



MN Child Welfare Training Academy

**New Worker Training
Listening Session**



WELCOME!

- Goals for our time together
- Overview and discussion

MAKING A DECISION

1.

DECISION
MAKER

2.

GOALS

3.

PREFERENCES

4.

STRATEGY

5.

SITUATION

6.

ACHIEVEMENTS



Background and History



Training Academy Welcome Video
from **MNCWTA**

**MN
Child
Welfare
Training
Academy**

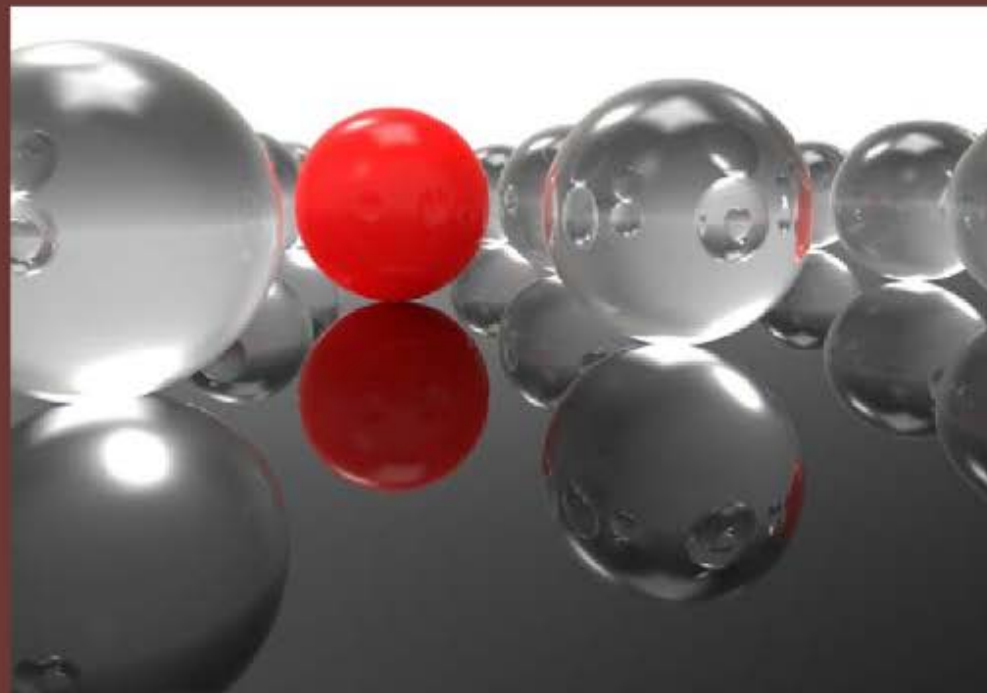
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The Child Welfare Center
for Learning and Development:
**Report and Recommendations
for Training System Reform**

Center for Advanced Studies
in **Child Welfare**

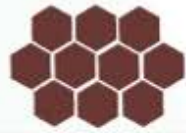


Minnesota Child Welfare

a framework for competent
child welfare practice



Legislation Passed May 2019:



System Structure

- Regional Training
- State/University Partnership
- Interdisciplinary



Training

- Delivery Modality
- Curriculum Content
- Audience: —Frontline Workers & Supervisors, private agencies
- Foundation and Advanced Levels
- Focus on disparity, disproportionality and implicit bias



Training Enhancements

- Simulations
- Professional Coaching
- Mentoring

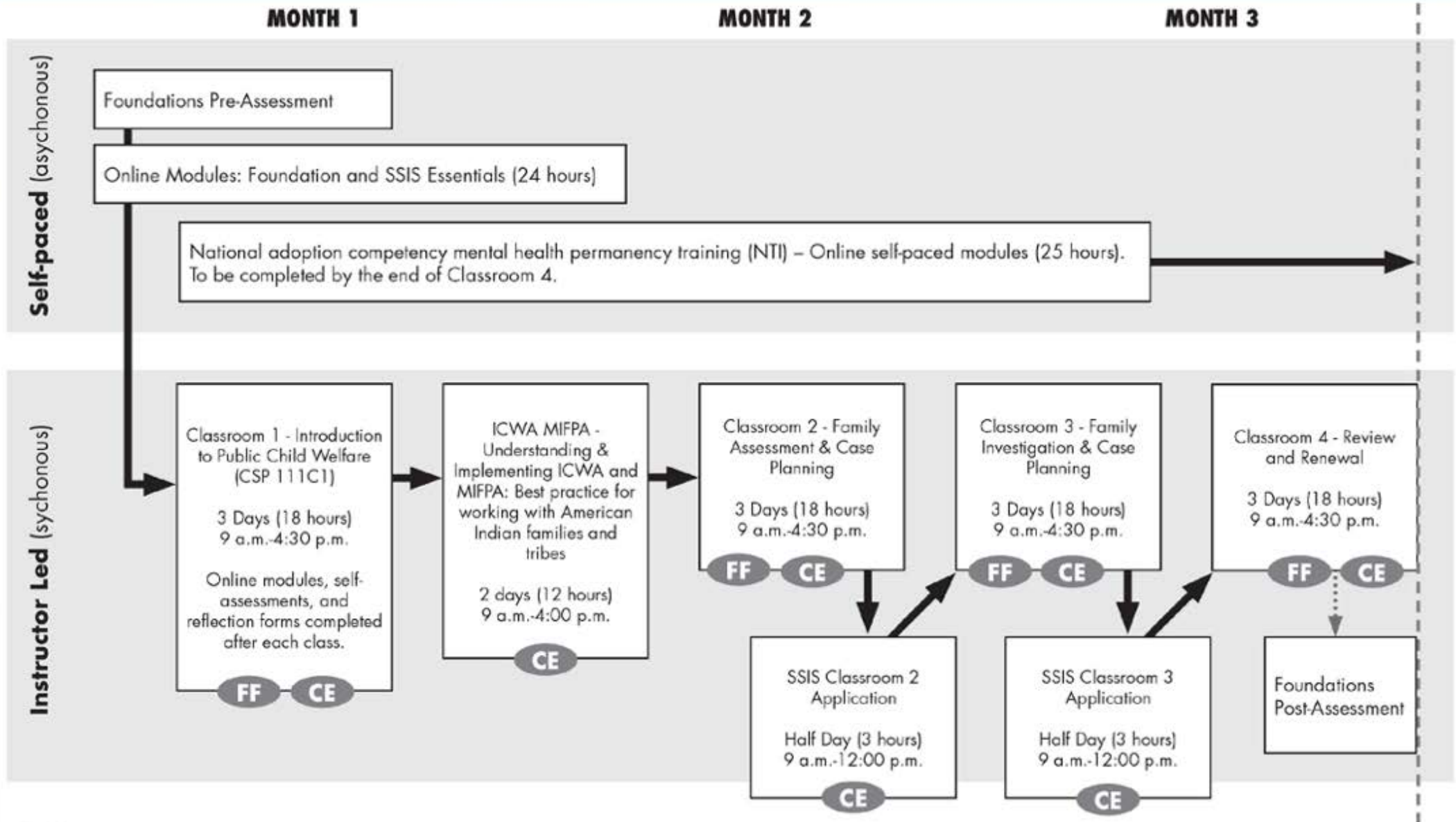


Evaluation / Accountability

- Frontline Worker Competencies
- Supervisor Competencies
- Credentialing
- Improved Training Evaluation



Current Model of New Worker Training



FF Foundations Feedback Form
 CE Classroom Evaluation



Now let's look at Potential Models



MODEL A:
GENERALIST



MODEL B:
SPECIALIST



MODEL TIMELINE
OPTIONS



Model Structure - Universals

Regardless of model selection ALL will have the following...

**Variety of
Delivery
and
Accessibility**

**Diversity,
Equity, and
Implicit Bias**

**Competency
Based
Learning**

**Balance of
Time Out of
Office**

**Depth and
Breadth**

**Learning
Objectives,
Outcomes,
and
Evaluation**



Structure Terminology

- Orientation
- Essentials
- Foundations
- Skill based training: Generalist
- Skill based training: Specialist



Model A - Generalist

FIRST 6 MONTHS

Orientation in first week

6 hours | 1 day in-person

Essentials

16 hours | 2 days in-person
and 4 hours online

Foundations

102 hours combo in person
and online - 17 days equivalent

TOTAL: 108-124

6 TO 9 MONTHS

Typically

Based Learning

No NTI (examples include:
court, case planning,
permanency, advanced
interviewing skill, ICWA in
consultation with TTCP,
cross-cultural practice,
simulation
24-30 hours; 4-5 day
equivalent

**24-30 HOURS
4-5 DAY
EQUIVALENT**

9 TO 12 MONTHS

**Coaching,
field work,
reflective
supervision**



MODEL A:
GENERALIST



Model B – Specialist

FIRST 6 MONTHS

Orientation in first week
6 hours | 1 day in-person

Essentials
16 hours | 2 days in-person
and 4 hours online

Foundations
102 hours combo in person
and online – 17 days equivalent

TOTAL: 108-124

6 TO 9 MONTHS

**Specialty
Role-Based Learning**
with various hours associated
(Intake - 13 hours,
Investigation - 30 hours,
Permanency - 30.5 hours,
Ongoing - 23.4 hours)

9 TO 12 MONTHS

**Coaching,
field work,
reflective
supervision**



MODEL B:
SPECIALIST



Extended Timeline Option

FIRST 9 MONTHS

Orientation in first week
6 hours | 1 day in-person

Essentials
16 hours | 2 days in-person
and 4 hours online

Foundations
102 hours combo in person
and online - 17 days equivalent

TOTAL: 108-124

9 TO 12 MONTHS

**Generalist
(topical based)
OR
Specialist
(Role specific)**

12 TO 18 MONTHS

**Coaching,
field work,
reflective
supervision**



**MODEL TIMELINE
OPTIONS**



Your Feedback on the models

What are your general reactions?



Feedback on Generalist vs. Specialist



12 Months Versus Extended 18 Months



Content

Regardless of structure, what elements do you think need to be covered in new worker training. Keep in my mind (timing, hours in the office, the ability to create ongoing training)





MN Child Welfare Training Academy

Thank you for your feedback!

**Join our mailing list and social media:
www.mnchildwelfaretraining.com**

