



North Carolina Child Welfare 2020 – 2024 Training Plan



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Division of Social Services

Introduction

Providing child welfare services in any capacity requires certain knowledge, skills, and abilities which enable child welfare professionals to engage families to reach successful outcomes. To be recognized as competent, child welfare workers must demonstrate professional behaviors that achieve the overall goals of safety, permanency and well-being for children. 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. North Carolina’s curricula uses the “Universe” of competencies, which is derived from competencies which came from a variety of sources, including those developed for the Ohio Child Welfare Training Program by the Ohio Institute for Human Services.

More than 24,000 training completions have been recorded in the state’s training information management system, ncswLearn, between July 1, 2015 and May 1, 2019. This includes participation from all 100 county child welfare agencies and private child-placing agencies. North Carolina provides initial training for new employees through *Child Welfare in North Carolina: Pre-service*. This three-week blended course is required of child welfare workers prior to direct client contact. Once child welfare workers have completed pre-service, they are eligible to enroll in course(s) that are specific to the role they perform in the counties. These five core courses provide basic knowledge of child welfare practice and policy. All five courses have been revised to reflect the modified policy as identified in our PIP Goal 1.2.

	Child Welfare in NC: Pre-service	Intake in Child Welfare	CPS Assessments in Child Welfare	In-Home in Child Welfare	Permanency Planning in Child Welfare
7/1/18 to 4/30/19	660 Completions	304 Completions	228 completions	113 Completions	152 Completions
7/1/17 to 6/30/18	674 Completions	441 completions	364 Completions	181 Completions	127 Completions
7/1/16 to 6/30/17	587 Completions	244 Completions	245 Completions	184 completions	174 Completions
7/1/15 to 6/30/16	544 Completions	142 Completions	253 Completions	138 Completions	180 Completions

*Source – ncswLearn

This chart reflects numbers trained over a four-year period for the five core courses. The demand for pre-service has risen in the last year, while completions for the four job-specific trainings have fluctuated. The division moved from co-training to solo training of the four job specific courses in June 2017 to increase the number of events offered.

Targeted Areas for Improved Performance

Many factors will impact North Carolina’s training system in the next five years. The following have been identified as current areas of opportunity for building a skilled child welfare workforce.

- Increased use of technology to integrate distance learning modalities to improve accessibility of training for child welfare social workers. The demographics of North Carolina’s 100 counties vary greatly, and this includes the capacity of each county child welfare agency to serve its population. Rural areas often use blended teams of social workers to perform multiple tasks, while urban areas have a larger number of staff to provide targeted child welfare services for each job function. Because North Carolina is a state-supervised, county-administered child welfare system, the state has established training guidelines for all 100 counties. The capacity of the state to deliver face to face classroom training is limited by the number of trainers and training sites. Increasing the use

of distance learning for child welfare staff will increase training opportunities that ensure fidelity to state policy and practice.

- Implementation of Practice Model. Adoption of the practice model, *Safety Organized Practice (SOP)*, will combine strong social work practice with structured decision-making tools to engage families and increase the safety of the child. Tools used in SOP include Harm and Danger statements, solution focused questions, safety mapping tools, safety circles and the safety house. Implementation will be phased in and align with FFPSA implementation.
- Interfacing with other child serving agencies to improve collaboration. Forming partnerships with public health, mental health, the court system and other stakeholders will expand multi-disciplinary training opportunities. Collaborations will inform training for attorneys, judges, GALs, mental health and substance use professionals, and child welfare workers. An Interagency Collaboration has already been established with the Administrative Office of the Courts through their Court Improvement Plan. This group is currently considering ways to deliver training that can be accessed by all child-serving professionals.
- Expansion of skills-based instruction in the curricula. More instructional time should be dedicated to practicing, assessing and reflecting on skills to engage families. Skill development in curricula should have a direct correlation to child development across the lifespan, so that classroom skills translate into better outcomes for families.
- Incorporation of principles of racial equity and social inclusion to enhance practice in working with special populations. Training should be intentional in changing the way the child welfare system intervenes with children, youth and families who are at greater risk due to mental and physical disability, race, culture, sexual orientation, religious beliefs, economic status, homelessness, marital status, and other highly charged beliefs.
- Expansion of Train the Trainer for county child welfare staff. County co-facilitation of *Child Welfare in North Carolina: Pre-service* was implemented in 2018. Expansion of a Train the Trainer model that includes mentoring and coaching of county staff will support the counties in becoming more self-sufficient with training.

North Carolina's Child Welfare Training Requirements

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. This was followed in 1995 by North Carolina General Statute § 131D-10.6A (b) which established the requirement that minimum training standards for child welfare social workers and supervisors needed to be put in place. It applies to all staff hired after January 1, 1998.

The specific guidelines state, "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:

- Child welfare services workers shall complete a minimum of 72 hours pre-service 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.

- 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.
- 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.
- Child welfare services supervisors shall complete a minimum of 72 hours of pre-service 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.
- 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.”

Since this time, training requirements have evolved to a system requiring pre-service and in-service training, which teaches child welfare staff to ensure safety, permanence and well-being for children. Training requirements are currently in place for all child welfare workers, supervisors and foster parents.

Training Provided to New Child Welfare Social Workers

Child Welfare in North Carolina: Pre-service is a three-week competency based **pre-service** curriculum that is designed to provide new social workers and supervisors with an overview of the child welfare system. This 100-series, foundational course is required of all new DSS child welfare social workers and supervisors prior to direct client contact. Participants will complete self-paced online learning modules and attend eight classroom days of training. There is no prerequisite for this course. Here is how the course is organized:

- Week 1 – in the agency – self-paced online component (13 learning modules)
- Week 2 – four classroom training days
- Week 3 – four classroom training days

At the conclusion of the training, social workers and supervisors will have knowledge that will allow them to begin to see children and families in their agency. New Child Welfare DSS staff must complete the three weeks in sequence. Completion of the online components, transfer of learning activities and classroom weeks of this course are required prior to participants receiving their certificate of completion.

Week 1: Self-Paced Online Component

The self-paced modules include an instructor-moderated Discussion Forum and an Online Activities Workbook that participants will submit to their classroom trainer. Within the modules, there are five discussion forum questions and five online workbook activities that **must** be completed within this first week of the *Pre-Service*. After the modules, participants must take the Knowledge Assessment.

The online component contains an Introduction to the course and 13 content modules. The Introduction module provides an overview of the course content, and critical information regarding the course requirements and strategies for completing the 13 modules. Participants completing these modules, will understand the mission, vision, and values of the child welfare system; know what family-centered practice is and how the history of child welfare has impacted practice today; learn about federal and

state laws that protect the rights of children and parents and be introduced to the North Carolina legal definitions of abused and neglected juveniles. They will begin to understand the structure of the child welfare system and their agency while learning more about the many roles and responsibilities of child welfare staff. Participants will also learn about the importance of valuing and supporting racial and ethnic identity formation in youth and explore family dynamics where maltreatment has occurred. They will also learn ways to keep themselves and others safe while doing their job. Participants will finish the modules knowing about collaboration with families and community agencies and will have a basic grasp of documentation and using case records.

Week 2: Classroom Training Days

Week 2 begins with learning about the impact of trauma in the lives of the children and families served by child welfare services, the use of effective interviewing strategies for children and adults, and the family assessment and change process that applies to casework provided from Intake through Adoptions. After reviewing the legal definitions of abuse and neglect, strategies for conducting and documenting intake and functional assessments, safety and risk assessments, and family strengths and needs assessments are addressed. During this week, participants are provided the opportunity, through case examples, to apply information learned in the structured decision-making assessment process to make CPS assessment case decisions, including an initial case plan. Participants also receive an introduction to: the five protective factors that contribute to the prevention of abuse/neglect; child sexual abuse; the definition of Human Trafficking; and the implications for secondary traumatic stress for child welfare workers.

Week 3: Classroom Training Days

Week 3 begins with learning about the function of CPS In-Home Services and the principles that underlie case planning with families. Participants will be provided with information regarding concurrent planning, objective writing, and completion of In-Home and Out of Home Family Services Agreements. Case examples introduced in week two will be utilized to provide participants with the opportunity to apply knowledge to practice. Other information addressed during this week includes system induced trauma in child welfare services, the placement process, the adoption process, and case closure.

Training Provided to Child Welfare Social Workers

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. 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. These courses 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. Child welfare social workers and supervisors should attend the course(s) that addresses the job function area in which they practice. For example, a social worker that is employed in CPS 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 offered 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.

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 and the Effects of Trauma, Building Cultural Safety, Step by Step* and 200 Series Tier 2 courses that apply to the worker's job function, and topic specific courses in the 300 series.

[Description of Trainings](#)

The following information applies to all training listed below.

Total Training Cost Estimate: \$12,635,049 (Based on SFY17-18 Training Budget)

Applicable Funding Sources: Medicaid, IVB-1, IVB-2, IV-E Foster Care Admin, IV-E Foster Care Training, IV-E Adoption Admin, IV-E Adoption Training, SSBG Admin, CAN, TANF, State Appropriations

Trainings listed below may be found on the North Carolina Training Information Management System, www.ncswLearn.org.

- ***Adoption Assistance Eligibility***

Format: Online On-demand course (One hour)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Training for county DSS social workers and supervisors involved in financial support or assistance for adoptive families. People taking this training will gain an understanding of how to determine eligibility for adoption assistance, the requirements for vendor payments, and the criteria for reimbursing one-time expense related to adoption.

Title IV-E Administrative Functions this Training Addresses: IV-E Eligibility, rate setting

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC-CH

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Adoptions in Child Welfare Services***

Format: Classroom-Based, 4-day training (24 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Curriculum focuses 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.

Title IV-E Administrative Functions this Training Addresses: Recruitment/Licensing of Foster/Adoptive Homes, placement of child, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$3,519 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Advocating for Child and Adolescent Mental Health Services***

Format: Online On-demand course (Three hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Training provides basic information to child welfare workers and supervisors on working with Local Management Entities/Managed Care Organizations (LME/MCOs) to connect children and families to services. This training explores how to monitor services and build collaborative relationships with LME/MCOs so youth and families can be connected to needed behavioral health services.

Title IV-E Administrative Functions this Training Addresses: Development of case plan, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC-CH

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Applying the Reasonable and Prudent Parent Standard***

Format: Online On-demand course (One hour)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course explains what North Carolina's reasonable and prudent parent standard is, how it promotes the well-being of young people in foster care, and how agencies and resource parents can implement it successfully

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC-CH

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Building Cultural Safety***

Format: Classroom-Based, three-day training (18 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency. County staff members are encouraged to attend this training as a team comprised of their System of Care and/or other external partners, and stakeholders, GALs, mental health and domestic violence services providers, Work First and other DSS partners.

Description: This training is designed to develop participants' knowledge of significant facts and concepts related to cultural safety, diversity, inclusion and cultural competency. Content and exercises are used to establish baseline knowledge and shared understanding around the nature of these issues and their impact on participants' work to improve the lives of families and children. Training introduces participants to a range of tools that facilitate continued cultural safety to include personal awareness, cross-cultural communication and relationship-building, collaboration in multicultural communities, and conflict management, with ample opportunity for practice and reflection during the training session.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Center for Family and Community Engagement, NC State University

Estimated Cost: \$15,422 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***Child Development and the Effects of Trauma***

Format: Blended online course with self-paced modules and live session

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course focuses on developmental milestones, attachment, parenting styles, normal brain development, and the effects of trauma.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC-CH

Estimated Cost: \$6,854 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Child Forensic Interviewing***

Format: Classroom-Based, four-and-a-half-days training (32 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: The intended outcome of the training is to increase the skills of child welfare workers in conducting legally-defensible, developmentally sensitive interviews of suspected child and adolescent victims of child maltreatment. The curriculum will emphasize a "balanced" approach to interviewing that is designed to avoid errors of both under-calling and overcalling abuse.

Title IV-E Administrative Functions this Training Addresses: Development and maintenance of case plan, case management

Duration: Short-term

Provided by: University of North Carolina – Chapel Hill, Department of Psychiatry

Estimated Cost: \$13,678 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***Child Welfare in North Carolina: Pre-Service***

Format: Blended Online and Classroom-Based, three-week training (72 hours)

Audience: New Child Welfare workers and supervisors employed in a NC county child welfare agency.

Description: This is the mandatory training course for new social workers in child welfare. Complete description of course is provided under section, **Training Provided to New Child Welfare Social Workers.**

Title IV-E Administrative Functions this Training Addresses: Referral to services, placement of child, development and maintenance of case plan, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$13,211 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Connecting with Families: Family Support in Practice***

Format: Classroom-Based, six-day training (36 hours)

Audience: Direct providers of Family Support or Family Resource Centers contracting with the Division of Social Services

Description: Provides instruction in the skills necessary for working successfully with families and individuals in center-based programs, in community-based programs, in support groups of all kinds, and through home visiting. The foundation of this training is the six principles of partnership, and participants will learn a variety of tools and strategies to enhance their ability to provide customer-centered services as well as to motivate customers to make changes in their lives.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Center for Family and Community Engagement, NC State University

Estimated Cost: \$29,669 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***CPS Assessments in Child Welfare***

Format: Classroom-Based, four-day training (24 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course provides participants with knowledge and skills necessary to complete CPS assessments with families who have been referred for possible child abuse, neglect or dependency. This training provides instruction and skills practice in a family-centered approach while conducting both family assessments and investigative assessments. Training topics include: CPS Assessments Policy; strengths-based, solution-focused interviewing with parents, children, and collaterals; recommended formats for initial and follow-up home visits; structured decision-making tools; frontloading services; child and family teams; cultural competency; and case documentation.

Title IV-E Administrative Functions this Training Addresses: Referral to services, placement of child, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$9,082 per event.

Cost Allocation Methodology: RCC 2430, 2431, 2494 and/or 2480. See Cost Allocation table for definition.

- ***CPS In-Home in Child Welfare Services***

Format: Classroom-Based, four-day training (24 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Curriculum focuses 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, policy for In-Home Services provision, reassessment decision-making tools, monitoring the case, case closure/transition, and case documentation.

Title IV-E Administrative Functions this Training Addresses: Referral to services, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$4,082 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Critical Thinking in Child Welfare: A Course for Supervisors***

Format: Online On-demand course (Two hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators, and Directors employed in a NC county child welfare agency.

Description: Teaches supervisors to cultivate essential critical thinking habits and skills in those they supervise.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Domestic Violence Policy and Best Practices in Child Welfare***

Format: Classroom-Based, three-day training (18 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Training covers the specific issues of assessment and intervention when domestic violence related child maltreatment has been identified. The intent of this training is to link the North Carolina Child Welfare Domestic Violence Policy to child welfare practices. In this interactive training participants will learn how to assess and intervene in child welfare cases involving domestic violence using formal and informal resources. Using case scenarios and other exercises, participants will have the opportunity to practice strategies to help and use with families.

Title IV-E Administrative Functions this Training Addresses: Referral to services, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$8,291 per event.

Cost Allocation Methodology: RCC 2422 and 2480. See Cost Allocation table for definition.

- ***Engaging the Non-Resident Father for Child Welfare Staff***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is designed to provide workers with knowledge to further support a practice shift toward engaging non-resident fathers in child welfare cases involving their children. Course uses interactive lecture, small and large group activities and experiential exercises designed to practice skills relevant to engagement strategies and techniques for engaging fathers and non-residential parents in the child welfare process.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$6,412

Cost Allocation Methodology: RCC 2494 and 2480. See Cost Allocation table for definition.

- ***Family Centered Practice in Family Preservation***

Format: Classroom-Based, five-day training (30 hours)

Audience: This course is open to agencies that contract with the NC Division of Social Services to provide Intensive Family Preservation Services and to child welfare social workers and supervisors employed in a NC county Department of Social Services.

Description: Curriculum is designed for family preservation and other home-based services workers, to gain instruction in the skills necessary for successful in-home intervention. This training, organized around a six-stage Intervention Cycle, includes tools and strategies for each phase of involvement- Joining, Discovery, Change, Celebration, Separation and Reflection.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Center for Family and Community Engagement, NC State University

Estimated Cost: \$20,844 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***Family First Prevention Services Act***

Format: Online On-demand course (One hour)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: This course provides information on child welfare reform in North Carolina, including an overview of Rylan's Law and Family First Prevention Services Act. These are important state and federal laws that, once implemented, will transform how child welfare programs are supervised and administered in North Carolina.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC-CH

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Foster Home Licensing in Child Welfare Services***

Format: Classroom-Based, three-day training (18 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course covers the process of licensing foster parents in a county Department of Social Services or licensed private child-placing agency. The curriculum topics include NC licensing procedures, forms, regulations, the roles of a licensing worker, the mutual home assessment process, the family assessment, MEPA, and skills for working with foster parents.

Title IV-E Administrative Functions this Training Addresses: Recruitment/licensing of Foster/Adoptive Homes

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$3,157 per event

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Foster Home Licensing: The Keys to Success***

Format: Online On-demand course (Two-and-a-half hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is designed to reduce the rate of incorrect or incomplete foster home licensing paperwork and to improve assessment and screening of licensing applicants

Title IV-E Administrative Functions this Training Addresses: Data collection and reporting

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Fostering and Adopting the Child Who Has Been Sexually Abused***

Format: Classroom-Based, four-day training (24 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: 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.

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$4,082 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Fostering Connections I: Partnering to Improve Health/Well-being of Children in Foster Care***

Format: Online On-demand course (.5 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: The course provides knowledge and tools for collaborating successfully with medical homes and the local community care network to improve outcomes for children.

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Fostering Connections II: Building Local Systems to Improve Health/Well-Being of Children in Foster Care***

Format: Online On-demand course (.5 hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators, and Directors employed in a NC county child welfare agency.

Description: The course provides agency leaders with knowledge and tools to create successful interagency partnerships between DSS, medical homes, and the local community care network.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Guardianship Assistance Program: A Course for Child Welfare Professionals***

Format: Online On-demand course (One hour)

Audience: Child Welfare Professionals employed by county DSS agencies.

Description: Explains how to implement North Carolina's Guardianship Assistance Program.

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management, recruitment/licensing of foster/adoptive homes & institution

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Intake in Child Welfare Services***

Format: Classroom-Based, three-day training (18 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course focuses 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 with knowledge of the strengths-based, structured intake process and with an opportunity to practice using the structured intake tool. 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 intake process and form.

Title IV-E Administrative Functions this Training Addresses: Referral to services

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$3,157 per event

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Interviewing Preschool Children: The RADAR Jr. Forensic Interview Model***

Format: Classroom-based, (Two-day training, 24 hours)

Audience: Child Welfare Professionals employed by County DSS agencies.

Description: This two-day class is designed for child welfare social workers and supervisors who have already completed training in the RADAR Forensic Interview Model. This course presents an adaptation of the RADAR protocol for interviewing children between ages 3-5.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: University of North Carolina – UNC, Psychiatry Department

Estimated Cost: \$11,942 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***Introduction to Supervision for Child Welfare Services***

Format: Classroom-Based, six-day training (54 hours)

Audience: Child Welfare Supervisors employed in a NC county child welfare agency.

Description: 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.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$14,715 per event

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Introduction to the Monthly Foster Care Contact Record***

Format: Online On-demand course (One-and-a-half hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course introduces child welfare professionals to North Carolina's Monthly Foster Care Contact Record (DSS-5295). The course teaches participants why the Contact Record was developed and, through an interactive case scenario, how to use it. Participants will also hear recommendations from youth in care about using monthly visits to develop trusting, supportive relationships.

Title IV-E Administrative Functions this Training Addresses: Placement of child, data collection and reporting

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***IV-E: An Overview***

Format: Classroom-Based, one-day training (Six hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Training focuses 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.

Title IV-E Administrative Functions this Training Addresses: IV-E Eligibility determination or redetermination

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$1,308 per event.

Cost Allocation Methodology: RCC 2431. See Cost Allocation table for definition.

- ***Legal Aspects of Child Welfare in NC***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is 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.

Title IV-E Administrative Functions this Training Addresses: Preparation for and participation in judicial determination

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$4,585 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Life Books: Motivating the Memory Keepers***

Format: Classroom-Based, one-day training (Six hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course introduces Life Books as a therapeutic tool for meeting the well-being needs of children in the foster care system. Life Books are widely recognized as best practice in child welfare services due to the benefits for the child, the birth parents, the foster/resource parents, the child's therapist, and the child welfare workers. The creation and sharing of Life Books provide opportunities for discussing healthy connections, addressing traumatic events, and promoting a positive self-concept.

Title IV-E Administrative Functions this Training Addresses: Placement of child

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$1,308 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***LINKS 101***

Format: Classroom-Based, three-day training (18 hours)

Audience: Child Welfare workers employed in a NC county child welfare agency. This training is designed for all county and residential staff who work with adolescents and have been identified as the independent living coordinator. It is most beneficial to staff who have had limited training in the area of Independent Living.

Description: Curriculum devoted to providing basic independent living training on principles, assessment, teaching skills, and developing a program.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$3,157 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Medical Aspects of Child Abuse and Neglect for Non-Medical Professionals***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Curriculum designed to help social workers secure medical examinations in a timely fashion. The course will also help social workers understand, interpret, and communicate with medical professionals regarding those examinations. In addition, social workers will learn how to help families understand their children's follow-up care instructions received as part of those examinations.

Title IV-E Administrative Functions this Training Addresses: Referral to services, case management

Duration: Short-term

Provided by: UNC-CH, Child Medical Evaluation Program

Estimated Cost: \$4,790 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Methamphetamine: What a Social Worker Needs to Know***

Format: Online, On-Demand Course (five hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is designed to familiarize the worker with the signs of methamphetamine (meth) use, production, and the hazards meth poses to families. Methamphetamine impacts every aspect of a user's life, and often creates abusive and neglectful situation for children. It is an extremely addictive stimulant amphetamine drug and has high potential for abuse.

Title IV-E Administrative Functions this Training Addresses: Referral to services, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Money Matters: Foster Care Funding Basics***

Format: Online, On-Demand Course (Four hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: The course reviews the various funding streams that support foster care placement and the technical systems which reimburse costs to the agencies that provide care to clients. In addition, the course provides resources and recommendations to enhance agencies' ability to problem-solve data entry problems and eligibility requirements.

Title IV-E Administrative Functions this Training Addresses: Placement of child, data collection and reporting

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Navigating Child and Family Teams***

Format: Classroom-Based, three-day training (18 hours)

Audience: This course is open to Child Welfare and Work First social workers and supervisors, other county DSS staff, facilitators, community providers, and staff from other agencies in the community who will be involved or participating in Department of Social Services (DSS) child and family teams.

Description: This course is an intensive skill-building opportunity for those who will be facilitating child and family team meetings. Participants will learn how to effectively facilitate child and family teams by first understanding how the role of the facilitator differs from that of the traditional social worker. Strategies will be presented for partnering with the case-carrying social worker, creating an environment of physical and emotional safety, encouraging effective communication amongst child and family team participants, managing conflict and denial, and including the voices of children and youth at meetings.

Title IV-E Administrative Functions this Training Addresses: Development and maintenance of case plans, case management

Duration: Short-term

Provided by: Center for Family and Community Engagement, NC State

Estimated Cost: \$14,767 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***North Carolina's OSRI/Case Review Process: What to Expect***

Format: Online, On-Demand Course (One hour)

Audience: Child Welfare Supervisors employed in a NC county child welfare agency.

Description: Course explains what North Carolina's OSRI/case review process is, what to expect when an On-site Review occurs, and what resources are available to county agencies.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Nuts & Bolts of Child Welfare Supervision***

Format: Classroom-Based, six-day training (39 hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators and Directors employed in a NC county child welfare agency.

Description: Course builds on and reinforces information supervisors learn within *Introduction to Supervision for Child Welfare Services*. The goal of this training is to assure that supervisors have the knowledge, skills, and values necessary to interpret and operationalize child welfare practice, policies and procedures.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$9,722 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Orientation to the Public/Private Toolkit: Building Effective Partnerships with Private Child Placing Agencies***

Format: Online, On-Demand Course (One hour)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is designed to assist NC's public child welfare agencies with improving outcomes for families by strengthening their partnerships and increasing accountability with private child-placing agencies. This on-demand, online course explains what the public-private toolkit is, reviews the steps agencies go through to complete the toolkit, shares lessons learned from county DSS agencies already using the toolkit, and describes how to get started implementing the toolkit.

Title IV-E Administrative Functions this Training Addresses: Placement of child

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Orientation to the Supervisor Academy for Program Managers***

Format: Online On-demand course (One hour)

Audience: Child welfare Program Managers employed by NC county DSS agencies

Description: Provides an overview of how the Supervisor Academy came to be, specific courses that were developed as a component of North Carolina's Program Improvement Plan (PIP), and how managers and administrators can support supervisors to apply their learning.

Title IV-E Administrative Functions this Training Addresses: Case management and supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Permanency Planning in Child Welfare***

Format: Classroom-Based, four-day training (24 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Curriculum provides participants with information about child placement philosophy, child and family preparation for placement, making appropriate placements, and gives opportunities for development 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 use a case study to complete structured decision-making tools and service agreements to make determinations for timely reunification or permanence.

Title IV-E Administrative Functions this Training Addresses: Placement of child, development and maintenance of case, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$4,082

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Preventing Premature Case Closures in CPS In-Home Services: A Course for Supervisors***

Format: Online, On-Demand Course (One hour)

Audience: Child Welfare Supervisors, Program Managers, Administrators and Directors employed in a NC county child welfare agency.

Description: The course explains why premature case closure is a problem, provides guidance, and tools to help supervisors know when a case is ready for closure.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***PS-Deciding Together***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers employed in a NC county child welfare agency.

Description: Course is based on the PS-MAPP program (*Partnering for Safety and Permanence: Model Approach to Partnerships in Parenting*) and uses the same twelve skills identified in other MAPP curricula and known to be necessary for successful foster and/or adoptive parenting. *PS-Deciding Together* is a program that can be used in place of PS-MAPP for individual families or very small groups and places a strong emphasis on the importance of the safety, well-being, and concurrent planning for timely permanence for children served by the child welfare system

Title IV-E Administrative Functions this Training Addresses: Placement of child

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$4,258 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Reasonable Efforts: What Supervisors Need to Know***

Format: Online, On-Demand Course (Two hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators and Directors employed in a NC county child welfare agency.

Description: The course is designed to enhance the ability of DSS agencies to provide and document reasonable efforts on behalf of families receiving child welfare services. Content was developed with input from the UNC-Chapel Hill School of Government and an Assistant Attorney General for Child Welfare. The training provides a courtroom re-enactment, a review of the legal and policy requirements for judicial determinations of reasonable efforts, a practice framework for providing and documenting reasonable efforts, an interactive supervision scenario, and a structured case review that hone reasonable efforts-related skills and knowledge.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Responding to Child Sexual Abuse***

Format: Classroom Based, six-day training (36 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Curriculum provides a foundation for assessing sexual abuse allegations that best supports the child and family. Course provides national protocols for legally defensible interviewing and the latest best practice guidelines in responding to child sexual abuse.

Title IV-E Administrative Functions this Training Addresses: Referral to services, placement of child, case management

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$14,157 per event.

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Secondary Trauma: A Course for Child Welfare Workers***

Format: Classroom Based, one-day training (Six hours)

Audience: Child Welfare workers employed in a NC county child welfare agency.

Description: Course creates an individualized resilience plan that helps social workers anticipate and respond to secondary trauma. Course provides knowledge of the differences between secondary traumatic stress and burnout, toolbox for preventing and responding to secondary trauma and development of a Personal Resilience Plan.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,959 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Secondary Trauma: A Course for Supervisors and Managers***

Format: Blended, two Classroom Days and one two-hour live online session (14 hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators, and Directors employed in a NC county child welfare agency.

Description: Course develops knowledge of the differences between secondary traumatic stress and burnout, ability to identify and assess secondary trauma symptoms in yourself and your staff, awareness of the connections between traumatic stress and agency outcomes, ability to develop and advocate for an agency-level plan to reduce secondary trauma and promote staff resilience, skill in overcoming common barriers to reducing secondary traumatic stress and strategies for preventing and responding to one's own secondary trauma.

Title IV-E Administrative Functions this Training Addresses: Case management and supervision

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$7,898 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Shared Parenting***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: This training explores the philosophy and rationale for practicing Shared Parenting in child welfare services. Strategies for facilitating the Shared Parenting partnerships between the agency, birth parents, and foster and adoptive parents are emphasized. Shared Parenting as a process that involves all child welfare staff is discussed. 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.

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$2,233 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Staying Power: Supervisors' Guide to Developing and Retaining Child Welfare Staff***
Format: Classroom Based, two-day training (12 hours)

Audience: Child Welfare Supervisors, Program Managers, Administrators, and Directors employed in a NC county child welfare agency.

Description: Course develops strengths-based coaching skills, knowledge of how staff turnover impacts agency outcomes, motivational skills and tools for each generation of workers, strategies for retaining workers at each of the four stages of new worker development and methods for improving team performance at each development stage.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$6,983 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Step by Step: Introduction to Child and Family Teams***
Format: Classroom Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course provides interactive orientation and practice training that focuses on the use of child and family teams. This training serves as the pre-requisite event for all other Child and Family Team training events. Participants practice how to engage family, extended family, friends, service providers, and community members in making plans and decisions to promote child and family safety and well-being. Participants learn about the purpose and composition of child and family teams and about the structure, timing, and process of the child and family team meetings. The training particularly focuses on understanding and honoring family culture, the role of social workers in preparing participants, the distinction between participants and facilitator roles, and participant responsibilities at the meetings.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Center for Family and Community Engagement, NC State

Estimated Cost: \$9,353 per event.

Cost Allocation Methodology: RCC 2480. See Cost Allocation table for definition.

- ***Substance Use: How to Work with Families Affected by Drugs and Alcohol***
Format: Classroom Based, three-day training (18 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course will explain the role of the child welfare worker in providing case management services to families where substance use is contributing to child maltreatment. Skills-based activities are provided to enable participants to apply the Motivational Approach.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$11,173 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Supporting Effective Documentation: Course for Supervisors***

Format: Online, On-Demand Course (One hour)

Audience: Child Welfare Supervisors, Program Managers, Administrators, and Directors employed in a NC county child welfare agency.

Description: Participants will learn about why documentation matters in child welfare and explore the areas of documentation that are consistently problematic. Through case examples, participants will practice identifying and correcting specific documentation issues. Participants will also learn about the key role of documentation in decision-making and identify ways to support the kind of documentation needed for this purpose. Lastly, participants will explore their role in supporting staff training and ongoing transfer of learning for effective documentation

Title IV-E Administrative Functions this Training Addresses: Case management and supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Train the Trainer for Becoming Therapeutic Foster Parent***

Format: Online, On-Demand Course (Two hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: In North Carolina, agencies that supervise therapeutic foster parents must provide them with an additional 10 hours of pre-service training that covers the role of the therapeutic foster parent, safety planning, and managing behaviors. This online train-the-trainer course prepares child welfare professionals from TFC agencies to teach a course that meets this requirement.

Title IV-E Administrative Functions this Training Addresses: Recruitment/licensing of foster parents, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Trauma Informed Partnering for Safety and Permanency: Model Approach to Partnerships in Parenting***

Format: Classroom-Based, eight-day training (52 hours)

Audience: Child Welfare workers and supervisors employed in a NC county child welfare agency.

Description This course is a **train-the-trainer** curriculum designed to train child welfare staff and experienced foster and/or adoptive parents who will be training foster and adoptive parent applicants. This is the Division's recommended Pre-service for all foster and adoptive parent applicants for several reasons:1) an increased focus on skill building related to assuring safety, well-being, concurrent planning, and timely permanence, 2) an increased emphasis on shared parenting, 3) the inclusion of updated case examples, 4) the inclusion of videos that bring the experience of youth and experienced foster parents into the training content, and 5) the incorporation of trauma-informed research, philosophy, language and practice throughout the curriculum content.

Title IV-E Administrative Functions this Training Addresses: Recruitment/licensing of foster/adoptive parents, placement of child

Duration: Short-term

Provided by: NC Division of Social Services

Estimated Cost: \$15,403 per event.

Cost Allocation Methodology: RCC 2430, 2431 and/or 2494. See Cost Allocation table for definition.

- ***Trauma Screening 101***

Format: Online On-demand course (One hour)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course familiarizes learners with the Project Broadcast Trauma Screening Tool, provides video demonstrations of its use, and outlines possible next steps for counties considering implementation.

Title IV-E Administrative Functions this Training Addresses: Social work practice, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Understanding and Intervening in Child Neglect***

Format: Online, On-Demand Course (Six hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course teaches the different types of neglect, neglect's impact on children and families, and how to work with families to create positive change. It includes holistic, strengths-

based, and evidence-backed techniques for working with families struggling with neglect. Case planning skills, including social worker ability to identify risk and protective factors related to neglect, are discussed in course.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$3,608 per event.

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Using Data to Improve Practice and Performance***

Format: Blended, three Classroom Days, one-and-a-half hour live online session (19.5 hours)

Audience: Child Welfare supervisors, managers, and administrators

Description: Course will provide child welfare agency supervisors, managers, and administrators knowledge and skills to implement a four-step continuous quality improvement (CQI) process. Participants will learn strategies for increasing commitment, accountability, and results within their teams as well as with community partners

Title IV-E Administrative Functions this Training Addresses: Supervision, data collecting and reporting

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$11,847 per event.

Cost Allocation Methodology: RCC 6094. See Cost Allocation table for definition.

- ***Visitation Matters***

Format: Classroom-Based, two-day training (12 hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course assists participants in learning to prepare parents, caregivers, and youth for visits; minimize the trauma to the family; and assess parents' progress. Participants will know how to plan successful visits; how trauma, separation, and loss can impact child and birth parent; how to assess a parent's protective capacities during visits; and the pre-teaching model and emotion coaching and why these strategies can improve visits

Title IV-E Administrative Functions this Training Addresses: Placement of child

Duration: Short-term

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$7,449 per event.

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Welcome to Supervision***

Format: Online, On-Demand Course (One-half hour)

Audience: Child Welfare Supervisors employed in a NC county child welfare agency.

Description: Course welcomes new child welfare supervisors to their new role and presents information and resources that will be helpful in their work as supervisors. Course walks through Supervisory features of the North Carolina training management system, ncswLearn.

Title IV-E Administrative Functions this Training Addresses: Supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

- ***Working Safe, Working Smart***

Format: Online, On-Demand Course (Four hours)

Audience: Child Welfare workers (social workers, supervisors, program managers and administrators, and directors) employed in a NC county child welfare agency.

Description: Course is designed to address personal safety in the workplace. The focus of this training is on the interaction between staff and clients or the general public. The training presents an approach for determining safety needs within an agency and identifying a broad outline of areas that might require safety planning. Participants will learn how to identify potentially dangerous situations both in the office and the community, learning skills to both prevent and de-escalate such interactions. Participants will also become familiar with strategies to manage interviews with specific populations and to develop a safe culture within the agency.

Title IV-E Administrative Functions this Training Addresses: Case management and supervision

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,490

Cost Allocation Methodology: RCC 6039. See Cost Allocation table for definition.

Training for 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. Children who enter foster care have had traumatic life experiences. 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
- Life Book 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

Trauma Informed Partnering for Safety and Permanence: Model Approach to Partnerships in Parenting (TIPS-MAPP) is an eight-day **train-the-trainer** curriculum designed to train child welfare staff and experienced foster and/or adoptive parents who will be training foster and adoptive parent applicants. TIPS-MAPP is the updated version of MAPP-GPS. As of January 1, 2014, TIPS-MAPP has been selected by the Division as the recommended preservice training curriculum for all foster and adoptive parent applicants for several reasons:

1. an increased focus on skill building related to assuring safety, well-being, concurrent planning, and timely permanence,
2. an increased emphasis on shared parenting,
3. the inclusion of updated case examples,
4. the inclusion of videos that bring the experience of youth and experienced foster parents into the training content, and
5. the incorporation of trauma-informed research, philosophy, language and practice throughout the curriculum content.

Course Participants will learn how to:

- Conduct mutual home assessments for prospective foster/adoptive parent applicants
- Conduct the 10-group preparation and selection meetings
- Assess the 12 key skills necessary for successful foster and/or adoptive parenting during the TIPS-MAPP group sessions and the family consultations
- Use the method of mutual home assessment to help prospective foster and adoptive parents identify their strengths and needs in relation to fostering and adopting
- Use the other TIPS-MAPP components including the family profile and the partnership and professional development plans

Participants completing the course are Certified as TIPS-MAPP Leaders. This certification prepares the participant to provide TIPS-MAPP group sessions for prospective foster/adoptive parents and meets the requirement of receiving 30 hours of pre-service training prior to licensure.

The website, www.FosteringNC.org was launched in March 2017. The website hosts on-demand courses, videos, webinars and publications. Courses vary in length and can be used by foster parents to meet the requirement for 10 hours of in-service training if they are vetted by the licensing agency.

Trainings listed below may be found on www.FosteringNC.org.

Audience for these courses are foster, adoptive and kinship caregivers.

- ***Child Development and Effects of Trauma***
Format: Online On-demand course (Six hours)
Description: This six-part series focuses on how caregivers can support healthy child development in infancy, early childhood, school-age, and adolescence. It also explores ways to support youth whose development has been disrupted by trauma.
Title IV-E Administrative Functions this Training Addresses: Case management
Duration: Full-time (offered 24/7 on an ongoing basis)
Provided by: Family and Children’s Resource Program, Jordan Institute for Families, UNC
Estimated Cost: \$5,421
Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.
- ***Child and Family Team Guide for Foster Parents***
Format: Online On-demand course (One hour.)
Description: Teaches the basics about child and family team meetings (CFTs) and answers common questions about how they relate to foster parents.
Title IV-E Administrative Functions this Training Addresses: Placement of child
Duration: Full-time (offered 24/7 on an ongoing basis)
Provided by: Center for Family and Community Engagement, NC State
Estimated Cost: \$5,421
Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.
- ***Child Welfare Services: Overview, Key Terms, and Resources***
Format: Online On-demand course (One-half hour)
Description: Course gives a high-level overview and explains how foster, adoptive and kinship caregivers can get involved in strengthening child welfare services in North Carolina.
Title IV-E Administrative Functions this Training Addresses: Placement of child
Duration: Full-time (offered 24/7 on an ongoing basis)
Provided by: NC Division of Social Services
Estimated Cost: \$5,421
Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***How Loss Impacts Youth in Foster Care***

Format: Online On-demand course (One hour)

Description: Focuses on how foster families can support healthy communication and improve overall relationships with youth and children who have experienced losses.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children’s Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Learning to Support, Include and Empower LGBTQ Youth in Substitute Care***

Format: Online On-demand course (Four hours)

Description: This course will help resource parents provide support and affirmation to youth in foster care when it comes to their sexual orientation, gender identity, and gender expression.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Center for Community and Family Engagement, NC State

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***On Their Way***

Format: Online On-demand course (One-half hour)

Description: Teaches caregivers to use daily activities and real-world experiences to motivate youth and increase the skills youth need to live independently. Course materials consist of a 20-minute video presentation and a guidebook that includes discussion topics for mealtimes, ways to engage youth in budgeting, daily health management ideas, early career development activities, and resource awareness.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Independent Living Resources, Inc.

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Promoting Normalcy: Supporting the Social and Emotional Development of Young People in Foster Care***

Format: Online On-demand course (One hour)

Description: Describes the reasonable and prudent parent standard and how foster parents can use it to help children and youth in their care experience “normal,” developmentally-appropriate activities.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Recognizing and Responding to Suspicions of Child Maltreatment***

Format: Online On-demand course (Two hours)

Description: Provides key information about recognizing and responding to suspicions of child maltreatment in North Carolina.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***A Resource Parent's Guide to Intellectual and Developmental Disabilities (IDD)***

Format: Online On-demand course (One hour)

Description: Provides basic information about IDD, the services you may need as a resource parent and where to find them, and best practices for parenting a child or youth with IDD.

Title IV-E Administrative Functions this Training Addresses: Case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Center for Family and Community Engagement, NC State

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

- ***Supporting Successful Visits Series***

Format: Online On-demand course (Three hours)

Description: Parent-child visits are one of the best tools for maintaining connections and reunifying families safely. In this three-course series, you will learn how to support youth throughout the visitation process while managing common concerns such as trauma reminders and behavioral challenges.

Title IV-E Administrative Functions this Training Addresses: Placement of child, case management

Duration: Full-time (offered 24/7 on an ongoing basis)

Provided by: Family and Children's Resource Program, Jordan Institute for Families, UNC

Estimated Cost: \$5,421

Cost Allocation Methodology: RCC 2475. See Cost Allocation table for definition.

Cost Allocation Methodology

North Carolina’s Division of Social Services (NCDSS) is a child-serving agency falling under the NC Department of Health and Human Services. In accordance with 45 CFR 1356.60(b)(2), all training activities are cost allocated. Training activity costs are shared under Title IV-E and other federal and state funding as part of the NCDSS Child Welfare Training Plan. Training activity costs include performance-based contracts with universities to provide training deliverables such as course development and delivery. Training activities also include operational expenses to support delivery of training across the state. Under 45 CFR 1356.60(b)(2), all training activities and costs funded under title IV-E shall be included in the agency’s training plan for Title IV-B.

For all types of training provided, multiple sources of funding may support training efforts. Different cost allocation methodologies are also linked to different funding sources.

The NC DHHS DSS Cost Allocation Plan is organized by Sections within DSS and by Revenue Cost Center (RCC). The RCC Narrative provides the description of services provided, the allocation base definition, and the programs that benefit.

The table below provides information on the RCCs for the Training Plan.

RCC COST ALLOCATION METHODOLOGY TABLE			
RCC	Title	Allocation Base	Benefiting Program
2422	Domestic Violence Consultants	Costs are charged directly to benefiting program.	Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645
2430	Child Welfare Services Staff Development Team	Costs are allocated based on paid full time equivalent (FTE) positions supervised.	State Funds Title IV-E Adoption Assistance Training, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title IV-E Foster Care Training, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families-MOE (State), CFDA # 93.558 ACF 196-R Line 22a Title IV-A Temporary Assistance for Needy Families Block Grant, CFDA # 93.558 ACF 196-R Line 22a
2431	Child Welfare Development & Training	Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare services service codes on the DSS-4263. County time records are maintained in a matrix format, so	State Funds, Title IV-E Adoption Assistance Training, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title IV-E Foster Care

		<p>each activity is also categorized to the applicable funding source. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IV-E Adoption Assistance (AA) for services for which the eligibility of the child has not been determined, such as eligibility determination and general recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds.</p> <p>Due to limited TANF Block Grant administrative funds, allowable TANF Federal costs are allocated to TANF Non MOE (State) funds. Training of private child placing agency and child care institution participants are costed at the Title IV-E Adoption Assistance and Foster Care Administration rate.</p>	<p>Training, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families-MOE (State), CFDA # 93.558 ACF 196-R Line 22a Title IV-A Temporary Assistance for Needy Families Block Grant, CFDA # 93.558 ACF 196-R Line 22a</p>
2475	Training Contracts	<p>Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare services codes in the DSS-4263. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IVE Adoption Assistance (AA) for services where the eligibility of the child is not determined, such as eligibility determination or recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds. Time and associated costs charged to Title IV-E Foster Care and Title IV-E Adoption Assistance for services where the IV-E eligibility of the child has been determined and county worker time is recorded under the appropriate funding sources based upon eligibility, such as case management, are not reduced by the penetration rates.</p>	<p>Title IV-E Adoption Assistance Administration, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families Transferred to Social Services Block Grant, CFDA # 93.558 ACF 196-R Line 3</p>

2480	Training Contracts Grants Funded	Contracts are reviewed by program consultants who approve contract funding based on the services to be provided. Consultants then decide the appropriate funding source based on state and federal laws and regulations. Contractual costs are then charged directly to benefiting program(s) based on the approved guidelines of the contract.	Private/Non Federal Grants - Duke Endowment Grant Private/Non Federal Grants - Annie E Casey Foundation Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title I Child Abuse & Neglect State Grant, CFDA # 93.669 Title IV-B, Subpart 2, Promoting Safe & Stable Families, CFDA # 93.556 Title IV-E Foster Care Administration, CFDA # 93.658 Title IV-B, Subpart 2, Promoting Safe & Stable Families, CFDA # 93.556
2481	Education Collaborative	Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare services codes in the DSS-4263. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IVE Adoption Assistance (AA) for services where the eligibility of the child is not determined, such as eligibility determination or recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds. Time and associated costs charged to Title IV-E Foster Care and Title IV-E Adoption Assistance for services where the IV-E eligibility of the child has been determined and county worker time is recorded under the appropriate funding sources based upon eligibility, such as case management, are not reduced by the penetration rates.	Title IV-E Adoption Assistance Administration, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families Block Grant, CFDA # 93.558 ACF 196-R Line 9b
2492	Training Centers	Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through	Title IV-E Adoption Assistance Training, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645

		<p>100% time reporting by county workers in all child welfare services service codes on the DSS-4263. County time records are maintained in a matrix format, with each activity also categorized to the applicable funding source. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IV-E Adoption Assistance (AA) for services for which the eligibility of the child has not been determined, such as eligibility determination and general recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds.</p>	<p>Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Training, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families Transferred to Social Services Block Grant, CFDA # 93.558 ACF 196-R Line 3</p>
2494	Regional Training Staff	<p>Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare services service codes on the DSS-4263. County time records are maintained in a matrix format, with each activity also categorized to the applicable funding source. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IV-E Adoption Assistance (AA) for services for which the eligibility of the child has not been determined, such as eligibility determination and general recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds.</p> <p>Due to limited TANF Block Grant administrative funds, allowable TANF federal costs are allocated to TANF NonMOE (State) funds.</p>	<p>Title IV-E Adoption Assistance Training, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Training, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families-MOE (State), CFDA # 93.558 ACF 196-R Line 22a</p>
6039	Training Contracts	<p>Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare</p>	<p>Title IV-E Adoption Assistance Administration, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance</p>

		<p>services codes in the DSS-4263. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IVE Adoption Assistance (AA) for services where the eligibility of the child is not determined, such as eligibility determination or recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds. Time and associated costs charged to Title IV-E Foster Care and Title IV-E Adoption Assistance for services where the IV-E eligibility of the child has been determined and county worker time is recorded under the appropriate funding sources based upon eligibility, such as case management, are not reduced by the penetration rates.</p>	<p>Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families Block Grant, CFDA # 93.558 ACF 196-R Line 9b</p>
6094	Training Contracts	<p>Costs are allocated based on applicable services by program code per the DSS-4263 (Daysheet) units for the prior month. County worker time is determined through 100% time reporting by county workers in all child welfare services codes in the DSS-4263. Time and associated costs charged to Title IV-E Foster Care (FC) and Title IVE Adoption Assistance (AA) for services where the eligibility of the child is not determined, such as eligibility determination or recruitment of foster and adoptive parents, are reduced by the FC and AA penetration rates from the prior month, with the balance charged to State funds. Time and associated costs charged to Title IV-E Foster Care and Title IV-E Adoption Assistance for services where the IV-E eligibility of the child has been determined and county worker time is recorded under the appropriate funding sources based upon eligibility, such as case management, are not reduced by the penetration rates.</p>	<p>Title IV-E Adoption Assistance Administration, CFDA # 93.659 Title IV-B, Subpart 1, Child Welfare Services, CFDA # 93.645 Title XIX Medical Assistance Program, CFDA # 93.778 Title IV-E Foster Care Administration, CFDA # 93.658 Title XX Social Services Block Grant, CFDA # 93.667 Title IV-A Temporary Assistance for Needy Families Block Grant, CFDA # 93.558 ACF 196-R Line 9b</p>

