New Jersey Child Welfare Training Partnership

Advancing the knowledge and skills of the professionals who support the safety, permanency and well-being of children and families across New Jersey.
History

- Created in 2007 to provide professional development to the workforce of the NJ Dept. of Children and Families.
- Initial focus to change in the state’s culture of child welfare practice: movement from case management service delivery model to strength-based, family centered, child focused model.
- Evolution into large-scale workforce development approach improving and enhancing case practice.
- Collaborative approach with:
  - New Jersey Department of Children and Families
  - Subcontractors: Montclair State University & Richard Stockton College
Partnership Approach

- Geographic assignments
- Multi-system approach
- Shared resources and expertise
Responsibilities

- Development of curriculum and delivery of education to enhance case practice and planning with youth, children & their families
- Creation of on-line and classroom training to meet the changing needs of the workforce
- Specialized training on critical issues influencing child welfare, especially Domestic Violence and Substance Abuse
- Infusion of culturally relevant coursework that raises cultural competence of staff
- Ongoing evaluation of the effectiveness and impact of training
- Coordination and updates to over 200 courses
Quality Assurance & Evaluation

- Strong commitment to outcome-focused training
- Specific learning objectives for each curriculum
- Pre-/post-test questionnaires document baseline understanding and knowledge gains
  - Tests demonstrate increase in knowledge gained for ALL courses
  - Average increases in scores range from 7 to 49 point increases
- Course satisfaction surveys evaluate trainer capacity, assess utilization of knowledge, and collect qualitative feedback
- Monthly, quarterly and annual reports capture enrollment, monitor fiscal expenditures, and report evaluation data
Examples of Courses Offerings

• **Mandatory Courses**
  - Implementation of the Case Practice Model – six modules:
    1. Engaging Families & Building Trust
    2. Making Visits Matter
    3. Facilitating the Family Team Meeting Process
    4. Planning & Intervention
    5. Functional Assessment Process
    6. Supervising NJ Case Practice
  - Domestic Violence
  - Child Sexual Abuse (8 Days)
  - Substance Abuse, Mental Illness, and Co-Occurring Disorders (four modules)

• **Elective Courses**
  - Interviewing Children
  - Engagement of Non-Residential Fathers
  - Human Trafficking
  - Working with Arab-American and Muslims
  - Factual Witness Training
  - Working with Cognitively Challenged Parents
  - Technology Addiction
  - Infant & Child Traumatic Stress
  - Infant Care Basics for Non-Parent Workers
  - Runaways
  - Compulsive Hoarding
  - Working with Military Families

• **Management & Supervisory Courses**
  - Executive Leadership Skills
  - Coaching the Challenging Employee
  - Supervisory Issues in Child Sexual Abuse
  - Domestic Violence & Child Welfare: Helping Workers Develop Skills
  - Focus on Supervision Skills
  - Executive Writing Skills
  - Supervision of Paraprofessionals
Fiscal Year 2012 Accomplishments

- Conducted 1500 days of classroom-based training
- Completed 43 new course curricula (Instructor Guides, Participant Guides, PowerPoints)
- Emphasized supervisory skills needed to lead enhanced practice
- Created standardized training satisfaction survey
- Implemented pre- and post-tests to measure knowledge gained in the classroom
- 47,000 participants received training

Number of Training Days = 2,495
Fiscal Year 2013 Accomplishments

- Conducted over 3,200 days of training & Developed 24 new course curricula
  - Full workforce training in Four Tier Substantiation training
  - Implementation of Violence Against Women Certificate (11 courses)
- Expansion of curricula addressing most critical issues facing families: substance abuse, domestic violence and child sexual abuse
- Initiation of Transfer of Learning component
- Provided all staff with 40 hours of training
- Developed pre/post-test instruments for all courses
- Close to 50,000 participants received training

Number of Training Days = 3,590
Fiscal Year 2014 Goals

- Develop 21 new course curriculums
- Expand online training opportunities
- Implementation of Transfer of Learning Component for each course offered to increase competencies in practice with families
- Provide all DCP&P staff with 40 hours of training
- Continue refinement of course content based on analysis of pre/post-test measures, participant evaluation and insight from DCF field leadership