

ATTACHMENT: PILOTING OF HYBRID PRE-SERVICE

NCDSS has received feedback from county directors and supervisors to have some part of Pre-Service Training (PST) occur virtually. In response to this feedback, NCDSS will pilot a hybrid version of PST. These cohorts are in the planning process with a projection to implement this hybrid model in at least two cohorts per region through November 2025. **Participants must have their cameras on during all virtual training. Those who do not have access to a working camera cannot participate in a hybrid PST.**

See below the model for Hybrid Pre-Service Training. NC DSS reserves the right to alter this model as needed to accommodate holidays, schedules, and training site availability.

Hybrid Pre-Service Training Model

Self-Paced Modules	Virtual
Foundation	Virtual
Core Week 1	In-Person
Core Week 2	Virtual
Core Week 3	In-Person
Core Week 4	In-Person
Core Week 5	In-Person
Core Week 6	Virtual

The hybrid courses will be listed in NCswlearn.org the same as the non-hybrid courses with the title: *Pre-Service: Child Welfare in North Carolina*. Cohorts selected to go hybrid will be announced once the registration closes as staff are enrolled. Zoom links and instructions for hybrid cohorts will be sent with the confirmation letter.

As a reminder, initial confirmation letters are sent to the supervisor who registers their staff for pre-service training. It is the supervisor's responsibility to:

- Verify the employees' education and degree to decide whether they are exempt from the Foundation Week. Those without social work degrees are required to complete the Foundation Week and those with social work degrees are welcome to attend, but not required.
- Ensure their employee is set up with a NCswlearn.org account login
- Ensure their employee has an agency email address
- Forward the above information to the registrar so staff can be properly enrolled