

# INITIAL QUESTIONS ASKED OF POTENTIAL TRAINERS

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The OCWTP recruits trainers who can meet the identified training needs of child welfare staff and resource families. The most desired trainers have significant training experience, are knowledgeable about the field of child welfare, and have a specific area of expertise. In addition, we are committed to maintaining a diverse training pool comprised of trainers who value the importance of integrating cultural concepts into all training opportunities.

If you express interest in training for the OCWTP, you can expect to be asked the following questions...

## What is your expertise?

Child welfare professionals and resource families are required to have an abundance of knowledge and skill in a multitude of areas related to child welfare. Highly desired trainers have significant knowledge and experience in their content area and are also aware of the limits of their expertise. You will be a “good fit” with the OCWTP if you have extensive skill and knowledge in a content area identified as a high-priority need by our system. Typically, new trainers focus on the one or two areas in which they feel most confident. To assist you in assessing your expertise, please review our [Continuum of Trainer Expertise](#).

## What is your training experience?

While it is extremely helpful to have training experience, it is not required. The OCWTP is committed to helping content experts develop their training skills. The OCWTP offers a variety of workshops on a quarterly basis to help trainers develop fundamental training skills, and offers ongoing consultation and technical assistance to trainers as needed.

## What is your experience and knowledge of child welfare?

Because OCWTP’s primary audiences are public child welfare workers, supervisors, and resource families, it is extremely important that you have background knowledge of the day-to-day responsibilities and challenges facing these populations. This knowledge will help you apply your expertise to the field of child welfare and make the information in your workshops relevant to your audience.