

TRAINER DEVELOPMENT

As the State Training Coordinator for the OCWTP, one role of IHS is to help trainers develop their skills as presenters. We provide a wide range of developmental interventions and opportunities – all geared to assist you in teaching trainees the knowledge and skills they need to do their jobs.

You can request assistance from IHS at any time. We also offer technical assistance to trainers based on feedback from trainees or expressed concerns of RTC staff.

OBSERVATION

You will likely be observed by an OCWTP representative the first time you train. You may also be observed when you train a specific content area for the first time, when concerns are raised, or as part of routine monitoring for quality control purposes. You will always be informed in advance of the training when you will be observed. We recommend you review the [Trainer Observation Form](#) and do a self-assessment so you can identify areas where you may need assistance. Following observation, you will receive feedback about the workshop you conducted.

MENTORING

If you are training standardized curricula, you will likely be paired with a mentor trainer to help you prepare to train. You may also receive mentoring to help you improve your presentation skills.

Mentor trainers are experts in their content area, have extensive training experience, and are knowledgeable about adult learning theory, transfer of learning, and cultural competence in training. They can explain rationales for specific curriculum design and use of specific training strategies and provide sensitive and accurate critiques to the trainers they mentor.

If you will be participating in a mentoring plan, you and IHS will collaborate to implement the specific mentoring interventions that best suits your developmental needs. Possible interventions include observing a mentor trainer, co-training with a mentor trainer, and having a mentor trainer observe you as you train.

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FIELD EXPERIENCE

As an OCWTP trainer, you must ensure your presentations are applicable to current practice and meet the needs of your audience. For this reason, all trainers not practicing in child welfare are required to participate in a field experience with a local PCSA every three years. Ongoing exposure to the field will enhance your credibility in your workshops and will assist you in developing appropriate TOL strategies.

TRAINING ON CONTENT (TOC)

If you are seeking approval to train an OCWTP standardized curriculum, you will need to attend a Training on Content (TOC) specific to that workshop. The TOC will prepare you to successfully deliver the specific workshop content and training strategies.