**Strategic Plans**

**Interface Youth Program Northwest**

The Northwest Region has chosen to focus on the area of training for this year’s strategic planning. We have taken several approaches to achieve our training goals for the year. First, IYPNW has partnered with the other two regions to look closely at our program orientation training for our newly hired staff, both residential and non-residential positions. Our goal was to identify and create a consistent list of orientation topics and associated hours of training to be used in all three regions. This exercise grew in scope and we have continued working together to create an entire first year training plan for the positions of Youth Care Worker and Counselor/Case Manager. We plan to continue this project to include plans for each position first year and beyond.

This contract year we have added and taken measures to ensure that each staff is trained in the following topics: PREA (Prison Rape Elimination Act) which is required by DJJ and Deaf and Hard of Hearing, a training required by DCF.

To ensure that each staff member completes the required training hours we are providing training time at each of our program staff meetings. Additionally, we are utilizing typically slow times in our programs to assign extra training topics.

Finally, we are assigning each staff an e-mail address in order to log onto the Florida Network of Youth and Family Services website to access their training offered on-line.

**Independent Living**

In order to be prepared to implement the new IL legislation passed last summer, training is the area identified for this year’s strategic planning in this program. It has been decided that our IL Counselors will become the primary Counselor for youth placed in licensed out of home care beginning at age 17. Since this is a big change for us we have had to identify and arrange for training in many areas to be prepared to take over this role in January 2014.

First we have gained access to the Partnership’s pre-service training program. We have selected needed trainings offered and have made their training calendar available to our staff. Secondly, we have identified other key personnel and invited them to come and provide needed training for us. We have also requested that the Program Director of each of the three Case Management Agencies contracted with the PFSF allow our staff to shadow some of their Family Care Counselors to learn their new roles. Finally, we have planned for our IL Counselors to spend work time directly with the specific Family Care Counselor who we will be taking over the 17 year olds from to enable us to learn everything about the young person and his/her case.

We plan to adjust our training plans as necessary as our new roles unfold.