



2015-2016 Birth & Beyond Training Plan

Trainers and Training Structure

The CAP Center utilizes a comprehensive training program designed to provide members with the knowledge and skills necessary to provide high-quality service. Trainings incorporate strength-based principles, build esprit d'corp and improve retention rates through the incorporation of interactive learning techniques and teambuilding. Participants build competencies and learn to build relationships, network, and support one another.

CAPC Orientation and CORE Trainings (74 Hours)

AmeriCorps Orientation (6 Hrs/Month 1)	An overview of AmeriCorps and National Service, member benefits, rights, responsibilities, code of conduct, prohibited activities, policies, and procedures. Review member contract, handbook, performance measures, and electronic timekeeping.
Child Abuse Prevention (21 Hrs/Month 1)	Includes: Mandated Child Abuse Reporting, Protective Factors, Trauma Informed training, and Home Visitation Skills.
Boundaries and Confidentiality (6 Hrs/Month 1)	Members will learn the importance of maintaining professional boundaries with families and learn how to differentiate between confidential and public information.
Cultural Awareness (6 Hrs/Month 3)	Members explore other cultures, how stereotypes/values impact relationships, and increase appreciation of cultural diversity.
Conflict Resolution (6 Hrs/Month 3)	Members assess their conflict resolution skills, explore techniques for handling conflicts, and practice effective intervention techniques.
Active Citizens (6 Hrs/Month 5)	Enhances members' knowledge of American history, government, and their rights, and how to be active in their own communities.
Life After AmeriCorps (6 Hrs/Month 10)	Provides resources and information for the transition out of service. Members learn resume building and goal-setting.

Social- Emotional and Cognitive Development (14 Hrs)	Provides member with an understanding of how a child develops relationships and how a child may learn to regulate their emotions in a beneficial way.
Team Building (3 Hrs)	Members build esprit d' corps, develop leadership skills, review prohibited activities; and share successes and challenges.
Required Trainings (142 hours)- First Term Member Only	
Birth & Beyond Basics (18 Hrs/Month 1)	Introduces members to the fundamentals of child abuse and neglect prevention and the tools to perform service; program overview; policies and procedures; assessments; and case file documentation.
Safe Beginnings for Infants (12 Hrs)	Includes: Shaken Baby Syndrome (SBS) - the effects of violently shaking a baby and provides tips for soothing a crying baby; and Infant Safe Sleep practices.
Nurturing Parenting Program (30 Hrs/Month 2)	Immerses members in the NPP Philosophy and Model through comprehensive coverage of the group and home based programs (i.e., Prenatal, Infant/Toddler/Preschool, and Father's Curriculum).
Make Parenting a Pleasure (18 Hrs/Month 1)	Learn the MPAP curriculum and workshop facilitation to improve parenting/co-parenting skills and understanding of child development.
Facilitation and Public Speaking (9 hours)	Members will learn the basic concepts of adult learning principles, group dynamics and facilitation skills to prepare them for delivering parent education to parents in a group setting.
Domestic Violence (35 Hrs)	Members will learn the types of domestic violence; how to help break the cycle; examine protective factors to stop domestic violence.
Site Specific Orientation (20 hours/Week 1)	Prepares members to serve their communities and teaches its needs and resources. Review member contract; policies & procedures; community tours, workplace safety, shadowing experienced members.
National Service Days (12 Hours)	
Members are required to participate in service projects for Make a Difference Day, MLK Day, and	

AmeriCorps Week.

Supervision and Ongoing Training (Minimum 76 hours)

Partners provide a minimum of 1 hour a week of one-on-one supervision to develop core skills and knowledge for successful service delivery, individualized goal setting, and member skills. Members will participate in ongoing trainings facilitated by the service site that support the member activities.