

Child Welfare Training & Workforce Development Plan 2021-22

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 procedure within Training Advisory that will facilitate the following:
 - Periodic curriculum review for all position-based pre-service training.
 - Receive, evaluate, and implement:
 - New training requests from leadership at the Agency, Program, and Branch levels.
 - Change requests to existing curriculum.
 - Project proposals related to training.
- Review and establish standardized position descriptions for Child Welfare in each classification.
- Begin an interactive series with Branch Program Managers that establish best practices for the following:
 - Recruitment
 - Posting Positions
 - Reviewing Applications
 - Selecting Candidates
 - Interviewing Candidates
 - Selecting the most qualified
 - Hiring
 - Onboarding
 - Orienting
 - Training
 - Providing Supervision
 - Succession Planning
 - Retention
- Identify training requirements that must be completed:
 - Prior to conducting duties in their position description
 - Within the first 90/180/365 days
 - Annually
- Develop standards for trainees and instructors employed by ODHS/CW and PSU/CWP.
- Develop expanded training requirements for ODHS/CW staff beyond what is written in statute.
- Revise transfer-of-learning activities for new staff.

- Develop an ODHS/CW Curriculum Template that will be utilized for all trainings offered by ODHS/CW and their training contractors.
- Provide enhanced opportunities for Coaching within Child Welfare Leadership training
 - Establish ODHS/CW Coaching model
- Formalize Communities of Practice Program
- Formalize Peer Mentoring Program
- Establish CQI and QA processes for all trainings participated in by DHS/CW staff
- Update ODHS/CW Curricula for staff and resource families to shift emphasis away from intervention toward preservation including:
 - ODHS/CW Vision for Transformation
 - The Family First Prevention Services Act
- Obtain advanced training for staff on the following topics including but not exclusive to:
 - Report Writing
 - Interviewing (Motivational, Forensic, etc.)
 - Family Engagement
 - Organization/Time Management

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