



**State of Florida**  
**Department of Children and Families**

**Ron DeSantis**  
Governor

**Chad Poppell**  
Secretary

**DATE:** February 12, 2021

**TO:** Regional Managing Directors  
Sheriff Offices that Conduct Child Protective Investigations  
Community-Based Care Lead Agency CEOs

**THROUGH:** Patricia Babcock, Deputy Secretary *Patricia Babcock*

**FROM:** Patricia Medlock, Assistant Secretary for Child Welfare *Pat Medlock*  
Robert Anderson, Assistant Secretary for Operations *Robert H. Anderson*

**SUBJECT:** Falsification in the Workplace Training – Required

**PURPOSE:** The purpose of this memorandum is to advise of a new training on Falsification. The training is required for all child welfare professionals.

**BACKGROUND:** The department is pleased to announce that Falsification in the Workplace training is now available. This training is designed to educate employees about ethical conduct, falsification in the workplace, and the impact and consequences to the employee, children, families, and the department. This course analyzes real-life scenarios of employee misconduct and shares ways to prevent falsification in the workplace and provides resources and support to employees. The training should take 90 minutes to complete.

This course includes a Learner Guide designed for learners to analyze and reflect on the course content. Throughout the course, learners will be prompted to record responses to critical thinking questions and scenarios. Supervisors are encouraged to follow-up with employees during their one-on-one supervision to reflect on the course scenarios and ethical dilemmas presented.

**ACTION REQUIRED:** Please share this memorandum with all appropriate staff in the regions to include the child protective investigators, sheriff offices conducting child protective investigations, community-based care lead agencies, and case management organizations. DCF employees must complete via the PeopleFirst LMS; sheriff offices, CBC, and CMO employees must complete via the Center for Child Welfare website (please see attached flyer).

**CONTACT INFORMATION:** If you have questions regarding this training, please contact Filiz Aktan, Training Manager, at [Filiz.Aktan@myflfamilies.com](mailto:Filiz.Aktan@myflfamilies.com) or 850-717-4672.

cc: Regional Family and Community Services Directors  
Center for Child Welfare

Attachments: Falsification in the Workplace Training Flyer

1317 Winewood Boulevard, Tallahassee, Florida 32399-0700

Mission: Work in Partnership with Local Communities to Protect the Vulnerable, Promote Strong and Economically Self-Sufficient Families, and Advance Personal and Family Recovery and Resiliency

# LEARNING & DEVELOPMENT

## Training Announcements



### NEW COURSE AVAILABLE

**Course Type:** e-Learning

**Length:** 90 minutes

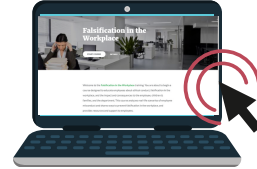
**Audience:** **Mandatory** for all child welfare professionals

**How to Access:**

DCF Employees: PeopleFirst LMS

Non-DCF Entities: <http://centervideo.forest.usf.edu/dcf/falsification/index.html#/>

## FALSIFICATION IN THE WORKPLACE



This course is designed to educate employees about ethical conduct, falsification in the workplace, and the impact and consequences to the employee, children & families, and the department. This course analyzes real-life scenarios of employee misconduct and shares ways to prevent falsification in the workplace, and provides resources and support to employees.



Courses are available on the DCF Learning Management System (LMS) and the Center for Child Welfare

For questions contact:  
[filiz.aktan@myflfamilies.com](mailto:filiz.aktan@myflfamilies.com)

## ON THE HORIZON

OCW's Learning and Development team wants to keep you in the loop! The following list include training topics currently in development.

Training/Curriculum	Timeframe
Pre-service Curriculum for Child Welfare Professionals	July 2021
Domestic Violence Learning Series	February-June 2021
Professionally Mandated Reporter Training	February 2021
Adoption Competency	February 2021
Present and Impending Danger Assessments	February 2021
DAVID System Training	February 2021

## RECENT COURSES

- *CPI Mobility Application*
- *Child Sexual Abuse*
- *Abusive Head Trauma*
- *Random Moment Sampling for CPI's*
- *DCF & Healthy Families Florida Collaboration*