

Child Welfare Training & Workforce Development Plan 2020-21

NOTE: This plan may require revisions due to lack of resources as a result of COVID-19.

Objective:

Child Welfare will have a comprehensive Training and Workforce Development framework that enable the recruitment, hiring, training, support, and ongoing professional development of Child Welfare staff.

Tasks:

- Complete the following recommendations made by Alvarez & Marsal:
 - Create opportunities to Improve Retention through an Advanced Supervisor Training
 - Create a Child Welfare Training Unit
 - Improve in-field supports and transfer of learning
- Establish Training Advisory Committee
- Review baseline position descriptions for Child Welfare Staff in all positions
- Develop a training path that illustrates recruitment, hiring, onboarding, pre-service training, ongoing training, and advanced training for all positions in Child Welfare
- Identify training requirements that must be completed:
 - Prior to conducting duties in their position description
 - Within the first 90/180/365 days
 - Annually
- Establish rule for training requirements
- Review current curriculum design, delivery, and evaluation of existing programs for potential gaps and needs.
- Upgrade Child Welfare Training site to be the main portal for Child Welfare staff and supervisors to use for initial and ongoing professional development.
- Establish Practices and Protocols for Child Welfare Central Office and Field Staff to request Training Support and/or Training Funds.
- Create professional development career ladder to assist workers in identifying and working towards promotional goals
- Identify a dedicated agency Coaching Model
- Establish Communities of Practice Program
- Establish Peer Mentoring Program
- Establish CQI and QA processes for all trainings participated in by DHS/CW staff