

**WAC 110-145-1495 What is the in-service training requirement for staff and volunteers having responsibility to provide care to children/youth?**

(1) If you have employees in your agency, you must offer in-service training programs for developing and upgrading staff skills. If you have five or more employees or volunteers, your training plan must be in writing.

(2) Staff must complete a minimum of twenty-four hours of ongoing education and in-service training annually. Training must be relevant to the problems experienced by the children you serve, which usually will include:

(a) Crisis intervention techniques, including verbal deescalation, positive behavior support, and physical response/restraint training as approved by the department;

(b) Behavior management techniques;

(c) Substance abuse;

(d) Suicide prevention, assessment and intervention;

(e) Family intervention techniques;

(f) Indian child welfare and working with Native American children;

(g) Cultural diversity;

(h) Mental health issues and interventions;

(i) Mediation skills;

(j) Conflict management/problem solving skills;

(k) Child abuse and neglect;

(l) Characteristics and management of sexually aggressive or otherwise predatory behavior and physically assaultive behavior;

(m) Emergency procedures;

(n) HIV/AIDS/bloodborne pathogens; and

(o) Fire safety and emergency planning.

(3) You must discuss with your staff updated policies and procedures as well as the rules contained in this chapter.

(4) Your training on behavioral management must be approved by DLR and must include nonphysical, age-appropriate methods of redirecting and controlling behavior.

(5) You must document all training including a description of the training provided and the date of the training. This information must be kept in each employee's file or in a separate training file.

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