



Training

Training programs are offered to staff at least annually to heighten awareness of your commitment to safety and help create a culture of zero-tolerance for child abuse.

STEP 1: Establish Minimum Training Standards

- Review current training programs to determine where the minimum training standards are being met and where additional training is needed.
- Determine how many staff and volunteers need training and at what levels, starting with those who will have direct, unmonitored access to children.
- Assess the resources and expertise at your YSO to help determine the scope of the training program and your implementation strategy.
- Appoint an individual or team to take responsibility for all aspects of the training program.
- Empower selected individuals or groups with the authority necessary to enforce and accomplish compliance with the YSO's training requirements.

STEP 2: Research and Identify Trainings

- Research local and statewide organizations and training programs that provide required training.
- Select evidence-informed curricula evaluated for effectiveness to enhance YSO-specific training.
- Consult with state and local prevention expertise to determine the types of training programs available, their cost, format, length, and schedule.
- Determine how best to combine training with prevention information and policies and procedures specific to your YSO.
- Explore opportunities and other similar child abuse prevention training events that may be accessible through schools and other organizations.
- Educate parents on child sexual abuse prevention, including how to talk to their children to keep them safe and healthy.

STEP 3: Implement Trainings

- Set a schedule that allows staff and volunteers multiple opportunities to attend all required training.
- Select a venue ideal for learning, ensuring it has the necessary equipment for a training event, including technology and adequate space.
- Record attendance, promptly follow up with those who miss a session and provide a future date to attend, or individualized instruction.
- Consider issuing "certificates of completion" to all training attendees.
- Circulate after-training surveys and evaluations to allow for participant feedback and include questions that measure learning and skill-building.
- Ensure instructors who are training children receive appropriate training on the curriculum and parents are informed and involved.