Innovations Exchange

Education and Professional Development

Hosted by Anthony Mack, MHS and Sharon Kollar, LMSW
Welcome!

This Innovations Exchange is sponsored by:
Innovations Exchange Series

- Leadership and Supervision
- Inclusivity, Racial Equity, and Community Engagement
- Practice Supports
- Work Conditions, Benefits, and Organizational Culture/Climate
- **Education and Professional Development**
Centering and Acknowledgements
Today’s Exchange

- Orientation to Discussion
- Small Group Discussion
- Large Group Reflection
- Next Steps and Closing
Orientation to Discussion
Education and Professional Development

• Education is key to generating a pool of workforce candidates with foundational knowledge of child welfare and best practices

• Once hired, professional development:
  - Equips newly hired staff with knowledge and skills
  - Provides seasoned staff with ongoing skill development

• Coaching, mentoring, and training are key to supporting professional development
Supporting Education and Professional Development

• Support MSW/BSW traineeship programs that offer social work education and field placements
• Develop agency-university partnerships that provide pre-service, in-service, and ongoing professional development
• Collaborate with human resources to offer staff tuition assistance or other incentives and supports
• Offer a variety of blended learning opportunities for the workforce
• Provide coaching and mentoring to facilitate transfer of learning and career development
Please respond to the poll question by selecting your answer and then clicking “submit”
Themes Across Public Workforce Excellence Sites

• Need support balancing training opportunities with workload demands
• Need professional development that is more reflective of the day-to-day realities of the job
• Need training opportunities geared toward experienced staff and supervisors
Education Through University Partnerships

Strong partnerships include:

• Leadership engagement at the dean and director levels
• Commitment to collaboration that builds upon supportive relationships and a dynamic understanding of each partner
• Champions from the agency and university who commit to student recruitment
• Preparation and supports with a commitment to a diverse workforce and educational outcomes that assure racial equity
Mentoring and Coaching

**Mentoring** involves a more experienced staff member advising or training another staff member.

**Coaching** involves an ongoing individual-driven process, centered on solution-oriented interactions designed to increase awareness, build capacity, and achieve desired growth.

Providing both can:

- Increase agency commitment to the workforce
- Improve supervisory supports
- Increase workforce retention
- Increase professional development for newly hired and seasoned staff
Chat Question:

What professional development opportunities has your agency provided during the pandemic?
Small Group Discussion
Group Agreements

• Make space for all voices to be heard
• Embrace creativity and originality
• Listen actively and be fully present
• Stay curious about the range of viewpoints
Discussion Questions

*In what new ways has your agency focused on building university partnerships to support education of a diverse workforce?*

*How has the promotion of professional development changed within your agency during the pandemic?*

*What unexplored strategies exist to advance racial equity through university partnerships or workforce professional development?*
Large Group Reflection
Chat Question

What unexplored possibilities still exist to integrate racial equity actions into education and professional development?
Resources for Education and Professional Development

Social Work Educator Resources
https://ncwwi.org/index.php/resourcemenu/social-work-educator-resources

Resource Library

Converting Classroom Training from In-Person to Online
https://ncwwi.org/supporting-the-virtual-workforce-session-4

Leadership Competency Framework Guide
Evaluation

Please fill out the evaluation.

We are always learning and growing and want to meet your needs.

Please tell us what you want to see in 2021!
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Thank you!