

TFI Family Services, Inc. PROGRAM PROCEDURE	No. Page 1 of 2
Section: International Adoption Subject: Training Requirements for Social Service Personnel	
Issue Date: 10/18	Revision Date:
Compliance: Hague 96.38(a)(b)(c)(d)	

Purpose:

To outline training requirements for social service personnel.

Procedure:

TFI Family Services, Inc. will provide newly hired employees who have adoption-related responsibilities involving the application of clinical skills and judgment (home studies, child background studies, counseling services, post-placement and other similar services) with orientation to intercountry adoption that includes training on:

- the requirements of the Convention, the Intercountry Adoption Act, the Universal Accreditation Act, the regulations implementing the IAA or UAA, and other applicable Federal regulations;
- the Immigration and Nationality Act and regulations applicable to the immigration of children
- the adoption laws of any foreign country where TFI provides adoption services;
- relevant State laws;
- ethical considerations in intercountry adoption and prohibitions on child-buying;

TFI's goals, ethical and professional guidelines, organizational lines of accountability, policies, and procedures; and

- the cultural diversity of the population(s) served by TFI.

In addition to the orientation training required above, TFI will provide initial training to newly hired or current employees whose responsibilities include providing adoption-related social services that involve the application of clinical skills and judgment (home studies, child background studies, counseling services, post-placement and other similar services) that addresses:

- the factors in the countries of origin that lead to children needing adoptive families;
- feelings of separation, grief, and loss experienced by the child with respect to the family of origin;
- attachment and post-traumatic stress disorders;
- psychological issues facing children who have experienced abuse or neglect and/or whose parents' rights have been terminated because of abuse or neglect;
- the impact of institutionalization on child development;
- outcomes for children placed for adoption internationally and the benefits of permanent family placements over other forms of government care;
- the most frequent medical and psychological problems experienced by children from the countries of origin served by the agency or person;

- the process of developing emotional ties to an adoptive family;
- acculturation and assimilation issues, including those arising from factors such as race, ethnicity, religion, and culture and the impact of having been adopted internationally; and
- child, adolescent, and adult development as affected by adoption.

TFI will ensure that employees who provide adoption-related social services that involve the application of clinical skills and judgment (home studies, child background studies, counseling services, post-placement and other similar services) also receive, in addition to orientation and initial training, 30 hours of training (or more if required by State law), on current and emerging adoption practice issues through participation in seminars, conferences, documented distance learning courses, and other similar programs. Continuing education hours required under State law may count toward the thirty hours of training as long as the training is related to current and emerging adoption practice issues.

TFI exempts newly hired and current employees from elements of the orientation and initial training required in paragraphs referenced above only where the employee has demonstrated experience with intercountry adoption and knowledge.