Learning Exchange:
Child Welfare Competencies in Action

Charmaine Brittaine, Butler Institute for Families, University of Denver
Sharon Kollar, University at Albany
Nan Beeler, Christina Carter & Kyle Hoffman, Institute for Human Services
Melissa Palmer, Franklin County Children’s Services
Sheila Shafer & Kristin Waltz, Athens County Children’s Services
Lori Herz, University of Rhode Island Center for Human Services
Carol Fox, Rhode Island Department of Children, Youth and Families
Discussion

Send your questions or comments to “All Participants” in the “chat” panel on the right ➔

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Polling

Please respond to the poll question by selecting your answer and then clicking “submit” →→→
Competency Based Individual Learning Needs Survey (ILNS)

A Rhode Island Beginning...

Presenters:

Carol Fox, Casework Supervisor
RI Department of Children, Youth & Families

Lori Herz, Research Associate
URI Center for Human Services
Our Discussion Points

• Brief overview of Rhode Island’s child welfare agency
• Why we do individual learning needs assessment and planning
• How we use the Individual Learning Needs Survey (ILNS)
• Our Recommendations
Rhode Island’s Child Welfare System

Child Welfare

Children’s Behavioral Health

Child Protection

Juvenile Justice

RI Department of Children, Youth and Families

Civil Service Hiring Practices

Over 700 employees

20 Mandatory Annual Training Hours

Supervisors and Line Staff Unionized

6 Month Core Training Program for Caseworkers
Why Individual Learning Needs Assessment?

- Competency based core training program created
- No formal structure to on-the-job training
- Supervisors struggling to assess development level of new hires
- Learned of ITNA from Iowa through Peer-to-Peer Training Network (NRCOI)
How is ILNS being used?

Training

developing the skills, experience, and employees need to perform, improve their performance, skills, and abilities, specifically...

Supervision is an opportunity to bring someone back to their own mind, to show them how good they can be.
Our Recommendations

• Garner administrative support
• Garner support from unions
• Create policy
• Involve supervisors in development
• Tie to competency based training program
• Include in core supervisory training program
• Automate if you can
Discussion

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Mind the Gap
Upcoming Sessions

September/October 2015:
Making Technology Work for the Workforce:
Data-driven decision-making and Casebook
Contact Us

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Thank You!

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