

Connect with Foster VC Kids!

www.fosterVCkids.org



the foster NETWORK

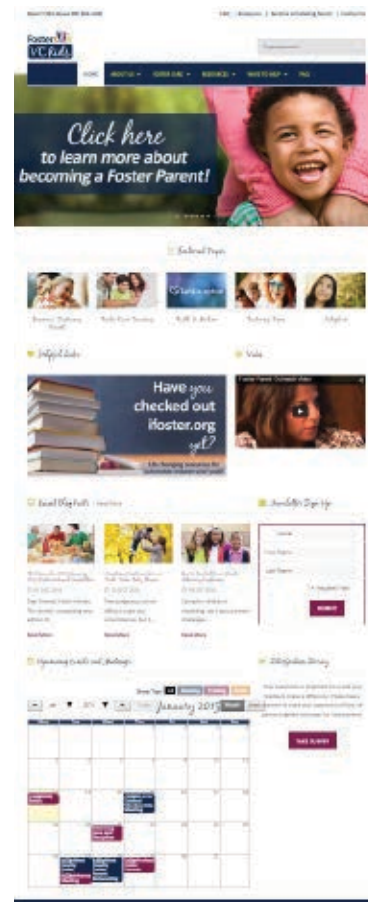
February/March

Our New and Improved Website is Live!!

Visit fosterVCkids.org and check it out. The new website is a one stop shop for foster and relative caregivers, and includes updates on trainings and events, information on new and ongoing resources for youth and caregivers, updated Children and Family Services contact list, our Homes with Heart recruitment campaign, info about our new Faith in Motion initiative, a caregiver satisfaction survey, and so much more.

We hope this new website helps keep our families in the loop about resources, services, and events and increases our communication with you.

While you are on the web, visit our **Foster VC kids Facebook** page and like us! We will be sharing information about events, highlighting quality caregivers and staff, and provide links to important resources!



Ventura County Children & Family Services



CFS Contacts

Recruitment, Retention, & Support Info Line	654-3220	General Info Emergency Response Units	654-3444
RDS Manager	654-5594	General Info Ongoing Unit	240-2700
Licensing	955-2274	General Info East County	955-2290
Relative Approval	654-3214	General Information Central Programs	654-3405
Placement	654-3211 or 654-3216	Children's Services Auxiliary (CSA)	654-3245
Adoptions	385-9158	CSA Reimbursements Case Aid	289-1926
Youth Services Division	385-9146	Field Based Case Aids	654-3449 or 289-1989
Rx for Kids Public Health Program	981-5373	ILP Coordinators	385-9114
Children's Health & Disability Prevention Nurse	654-5536	Eligibility Officer of the Day	654-3409

Networking your way to Success!

Parenting is difficult, and parenting a child in the foster care system presents its own set of unique challenges. As a care provider to children in the foster care system (foster or relative), one major key to success is building your network of support within the fostering community. **Networking** helps you get to know other foster or relative care providers in your area, which in turn helps develop relationships that can assist you in talking through challenges, brainstorm supportive parenting strategies to use in your home, and provide babysitting and other types of support. Networking can be done at one of the group meetings hosted by the RDS unit, FKCE program in the East County, Defending the Fatherless for faith-based families, or Kids & Families together for our relative caregivers.

See our **“What’s Goin’ On”** section for February and March dates, times, and locations. Networking groups also offer training opportunities that you can use towards your annual 8 hours of training as a foster parent.

However you network, developing this kind of support is critical in caring for yourself and finding the kind of practical and emotional support that will enable you to provide the highest quality care to the children in our system.

For more information on networking, you can contact:

For Foster Parents:

- The RDS Unit hosts networking in Ventura on the last Tuesday of the month (PM/evening) and last Wednesday of the month (AM and Spanish). More groups are being added! Contact **Elisa Carreno** at elisa.carreno@ventura.org for more info!
- East County FKCE program hosts an AM networking on the 2nd Friday of the month in Simi Valley. Contact **Jason Lee** at Jason_lee5@vccd.edu for more info!
- Defending the Fatherless began in the spring of 2011 as a ministry of Calvary Chapel Nexus to support families on the journey through adoption and foster care. This group meets on a monthly basis in Camarillo. Visit www.defendingthefatherless.net or e-mail **Karen** at defendingthefatherless.info@gmail.com for more info.

For Relative Caregivers:

- Kids & Families Together hosts support groups throughout the county for relative caregivers. Groups currently meet in Santa Paula, Ventura, Oxnard, Simi Valley, and Thousand Oaks. Call **Noemi Hernandez** 805-643-1446 ext 125 or email kssp@kidsandfamilies.org for more info!

Satisfaction Survey – Make your voice count!

You provide critical support to Ventura County children in foster care. In order to ensure high quality care, CFS must ensure that caregivers receive the training, support, information sharing and communication they need from us to look after the children in their care. We want to hear from you concerning how you are doing and how CFS can improve in our support and partnership with you.

CLICK HERE!

Please complete the online satisfaction survey by clicking the button below, or at fosterVCkids.org. The survey is located near the bottom of the homepage and can be completed anytime you want to provide specific feedback to the Foster VC Kids program. We will also be sending an annual survey out to track trends and areas for agency improvement. Keep an eye out for an email link to complete that survey.

If you don’t receive emails from the RDS unit, you may also visit <http://tinyurl.com/o7nkb32> to complete the survey. **Thank you for sharing your feedback with us.**

Notes from our Nurses

Did you know February is National Children's Dental Health Month? National Children's Dental Health Month is a month-long campaign sponsored by the American Dental Association to help raise awareness about the importance of oral health. Tooth decay affects children in the United States more than any other infectious disease, and, when left



untreated, tooth decay can cause pain, infection, and lead to other problems with eating, speaking, playing, and learning.

Brushing and cleaning between teeth on a daily basis is a good habit you can help your child with at home. Children and youth should brush for two minutes, two times a day. A brushing chart can help your child keep track of whether

or not (s)he is brushing twice a day, and can also be rewarding for your child to see his/her progress with brushing. Promoting healthy snacks is another way to help your child at home. Help your child choose fruit and other healthy foods, limit sugary/sticky snacks, and choose water instead of soda pop or sugary drinks.

Children in foster care are eligible to start receiving routine dental exams starting at one year of age. Your child should continue with regular dental visits every six months. If you need help in finding a dentist or assistance with scheduling an appointment please contact a Foster Care Nurse at (805)240-2700. At your child's dental appointment you may also want to ask your dentist about fluoride protection. Fluoride varnish is a topical fluoride used to help prevent tooth decay.

Additional information and activity sheets can be found at:

- <http://www.ada.org/en/public-programs/national-childrens-dental-health-month/>
- <http://www.cdc.gov/oralhealth/>

New Foster Parent QPI Partnership Committee

As part of our Quality Parenting Initiative and commitment to ensuring high quality partnership with our foster and relative caregivers, we are forming a new CFS partnership committee comprised of quality caregivers. This committee will serve in an advisory role to CFS managers and provide essential input concerning our operations, needs/ gaps, and areas that require growth and improvement. If you are interested in taking part, please contact **Cynthia Hutchison** at cynthia.hutchison@ventura.org.



Kudos Corner

From supervisor Renee Lodder:

“ I wanted to thank Amy Giglio for the tremendous role she has had in the care of a child placed in her home. Her love and commitment towards the well being of this child clearly showed. She was a key support in helping for a smooth transition of the child back with his mother and siblings, despite the emotional difficulty it has on the foster family having to part from a young child they love and are bonded with. I am thankful for the engagement with the biological family and for going above and beyond. I hope that that the mother and Amy will continue to have some level of engagement post-reunification. Our parents and children benefit from having positive support systems in place and continued relationships, when possible. I realize this was Amy's first time fostering, and I hope that she will continue to foster in the future. I want people to know what a spectacular foster parent we have had the pleasure to work with in our County. Thank you, thank you for all that you have done.

Since the child has returned home to his family, Amy and her family have been able to stay in touch, provide childcare and know how the child's transition home has been! This is the kind of care we are seeking from all of our foster parents! ”

National Social Work Month- A Big Thank You!

Every March is Social Work month! This year's theme is "Social Work Paves the way for Change." Children and Family Services is all about strengthening families, and one of the many ways we do this is to support families in making changes that will support healthy parenting & child development.

While change is hard and anxiety provoking, our social workers are dedicated to helping children and families adjust and manage these changes. During the month of March, remember to thank a social worker for paving the way to change in our community that benefits us all!



First Aid & CPR Recertification

Remember, all licensed foster parents must have current CPR and First Aid certification. If you already possess a valid CPR and/or First Aid card and are in need of a renewal, the FKCE program will be hosting recertification classes through June! Classes are free for Ventura County foster and kinship parents. Pre-registration is required. For West County, you can register by emailing rcarlson@vcccd.edu or Debbieflowers@vcccd.edu. For East County please contact jason_lee5@vcccd.edu.

West County Classes are held at 71 Day Road, Ventura from 4:30-6:30 pm on:

- **First Aid:** Friday, January 16 or; Friday, March 20 or; Friday, May 22.
- **CPR:** Friday, February 20 or; Friday, April 3 or; Friday, June 5

East County classes are held at Anthem Church at 390 Arcturus St., Thousand Oaks from 4:30-6:30 on:

- **First Aid:** Friday, February 13 or; Friday, April 10 or;
- **CPR:** Friday, March 13 or ; Friday, May 8 or; Friday, June 12

Child Development Resources

CDR provides Head Start/State Preschool Programs, which serve children 2.9 to 4.11 years old and Early Head Start Program, which serve children birth to 3 years including pregnant women. These comprehensive programs provide bilingual education, health, mental health, social services, parent participation and education, including services to children with disabilities. CDR charges no fees for their programs. Families must qualify based on the Federal Eligibility Requirements and/or State Eligibility and Needs Requirements. Foster children are often eligible for priority assignment into programs and subsidized care. The program offers different options for children and families. Transportation is not provided for any program.

You may contact **Elisa Carreno** at elisa.carreno@ventura.org or (805) 289-1926 or **CDR** at (805) 485-7878 Ext. 1470 for more information!



What's Goin' On?

Foster VC Kids Calendar of Events

Opportunities to *learn, grow,* AND receive training credit!

Handling Power Struggles

*2.5 hour workshop – February TBD
Day Road Center, 71 Day Road,
Ventura, Large Training Room*

Power struggles happen every day in every home, between children and parents, siblings, spouses, co-workers and at work. It is the main misbehavior of childhood that we never stop doing into adulthood. Learn how to recognize and disengage from a power struggle and learn the eight steps to take to disengage when you are in the midst of one. Also learn how to lessen or prevent power struggles in the future. These methods are appropriate for use with children of all ages, even those who come in “adult” bodies! If you are interested in attending this class series, please contact Rhonda Carlson at rcarlson@vcccd.edu to provide input on dates & locations.

Redirecting Children's Behavior

*6 weeks for 2.5 hours each- 15 hours total
(beginning in Feb), 71 Day Road, Ventura*

This is your opportunity to attend a “LIFE-CHANGING” PARENTING CLASS! If you ask anyone who has ever attended the Redirecting Children's Behavior (RCB) 6 week course, you'll hear that you will never parent quite the same way again! Learn to see the world from your child's perspective, and understand the cause of misbehavior and lack of cooperation rather than merely treating the symptoms. This class covers all types of misbehaviors in children from 2½ to 18 years old. The course will be facilitated by Stephanie Main- Bell, M.A, who has been teaching RCB and other parenting classes for almost 20 years. This course is fun, informational, and transformational and includes the Redirecting Children's Behavior book and/ or workbook. Each week you will be able to ask questions, receive feedback and build upon what you've learned. Please RSVP to Rhonda Carlson at rcarlson@vcccd.edu for specific dates and time of training!

Agency 101

*Thursday, February 5th, 1 pm-4 pm,
5100 Adolfo Rd., Camarillo*

Learn about local resources and services for families caring for at-risk children at this free event! Local providers of education, employment, child care, mental health, housing, health, and legal services will be present to share information about their programs, eligibility requirements, and fees.



What's Goin' On?

Foster VC Kids Calendar of Events

Behavior Strategies for Parents of Children with Autism

*Thursday, February 5th, 5:45 pm-8:00 pm,
5100 Adolfo Rd (Santa Paula Room), Camarillo*

This workshop will provide families with a basic understanding of the reasons some children use problem behaviors and strategies for implementing positive behavior support at home and in the community. Training will be presented separately in English and Spanish. Contact Barbara Rush at brush@vcoe.org or (805) 437-1560 for more info or to register! You may also register at <http://vcoe.k12oms.org/1630-86565>.

Sharing Strategies from the Nonviolent Crisis Intervention: A Workshop for Parents & Caregivers

*Saturday, February 7th, 8:00 am-3:30 pm,
5100 Adolfo Rd (Santa Paula Room), Camarillo*

This workshop will provide parents and caregivers with an overview of some of the concepts and strategies taught in the Nonviolent Crisis Intervention training programs. This workshop will give parents and caregivers: Insight into behavior patterns of their child, ideas for intervening early as behaviors start to escalate, and ways to keep everyone safe. Fees are \$10.00 if you do not have a child with an IEP in VC SELPA and free for those who do. Contact Barbara Rush at brush@vcoe.org or (805) 437-1560 for more info or to register! You may also register at <http://vcoe.k12oms.org/1630-86308>.

Bring it to the Table

*Monday, February 9th, 6:00pm – 8:00pm,
Moorpark College Fountain Hall*

A round table, town hall style, workshop bringing seasoned and new foster parents together to discuss new issues and solve old problems. We will also chat about new policies, techniques and services available to our providers. Please RSVP to Wendy Homan at homanwendy@aol.com.

Relational Repair

*Tuesday, February 10th or Tuesday, March 3rd,
8:30 am-4:00 pm, 975 Flynn Rd., Camarillo*

This course introduces a child and youth care model for supporting individuals who have experienced relational stress, trauma, or disrupted relationships. Shifting from common deficit or strictly behavioral models, this course incorporates brain science to inform straightforward, yet thoughtful ways of reimbursing young people for the broken or missing experiences in their lives. Register at <http://www.eventbrite.com/e/relational-repair-tickets-12082239303>.

East County Foster Parent Networking

*Friday, February 13th, 9:00am – 11:00am,
2080 Winifred St., Simi Valley (Cornerstone Church)*

An opportunity to receive updated information as to changes related to foster care and network with other foster parents who are geographically related. Specific training topics will be addressed each month and friendships will be made and resources revealed. Please RSVP to Wendy Homan at homanwendy@aol.com.



What's Goin' On?

Foster VC Kids Calendar of Events

Foster and Relative Caregiver Family Night

*Friday, February 13th, 6:30pm-9:30 pm, West
Park 450 W. Harrison Ave., Ventura*

The City of Ventura PAL/ Recreation program is hosting a foster and relative caregiver family night. From 6:30pm-8:00pm the Recreation Center will be open for activities such as ceramics, arts & crafts, basketball, computer lab, etc. From 8pm-9:30pm a movie showing will take place. It will be completely free to families and all snacks will be provided. RSVP to Elisa Carreno at elisa.carreno@ventura.org or (805)289-1926.

Empowered to Connect Conference

*Friday, February 13th & Saturday,
February 14th, Santa Ana, CA*

The Empowered To Connect Conference is a two-day conference for adoptive and foster parents, ministry leaders, and professionals designed to help them connect with children from hard places in order to help them heal. Led by Dr. Karyn Purvis (Director of the TCU Institute of Child Development), this conference is ideal for adoptive and foster parents, those considering adoption or foster care and those who are serving and supporting others, including social workers, agency professionals, church staff and ministry leaders, counselors, therapists and others all involved in adoption and foster care ministries or services. Visit <http://showhope.org/be-hope/equipping-families/etc/empowered-connect-southern-california/> for more information and to register!

Baby Basics

*Sunday, February 15th, 7:00pm – 9:00pm,
RSVP for location & directions please*

Participants will discuss developmental needs and characteristics of infants. Participants will identify variations on those needs depending on the special needs of the at-risk infant. Participants will explore ways of addressing the needs of the infant that will support secure attachment and developmental growth. Participants will learn methods of self-care to better support family health during the infancy stage. Please RSVP to Jason_lee5@vcccd.edu.

West County Foster Parent Networking

*Tuesday, February 24th, 6:00pm – 8:00 pm,
Ventura Missionary Church, 500 High Point
Dr., Ventura (Sanctuary Building)*

An opportunity to receive updated information as to changes related to foster care, receive support from your foster parent peers, and earn training hours! Please RSVP to Elisa at elisa.carreno@ventura.org. Childcare provided by contacting Channel Islands Social Services at (805) 384-0983.

West County Foster Parent Networking

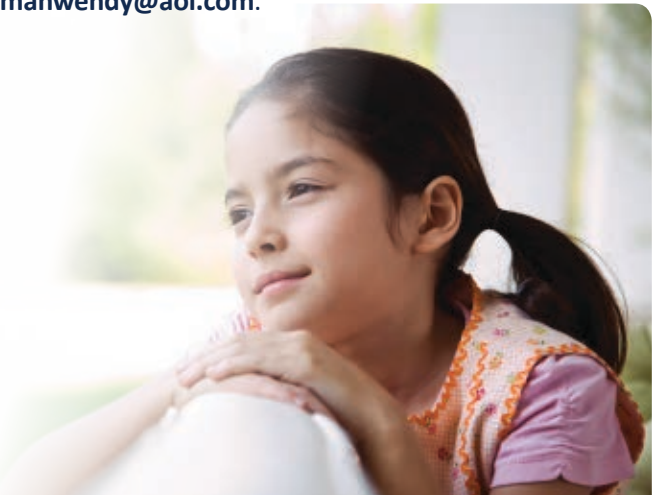
*Wednesday, February 25th, 10:00 am – 12:00
pm, Ventura Missionary Church, 500 High
Point Dr., Ventura (Sanctuary Building)*

An opportunity to receive updated information as to changes related to foster care, receive support from your foster parent peers, and earn training hours! Please RSVP to Elisa at elisa.carreno@ventura.org. Childcare provided by contacting Channel Islands Social Services at (805) 384-0983.

Teach Me

*Thursday, February 26th, 6:00pm – 8:00pm,
Moorpark College Fountain Hall*

A workshop based on the importance of positive parenting experiences and how to begin practices that will result in permanent connections. Foster parenting in a way that is lighthearted and positive for the caregiver, family, and the kids in our care. Please RSVP to Wendy Homan at homanwendy@aol.com.



What's Goin' On?

Foster VC Kids Calendar of Events

Positive Discipline for Preschoolers

6 weeks for 2 hours each- 12 hours total (beginning in March), West County Location TBD

Caring for young children is one of the most difficult tasks an adult will ever face. No matter how much you love your child, there will be moments filled with frustration, anger, even desperation. And of course, there will be many questions. Join long-time parenting instructor, Stephanie Main-Bell, as she guides you through the Positive Discipline curriculum that has been helping millions of parents for many years. Each participant/couple will receive the book Positive Discipline for Preschoolers by Jane Nelson. Throughout the course you will learn how to use kind and firm methods to raise a child who is responsible, respectful and resourceful. You will be given practical solutions to things such as potty training, sleeping, and tantrums. If you are interested in attending this class series, please contact Rhonda Carlson at rcarlson@vccd.edu to provide input on dates & locations. Childcare may be available as well.

Educational Champion Training

Date To be Determined but likely will take place in March, 5100 Adolfo Road, Camarillo, 5100 Adolfo Road, Camarillo

If you would like to help a child in foster care navigate the education system, come learn about becoming an "Education Rights Holder." When a child in foster care does not have a viable adult in his life to support, advocate, and remove barriers to his education, the court must appoint a responsible adult to carry out these duties. Ventura County has a need for volunteers who are willing to be assigned education rights for one or more children in foster care. Relatives, foster parents, mentors, and other trained, committed volunteers are appropriate education rights holders. Minimum commitment to an assigned child is one year. For more information on becoming an Ed Rights Holder email LWelbourn@vcoe.org To RSVP for the training, email rcarlson@vccd.edu

Foster Parents will receive credit for 6 hours of training and are encouraged to attend even if they cannot make a one year commitment to becoming an Ed Rights Holder at this time.

Positive Moments

Monday, March 9th, 6:00pm – 8:00pm, Moorpark College Fountain Hall

A look into the little moments actions gestures that seem to make the biggest impact on Foster youth. Looking into our own behaviors will be explored to create an awareness of the effect on others both positive and negative and how we can change ourselves for the better through the experience. Please RSVP to Wendy Homan at homanwendy@aol.com.

Celebrating Parenting: Finding Joy Among Challenges 2015 Carpe Diem Conference

Friday, March 13, 8:00 am-4:15 pm, 5100 Adolfo Rd., Camarillo

This conference, sponsored by United Parents and Casa Pacifica, is for caregivers and professionals who care for children and youth with emotional challenges. The keynote presentation will be given by Jody Kussin, Ph.D. and Steve Shoptaw, Ph.D. who will provide information and interventions to assist parents and professionals. Topics will include relationship building and the role adults have in servicing as the "anti-drug" for our community's kids. The conference will also include sessions on: right brain development and affect, biology and substance abuse, gender, technology & substance abuse. Translation will be available! Register at www.venturacountyselpa.com.



What's Goin' On?

Foster VC Kids Calendar of Events

East County Foster Parent Networking

*Friday, March 13th, 9:00am – 11:00am, 2080
Winifred St., Simi Valley (Cornerstone Church)*

An opportunity to receive updated information as to changes related to foster care and network with other foster parents who are geographically related. Specific training topics will be addressed each month and friendships will be made and resources revealed. Please RSVP to Wendy Homan at homanwendy@aol.com.

Baby Basics

Facilitator: Mariana Abarta

*Sunday, March 15th, 7:00pm – 9:00pm ,
RSVP for location & directions please*

Participants will discuss developmental needs and characteristics of infants. Participants will identify variations on those needs depending on the special needs of the at-risk infant. Participants will explore ways of addressing the needs of the infant that will support secure attachment and developmental growth. Participants will learn methods of self-care to better support family health during the infancy stage. Please RSVP to Jason_lee5@vcccd.edu.

West County Foster Parent Networking

*Wednesday, March 25th, 10:00 am – 12:00
pm, Ventura Missionary Church, 500 High
Point Dr., Ventura (Sanctuary Building)*

An opportunity to receive updated information as to changes related to foster care, receive support from your foster parent peers, and earn training hours! Please RSVP to Elisa at elisa.carreno@ventura.org. Childcare provided by contacting Channel Islands Social Services at (805) 384-0983.

Building a Successful Team

*Thursday, March 26th, 6:00pm – 8:00pm,
Moorpark College Fountain Hall*

In this class we will define all of the individuals who are directly involved in the case plan. The exploration of resources and benefits of each person and appropriate information and communication as it relates to the case plan are discussed. There should be a clear understanding of the persons involved and available to yourself and your placement at the finish of this discussion. Please RSVP to Wendy Homan at homanwendy@aol.com.

West County Foster Parent Networking

*Tuesday, March 31st , 6:00pm – 8:00 pm,
Ventura Missionary Church, 500 High Point
Dr., Ventura (Sanctuary Building)*

An opportunity to receive updated information as to changes related to foster care, receive support from your foster parent peers, and earn training hours! Please RSVP to Elisa at elisa.carreno@ventura.org. Childcare provided by contacting Channel Islands Social Services at (805) 384-0983.

Kinship Parenting for Relative Care Givers (Walk-ins welcome!)

Kinship care is the full or part-time parenting of children by grandparents or other relatives. These training groups will explore the practical issues related to parenting a second generation and provide tools and support to help you get and keep your bearing along the way. No RSVP needed. For further information, email kssp@kidsandfamilies.org.

Oxnard Resource Group

1st & 3rd Tuesdays of each month,
6:00pm -8:00 pm, Sierra Linda Elementary
School, 2201 Jasmine Street, Oxnard

Ventura Resource Group

2nd & 4th Tuesdays of each month,
6:00 pm-8:00 pm, Kids & Families Together
856 E. Thompson Blvd. Ventura

Simi Valley Resource Group

2nd Thursday of each month,
9:30 am-11:00 am, Simi Valley Senior
Center, 3900 Avenida Simi, Simi Valley

Thousand Oaks Resource Group

2nd Tuesdays of each month,
6:30 pm-8:30 pm, Senior Concerns, 401
Hodencamp Rd. Thousand Oaks

Foster Care Snapshot:

The Critical Need Continues...

In the Month of October: A total of **1,209** cases were open with CFS.
51 new cases were referred and **46** cases were closed.
329 children were in foster care placements.
114 children remained in group homes or at Casa Pacifica.
360 children were in kinship/relative care placements.
We welcomed **5** new foster homes into the CFS family!

Please help us spread the word about the need for quality foster homes! Remember, foster parents are eligible to receive an incentive of **\$100** for referring a family once they complete the licensing process and an additional **\$100** once a child is placed in the new foster family's home! **Contact your licensing analyst for more information!**



Useful Links

Foster VC Kids
fostervckids.org
iFoster
www.ifoster.org
CFS Independent Living Program
www.ventura.org/ilp-youth/ilp-youth
Children's Services Auxiliary
www.csavc.org
CASA: Court Appointed Special Advocates
www.casaofventuracounty.org/
Channel Islands Social Services
www.islandsocialservices.org/
California Youth Connection
www.calyouthconn.org/
Hope 4 Kids Festival & Run
www.kidsandfamilies.org/
Kids & Families Together
www.kidsandfamilies.org/
VC Foster Parent Association
www.vcfpa.com/
Dark to Dawn
www.darktodawn.org/
James Storehouse
www.jamesstorehouse.org/

Women of Substance, Men of Honor
www.wosmohinc.com/
Interface Children & Family Services
www.icfs.org
Aspiranet
www.aspiranet.org/
Arrow Child & Family Ministries
www.arrow.org/
Casa Pacifica
www.casapacificca.org/
Koinonia Family Services
www.kfh.org/
National Foster Parent Association
www.nfpaonline.org/
TEACH Fund Scholarship
www.vccf.org/scholarship/tech/index.shtml
VC Office of Education Foster Care Services
www.vcoe.org/spes/FosterYouthServices.aspx
Neighborhoods for Learning
www.first5ventura.org/parents-caregivers/neighborhoods-for-learning
Child Development Resources
www.childdevelopmentresources.org/

Rainbow Connection Family Resource Center
www.rainbowconnectionfrc.weebly.com/
Macaroni Kid
www.camarillo.macaronikid.com/
Parent Click
www.ventura-ca.parentclick.com/

On-Line Training Resources

Casa Pacifica
http://www.casapacificca.org/training/free_training_for_foster_care_providers
Foster Care & Adoptive Community
www.fosterparents.com/
Department of Washington Social and Health Services
www.dshs.wa.gov/ca/fosterparents/onGoingVid.asp
Foster Parent College
www.fosterparentcollege.com/
Florida's Just in Time Training
www.jitfl.cbcs.usf.edu/
Foster Club
www.fosterclub.com/_booster/article/foster-parent-online-training