



# Child Welfare Training

The Building Blocks of Professional Development



## Overview of Caseworker Training Redesign

### Why Change Training

A prepared, knowledgeable, and skilled workforce is essential for Child Welfare to fulfill its goal to “keep children safe and well, and connected to their families, communities and cultural identities.” The redesign of training for the first year of employment recognizes the necessity of a holistic approach to preparing new workers to engage with families and communities, values and reinforces the partnership between classroom and field-based training, and incorporates essential adult learning principals. The new training model will improve training and better prepare and support new workers as they undertake this critically important and multifaceted work.

### Highlights of New Design

- Spreads training out over the first 9 to 12 months of employment
- Incorporates 'on the job' training activities that prepare new workers for classroom instruction and reinforces classroom content in the field
- Assesses new worker knowledge acquisition and skill level in key practice areas (new workers and their supervisors will receive a portfolio of learning for first year professional development following initial classroom training)
- Honors and embeds the critical role of supervisors and skilled workers in the coaching and mentors of new caseworkers
- Develops supervisor supports to be included in a '**Supervisor's Guide to New Worker Training**' to improve transfer of learning, provide coaching techniques and activities to supplement classroom instruction, and provide supervisors with tools to assess their new worker's readiness to engage with families and at what level of autonomy
- Incorporates database entry activities into classroom training using the OR-Kids Training platform to assist new workers in understanding how to use OR-Kids within the context of casework practice
- Increases the delivery of initial classroom training to monthly (12 times per year)
- Makes available regional and distance training when viable
- Decreases class size to improve learning and incorporate simulations and skill assessment

**A redesign of training for the first year of employment.**

## **Training Development Process**

The Department of Human Services (Child Welfare Program) and Portland State University (Child Welfare Partnership) are working closely on the development and implementation of training redesign. National research, best practices in workforce development, surveys of Oregon Child Welfare employees and supervisors, input by Oregon's Confederated Tribes and consultation by Casey Family Program are all considered in the development of the new training design. Extensive vetting of the Competencies and Competency Components to be achieved in a new worker's first year with Child Welfare is scheduled for January 2017.

## **When is Implementation**

The anticipated 'go live' date is **July 1, 2017**. This date could be revised if critical to an effective and successful implementation of new worker training. Components of the plan may be implemented earlier as work is underway and could occur throughout the year.