

MN Child Welfare Training Academy

New Worker Training Content Outline Review



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Goal: Validation of Outline

Before we begin in depth curriculum construction, our goal is to seek validation that we have the necessary topics for New Worker training outlined.

- Brief background
- How we got our structure
- How we got our outline
- Your input







Background

How we got here





Minnesota Governor Mark **Dayton convenes** Task Force

Task Force Final Report and Recommendations

Professional Development **Work Group**

Proposes framework for Training Academy 2016 - First Workforce Stabilization Study

Reviews and Approves Practice Framework and competencies

Statewide focus framework

National Exploration of Training **Partnerships**

groups on training

Reports and Recommendations for Training System Reform

New model for Child Welfare Training Academy was distributed in this report to the MN Legislature and beyond

Finalize and **Release Practice** Framework and Competencies

Release of MN Realistic Job Preview

Passage of Child **Welfare Training** Legislation

Statutory language enacted establishing the Training Academy

Listening sessions

Community feedback gathered on new worker model and content

New Worker Content Validation

Validate content outlines for new worker training



Training Model Structure*

Training Timeline

FIRST SIX MONTHS

Orientation

in first week
One day /
2.5 hours online
and 4 hours in person
(6.5 hours)



Two days in person and 7 hours online (20 hours)

Foundations

17 days equivalent / combo in person and online (123 hours)

SIX TO NINE MONTHS

Specialty, role-based learning (3 days)



Intake Investigation/Assessment Permanency/Adoption Case Planning/Case Management Generalist

NINE TO TWELVE MONTHS

Coaching, field work, reflective supervision (Time TBD)



†For those without a human services degree

*Hours are a rough estimation and subject to change

New Worker Training – Within the first 2 weeks Orientation

Curriculum HighlightsONLINE

- Completion of the MCWKA with module
- Intercultural Development Inventory (IDI) assessment with module
- Structure of child welfare system in Minnesota
- Guiding Statutes/Practices
- Family Assessment/Family Investigation
- Mandated Reporting

IN PERSON

- IDI Discussion/Cross Cultural Approaches to Practice/Lens of the learner/Use of self
- Child Welfare History/Policy Context
- Disparity/Disproportionality
- Self Care/Wellbeing



2.5 hours online 4 hours in person/ synchronous



New Worker Training – Within the first 2 weeks

Essentials*

Curriculum Highlights

- Person in the Environment
- Ecological Systems Theory
- Social Model of Disability
- Child Development 101
- Human Behavior
- Assessment and Engagement 101



2 Days + 7 hours online



New Worker Training – Within the first 6 months Foundations*

Curriculum Highlights

- Individual IDI Debrief and Intercultural Development Plan
- Implicit Bias
- Engagement
- Interviewing/Investigations/Forensics
- Maltreatment Types/Legal Foundations
- Safety/Risk Assessment/SDM
- Case Planning
- Intro to Court
- Permanency/Concurrent Planning
- Placement Decisions/Kinship
- Tribal Training Certification Partnership's ICWA Foundations
- Trauma/Self Care/Worker Safety



123 hours combo in person and online

Foundations



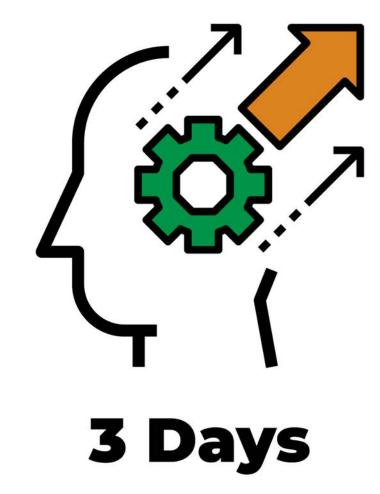
New Worker Training – During months 6 to 9

Specialty/Applied*

Curriculum Highlights

- Intake
- Investigation/Assessment
- Permanency/Adoption
- Case Planning/Case Management
- Generalist

Specialty/Applied





New Worker Training – During months 9 to 12

Coaching/Reflective Practice

Curriculum Highlights

 Coaching/Reflective Practice (content TBD but timeline is during months 9-12 in first year on job)

Coaching/Reflective Practice









Important Considerations

- Goal is foundational competency
- Timeline and amount of content
- Advanced Training offerings
- Curriculum with consultation
- Important additional content still to come
 - Certification
 - Evaluation
 - Reflective Practice and Coaching





What do we mean by Validation?

Looking at major holes/gaps in the high level content outlines

NOT

In depth content details, additions of extensive content areas without suggestions for other content to remove/replace or changes to structure





Breakout Sessions





Thank you!