



MN Child Welfare Training Academy

New Worker Training Content Outline Review

Presented by Liz Snyder and Tracy Crudo



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.

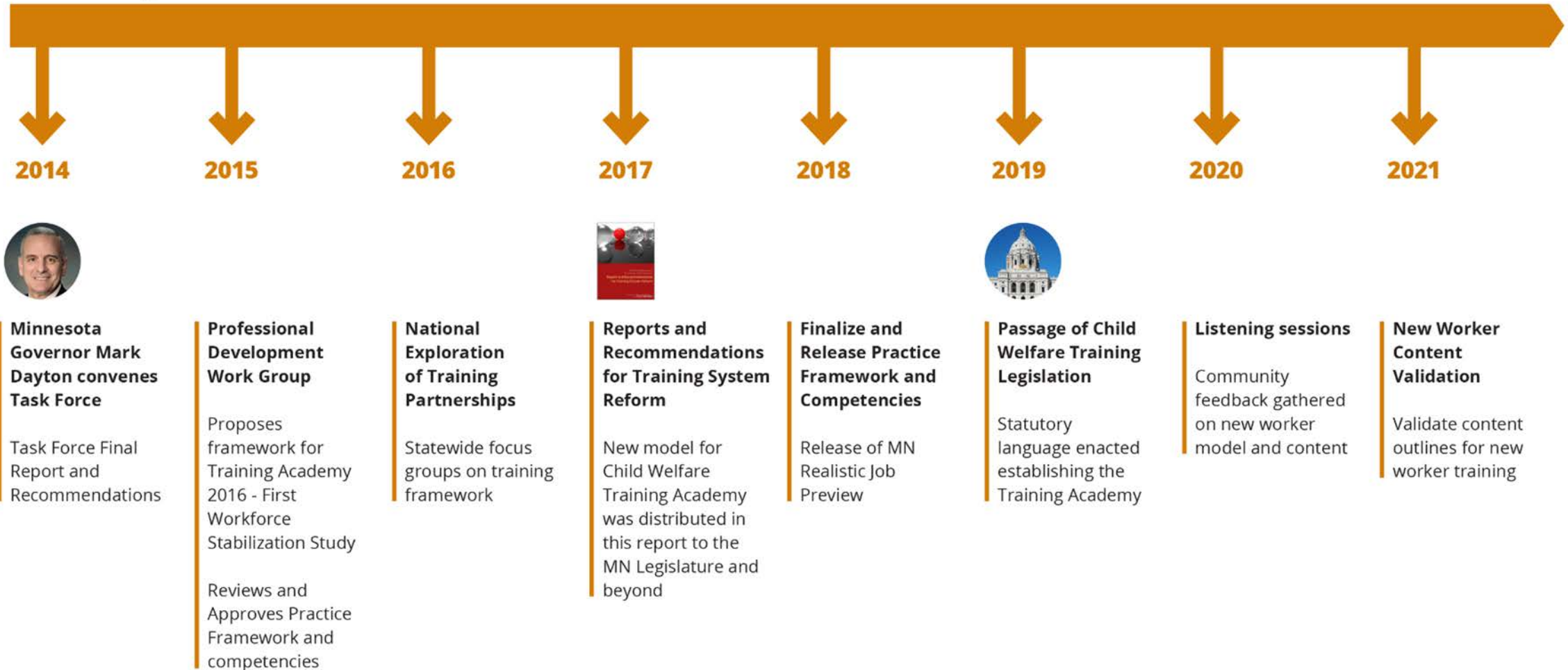
- Brief background
- How we got our structure
- How we got our outline
- Your input





Background

How we got here





Training Model Structure*

Training Timeline



Total training hours: 150-180

[†]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 Highlights

ONLINE

- 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

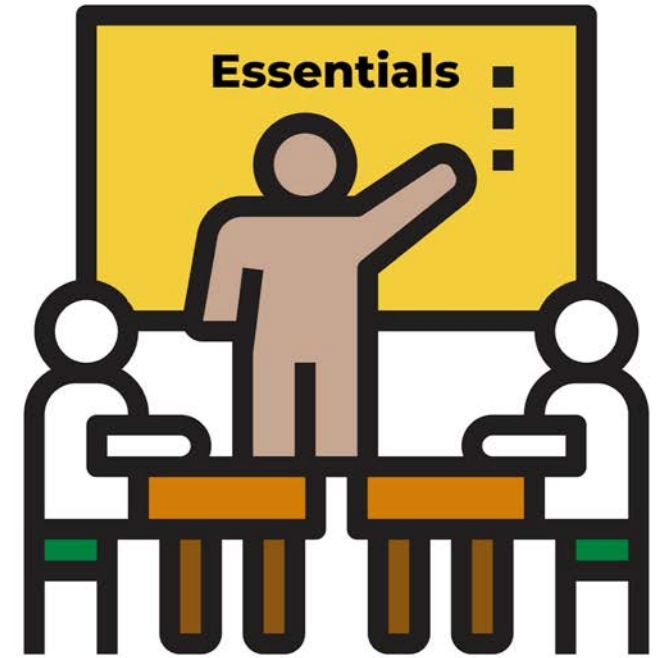
Essentials*

Curriculum Highlights

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



* For those without a Human Services Degree



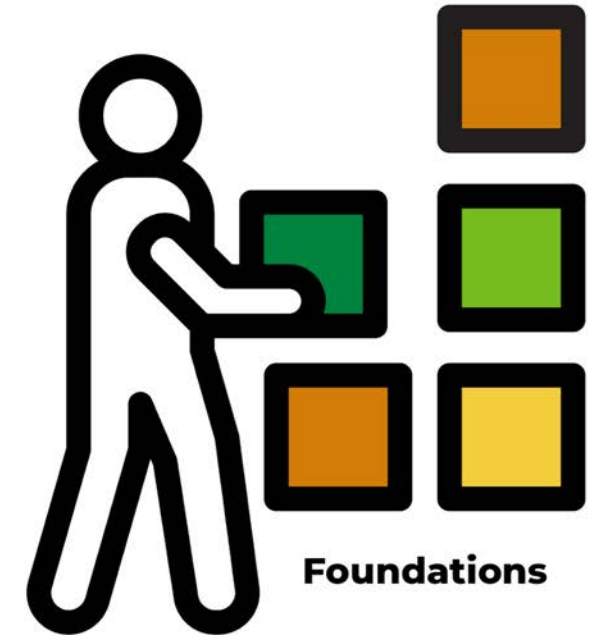
2 Days
+
7 hours online

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**

* SSIS incorporated throughout; Cohort-based

New Worker Training – During months 6 to 9

Specialty/Applied*

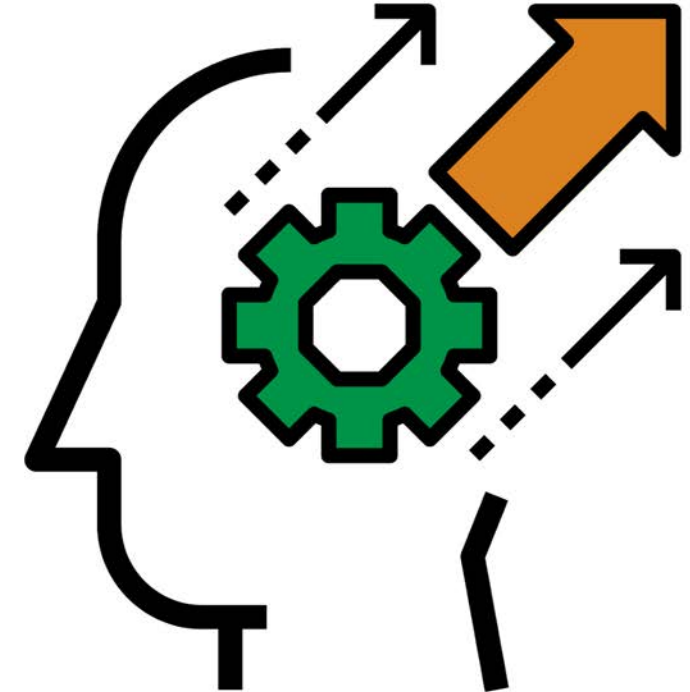
Curriculum Highlights

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



* Role Based Learning

Specialty/Applied



3 Days

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

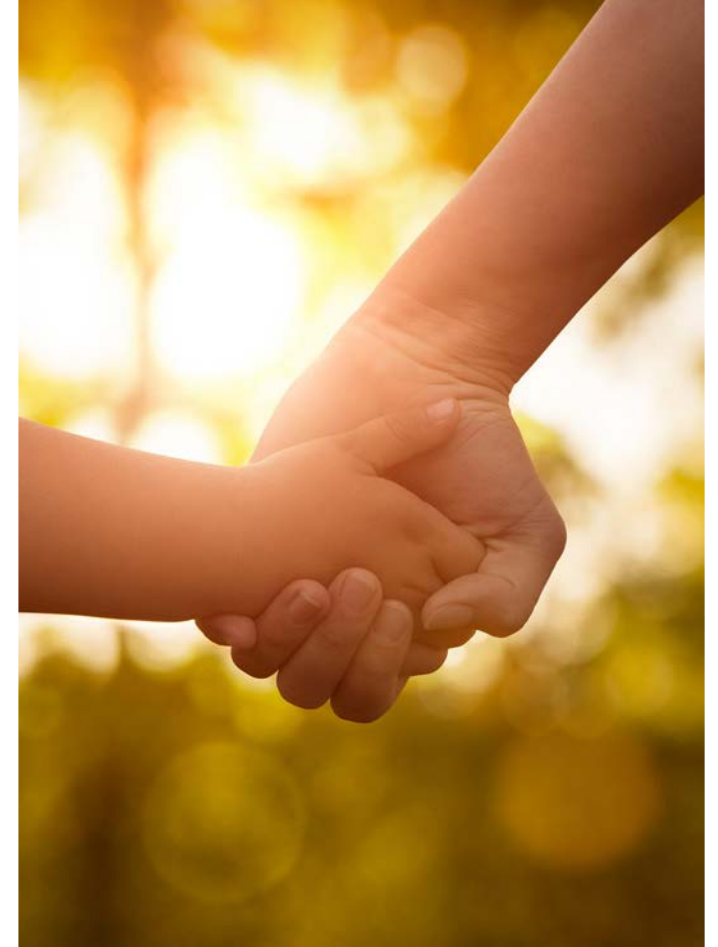


Time TBD



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

ROSEWOOD OFFICE PLAZA
NORTH TOWER

MN Child Welfare



Training Academy

1711 W. COUNTY RD. B

ROSEWOOD OFFICE PLAZA
NORTH

Thank you!

