



Ohio Administrative Code Rule 5139-35-06 Training and staff development.

Effective: [March 24, 2025](#)

The following standards are mandatory:

(A) Written policy and procedure provide that all new full-time child-care staff receive eighty hours of orientation training before assuming independent responsibility for a particular job. This orientation training is to include at a minimum orientation to the purpose, goal, policies and procedures of the institution and parent agencies, working conditions and regulations, responsibilities and rights of employees, an overview of the juvenile justice and correctional fields, security procedures, supervision of children, use of force regulations, mandatory reporting of child abuse, Prison Rape Elimination Act (PREA), report writing, juvenile rules and regulations, rights and responsibilities of children, fire and emergency procedures, child growth and development, communication skills, first aid, CPR, suicide prevention and assessment, and some preparatory instruction related to the particular job.

(B) Written policy and procedure provide that all child-care staff receive forty hours of training each subsequent year of employment. This training is to include at a minimum the following and other related subjects: security procedures, supervision of children, use of force regulations, report writing, juvenile rules and regulations, rights and responsibilities of children, fire and emergency procedures, , child growth and development, communication skills, first aid, CPR, suicide prevention and assessment.

(C) Written policy and procedure provide that all managerial staff receive forty hours of training during their first year of employment and twenty hours of training each subsequent year of employment. This training covers the following areas and other related subjects: general management and related subjects; labor laws; employee-management relations; overview of the criminal justice systems; and relationships with other agencies.

(D) Written policy and procedure provide that employees other than child-care staff and managerial staff receive at least sixteen hours of orientation training and an additional sixteen hours each



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subsequent year of employment, appropriate to their work assignment.