS Child Welfare Staff) and Model Approach to Partnerships in Parenting (MAPP-GPS)-Group Preparation and Selection

**Contact Hours:** 26 contact hours. This training can be credited toward the 24 hour continuing education component.

**Open to:** Child welfare social workers certified as MAPP-GPS leaders. This includes therapeutic or private agency MAPP leaders, as well as foster parent /adoptive parent MAPP leaders.

**Recommended for:** This curriculum is targeted to Certified MAPP-GPS Leaders who will train foster and adoptive families to parent children who have been sexually abused. Persons attending must be **certified MAPP-GPS Leaders**.

**Maximum Number of Participants:** 16

**Minimum Number of Participants:** 10

Participants should be advised that this training requires reading and homework in the evenings of the training session. Participants may wish to bring a tote bag or backpack to carry their books

**FULL PARTICIPATION IN THE FOUR DAYS IS REQUIRED FOR CERTIFICATION.**

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 27- March 2, 2007	<b>Charlotte</b>	December 12, 2006	January 13, 2007	<b>Clarence Lamb NC Division of Social Services Phone: (919) 733-7672 Fax: (919) 733-9204</b>
May 15-18, 2007	<b>Kinston</b>	February 27, 2007	April 30, 2007	

**IN THE BEST INTEREST OF THE CHILD: MAKING THE MOST OF VISITATION  
(300 Series)**

*In the Best Interest of the Child: Making The Most of Visitation* is a two-day training designed to assist child welfare workers in improving the quality of parental visiting of children in out-of-home care. Frequent visitation that focuses on maintaining the parent/child bond has been directly linked to timely and successful reunification. This curriculum will explore the three major factors with regard to visitation that reduce length of stay, techniques for using visitation as therapeutic process, assessment and observation tools, and considerations when developing a visitation plan. This curriculum was developed by Family and Children’s Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions, individuals or agencies contracting with a County DSS to provide any of the above services, social work assistants, in-home aids, or individuals completing a child welfare internship.

**Recommended for:** Child Welfare supervisors, social workers, social work assistants, in-home aids, and social work interns who are involved with facilitating visits.

**Contact Hours:** 12 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of participants:** 26

**Minimum Number of participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 23-24, 2007	<b>Charlotte (RTC)</b>	November 7, 2006	December 19, 2006	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>
April 24-25, 2007	<b>Kinston (RTC)</b>	February 6, 2007	March 20, 2007	

**INTRODUCTION TO CHILD SEXUAL ABUSE  
(300 Series)**

*Introduction to Child Sexual Abuse* is a six-day **specialized** curriculum designed to provide the social worker with a foundation for identifying and assessing child sexual abuse. Part 1 includes legal definitions of sexual abuse and related NC statutes; personal and societal values and attitudes regarding sexual abuse; dynamics of the survivor, siblings, the non-offending parent and the offender; and policy and best practice in conducting child sexual abuse investigations. Part 2 includes practicing interviewing techniques with the victim, siblings, non-offending parent, and the offender; working with the juvenile offender; developing family-centered safety plans and case plans; treatment modalities; and ways to prevent burnout and compassion fatigue. *Introduction to Child Sexual Abuse* was developed by the NC Division of Social Services in collaboration with the Family and Children's Resource Program, part of the Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff). *Legal Aspects of Child Welfare in North Carolina* (200 Series, Tier 1), and *Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals* (200 Series, Tier 1).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This curriculum is targeted to child welfare social workers and supervisors employed in a county Department of Social Services with **more** than 1 year of experience.

**Contact Hours:** 36 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 17-19, 2007 February 7-9, 2007	<b>Greensboro (RTC)</b>	November 1, 2006	December 13, 2007	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>
February 26-28, 2007 March 19-21, 2007	<b>Fayetteville (RTC)</b>	December 11, 2006	January 22, 2007	
April 18-20, 2007 May 9-11, 2007	<b>Kinston (RTC)</b>	January 31, 2007	March 14, 2007	
June 6-8, 2007 June 27-29, 2007	<b>Charlotte (RTC)</b>	March 21, 2007	May 2, 2007	

**INTRODUCTION TO SUBSTANCE ABUSE FOR CHILD WELFARE SERVICES  
(300 Series)**

*Introduction to Substance Abuse for Child Welfare Services* is a three-day **specialized** curriculum focusing on children and families affected by alcohol and other drug abuse. Topics covered include basic drug abuse information, indicators of substance abuse, impact on child mental health treatment, child maltreatment, and intervention strategies. Methamphetamines and its impact on children, families and potentially the workers that provide services to these families will also be covered. Upon completion of this training, participants will be equipped with sufficient knowledge to identify drug involved environments and to provide effective interventions. Participants will also be knowledgeable of appropriate treatment resources and modalities. This curriculum was developed by Family and Children's Resource Program, part of The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This specialized curriculum is targeted to child welfare staff employed in a county DSS who work with children and families affected by alcohol and other drug abuse.

**Contact Hours:** 18 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 23-25, 2007	<b>Kinston (RTC)</b>	November 7, 2006	December 19, 2006	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>

**INTRODUCTION TO SUPERVISION FOR CHILD WELFARE SERVICES  
(300 Series)**

*Introduction to Supervision for Child Welfare Services* is designed to address the needs of new supervisors. Supervisors in North Carolina provided input into the design and delivery of this competency based curriculum. Supervisors who are moving from direct service to management have particular challenges with transitioning into a new position and being in a teaching role with workers in their unit.

This nine day, competency based training will focus on frameworks for building individual and group skills. Rather than being information focused, this training will be taught in a learner-centered format to strengthen and enhance the skills of participants. Participants will be required to engage in self-evaluation in terms of their learning styles as well as attitudes and values that influence them as supervisors. The training will work with new supervisors to understand their role within the agency, their strengths as a supervisor, and ways to manage change. This format emphasizes assessing worker skills; using individual development plans for workers and providing feedback prior to the formal evaluation process. Participants will leave this training with concrete tools to use as they interact with staff and supervisors. This training was developed by Resources for Change, Inc.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 54 contact hours. This training meets the 54 hour supervisory training component.

**Open to:** This course is open to child welfare supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This course is mandatory for Child Welfare Supervisors in a County DSS within the first year of assuming supervisory responsibilities. Therefore, the course is recommended for child welfare supervisors with less than one year of experience.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 1

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 31-February 2, 2007 February 28-March 2, 2007 March 28-30, 2007	<b>Kinston (RTC)</b>	November 15, 2006	December 27, 2006	<b>Betty Williford</b>
April 18-20, 2007 May 16-18, 2007 June 13-15, 2007	<b>Asheville (RTC)</b>	January 31, 2007	March 14, 2007	<b>Lou Decker</b>

**IV-E: AN OVERVIEW  
(300 Series)**

*IV-E: An Overview* is a one-day specialized curriculum focusing on the laws and policies regarding IV-E funding for children in the custody or placement responsibility of County Departments of Social Services. Topics covered include the importance of IV-E funding, court requirements, required court language, documentation, and eligibility and redetermination requirements. Participants will have opportunities to apply their understanding and knowledge about IV-E eligibility through selected vignettes. Given the nature of this one day training event, participants are encouraged to direct case and county specific questions to the agency’s Children’s Program Representative.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (For NCDSS Child Welfare Staff).

**Contact Hours:** 6 contact hours. This training can be credited toward the 24-hour continuing education component.

**Open to:** This course is open to staff and supervisors employed in a NC County Department of Social Services in the areas of Income Maintenance, Work First, CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This curriculum is recommended for County DSS staff responsible for IV-E eligibility for children. IV-E eligibility must be determined at the point of removal and is heavily dependent upon specific court order language; therefore, CPS social workers are strongly encouraged to attend. This course is also recommended for income maintenance staff that help establish AFDC connectedness and eligibility, which is a component of IV-E eligibility.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
May 22, 2007	<b>Greensboro (RTC)</b>	March 6, 2007	April 17, 2007	<b>Elaine Highsmith</b>

**MAPP/GPS UNITE Advanced Seminar  
(300 Series)**

The MAPP/ GPS UNITE Advanced Seminar is a one day training designed to support and update MAPP/ GPS leaders. This seminar is a forum for leaders to share activities, receive train the trainer information, discuss how MAPP fits in with MRS and have the opportunity to network with other MAPP leaders. Participants are encouraged to bring activities that support on- going (foster/ adoptive) parent and leader development. Topics for the seminar are based on the needs expressed by certified MAPP leaders. A Program Consultant/ Trainer from the North Carolina Division of Social Services will act as the facilitator of the event. .

The MAPP/GPS UNITE Advanced Seminar will enhance the discussion of issues related to the implementation of MAPP/GPS. Topics may include ways to emphasize shared parenting, effective energizers to use in MAPP/GPS, ideas on ways to present sections of the MAPP/GPS curriculum and structured time to hear about further training needs of social workers and foster parents

Certified MAPP-GPS leaders who attend the training will also obtain handouts which will include the activities used during this class. MAPP-GPS leaders will then be able to use these materials for training their foster/adoptive parents and/or other staff in their agency.

**Prerequisite:** All participants need to be certified MAPP/GPS leaders.

**Open To:** All Child welfare staff and foster/adoptive parents in public and private agencies who are certified in MAPP/GPS.

**Recommended for:** MAPP/GPS leaders

**Contact Hours:** 6 hours. This training can be credited toward the 24 hour continuing education requirement

**Maximum Number of Participants:** See Below

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 9, 2007	<b>Gaston DSS (50 people)</b>	December 12, 2006	February 2, 2007	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672 Fax: (919) 733-9204</b>
May 14, 2007	<b>Kinston (RTC) (26 people)</b>	February 26, 2007	April 9, 2007	
June 1, 2007	<b>Fayetteville (RTC) (26 people)</b>	February 26, 2007	April 9, 2007	
June 15, 2007	<b>New Hanover DSS (50 people)</b>	March 30, 2007	May 11, 2007	

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING  
GROUP PREPARATION AND SELECTION  
(MAPP/GPS)  
(300 Series)**

*Model Approach To Partnerships In Parenting-Group Preparation And Selection* is an eight-day **train-the-trainer** curriculum designed to train child welfare staff and experienced foster or adoptive parents who serve in the role of trainer of foster and adoptive parent applicants. The curriculum is used as a framework to lead parent applicants towards assessing and learning 12 key abilities, which are necessary for successful foster and/or adoptive parenting. During the eight days social workers will learn how to use the Group Preparation and Selection Program and integrate all of the preparation and selection activities, including: the family profile, partnership and professional development plans, and ten preparation and selection meetings. They will also learn to help prospective foster and adoptive parents and work with them to identify their strengths and needs in relation to fostering and adopting.

The Division has selected this curriculum as the recommended pre-service training curriculum for all foster and adoptive parent applicants. The MAPP/GPS curriculum will form the basis for meeting APA rules requiring all foster parents to receive 30 hours of pre-service training prior to licensure. In addition to meeting the pre-service requirements, MAPP-GPS is an assessment process.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other pre-service training required based upon date of employment and functional responsibilities (For NCDSS Child Welfare Staff). **Please refer to other staff and foster/adoptive parent qualifications below.**

**QUALIFICATIONS FOR MODEL APPROACH TO PARTNERSHIPS IN PARENTING-  
GROUP PREPARATION AND SELECTION (MAPP-GPS)  
LEADER CERTIFICATION**

*Model Approach to Partnerships in Parenting-Group Preparation and Selection (MAPP GPS)* is an eight-day certification curriculum that enables child welfare staff and experienced foster or adoptive parents to serve in the role of trainer of foster and adoptive parent applicants. Because this is a *certification* program, registrations for MAPP-GPS Certification can only be accepted from persons who meet the applicable requirements as outlined below.

**Staff Qualifications and Functions**

Registrants must be staff of county DSS agencies, Area Mental Health Programs, private child placing agencies licensed by the NC Division of Social Services, or persons (including temporary agency staff) who have a signed contract with a county DSS, Area Mental Health Program, or a child placing agency. They must also have the responsibility for preparing and/or assessing families using the MAPP-GPS program. This will include providing group work services for children and family foster parents, conducting home-finding and assessment studies related to family foster parents, and planning and coordinating the services and resources affecting children and their families. Staff performing these functions must meet the following guidelines:

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING  
GROUP PREPARATION AND SELECTION  
(MAPP/GPS)  
(Continued)**

- ❑ Staff of County DSS and Public Area Mental Health Programs, as well as persons (including temporary agency staff) contracted to work for a County DSS or Area Mental Health Program, must meet the personnel qualifications required by the State Personnel Act.
- ❑ Staff of private child placing agencies licensed by the NC Division of Social Services and persons (including temporary agency staff) contracted to work for a private child placing agency must have either a master's degree in social work or related field of study from a school accredited by the Association of Colleges and Schools or a bachelor's degree in social work or related field and two years experience working directly with foster children.

**Foster and Adoptive Parent Leaders**

Foster and Adoptive parents who apply for certification must have a minimum of 2 years accumulated experience parenting foster or adoptive children. Please note that unless the foster or adoptive parent is also employed by the agency in a social work capacity and meets the agency staff qualifications outlined in the previous section, he/she must be paired with an agency staff leader who does meet these requirements and who can complete the assessment and selection pieces of the program.

**Registration Requirements**

Registrations for MAPP-GPS Certification can only be accepted from persons who meet the above applicable requirements for foster parents, adoptive parents, Department of Social Services staff, Area Mental Health Program staff, licensed child placing agency staff (licensed through the N.C. Division of Social Services), and temporary agency staff. A Department or a licensed private child placing agency may contract with a person who meets the above staff requirements to conduct the responsibilities of MAPP-GPS. In this event, the local Department of Social Services or licensed child placing agency should submit the registration form for the person with whom they are contracting along with a letter verifying that this person is under contract and meets the staffing qualifications above.

**Contact Hours:** 52 contact hours. This training can be credited toward the 24-hour continuing education component.

**Recommended for:** This curriculum is most appropriate for supervisors, social workers and experienced adoptive and foster parents who will be actively training MAPP-GPS parent groups. Persons attending must have experience and interest in working with groups, as this program requires that they communicate effectively in front of groups as well as with individuals and families. Foster and/or adoptive parents selected by the agency to attend

**MODEL APPROACH TO PARTNERSHIPS IN PARENTING  
GROUP PREPARATION AND SELECTION  
(MAPP/GPS)  
(Continued)**

Leader Certification for MAPP-GPS should be advised of the agency's expectations regarding their initial and ongoing development as MAPP/GPS Leaders. Because of the complexities of the program, parent co-leaders will be more successful if they have had successful experiences working in teamwork with the agency to build partnerships with children and birth parents through the Foster and/or Adoption Programs. In order to maintain newly developed skills it is recommended that newly certified MAPP-GPS Leaders plan to begin their first GPS parent program within two months of their certification.

***FULL PARTICIPATION AND ATTENDANCE IN THE EIGHT DAYS IS REQUIRED FOR CERTIFICATION.***

Participants should be advised that certification training will require approximately two hours of advanced reading and two hours of assignments each evening of the training. Books are large and heavy. You may wish to bring a tote bag or backpack in which to carry them. Please make arrangements to conduct business during lunch and breaks, as you will be asked to turn off pagers and cell phones during training.

**Maximum Number of Participants: 20**

**Minimum Number of Participants: 10**

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 9-12, 2007 January 23-26, 2007	<b>Kinston (RTC)</b>	October 22, 2006	December 3, 2006	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672 Fax: (919) 733-9204</b>
January 30-February 2, 2007 February 13-16, 2007	<b>Charlotte (RTC)</b>	November 14, 2006	December 26, 2006	
February 20-23, 2007 March 13-16, 2007	<b>Fayetteville (RTC)</b>	December 5, 2006	January 16, 2007	
April 10-13, 2007 April 24-27, 2007	<b>Asheville (RTC)</b>	January 23, 2007	March 6, 3007	
May 8-11, 2007 May 21-24, 2007	<b>Greensboro (RTC)</b>	February 20, 2007	April 30, 2007	

**MONEY MATTERS: FOSTER CARE FUNDING BASICS  
(300 Series)**

*Money Matters: Foster Care Funding Basics* is a two day training session designed for child welfare staff, including Program Administrators, Supervisors, Fiscal and Data Entry Staff. In addition, the training will be open to Financial Staff from the Foster Care Provider community. The training will address the various funding streams which support foster care placement and the technical systems which reimburse cost to the different organizations collaborating to provide care to clients.

*Participants will address areas of collaboration in the care of clients under the custody of DSS by establishment of agreements between service providers and local county agencies. In addition, the training will provide participants with methods to establish procedures and address funding requirements, problem-solving and correct data entry.*

**Prerequisites:** For NCDSS Child Welfare Staff, Child Welfare in North Carolina or completion of other required pre-service training based on the date of employment and functional responsibilities.

**Contact Hours: 9 contact hours** (Day 1: 9:00-4:00; Day 2: 9:00-12:00)

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions, individuals or agencies contracting with a County DSS to provide any of the above services, data entry or fiscal staff. This course is also open to child care provider staff of private residential care agencies.

**Recommended for:** This course is designed for county and provider staff who are involved in the financial aspects of client care: placement of children, authorization of agreements, supervisors, data entry and fiscal staff.

**Maximum Number of Participants: 25**

**Minimum Number of Participants: 10**

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 25-26, 2007	Greensboro (RTC)	November 9, 2006	December 24, 2006	Elaine Highsmith
February 22-23, 2007	Asheville (RTC)	December 7, 2006	January 18, 2007	Lou Decker
March 22-23, 2007	Kinston (RTC)	January 4, 2007	February 15, 2007	Betty Williford
April 26-27, 2007	Charlotte (RTC)	February 8, 2007	March 22, 2007	Bonnie English
May 30-31, 2007	Fayetteville (RTC)	March 14, 2007	April 25, 2007	Amy Campbell

**RESPONDING TO FAMILIES AND COMMUNITIES  
IMPACTED BY METHAMPHETAMINE  
(300 Series)**

*Responding to Families and Communities Impacted by Methamphetamine* is a two-day training designed to improve the ability of child welfare workers to respond when children are in settings where methamphetamine is being abused or manufactured. The training will cover the signs of methamphetamine use and production and the hazards meth poses. The training will review the DSS Drug Endangered Children’s policy for the safety of workers and children and discuss effective ways to intervene with families. It will focus on the responsibilities of child welfare workers as part of the team who must address the consequences of methamphetamine abuse and production in their communities.

**NOTE:** This course has been revised since it was delivered in the spring of 2005 as a one day event by the Division and the Jordan Institute for Families. Participants who attended the one day Meth event in the Spring will find that the first day of this training is essentially a repeat of that training. The second day will focus on practice techniques with families. Participants will be expected to attend both days to receive a certificate of completion.

**Prerequisite:** Child Welfare in North Carolina or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to Child Welfare and Work First social workers and supervisors, any other worker who works with families in a NC County Department of Social Services, and individuals or agencies contracting with a county DSS to provide child welfare services. (Child welfare services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions.) This training is also open to community members from agencies involved in the response to methamphetamine labs.

**Recommended for:** Child Welfare and Work First social workers and supervisors in a county Department of Social Services.

**Contact Hours:** 12 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 29-30, 2007	<b>Fayetteville Area</b>	November 13, 2006	December 25, 2006	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>
February 13-14, 2007	<b>Kinston Area</b>	November 28, 2006	January 9, 2007	
March 1-2, 2007	<b>Greensboro Area</b>	December 14, 2006	January 25, 2007	
April 30-May 1, 2007	<b>Charlotte Area</b>	February 12, 2007	March 25, 2007	
May 14-15, 2007	<b>Fayetteville Area</b>	February 26, 2007	April 9, 2007	
June 20-21, 2007	<b>Asheville Area</b>	April 4, 2007	May 16, 2007	

## **SHARED PARENTING (300 Series)**

*Shared Parenting* is a three day curriculum designed to be foundation training for all child welfare staff. This training explores the philosophy, rationale, and hands on strategies for practicing Shared Parenting in child welfare services. An emphasis is placed on Shared Parenting as a partnership between the agency, birth parents, and foster and adoptive parents. Shared Parenting as a process that involves all child welfare staff is emphasized. The roles that child welfare workers play in developing, encouraging, and facilitating the relationships between the agency, birth families and foster families will be explored in depth. This training will emphasize the importance of agency support of partnerships among birth families and foster (and kinship) families with a focus on Shared Parenting as an essential element of family-centered practice.

*Shared Parenting* is an interactive course with videos, small and large group activities, and case scenarios that will enhance the discussion of issues related to the implementation of Shared Parenting. Topics under review will include the fears that can accompany Shared Parenting, establishing and maintaining boundaries in shared parenting relationships, effective communication between members of the shared parenting team, and the impact of culture on these relationships. The course is designed to provide staff with practical strategies and information pertinent to their roles in the agency. For example, how to prepare foster parents and birth parents for the first shared parenting meeting, and ways to “share parenting” in addition to face-to-face meetings will be identified. The benefits of shared parenting for children and families in the child welfare system will be highlighted.

Certified MAPP-GPS leaders who attend the training will also obtain a trainer’s manual which will include the activities used during this class. MAPP-GPS leaders will then be able to use these materials for training their foster/adoptive parents and/or other staff in their agency.

This training is based on the Shared Parenting In-service Training Series, developed by the Child Welfare Institute in Atlanta, Georgia. The training has been revised by NC Division of Social Services staff development trainers to reflect the Six Principles of Partnership and the Multiple Response System (MRS) philosophy of child welfare practice in North Carolina.

**Prerequisites:** *Child Welfare in North Carolina* or completion of other required pre-service training based on employment and functional responsibilities for NCDSS Child Welfare Staff.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. This course is also open to staff of private foster care/adoption agencies licensed by North Carolina. Please note that Shared Parenting and Supporting Partnerships have been merged into one training so there is no requirement for MAPP-GPS certification.

**Recommended for:** This course is recommended for Child Welfare social workers, supervisors and managers, as well as staff of private child placing agencies, **who have not taken Supporting Partnerships or Shared Parenting (which was previously for Certified MAPP-GPS leaders).**

**Contact Hours:** 18 hours. This training can be credited toward the 24 hour continuing education requirement.

**Maximum Number of Participants:** 22

**Minimum Number of Participants:** 10

**FULL PARTICIPATION IN THE THREE DAYS IS REQUIRED FOR CERTIFICATION**

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 3-5, 2007	<b>Greensboro (RTC)</b>	October 18, 2006	November 29, 2006	<b>Elaine Highsmith</b>
February 7-9, 2007	<b>Fayetteville (RTC)</b>	November 22, 2006	January 3, 2007	<b>Amy Campbell</b>
March 21-23, 2007	<b>Asheville (RTC)</b>	January 3, 2007	February 14, 2007	<b>Lou Decker</b>
April 18-20, 2007	<b>Kinston (RTC)</b>	January 31, 2007	March 14, 2007	<b>Betty Williford</b>
May 2-4, 2007	<b>Charlotte (RTC)</b>	February 14, 2007	March 28, 2007	<b>Bonnie English</b>

**STEP BY STEP: AN INTRODUCTION TO CHILD AND FAMILY TEAMS  
(300 Series)**

*Step by Step: An Introduction to Child and Family Teams* is a two-day interactive orientation and practice training focused on the use of child and family teams as part of service delivery within the North Carolina Multiple Response System. *Step by Step* replaces the *Setting the Stage* and *Caution: Family Meeting Ahead!* courses, and will serve as the prerequisite event for all other child and family team training events.

With a fun, new and easy to understand format, participants will learn the philosophies and benefits of convening meetings that include family, extended family, friends, service providers, and community members in order to make plans and decisions that promote child and family safety and well-being. Using a variety of lively materials and exercises, participants will learn the definition, structure, and process of a child and family team, how it can be used, when you should have one, and what their role will be as a participant in the meetings.

Participants will also have beginning practice opportunities around preparation within various roles and the chance to see elements of the Child and Family Team in action. Attention will be given to a unique approach to understanding family culture and honoring that in the child and family team, the role of preparation by social workers and other roles, the distinction between participant and facilitator roles, and participant responsibilities at child and family teams. This course was developed by NC Family-Centered Meetings Project, part of the NC State University Department of Social Work.

**Prerequisite:** None.

**Open to:** Child Welfare and Work First social workers and supervisors, other county DSS staff, and staff from other agencies in the community who will be participating in DSS Child and Family Teams.

**Recommended for:** This curriculum is targeted to child welfare and Work First workers, facilitators, and community providers involved in child and family team meetings for DSS.

**Contact Hours:** 12 contact hours.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 9-10, 2007	<b>Nashville</b>	October 26, 2006	December 5, 2006	<b>Ashley Duncan</b> <b>NCSU-Family</b> <b>Centered Meetings</b> <b>Project</b>  <b>Phone:</b> <b>(919) 513-0488</b>  <b>Fax:</b> <b>(919) 513-7980</b>
January 23-24, 2007	<b>Elizabeth City</b>	November 7, 2006	December 19, 2006	
February 7-8, 2007	<b>Asheville</b>	November 22, 2006	January 13, 2007	
March 12-13, 2007	<b>Jacksonville</b>	December 22, 2006	February 5, 2007	
March 13-14, 2007	<b>Charlotte</b>	December 26, 2006	February 6, 2007	
April 17-18, 2007	<b>Lexington</b>	January 30, 2007	March 13, 2007	
April 24-25, 2007	<b>Louisburg</b>	February 6, 2007	March 20, 2007	
May 7-8, 2007	<b>Hickory</b>	February 19, 2007	April 2, 2007	
May 9-10, 2007	<b>Wilmington</b>	February 21, 2007	April 4, 2007	
June 12-13, 2007	<b>Sanford</b>	March 27, 2007	May 8, 2007	

**SUPERVISORS STRENGTHENING STAFF PERFORMANCE:  
MANAGING TRANSFER OF LEARNING IN THE WORK PLACE  
(300 Series)**

*Supervisors Strengthening Staff Performance: Managing Transfer of Learning in the Work Place* is a five-day specialized curriculum designed for supervisors. Four days are offered in a class room setting. One day is offered in an online environment. The training was developed by Resources for Change in response to the need for more effective transfer of classroom learning into the workplace. The training will focus on individual, team and organizational learning. It will address challenges faced by supervisors in the field and will provide participants opportunities to plan and implement transfer of learning activities in their units.

The training will include didactic presentations, small group discussion, practice with case studies, and individually-designed plans for application in the work place. Trainers will provide frameworks for exploring effective transfer of learning in the work place including: adult learning theory; organizational learning processes; and the role of supervisors in promoting transfer of learning. Participants will identify individual, unit and organizational barriers to effective transfer of learning and will work in small groups to devise strategies to address those barriers. In small groups, they will practice designing transfer of learning activities using case studies. Based on the didactic material, the strategies for addressing barriers, and the case study practice, participants will each develop a plan for transfer of learning in their own units. Those plans will be implemented following each session.

Note regarding online course work: Participants will be expected to actively engage in online discussions following each of the three sessions. Upon registration, participants will be included in a listserv devoted to this course. Participants **MUST** complete online work to receive credit for the course. ***Those who are unable to complete online work should not plan to attend the training.***

**Prerequisite:** *Introduction to Supervision for Child Welfare Services.*

**Open to:** This course is open to child welfare supervisors who have completed the nine day training, *Introduction to Supervision for Child Welfare Services.* This course is open to child welfare supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies).

**SUPERVISORS STRENGTHENING STAFF PERFORMANCE:  
MANAGING TRANSFER OF LEARNING IN THE WORK PLACE  
(300 Series)  
(Continued)**

**Recommended for:** This course is recommended for all child welfare supervisors who are responsible for managing, monitoring and improving performance of social work staff.

**Contact Hours:** 30 contact hours. This training can be credited towards the 24 hours continuing education requirements

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 12-13, 2007 March 12, 2007 April 16, 2007	<b>Greensboro (RTC)</b>	November 27, 2006	January 18, 2007	<b>Elaine Highsmith</b>
March 14-15, 2007 April 4, 2007 May 10, 2007	<b>Charlotte (RTC)</b>	December 27, 2006	February 7, 2007	<b>Bonnie English</b>
April 3-4, 2007 May 8, 2007 June 5, 2007	<b>Kinston (RTC)</b>	January 16, 2007	February 27, 2007	<b>Betty Williford</b>

**THE ABC's OF INCLUDING CHILDREN IN CHILD AND FAMILY TEAMS  
(300 Series)**

Although the primary function of child welfare services is the protection and care of children, all too often the children themselves are left out of the planning and decision-making that affects them. Working in partnership with children and families is a central philosophy of the North Carolina Multiple Response System. Therefore, it is not a question of WHETHER children should be involved in child and family teams, but rather a question of HOW. Using a wide range of activities and materials, this one-day skills-building event will help participants utilize strategies for preparing children for family meetings, making sure their voices are heard, and ensuring their safe participation. *The ABCs of Including Children in Child and Family Teams* was developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** Step by Step: An Introduction to Child and Family Teams

**Open to:** Child Welfare and Work First social workers and supervisors, other County DSS staff, as well as staff from other agencies in the community.

**Recommended for:** Child Welfare and Work First Social workers, facilitators, and community partners involved with child and family teams.

**Contact Hours:** 6 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 11, 2007	<b>Nashville</b>	October 26, 2006	December 7, 2006	<b>Ashley Duncan</b> <b>NCSU-Family</b> <b>Centered</b> <b>Meetings Project</b>  <b>Phone:</b> <b>(919) 513-0488</b>  <b>Fax:</b> <b>(919) 513-7980</b>
February 9, 2007	<b>Asheville</b>	November 24, 2006	January 5, 2007	
March 14, 2007	<b>Jacksonville</b>	December 27, 2006	February 7, 2007	
April 19, 2007	<b>Lexington</b>	February 1, 2007	March 15, 2007	
April 26, 2007	<b>Louisburg</b>	February 8, 2007	March 22, 2007	
May 9, 2007	<b>Hickory</b>	February 21, 2007	April 4, 2007	
May 11, 2007	<b>Wilmington</b>	February 23, 2007	April 6, 2007	

**UNDERSTANDING AND INTERVENING IN CHILD NEGLECT  
(300 Series)**

Child Neglect is the number one cause of maltreatment fatalities in children, yet for most workers, physical and sexual abuses receive more attention. *Understanding and Intervening in Child Neglect* is a two-day training that will help participants understand neglect and poverty, how it affects children and families, and innovative interventions. Participants will review the importance of comprehensive and balanced assessment including the strengths and needs of each family member. Participants will leave with an understanding of how poverty and neglect are linked (but not necessarily the same) and develop skills for working with families who are neglectful. This training encourages participants to recognize the need for various approaches when providing services to families depending on safety and risk levels. This curriculum was developed by Family and Children’s Resource Program, part of the Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

**Note:** This training has recently been revised to reflect Family Centered Practice Principles but it does not duplicate training delivered in Cornerstone III.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare supervisors and social workers employed in a County Department of Social Services.

**Contact Hours:** 12 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of Participants:** 26  
**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
February 20-21, 2007	<b>Charlotte (RTC)</b>	December 5, 2006	January 16, 2007	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>

**UNDERSTANDING CHILD MENTAL HEALTH ISSUES  
(300 SERIES)**

*Understanding Child Mental Health Issues* is a three-day training designed to provide a basic understanding of the childhood mental health problems most commonly seen in child welfare settings. Children in the foster care system have much higher rates of mental health problems than do children in the general population. Participants will learn the causes, symptoms, prognosis, risks, treatments and interventions for pediatric depression, juvenile bipolar disorder, ADD oppositional-defiant and conduct disorder, and post traumatic stress disorder. This curriculum was developed by Family and Children’s Resource Program, part of the Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities (for NCDSS Child Welfare Staff).

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** Child Welfare supervisors and social workers who are employed in a county Department of Social Services.

**Contact Hours:** 18 hours. This training can be credited towards the 24 hours continuing education requirement.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 12-14, 2007	<b>Greensboro (RTC)</b>	December 25, 2006	February 5, 2007	<b>Judy Prophet Jordan Institute for Families Phone: (704) 545-9512 Fax: (704) 573-4802</b>
May 22-24, 2007	<b>Fayetteville (RTC)</b>	March 7, 2007	April 7, 2007	

**UNDERSTANDING THE INTERSTATE PROCESS  
IN PLACEMENT OF CHILDREN  
(300 Series)**

*Understanding the Interstate Process in Placement of Children* is a one-day training designed to provide a basic understanding of the requirements to ensure protection and services to children who are placed across state lines for foster care, adoption, and residential placement. Participants will learn the importance of the Interstate Compact and the process and procedures to follow in interstate cases.

**Prerequisite:** *Child Welfare in North Carolina* or completion of other required pre-service training based on date of employment and functional responsibilities. (NCDSS Child Welfare Staff).

**Contract Hours:** 6 contact hours. The training can be credited toward required 24 hours of continuing education training.

**Open to:** This course is open to child welfare social workers and supervisors employed in a NC County Department of Social Services in the areas of CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions or individuals or agencies contracting with a County DSS to provide any of the above services. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** The **specialized** curriculum is targeted to child welfare supervisors and social workers who work with children and families in interstate placements.

**Maximum Number of Participants:** 26

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 27, 2007	<b>Kinston (RTC)</b>	January 9, 2007	February 20, 2007	<b>Clarence Lamb NC Division of Social Services</b>  <b>Phone: (919) 733-7672</b>  <b>Fax: (919) 733-9204</b>
May 15, 2007	<b>Asheville (RTC)</b>	February 27, 2007	April 10, 2007	

**WHAT IS GOOD FOR FAMILIES IS GOOD FOR WORKERS: A TRAINING FOR  
CHILD WELFARE SUPERVISORS  
(Cornerstone II)  
(300 Series)**

*What is Good for Families is Good for Workers: A Training for Child Welfare Supervisors* is a four-day skills-based training session that explores the relationship between parallel process, the supervisor's role as coach, and family-centered practice. Underlying this course is the belief that if a supervisor behaviorally embraces the principles of family-centered practice, he or she will provide worker-centered supervision, thereby modeling effective work with families. Participants will be provided the opportunity to explore the six principles of partnership to include: everyone desires respect, everyone needs to be heard, everyone has strengths, judgments can wait, partners share power and partnership is a process. This training will include learning the solution-focused skills of scaling, miracle and exception questions in supervisors' work with social workers.

This training is offered in two separate two-day sessions. Session One will primarily focus on the knowledge and skill associated with principles one-three and Session Two will focus on principles four-six. At the conclusion of each two-day session, administrators and supervisors are provided with the opportunity to complete an application plan that identifies specific skills and strategies they will practice in the agency. Given the design of this curriculum, participants must commit to attend all four days in a particular location. As each day is built upon the foundation created the previous day, if one day is missed of a two-day session, the participant must repeat both days of the session. This curriculum was developed by Resources for Change, Inc.

**Prerequisite:** None

**Contact Hours:** 24 contact hours. This training can be credited toward the 24-hour continuing education component.

**Open to:** This course is open to Work First and Child Welfare supervisors and program managers/administrators employed in a NC County Department of Social Services or supervisors in agencies contracting with a County DSS to provide child welfare services. Child Welfare Services are defined as CPS Intake, CPS Investigative Assessment/Family Assessment, CPS Occasional On-Call, Case Planning/Case Management/In-Home Services, Child Placement including Independent Living (LINKS), Foster Care Licensing, or Adoptions. (This does not include staff from private foster care/adoption agencies or private residential care agencies.)

**Recommended for:** This curriculum is targeted to Child Welfare and Work First program administrators/program managers and supervisors employed in a county Department of Social Services.

**Maximum Number of Participants:** 24

**Minimum Number of Participants:** 10

Dates of Training	Location	Registration Opens	Registration Closes	Register With
January 9-10, 2007 February 6-7, 2007	<b>Asheville (RTC)</b>	October 24, 2006	December 5, 2006	<b>Donna Walters –Pearson Appalachian Family Innovations Phone: (828) 433-7187 Fax (828) 430-8762</b>
May 8-9, 2007 June 5-6, 2007	<b>Fayetteville (RTC)</b>	February 20, 2007	April 3, 2007	

**WIDENING THE CIRCLE: CHILD AND FAMILY TEAMS AND SAFETY  
CONSIDERATIONS  
(300 Series)**

This two-day advanced training provides strategies for fostering safe and effective participation at child and family teams. The first day is devoted to child and family teams when there is current or past family violence. The second day provides strategies for including family members with alcohol and other drugs addictions, mental health histories, and developmental disabilities within a family-centered meeting. Attention is devoted to meeting preparations and facilitation and to ways in which the agency can offer a supportive context for carrying out these meetings. "Widening the circle" from the nuclear family to a network of informal and formal supports is set forth as the means of safeguarding child and adult family members. Exercises are used to develop competencies in four strategies for safe and effective participation: cultural safety, community partnerships, family leadership, and inclusive planning. Attention is given to developing the participant's ability to recognize and transfer the appropriate ethical principle to the specific situation. The training is intended to prepare family-centered-meetings facilitators, referring workers, and supervisors of referring workers for holding child and family teams with serious safety issues. *Widening the Circle* is developed by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

**Prerequisite:** Step by Step: An Introduction to Child and Family Teams

**Open to:** Child Welfare and Work First social workers and supervisors, other County DSS staff, as well as staff from other agencies in the community.

**Recommended for:** County employees, partnering agencies, service providers, law enforcement, school personnel, and anyone likely to be involved in child and family teams.

**Contact Hours:** 12 contact hours.

**Maximum Number of Participants:** 20

**Minimum Number of Participants:** 10

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 22-23 2007	<b>Charlotte</b>	January 4, 2007	February 15, 2007	<b>Ashley Duncan</b> <b>NCSU-Family</b> <b>Centered Meetings</b> <b>Project</b>  <b>Phone:</b> <b>(919) 513-0488</b>  <b>Fax:</b> <b>(919) 513-7980</b>
June 14-15, 2007	<b>Fayetteville</b>	March 29, 2007	May 10, 2007	

## **SUPERVISORS WORKING WITH OTHERS, WORKING WITH OUTCOMES (Cornerstone IV)**

This is a 3-day curriculum that provides supervisors with the skills necessary to collaborate across program lines both within the agency, the larger community, and families to achieve successful outcomes. The curriculum focuses on the critical relationship between these partnerships and using agency data to achieve success.

The curriculum provides supervisors with skills constructing and participating in a process- and outcome-oriented system. Supervisors will learn how to gather, analyze, and use agency data to measure progress in achieving successful outcomes. A system of outcome oriented supervisory feedback will provide information about family outcomes of safety, permanence, and well being. Supervisors will identify what has been successful and what adaptations are needed to improve their approach. This curriculum was developed by Family and Children's Resource Program, part of the Jordan Institute for Families at UNC-Chapel Hill School of Social Work.

*Structure:* Days 1 and 2 are consecutive. Following Days 1 and 2 is a two week break to facilitate completion of a team homework assignment. Day 3 follows the homework assignment.

**Prerequisite:** None.

**Open to:** This course is open to teams of supervisors from county DSS's.

**Recommended for:** This course is designed for **all** social work supervisors, program managers, and directors (including - but not limited to Child Welfare, Work First, Adult Services, Medicaid, etc.)

**Contact Hours:** 18 contact hours. This training can be credited toward the 24-hour continuing education component for child welfare staff according to G.S. 131D-10.6A(b).

**Maximum Number of Participants:** 50

**Minimum Number of Participants:** 10

**More information:** Teams of supervisors interested in registering for this training please contact Amy Ramirez at (919) 962-4365 or email [aramirez@email.unc.edu](mailto:aramirez@email.unc.edu).

## TECHNICAL ASSISTANCE and LEARNING SUPPORT (TALS)

*Technical Assistance and Learning Support (TALS)* is a unique and growing component of our training program that is specifically designed to help support your in-class learning, as well as to provide additional learning opportunities and assistance in implementing Child and Family Teams. It is comprised of two separate sections: Technical Assistance, and Learning Support. TALS is developed and provided by the North Carolina Family-Centered Meetings Project, part of the Department of Social Work at North Carolina State University.

Technical Assistance – These activities are generally utilized to support your in-classroom learning.

- Facilitator Forums
- Coaching in critical areas like preparation, safety, including children, and more (by phone or in-person)
- Debriefing your meetings with an emphasis on facilitation
- Implementation assistance or guidance

Learning Support – Activities to assist you in developing a training plan and acquainting your agency with the benefits of Child & Family Teams.

- Needs assessment planning meetings
- Presentations or mini-workshops
- Assistance in developing a training plan
- Understanding the learning system

**Prerequisite:** Completion of Step by Step: An Introduction to Child and Family Teams is the preferred prerequisite to access most TALS services.

**Open to:** All employees of Department of Social Service (DSS) agencies, including those human service agencies who are in partnership with DSS, are eligible for TALS services. There is NO FEE for these uniquely tailored services!

**Recommended for:** County DSS agency staff who wish to receive technical assistance and support in the implementation of Child and Family Team meetings, including CFT facilitators and staff of community agencies participating in Child and Family Team meetings.

**To discuss possibilities or request services:** Contact Cherie L. Spehar, Training Coordinator, at [Cherie\\_Spehar@bellsouth.net](mailto:Cherie_Spehar@bellsouth.net). You may also complete a request form when attending a formal Family Centered Meeting Training, or call (919) 367-8394.

**Independent Living Resources, Inc.**  
**411 Andrews Rd, Suite 230**  
**Durham, NC 27705**  
**(919) 384-1457 or (800) 820-0001**  
**Fax (919) 384-0338**  
**e-mail: [nancy.carter@ilrinc.com](mailto:nancy.carter@ilrinc.com)**

## **Training Registration Information**

### **Guidelines for registration:**

1. Use the registration form in this section and send to the identified workshop coordinator.
2. Please print or type the information.
3. Certificates will be distributed at the training workshop.
4. A confirmation letter with directions to the training site will be sent to the registered participant within two weeks of the training.
5. Residency workshops are limited in number of participants. Participants will receive a confirmation letter or waiting list letter after the closing date for the identified seminar.
6. All questions pertaining to any workshop should be made directly to Debbie Cornell, ILR, Inc. Program Assistant 800-820-0001.
7. In the event that a participant is unable to attend the workshop, a co-worker may be sent in their absence or please call Debbie Cornell at the above number.
8. All training events are offered at no cost – free.
9. It is requested that all participants register.
10. North Carolina County Department of Social Services staff will receive first priority for the residency programs.

**Insert registration page here**

## LINKS 101

**LINKS 101** is a three-day curriculum devoted to providing basic life skills training on principles, positive youth development, assessment, teaching skills, and developing a comprehensive program. This program is a three-day residency seminar. Participants are required to be in attendance for all three-days. Participants are encouraged to stay in Burlington to facilitate their full experience of this seminar.

**Competencies:** This curriculum will address the following competencies:

- Participants will review the basic state and federal requirements for completing the Transitional Plan portion of the case plan for older foster youths.
- Participants will learn how to utilize assessment tools approved for completing the case plan.
- Participants will learn the basic philosophy of positive youth development towards promoting self-sufficiency.
- Participants will gain understanding on how to spend LINKS money allocated to their county.
- Participants will gain knowledge on how to motivate their adolescents, foster parents, and community business people to participate in the program.
- Participants will learn decision-making activities to use with adolescents.
- Participants will learn how to develop a community based educational and employment preparation program.

**Trainers:** Independent Living Resources staff

**Hours:** 1st day 9:30 a.m. – 4:30 p.m.      2nd & 3rd day 8:30 a.m. - 4:00 p.m.

**Class size:** 24 participants

**Participants:** This training is designed for all county and residential staffs who work with adolescents and have been identified by as the independent living coordinator. It is most beneficial to staff who have had limited training in the area of Independent Living.

**Workshop Coordinator:** Nancy Carter (800-820-0001)

<b>Training Dates</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
March 13-15, 2007	Country Suites Burlington	<b>Immediately</b>	February 9, 2007	Use the registration form in this section and <b>mail to:</b> Debbie Cornell ILR, Inc 411 Andrew Rd #230 Durham NC 27705 <b>Or fax to:</b> 919-384-0338
Late Summer 2007	Country Suites Burlington		August 1, 2007	

## LINKS 201 – “The Sequel” (New LINKS course)

**LINKS 201 – “The Sequel”** is a three-day course offered to county LINKS coordinators and residential staffs who work with adolescents. Participants must have been working with foster teens for at least six months **AND** have previously attended LINKS 101. This is considered an advanced course offering.

**Competencies:** The overall goal of LINKS 201 is to create creative community based solutions within the LINKS program.

- Participants will be challenged to address the seven LINKS outcomes within a solution-based process of their service planning.
- Participants will learn how to incorporate community needs while actively involving youths in decision making and program planning
- Participants will be able to demonstrate how the LINKS program impacts youth services and influences outcomes.
- Participants will be able to demonstrate through Community Action Plans how targeted outcomes will be addressed.
- Participants will learn how to use a team format and range of community resources by presenting case material.
- Participants will learn how to fully utilize the power of group work with LINKS youths and other professionals.

**Trainers:** Independent Living Resource staff

**Hours:** 1st day 9:30 a.m. – 4:30 p.m.      2nd & 3rd day 8:30 a.m. - 4:00 p.m.

**Class size:** 24 participants

**Participants:** This advanced training seminar is designed for county LINKS coordinators and residential staffs who work with adolescents. Participants must have been working with foster teens for at least six months **AND** have previously attended LINKS 101.

**Workshop Coordinator:** Nancy Carter (800-820-0001)

<b>Training Dates</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 23-25, 2007	Country Suites Burlington	<b>Immediately</b>	November 10, 2006  <b>Upon registration, participant will be sent a list of additional data needed</b>	Use the registration form in this section and <b>mail to:</b> Debbie Cornell ILR, Inc 411 Andrew Rd #230 Durham NC 27705 <b>Or fax to:</b> 919-384-0338

## Real World Event Instructional Event

**Real World Instructional Event** is a two-day course offered to foster parents, residential providers, social workers, and others interested in conducting a regional Real World Youth Event (described below):

**The Real World Youth Event** is a hands-on experience at making real life choices. This is a one-day youth event focusing on career and lifestyle decisions. The Real World offers youth the opportunity to make a direct connection between the career they choose and the lifestyle they desire. Youth are exposed to skills such as interviewing needed for employment, continuing education, and budgeting necessary for self-sufficiency and making critical choices. This event has been successfully offered in the Raleigh area for the last three years. It offers direct learning and practice for youth with a powerful “punch.”

Each participant in the **Instructional Event** will receive a binder called the “Real World Event Packet.” All materials will be developed to assist staffs in coordinating a regional “team” of professionals interested in conducting a one-day Real World Youth Event in their community. Materials will provide reproducible worksheets, instructions, and procedures for youths and adults.

**Competencies:** The overall goal of this course is to provide participants with the knowledge, confidence, and plans to conduct a Real World Youth Event. The objectives are to provide participants with:

- Specific logistical and educational material for preparing youths for the event.
- Strategic Real World Event planning guidelines to ensure a smooth process of development.
- Opportunities to coordinate the regional Real World Planning Teams on-site.
- Knowledge to understand the steps necessary to prepare youths, adults, and community representatives to participate in a Real World Youth Event.

**Trainers:** Independent Living Resource staff

**Hours:** 1st day 9:30 a.m. – 4:00 p.m.      2nd day 9:00 a.m. - 4:00 p.m.

**Class size:** 24 participants

**Participants:** This two-day course will be offered to foster parents, residential providers, social workers, and others interested in conducting a regional Real World Youth Event.

**Workshop Coordinator:** Nancy Carter (800-820-0001)

<b>Training Dates</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
January 18 – 19, 2007	Cleveland County Extension Office	<b>Immediately</b>	Open registration until first training day	Use the registration form in this section and <b>mail to:</b> Debbie Cornell ILR, Inc 411 Andrew Rd #230 Durham NC 27705 <b>Or fax to:</b> 919-384-0338

# It's time for SaySo Saturday

## SaySo: Strong Able Youth Speaking Ot

SaySo's mission is to work to improve the substitute care system in North Carolina by educating the community, speaking out about needed changes, and providing support to youth that are or have been in substitute care.

### Wanted

- Youths (ages 14-24) who are or have been in foster care or some type of out-of-home placement in North Carolina.
- Adults who will support and listen to youth, and help youth find resources necessary to develop a SaySo chapter.

## **March 3, 2007 9:30 am -3:30 pm** **Guilford Tech Community College, Jamestown**

- Meet with other youth from around the state.
- Meet **SaySo** representatives from your area.
- Vote for regional representatives or **become a representative** for your region!
- Learn more about **SaySo!** Celebrate our 9<sup>th</sup> birthday! Birthday gifts available.
- Attend workshops about the LINKS program, GAL's, and advocating for youths.
- Create local Chapters of **SaySo** in your area. Meet local chapter representatives.
- Free FOOD & gifts will be provided. SaySo t-shirts are \$12. License plates \$4.

*Please fill out the form below and mail or fax (a list of all youths from your area) to ILR, Inc., 411 Andrews Road, Suite 230, Durham, NC 27705, Fax 919-384-0338 by February 23, 2007. For more information contact Melinda Medina at 1-800-820-0001 or [sayso@ilrinc.com](mailto:sayso@ilrinc.com). Confirmations and maps will be mailed upon receiving your registration. Please call or email for hotel information.*

Youth Name: \_\_\_\_\_ Age \_\_\_\_\_

Address: \_\_\_\_\_  
(House number) City Zipcode

Adult Chaperone: \_\_\_\_\_

Address: \_\_\_\_\_  
(House number) City Zipcode

County: \_\_\_\_\_ Phone: \_\_\_\_\_

Agency: \_\_\_\_\_ email: \_\_\_\_\_

## Real World Raleigh – Youth Event

The **Real World** Youth Event is a hands-on experience at making real life choices. This is a one-day youth event focusing on career and lifestyle decisions. The **Real World** offers youth the opportunity to make a direct connection between the career they choose and the lifestyle they desire. Youth are exposed to skills such as interviewing needed for employment, and budgeting necessary for independent living.

The **Real World** Youth Event experience is broken into three areas:

1. **Pre-teach skills:** Youth participate in lessons such as interest assessment, job applications, understanding insurance, banking and budgeting, all of which will assist learning during the Real World Event.
2. **Real World Event:** Youth will choose a career. Their mission will be to secure a realistic budget corresponding to the respective salary. Youth will visit booths such as insurance, transportation, housing, recreation, student loans, medical, utilities, etc., manned by community volunteers who assist youth in adding the expense to their monthly budget. After youths visit each booth, they complete the experience by having their budget audited by adult volunteers.
3. **Follow-up:** Youths completing the event will participate in follow-up interviews with local staffs to process their experience. Youths will be able to identify: whether their career choice supports their lifestyle choice, if more education is necessary to support their career and lifestyle choices, and if alternate career and lifestyle choices should be explored. Youth will return to their community with follow-up activities for exploring their career options.

The **Real World Raleigh** is open to older youths (15+) willing to come to Raleigh for the day. **Please Note:** Youths need pre-training in areas of budgeting, CEI vocational assessment, insurance, and interviewing to attend. Contact Nancy Carter by **February 1** to request materials to register and prepare youths for the event. ACT NOW pre-training activities are required before youth attend. 100 youth spaces are available.

The **Real World Instructional Training** is provided to assist agencies in planning their own Real World Youth Event in their community. The training is available in Fall 2007.

Date	Location	Registration Opens	Registration Closes	Register With
<p style="text-align: center;">April 3, 2007</p> <p>Letters are available to provide to schools if youth are not on spring break vacation.</p>	<p style="text-align: center;">Commons Building, Wake Government Center Raleigh, NC</p>	<p style="text-align: center;">January 5, 2007</p>	<p style="text-align: center;">March 16, 2007</p> <p style="text-align: center;"><b>However at least 1-2 LINKS meetings are needed to prepare youth before registration.</b></p>	<p style="text-align: center;">Contact: Nancy Carter ILR, Inc. 411 Andrew Rd #230 Durham NC 27705 <b>800-820-0001 or email <a href="mailto:nancy.carter@ilrinc.com">nancy.carter@ilrinc.com</a> to request materials.</b> <i>Please indicate number needed.</i></p>

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