

RURAL TRAINING CHALLENGES AND PROJECT SOLUTIONS

Rural Training Challenge	Project Solution
Rural workers need more “general practice” training to assimilate multiple responsibilities and roles.	Rural Steering Committee identifies rural worker training needs & competencies.
Rural workers lack peer coverage allowing time to participate in ongoing staff development.	Project develops on-site training plan, and web-based instruction to supplement training concepts.
Rural workers lack ongoing contact and consultation opportunities with peers and other professionals.	Web-based instruction, discussion, and cross-training with community partners and foster parents will facilitate peer-to-peer and professional interaction.
Rural workers travel greater distances to receive training, costing time away from clients and travel expenses.	Advanced training for rural child welfare staff delivered on-site. Web-based instruction to decrease the amount of “away” time.
Rural child welfare supervisors need training on the concepts their new workers learn in CORE training in order to reinforce those concepts in the field.	Curricula developed for the Project will promote cross-training on themes from CORE and “ <i>Supervising for Excellence in Oregon</i> ” training.
Community partners need cross-training on complementary issues and responsibilities to support child welfare practice.	Cross-training with community partners will enhance knowledge acquisition and promote common case planning for shared families.
Limited collaboration between Tribal and child welfare staff training endeavors in Oregon.	Curricula developed for the Project will address rural practice issues related to ICWA. Tribes will be invited to develop curricula and provide training for rural staff.
Tribes believe the Indian Child Welfare Act (ICWA) is not uniformly embraced and practiced in Oregon.	Curricula address rural practice issues related to ICWA, utilizing NICWA online material for Oregon.
Rural workers require advanced training on meeting CFSR goals through implementation of the Program Implementation Plans (PIPS) and use of data to inform practice.	Curricula addresses how best practice and innovations are related to CFSR goals. Supervisors and staff will be cross-trained on the data reporting system developed for supervisors in Oregon to better track CFSR outcomes at the local and worker level.