



Cross-system Training Plan

The goal of the Cross-System Training Plan is to develop a shared plan between County partners for cross-system training that will benefit all stakeholders by enabling them to capitalize on the collective training resources of multiple systems. To meet this goal, a Training Workgroup:

- Assessed the availability of basic training for AODS, FY&C and Probation on substance use disorders, child abuse/neglect and probation, as well as advanced training on working with families
- Assessed the need for training within each agency on key issues in substance abuse treatment, child welfare and probation services, including cross-system coordination
- Identified training options that leverage existing training resources to enhance staff understanding of substance use disorders, increase staff ability to engage families in services, and provide venues for ongoing cross-system communication

The assessment and identification of training opportunities led the Training Workgroup to prioritize two key training opportunities: (1) Expand AODS 101, and (2) Family Recovery Project Summit. Following is a detailed description of each opportunity, including benefits, challenges and solutions.

Expand AODS 101

Goal: to provide an overview of substance abuse, addiction, and the process of treatment and recovery.

This training will meet the identified need for training on substance abuse, treatment and recovery. The Training workgroup determined that there is a need for basic training on substance abuse, addiction, and the process of treatment and recovery, including how individual develop substance use disorders, available treatment options, how individuals progress through treatment, the impact of substance abuse on children and other family members, and what support is provided when treatment ends.

Timeline: May 2011. The May 2011 timeline allows for additional time to plan and implement this training. This timeline is particularly important as it immediately follows Probation Officer Core Training that is scheduled to occur during March/April 2011. After March 9, brand new Probation Officers will not be available until their return from core for additional training.

Description: The Training Workgroup recommends expanding the Annual AODS 101 to regularly include Probation and FY&C. This training would be required for all new Probation and FY&C staff, and optional for all existing staff. The training is oriented to an audience who is working with the county, is familiar with the population and wants to know more about how substance abuse impacts clients. The content could potentially be customized to address the particular needs of the population that FY&C and/or Probation may encounter.

The current training is offered as 3 hours every Friday for 4 consecutive weeks:

- Week 1 – brain disease and research into how this affects treatment approaches

- Week 2 – Treatment assessment and diagnosis, drug identification, customized to methamphetamine, marijuana and alcohol
- Week 3 – Systemic impacts on family, work, community, and social costs (family focus)
- Week 4 – Cultural and diversity issues (e.g. adolescents, Latinos and gender OR in our case could be perinatal, gangs and any other key target group within FY&C and/or Probation)

Barriers: The primary barriers to expanding AODS 101 to include FY&C and Probation are staff time, workload and scheduling.

Staff Time and Workload: New FY&C Social Workers must attend Core Training in the first 2 years (12 days in year 1), and they are somewhat overwhelmed with training at the beginning. Probation Officers are also required to attend a variety of mandated training sessions, in addition to the new Core Training. Any new trainings become a workload and time issue for Probation Officers, including the time and expense of sending staff to training when they are already going to be getting so much Core Training.

Scheduling: FY&C social workers and most Probation Officers operate on 40/10 work week. For those who do a 40/10 work week they often take either Monday or Friday off, which means FY&C does not schedule trainings on Monday or Friday. Probation tries to avoid these days, however can ask staff to flex schedules if necessary. Also, the AODS training room also seats a maximum of 35 people. Thus, it is important to determine in advance how many Social Workers and Probation Officers will attend AODS 101.

Solutions: To resolve the potential staff time, workload and scheduling barriers, the Training Workgroup identified a variety of strategies.

Staff Time and Workload: While there may be workload issues, FY&C Social Workers are still required to attend 20 hours of training per year. This training would fulfill 12 of the 20 hours of required FY&C training. In addition, the fact that AODS 101 provides MFT/LCSW CEUs is an added benefit for FY&C Social Workers. Probation creates a training guide/plan each fiscal year and could mandate this training for new Probation Officers as part of the training plan. To do this, Probation would need to get the AODS 101 training certified by the Standards and Training for Corrections (STC) to allow officers to receive required training credit for attending. To minimize staff time and workload issues, this training would only be required for new Social Workers and Probation Officers (i.e. “new” within the last year), and optional for anyone else.

Scheduling: To resolve the scheduling issues, the training is intended be delivered as twice a week for two weeks (as opposed to once a week for 4 consecutive weeks). The training can be conducted on Tuesday and Thursday for those two weeks. Assuming that the training is required for new Social Workers and Probation Officers, and optional for others, the estimated attendance is approximately 10-12 new Probation Officers and 15 new Social Workers each year. Thus the AODS training room capacity of 35 should be sufficient to conduct the training.

Planning: To implement the expansion of AODS 101, the Training Workgroup will need to coordinate the registration, tracking and evaluation of this training for those who attend. Each agency has its own post-training evaluation requirements. For example, AODS must collect evaluations to offer CEUs, and both Probation and FY&C have their own evaluation forms. The STC also posts evaluation scores of trainings that have been certified (and this training would be certified). These evaluation forms and processes would need to be coordinated to ensure each agency’s needs are met. In addition, sign-in roster forms and processes would need to be coordinated. For example, STC (Probation) has its own roster that Probation Officers must use

to sign in. AODS may be able to use the STC form to simplify the process. The final sign-in sheets and evaluation results will be submitted to the FRP Steering Committee to justify continued training, assess success of the AODS 101 expansion and make any adjustments to the next year's content.

Family Recovery Project Summit

Goals: (1) learn how the each other's agencies work, including parameters, restrictions and how cases move through their respective systems, and (2) disseminate information on new policies and practices that result from the final FRP Steering Committee recommendations.

This training will meet the identified need for training on FY&C, Probation and AODS processes and protocols, as well as how individuals within each agency are expected to communicate and share information. The Training Workgroup determined that there is a need for training on child abuse and neglect, probation processes, the AODS assessment and referral process, and the Dependency Drug Court population and requirements. The FRP Summit would meet those specific content needs, as well allow for a venue for cross-system communication, debriefing on the success of new practices and policies implemented as a result of the FRP SAFERR Practice Protocol.

Timeline: July 2011. The July 2011 timeline allows 5-6 months to plan and develop the content for the FRP Summit. The planning timeframe includes incorporating lessons learned from implementing the AODS 101 expansion, incorporating final practice changes recommended by the FRP Steering Committee, and all necessary logistics and coordination of invitees.

Description: The Training Workgroup recommends developing a 3-4 hour joint training opportunity for FY&C, Probation and AODS. The FRP Summit is intended as an all staff meeting for FY&C, AODS and Probation, including AODS and FY&C contracted providers within the County (e.g. WRS and DAAC). Training workgroup members would coordinate the development of curricula for the FRP Summit collaboratively with their respective departments. The FRP Summit could be conducted every 18 months to account for new staff and turn over. The content of the FRP Summit is intended to include:

- Child abuse and neglect – Basic training on child abuse and neglect issues, including when and how to report child abuse/neglect. This training will also include a summary of the FY&C process and services provided, including the roles and responsibilities of social workers at different points in the case, how cases progress, and how a case is closed. It is anticipated that Peter Barrett would be responsible for coordinating the development and presentation of this content.
- Probation – Basic training on the Probation Department, how adults and youth are recommended for Probation, different levels of supervision, the role and responsibilities of Probation Officers at different points in the case, how individuals progress, services provided by the Probation Department and how probationers meet requirements. It is anticipated that Sarah Debaeke would be responsible for coordinating the development and presentation of this content.
- County AODS assessment and referral process – The role of AODS, treatment providers, Probation Officers and Social Workers in engaging parents and youth in treatment services. This is intended to be a concrete instructional training on how to refer clients for substance abuse assessment and identification of appropriate treatment services, including when to make a referral and who to call based on client age, criminal justice

status, placement, etc. It is anticipated that Claudia Zbinden would be responsible for coordinating the development and presentation of this content.

- Dependency Drug Court – An overview of the DDC, eligibility requirements, services provided and expectations of parents. It is anticipated that Sharon Youney would requested to present this content and discuss the DDC program and procedures.
- SAFERR Practice Protocol – An overview of any new practices and policies that will or have been implemented as a result of the FRP, such as a Screening Universal Referral Form (SURF) and centralizing substance abuse treatment screening and assessment referrals through AODS. The Training Workgroup will need direction from the FRP Steering Committee on what components of the SAFERR Practice Protocol will be implemented and how to present this content during the FRP Summit.
- Cross-system Communication – An overview of how staff members in each agency are expected to interface with one another, including what information should be shared when. The Training Workgroup will need direction from the FRP Steering Committee on what communication components of the SAFERR Practice Protocol will be implemented and how to present this content during the FRP Summit.

Barriers and Solutions: The FPR Summit poses the same staff time, workload and scheduling issues as the AODS 101 Expansion. To resolve these issues, the Training Workgroup will coordinate with the FRP Steering Committee to identify appropriate key staff to attend the Summit so as to avoid over-representation and excessive staff time. One option to designate key staff to attend could involve coordinating the Summit date to co-locate FY&C and Probation Supervisors meetings.

Planning: Much of the planning for the FPR Summit is dependent upon the final recommendations of the FRP Steering Committee. The general content on FY&C, Probation, AODS and the DDC would be relatively easy to compile and present. If this training is largely based on new policies and practices to be implemented, then it will take 30-60 days to develop curricula for this new content. The Training Workgroup could also send out a survey in advance to connect directly with staff and identify additional new content. For example, the survey may ask people to describe their biggest barriers (e.g. in getting people access to treatment services). This would allow FY&C, Probation and AODS to respond during the summit.

To support the event planning, FY&C could reach out to the Bay Area Training Academy (BAA). FY&C consults with BAA on a capacity building contract to develop infrastructure. BAA helps County with an all staff day that includes a guest speaker, etc. to, for example, launch a new program. BAA could help find a speaker and coordinate the event if needed.

Timeline

Activity	2011 Timeline									
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	
FRP Steering Committee approves Training Workgroup recommendations										
FRP provides report to County BOS										
Training Workgroup finalizes AODS 101 expansion planning (e.g. evals and STC cert)										

Activity	2011 Timeline									
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	
Training Workgroup implements AODS 101 expansion plans										
Training Workgroup begins planning FRP Summit (i.e. select key audience and content)										
Training Workgroup reviews final FPR Practice Protocol to develop Summit content										
Training Workgroup evaluates effectiveness of AODS 101 expansion										
Training Workgroup submits evaluation report to Steering Committee to justify continuation										
Training Workgroup incorporates AODS 101 expansion lessons into FRP Summit planning										
Training Workgroup finalizes FRP Summit agenda, speakers and presentation content										
Training Workgroup coordinates to invite appropriate attendees										
Training Workgroup implements FPR Summit										
Training Workgroup evaluates success of FRP Summit										
Training Workgroup submits evaluation report to Steering Committee to justify continuation										

Family Recovery Project Cross-system Training Matrix

Probation: Probation Officers are required to complete 40 hours of training each year/
 Juvenile Correctional Counselors are required to complete 24 hours of training each year

AODS: Staff and counselors are required to complete 40 hours of training every two years

FY&C: Social workers are required to complete 40 hours of training every two years

The following table details existing training opportunities within Probation, AODS and FY&C that meet the three training priorities. This table will be updated as new training opportunities are identified and/or created.

Training Workgroup Training Objective or Priority	Existing Training Tools, Resource(s), Content	Lead Training Organization or System	Target Audience	Dates Offered	Training Venue	Continuing Education Credits (indicate MFT, LCSW, JD, RN)	Special Considerations (size, funding restrictions, closed to public, etc)
Basic training for AODS, FY&C and Probation on AOD, child abuse/neglect and probation (these represent potential overlap of more theory based information for employees within the specific agency related to their job function)	Drug Education/Addiction	Dept. Staff Standards and Training for Corrections (STC) certified	Probation Officers	As Needed	TBD	STC Certified (PO's req. to get 40 STC hours/annual) (JCC's req to get 24 STC hours/annual)	<ul style="list-style-type: none"> Dept. has training budget funded by STC and county funds Closed to public/ restricted to PO's, etc. Only offered and required this year as a special need and may be offered next FY to Adult Probation
	Health Services and Suicide Prevention	Dept. Organized Instructor: AODS and public health	Juvenile Hall staff	Yearly	TBD	STC Certified-4 hours	<ul style="list-style-type: none">
	Motivational Interviewing	Instructor: Assessments.com/ outside providers Dept. Staff	All sworn staff	Yearly	TBD	7-14 STC certified hours	<ul style="list-style-type: none"> Each new staff gets 2 days; 1 day update thereafter annually Dept. has training budget funded by STC and county funds Closed to public/ restricted to Probation.

Family Recovery Project Cross-system Training Matrix

Training Workgroup Training Objective or Priority	Existing Training Tools, Resource(s), Content	Lead Training Organization or System	Target Audience	Dates Offered	Training Venue	Continuing Education Credits (indicate MFT, LCSW, JD, RN)	Special Considerations (size, funding restrictions, closed to public, etc)
	Probation Core Training (may include mandated reporter training)	Standardized statewide training	Required for new staff	Must be completed w/in 1 st year of hire	TBD (mostly out of county)	174 STC hours	<ul style="list-style-type: none"> Need to review core content on AOD and child abuse/neglect mandated reporting information
	Annual "AOD 101"	AODS staff	Dept/County Staff	Feb/March 2010 Offered annually	AODS facility	MFT/LCSW RN 12 CEUs total available	<ul style="list-style-type: none"> originally only offered to Health Dept. employees funded by the division Invited FY&C staff this year, which was well-received
	Regulation driven: <ul style="list-style-type: none"> confidentiality ethics mandated reporter training Treatment related: <ul style="list-style-type: none"> best practices cultural competency co-occurring 	AODS	Contract provider counseling line staff	monthly and as needed	AODS facilities	MFT/LCSW 3 CEUs	<ul style="list-style-type: none"> restricted to contract provider staff facility holds only 35 no additional funding for outside trainers
	Child Welfare Core Trainings: risk assessment (new employee)	Bay Area Academy HSD staff	Department Social Workers	all year – 21 days of classes offered twice per year	various County sites	BAA provides CEUs for BRN MFT LCSW	<ul style="list-style-type: none"> Dept budgeted limited to social workers and community partners (partners includes AODS and Probation)

Family Recovery Project Cross-system Training Matrix

Training Workgroup Training Objective or Priority	Existing Training Tools, Resource(s), Content	Lead Training Organization or System	Target Audience	Dates Offered	Training Venue	Continuing Education Credits (indicate MFT, LCSW, JD, RN)	Special Considerations (size, funding restrictions, closed to public, etc)
	Child Welfare Core training on caregiver substance abuse	Bay Area Academy	Department Social Workers	all year	various County sites	6-7 hour class of the 21 days	<ul style="list-style-type: none"> Need to review core content on AOD Some circumstances in which AODS and Probation could attend (as long as child welfare workers are present)
	FY&C In-house Staff Development Trainings	Training Coordinator and Dept. Staff	Social Workers	as needed and at the discretion of FY&C mgmt	various County HSD dept. sites	Does not offer CEUs	<ul style="list-style-type: none"> limited to social workers and community partners (partners includes AODS and Probation)
Advanced training on working with families (parents, youth or children)	Child Welfare Advanced/Optional Trainings	FY&C Contract w/ UC Davis	Department Social Workers	all year	various County HSD dept. sites	BAA provides CEUs (BRN, MFT, LCSW)	<ul style="list-style-type: none"> Dept budgeted limited to social workers and community partners (partners includes AODS and Probation)
	FY&C In-house Staff Development Trainings	FY&C Training Coordinator and Dept. Staff	Social Workers	as needed and at the discretion of FY&C mgmt	various County HSD dept. sites	Staff required to get 40 hours of training every 2 years	<ul style="list-style-type: none"> limited to social workers and community partners (partners includes AODS and Probation)
	Ad hoc: when trainings become available in our area AODS will sponsor, endorse or support if possible	AODS	varies	varies	varies	varies	<ul style="list-style-type: none"> Limited funding is available

Family Recovery Project Cross-system Training Matrix

Training Workgroup Training Objective or Priority	Existing Training Tools, Resource(s), Content	Lead Training Organization or System	Target Audience	Dates Offered	Training Venue	Continuing Education Credits (indicate MFT, LCSW, JD, RN)	Special Considerations (size, funding restrictions, closed to public, etc)
Training on new screening, referral and communication protocol This is more the "who does what" training – how do we talk to each other, when do we call and who do we call	Informal training (info passed on by senior officers) as part of new employee orientation	Dept. Staff	Probation Officers	varies	N/A	None	•
	CWS/CMS read-only access	Dept. Staff	Probation Officers	N/A	N/A	None	• This access is not yet available to Probation Officers but is coming soon.
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Family Recovery Project Cross-system Training Recommendations

The following table details identified training needs for Probation, AODS and FY&C, including potential strategies to create or coordinate such training.

Training Need/Description	Audience
<p>1. Substance abuse, treatment and recovery – Basic training on substance abuse, addiction, and the process of treatment and recovery, including how individuals develop substance use disorders, available treatment options, how individuals progress through treatment, the impact of substance abuse on children and other family members, and what support is provided when treatment ends.</p>	<p>FY&C and Probation (<i>see Strategy # 1</i>) <i>Added benefit of FY&C and Probation being trained at the same time to allow for cross-system learning</i></p>
<p>2. Child abuse and neglect – Basic training on child abuse and neglect issues, including when and how to report child abuse/neglect. This training will also include a summary of the FY&C process and services provided, including the roles and responsibilities of social workers at different points in the case, how cases progress, and how a case is closed.</p>	<p>Probation, AODS and Treatment providers (<i>See Strategy # 2</i>)</p>
<p>3. Probation – Basic training on the Probation Department, how adults and youth are recommended for Probation, different levels of supervision, the role and responsibilities of Probation Officers at different points in the case, how individuals progress, services provided by the Probation Department and how probationers meet requirements.</p>	<p>FY&C, AODS and Treatment providers (<i>See Strategy # 2</i>)</p>
<p>4. County AODS assessment and referral process – The role of AODS, treatment providers, Probation Officers and Social Workers in engaging parents and youth in treatment services. This is intended to be a concrete instructional training on how to refer clients for substance abuse assessment and identification of appropriate treatment services, including when to make a referral and who to call based on client age, criminal justice status, placement, etc. (<i>Note: Some of this content will depend on pending screening, assessment, referral and practice changes being discussed as part of the Family Recovery Project</i>).</p>	<p>FY&C and Probation (<i>See Strategy # 2</i>)</p>
<p>5. Dependency Drug Court – An overview of the DDC, eligibility requirements, services provided and expectations of parents.</p>	<p>Probation, AODS and Treatment providers (<i>See Strategy # 2</i>)</p>

Family Recovery Project Cross-system Training Recommendations

Strategies	Responsible Party	Timeline	Resources Needed
<p>1. Substance abuse, treatment and recovery – Leverage AODS 101 – County Annual AODS 101 could be expanded to regularly include Probation and/or FY&C. This training could also be customized to focus on particular topic areas. Goal: to provide an overview of substance abuse, addiction, and the process of treatment and recovery (<i>See Training Need/Description # 1</i>)</p> <ul style="list-style-type: none"> a. Required for all new Probation and FY&C staff, and optional for all existing staff. (May be applicable to Juvenile Correctional Staff) b. Audience is for people working with the county who are familiar with the clients and want to know more about how substance abuse impacts their clients. Focus on how substance abuse impacts job requirements. Content could be focused on particular needs and population of c. Offered as 3 hours every Friday for 4 weeks <ul style="list-style-type: none"> i. Week 1 – brain disease and research into how this affects treatment approaches ii. Week 2 – Treatment assessment and diagnosis, drug identification, customized to methamphetamine, marijuana and alcohol iii. Week 3 – Systemic impacts on family, work, community, and the social costs (focus on family) iv. Week 4 – Cultural and diversity issues, customized to the County (e.g. adolescents, Latinos and gender OR in our case could be peri-natal, gangs and 	<p>AODS – content Probation and FY&C – assign staff to attend</p>	<p>HIGH PRIORITY Feb/Mar 2011</p> <p>By Apr/May there may be a PO core training coordinated with a college so POs won't be available after April 1 (will have more info in Oct)</p>	<p>Barriers:</p> <ul style="list-style-type: none"> - FY&C social workers and most POs operate on 40/10 work week. For those who do a 40/10 work week they often take either Mon/Fri off and generally don't schedule trainings on Mon or Fri - New social workers must attend Core Training in the first 2 years (12 days in year 1). They are somewhat overwhelmed with training at the beginning - Workload issues, but required to attend 20 hours of training per year - Mandated trainings for Probation Dept – plus the new core training, any new trainings become a workload and time issue – time and expense of sending staff to training when they're already going to be getting so much core training - AODS training room seats a max of 35 – although this is probably not a problem since don't estimate more than 15 new POs and 15 new SWkers <p>Solutions:</p> <ul style="list-style-type: none"> - For New social workers within the first 6 months do work Fridays. - Deliver training as once a month or every other month versus 1 per week - Deliver training on Tues, Wed, or Thurs

Family Recovery Project Cross-system Training Recommendations

Strategies	Responsible Party	Timeline	Resources Needed
any other key target group within FY&C and/or Probation)			<ul style="list-style-type: none"> - Would fulfill 12 of the 20 hours of required training - MFT/LCSW CEUs added benefit for FY&C social workers - Probation is finalizing their training guide for this year – could mandate this as core training for Pos - Would need to define what “new” means when we say mandated for “new” POs and social workers – “new” within the last year? - Coordinate evaluation between agencies since each one has their own post-training evaluate requirements (e.g. AODS has to collect evaluation to offer CEUs, and both Probation and FY&C have their own evaluation forms) - Coordinate sign-in rosters between agencies. STC (Probation) has their own roster that POs need to sign in on – AODS can use this one - STC posts evaluation scores of trainings that have been certified (which this training would be certified) - Submit evaluation reports to Steering Committee to justify continued training
<p>2. Family Recovery Project Summit – Create an opportunity and venue for a 3 hour joint training with FY&C, Probation and AODS. Goals: (a) learn how the other agencies work, including parameters, restrictions and how cases move through their respective systems,</p>	<p>FY&C – develop content on existing practices</p> <p>Probation – develop</p>	<p>HIGH PRIORITY</p> <p>July 2011</p>	<p>Consult with BAA on capacity building contract to develop infrastructure. BAA helps the County with an all staff day that includes a guest speaker, etc. to, for example, launch a new program.</p>

Family Recovery Project Cross-system Training Recommendations

Strategies	Responsible Party	Timeline	Resources Needed
<p>and (2) disseminate information on new policies and practices that result from the final FRP Steering Committee recommendations. (See <i>Training Need/Description # 2-5</i>)</p> <ol style="list-style-type: none"> a. Summit all staff meeting for FY&C, AODS and Probation, including AODS and FY&C contracted providers within the County (e.g. WRS and DAAC). b. BAA could help find a speaker and coordinate the event (if needed) c. FY&C, AODS and Probation would create the content of the training agenda – how each of the agencies interface with each other, for example: <ol style="list-style-type: none"> i. AODS has Sharon Youney talk about the DDC program and procedures ii. Most knowledgeable Probation Officers (Juvenile and Adult) and Child Welfare Workers speak to what does staff currently do iii. Family Recovery Project – new practices and policies to be rolled out d. Send out a survey in advance to ask people what are their biggest barriers (e.g. in getting people access to treatment services – then AODS can respond during the meeting) e. Plan to do this every 18 months to account for new staff and turn over 	<p>content on existing practices</p> <p>AODS – develop content on existing practices</p> <p>Family Recovery Project – develop content on pilot project results and implications for ongoing</p>		<p>Barriers:</p> <ul style="list-style-type: none"> - Staff time with staffing shortages - Ability to travel to meeting <p>Solutions:</p> <ul style="list-style-type: none"> - Identify key staff to avoid over-representation and excessive staff time
<p>3. Use May 2010 Training planning discussions to highlight needs for substance abuse and child abuse/neglect training content. This could include for example, offering Drug Education/Addiction as a standard training</p>	<p>Probation</p>	<p>May 2010</p>	

Family Recovery Project Cross-system Training Recommendations

Strategies	Responsible Party	Timeline	Resources Needed
<p>opportunity. It is offered and required this year as a special need for Juvenile Probation Officers, and may be offered next FY to Adult Probation.</p>			
<p>4. Review the NCSACW online tutorials:</p> <ul style="list-style-type: none"> • Understanding Child Welfare and the Dependency Court: A Guide for Substance Abuse Treatment Professionals • Understanding Substance Use Disorders, Treatment and Family Recovery: A Guide for Child Welfare Professionals • Understanding Substance Use Disorders, Treatment, and Family Recovery: A Guide for Legal Professionals <p>available at http://www.ncsacw.samhsa.gov/training</p>	All		
<p>5. Review the NCSACW Child Welfare Training Toolkit: Helping Child Welfare Workers Support Families with Substance Use, Mental, and Co-Occurring Disorders Training Package, available at http://www.ncsacw.samhsa.gov/training/toolkit</p>	FY&C		
<p>6. Review Probation and AODS child abuse/neglect mandated reporter training to identify what core content is provided, consistency and gaps</p>	Probation and AODS		
<p>7. Request training day from UC Davis. FY&C CPS division has 12 days per year that could also be used for facilitated meetings (e.g. strategic planning day for managers or supervisors, which happens every year). All of the selection of classes is made by the manager of FY&C. Peter meets with the manager and they select the trainings. (UC Davis has classes in substance abuse that are requested from time to time, but nothing this last year.)</p>	FY&C		

Family Recovery Project Cross-system Training Recommendations

Strategies	Responsible Party	Timeline	Resources Needed
<p>8. Consult with Bay Area Training Academy (BAA) to coordinate invitations to AODS and Probation attendees for existing trainings. BAA is funded by the State to do both the 21 days of core social worker training and advanced training for experienced workers, using BAA curricula and trainers. State mandate is to provide training to County Child Welfare Workers (CWWs), but as long as the majority of attendees are CWWs, they can also provide training to other partners that are in attendance (e.g. over 50%). The 21 days of core training is offered over the course of 6 months.</p>	FY&C		
<p>9. Probation Department could certify a child abuse/neglect and a substance abuse training that could be STC certified and count towards their annual hours.</p>	Probation		
<p>10. Ask FY&C and (maybe) County Counsel to provide a training on DDC</p>	FY&C		
<p>11. FTO training – It could be possible to incorporate training needs into this program if information regarding child abuse/neglect and substance abuse training is not covered in core.</p>	Probation		