

MN Child Welfare Workforce: A report on training recommendations

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Outreach



**Professional
Education**



**Research &
Evaluation**

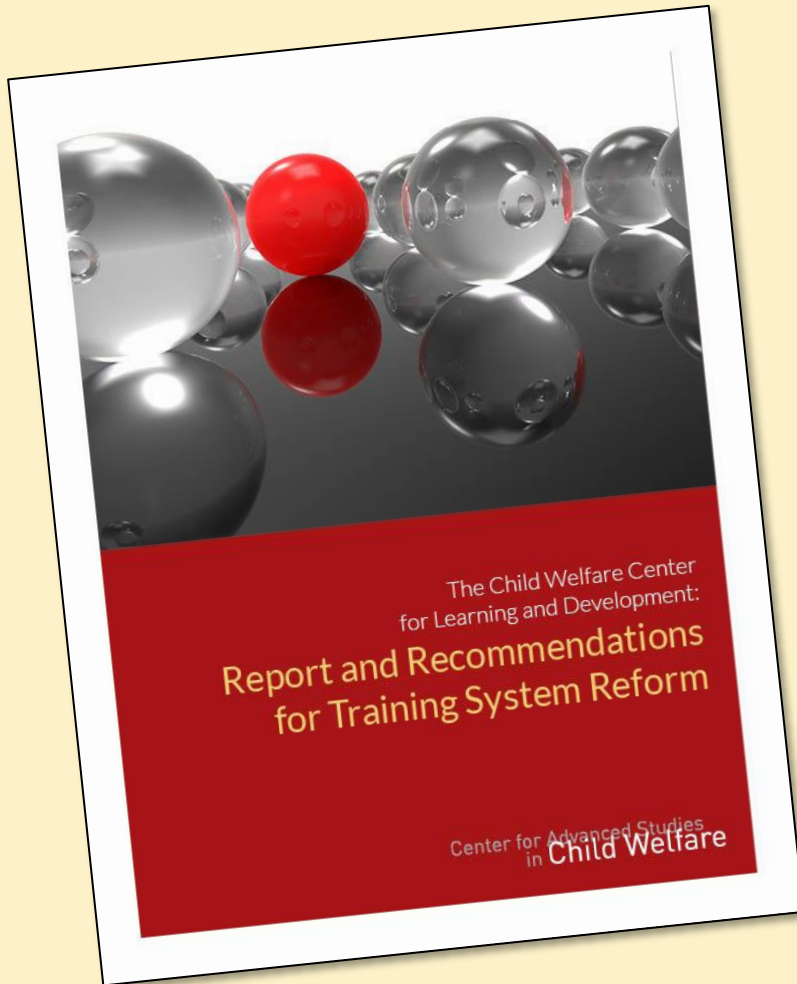


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WORKFORCE TRAINING & PLANNING GRANT



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REALISTIC JOB PREVIEW



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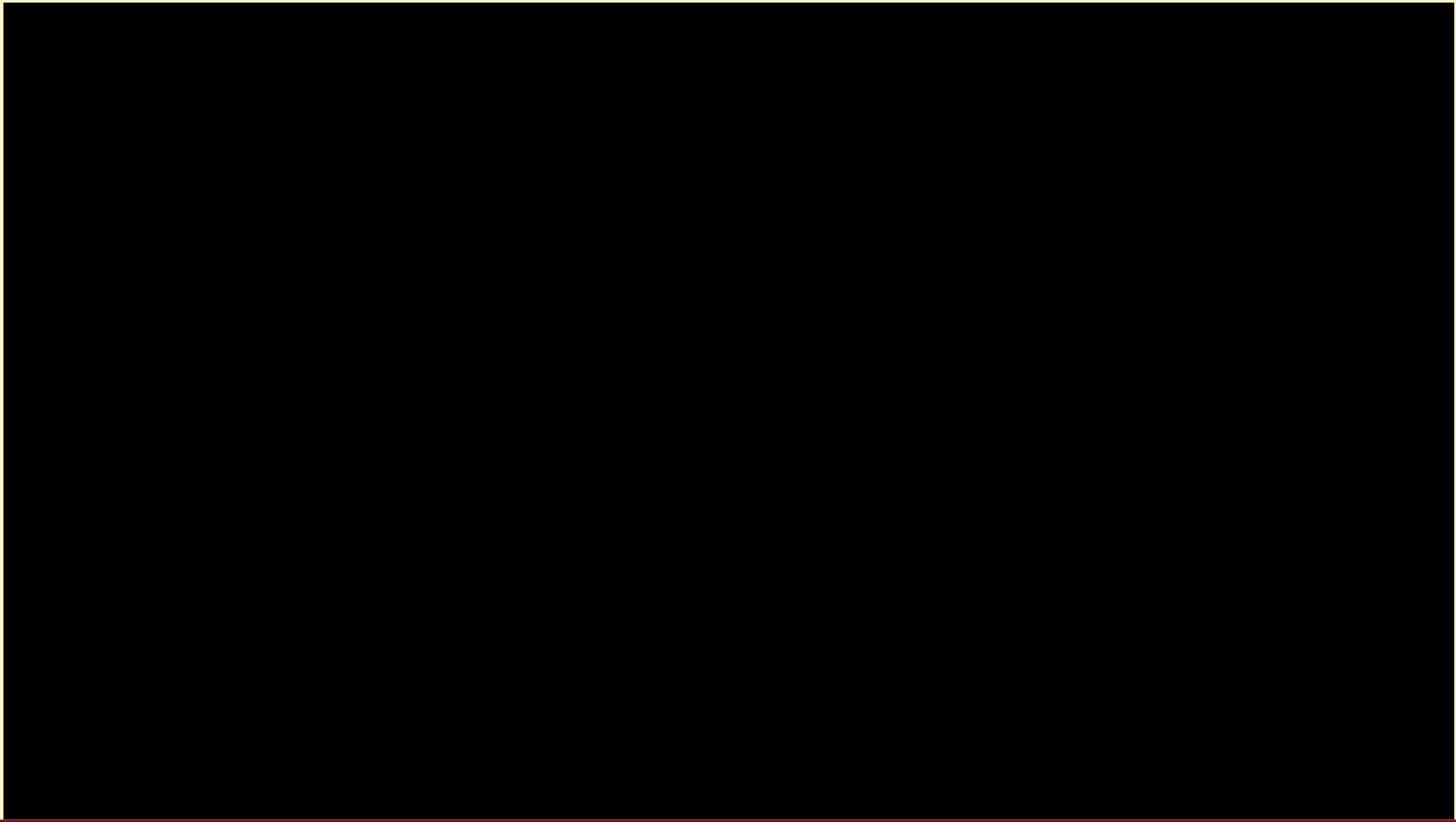


MN Realistic Job Preview

- Effective for recruitment and retention of the workforce
- Includes all elements of the work - rewards & challenges, benefits & drawbacks = transparency
- Includes perspectives of managers, caseworkers, and families previously involved with CPS
- Despite variations, RJP captures the crux of child welfare practice throughout the state

z.umn.edu/mnrjp

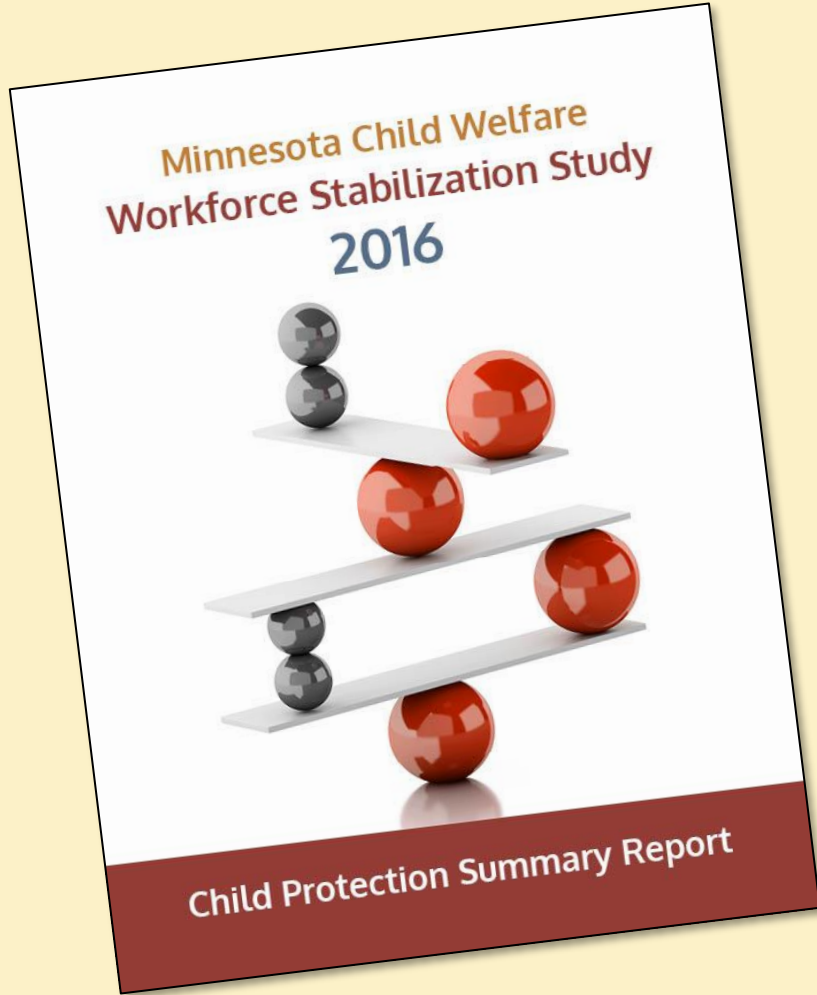
Realistic Job Preview



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WORKFORCE STABILITY STUDY



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High Caseloads

Public Scrutiny

Professionals Leaving the Workforce

300 New Workers

Training System Not Adequately Staffed

Significant Practice Changes



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Methods:

- On-line survey of all Minnesota child welfare professionals (n=1,948) distributed to County Social Service Directors -> workforce
- Areas explored
 - Demographic characteristics
 - Job satisfaction
 - Intent to remain employed
 - Perceptions of child protection reform
 - Survey amended from Ellett, Ellett & Ruggett, 2003



System structure, Training, Enhanced Training Components, and Evaluation

PLANNING AND COST IDENTIFICATION



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Current CW Training System

- 14 staff
- Foundation (*approx. 42 hours in person/web*)
 - challenge to meet 6 month state requirement
 - 80+ workers on the waitlist since fall of 2016.
- Advanced worker and supervisor training is limited
- Metro-centric with some regional outreach
- Most curriculum development contracted out
- Under-funded and likely to be a funding shortage FY19
- Task force recommendations related to training are not funded
- Point in time training

Children who received CPS response

FTEs dedicated to CW training

Money dedicated to Childwelfare training



2.5 Million



5 Million



15.3 Million



12.5 Million



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Children who received CPS response



FTEs dedicated to CW training



Money dedicated to Childwelfare training



8.5 Million



Colorado



5 Million



Washington



15.3 Million



Pennsylvania



12.5 Million



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MN Training Academy



System Structure

- Regional Training
- State/University Partnership
- Interdisciplinary



Training

- Delivery Modality
- Curriculum Content
- Audience:
— Frontline Workers & Supervisors
- Foundation and Advanced Levels



Training Enhancements

- Simulations
- Professional Coaching
- Peer Mentoring
- Organizational Effectiveness

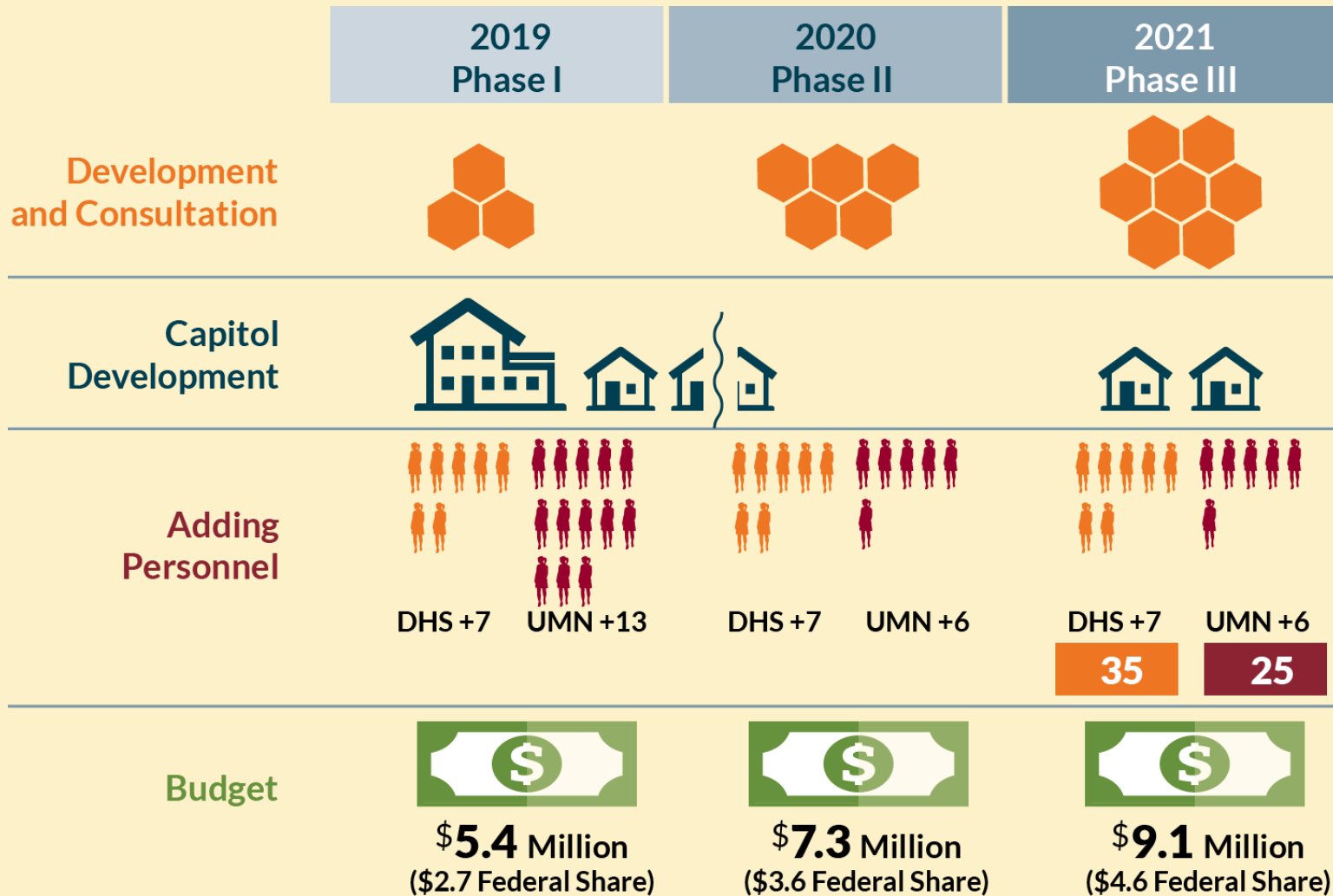


Evaluation / Accountability

- Frontline Worker Competencies
- Supervisor Competencies
- Credentialing
- Improved Training Evaluation



Training Academy Proposal



In summary

- Minnesota's current workforce desires enhanced professional development – an element of retention
- Minnesota's current CPS training system is woefully understaffed and underfunded
- The Governor's Taskforce recommended specific improvements unable to be satisfied due to fiscal limitations
- A study of comparable states shows that MN could develop a training academy – being both fiscally responsible/frugal AND innovative and effective.
- A path toward this Training Academy has been laid out but requires support and action by this committee.

Questions?



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