

Appendix E: Training Plan Update

The NC DSS Training Plan was submitted on June 30, 2019; it remains in effect. The following updates were made to the Training Plan in FFY 2024. Additional details about each course can be found in the FY 2024 Annual Progress and Services Report.

Table 1. New Trainings and Webinar

Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
Annual Child Welfare Policy and Practice Updates	This webinar provided updates about law, policy, and practice changes in 2021–2022. This training is an annual requirement for all staff.	1 hour, 1 session Live webinar, recorded for future use on LMS Training provider: NC DSS Staff Development Team/NC DSS Staff Development Team Trainers	\$15,000 (Cost allocated based on methodology in Cost Allocation Plan for RCC 6039)
Structured Decision Making in Practice	Regional Child Welfare Consultants and Staff Development Trainers attended the training and learned about key decision points in structured decision making, Safety Assessment and Risk Assessment planning and completion, Harm and Danger Statements, use of Temporary	6 hours (two days) Virtual, Instructor–Led, live classroom training Training Provider: Evident Change®	\$79,900 (funding source: Adoption Reinvestment – state funds)

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	Safety Providers, Solution-Focused Supervision, and Appreciative Inquiry.		
Permanency Policy Office Hours	The purpose of the Permanency Office Hours is to provide updates and clarification on law, policy, and practice changes related to permanency and to provide a forum for questions and answers with NC DSS staff. Each session focused on a different area of policy.	1 hour, 2 sessions Live webinar, recorded for future use on LMS Training Provider: NC DSS Staff Development Team/NC DSS Staff Development Trainers	\$15,000 (Cost allocated based on methodology in Cost Allocation Plan for RCCs 2437 and 2404)
Family First Prevention and Services Act Training	As part of the FFPSA implementation pilot in the FFPSA Innovation Zone, NC DSS developed training materials to prepare county in-home child welfare staff for FFPSA implementation in Region Two. During the training, staff were introduced to new case plans, candidacy determination forms, and the first FFPSA service, HOMEBUILDERS®, which will become available later in 2023. Staff will be	6 hours, 4 sessions Instructor-Led, live classroom training Training Provider: NC DSS Staff Development Team/NC DSS Staff Development Trainers	\$20,000 (Family First Transition Act funds)

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	<p>testing the new materials and applying the training during an eight-week pilot period and providing feedback to NC DSS on recommendations for improvement before finalization of the training and materials for use with statewide implementation.</p>		
<p>Diversity, Equity, and Inclusion Training</p>	<p>As part of Diversity, Equity, and Inclusion work in DSS Child Welfare, leadership made a commitment that all State Child Welfare Staff complete the 3-Day Series' Racial Equity in Child Welfare. In 2021 the leadership team completed the series. In 2022-2023 two learning series were completed by staff. Chatham County Leadership attended the 2023 series This Learning Series helps staff to understand the beginnings of the framework in addressing racial equity</p>	<p>7 hours (day), 9 sessions Instructor-Led, virtual and hours of consultation with leadership and the DEI Team Training Provider: Khatib A.F. Waheed, LLC and Greg Owen, PMPG Consulting</p>	<p>\$15,000 (funding source: Adoption Reinvestment – state funds)</p>

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	<p>from the states perspective in writing policy and training as well as to provide some guidance to the 100 counties in North Carolina.</p>		
<p>Substance Affected Infants: Plan of Safe Care</p>	<p>Deployed on Division’s LMS a self-paced online course that will assist child welfare professionals to understand what needs to be addressed within the North Carolina Division of Social Services Plan of Safe Care, DSS-6191, to safely respond to the needs of substance affected infants. This course integrates policy, guidance, and skill development by providing resources and strategies to engage families in the development of a plan</p>	<p>1-hour self-paced online on-demand course. No registration is required. Anyone with an NCSWLearn.org account may access this self-paced online course via the Personalized Learning Portfolio (PLP) / Online Courses section of ncswLearn.org. At the end of this course, participants can print a certificate of completion. Training Provider: UNC Family and Children’s Resource Program</p>	<p>\$17,500 (Cost allocated based on methodology in Cost Allocation Plan for RCC 6039)</p>
<p>Foster Care 18 to 21: Extended Foster Care as a</p>	<p>Deployed on Division’s LMS an online course that will provide participants with the knowledge and skills necessary to work effectively with</p>	<p>4-hour self-paced online on-demand course. No registration is required. Anyone with an NCSWLearn.org account may access this</p>	<p>\$59,000 (Cost allocated based on methodology in</p>

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
Safety Net for Young Adults	young adults in the extended foster care program in NC. Throughout the course, participants will learn about the purpose of the program, policy requirements for county agencies and child welfare staff, and how to support young adults as they transition from foster care to independent living	self-paced online course via the Personalized Learning Portfolio (PLP) / Online Courses section of ncswLearn.org. At the end of this course, participants can print a certificate of completion Training Provider: UNC Family and Children’s Resource Program	Cost Allocation Plan for RCC 2475)
Shared Parenting	Deployed on Division’s LMS an online course (self-paced and live online session) designed to be foundational training for all child welfare staff. This training explores the philosophy, rationale, and benefits for practicing shared parenting in child welfare services. Practical strategies, tools, and techniques for facilitating the shared parenting partnerships between the agency, birth parents, and resource parents are emphasized. The roles that child	6-hour hybrid online course: three 1-hour self-paced online modules followed by a 3-hour live online session Training Provider: UNC Family and Children’s Resource Program and NC DSS Staff Development Team	\$42,000 (Cost allocated based on methodology in Cost Allocation Plan for RCC 6039)

Table 1. New Trainings and Webinar

Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
<p>Building a Successful LINKS Program</p>	<p>welfare workers play in developing, encouraging, and facilitating the relationships between the agency, birth families and resource parents will be explored in depth. This training will emphasize the importance of agency supported partnerships among birth families and resources with a focus on shared parenting as an essential element of family-centered practice leading to the best outcomes for youth in care.</p>		
	<p>Deployed on Division’s LMS an online course that will provide participants with the knowledge and skills necessary to build and sustain a local LINKS program that is tailored to the unique needs of youth in the program. Throughout the course, participants will use a Program Planning Framework to assess the strengths of their program and will</p>	<p>4-hour self-paced online on-demand course. No registration is required. Anyone with an NCSWLearn.org account may access this self-paced online course via the Personalized Learning Portfolio (PLP) / Online Courses section of ncswLearn.org. At the end of this course, participants can print a certificate of completion.</p>	<p>\$59,000 (Cost allocated based on methodology in Cost Allocation Plan for RCC 2475)</p>

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	develop a plan for addressing the needs of their program.	Training Provider: UNC Family and Children’s Resource Program	
<p style="text-align: center;">Permanency Planning Contact Record</p>	<p>Deployed on Division’s LMS an online course that describes the purpose of the Monthly Permanency Planning Contact Record (DSS-5295) and how it can be used as tool for engaging children, youth, and placement providers. This course integrates policy, guidance, and skill development for child welfare professionals by providing strategies to prepare for monthly home visits; assess safety, permanency, and well-being of children experiencing the foster care system.</p>	<p>1.5-hour self-paced online on-demand course. No registration is required. Anyone with an NCSWLearn.org account may access this self-paced online course via the Personalized Learning Portfolio (PLP) / Online Courses section of ncswLearn.org. At the end of this course, participants can print a certificate of completion. Training Provider: UNC Family and Children’s Resource Program</p>	<p>\$39,000 (Cost allocated based on methodology in Cost Allocation Plan for RCC 2475)</p>
<p style="text-align: center;">Practice Standards Leaders Training</p>	<p>The North Carolina Practice Standards Leader Training is for leaders to learn how to implement the Practice Standards in their work with their staff, stakeholders, the legislature,</p>	<ol style="list-style-type: none"> 1. Communicating Module, 20 minutes 2. Engaging Module, 15 minutes 3. Assessing Module, 20 minutes 4. Planning Module, 20 minutes 5. Implementing Module, 20 minutes 	<p>\$71,480 (funding source: Adoption Reinvestment – state funds)</p>

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Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	<p>and community members. During the training, participants will learn about the behaviors required for their position in five modules including:</p> <ul style="list-style-type: none"> • Communicating • Engaging • Assessing • Planning <p>And implementing</p>	<p>E-Learning, self-paced Training Provider: Partnership between NC DSS and Public Knowledge®</p>	
<p>Practice Standards Case Workers Training</p>	<p>The North Carolina Practice Standards Worker Training is for workers to learn how to implement the Practice Standards in their work with their families and community stakeholders. During the training, participants will learn about the behaviors required for their positions in five modules including:</p> <ul style="list-style-type: none"> • Communicating • Engaging • Assessing 	<p>1. Communicating Module, 30 minutes 2. Engaging Module, 25 minutes 3. Assessing Module, 35 minutes 4. Planning Module, 40 minutes 5. Implementing Module, 25 minutes</p> <p>E-Learning, self-paced Training Provider: Partnership between NC DSS and Public Knowledge®</p>	<p>\$92,640 (funding source: Adoption Reinvestment – state funds)</p>

Table 1. New Trainings and Webinar

Course	Brief Description	Hours/Number of Sessions/Modality/Training Provider (Curriculum Developer/Facilitator)	Cost/Funding Source
	<ul style="list-style-type: none"> • Planning And implementing		

Funding Sources for RCCs Referenced

Table 2. Funding Sources

RCC	6039	2437	2404	2475
Funding Sources	<ul style="list-style-type: none"> • State Funds • Adoption Assistance • Stephanie Tubbs Jones Child Welfare Services Program • Medical Assistance Program • Foster Care Title IV-E • Social Services Block Grant • Temporary Assistance for Needy Families 	<ul style="list-style-type: none"> • State Funds • Adoption Assistance • Foster Care Title IV-E 	<ul style="list-style-type: none"> • State Funds • Adoption Assistance • Stephanie Tubbs Jones Child Welfare Services Program • Foster Care Title IV-E • Social Services Block Grant • Temporary Assistance for Needy Families (MOE Admin – 100% Other) 	<ul style="list-style-type: none"> • State Funds • Adoption Assistance • Stephanie Tubbs Jones Child Welfare Services Program • Medical Assistance Program • Foster Care Title IV-E • Social Services Block Grant • Temporary Assistance for Needy Families