

# HF 0499

## Child Protection Training Academy

Health and Human Services Policy Committee  
Minnesota House of Representatives  
Traci LaLiberte, Ph.D., MSW, LISW  
Executive Director  
2/26/19



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in **Child Welfare**

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# Child Welfare Training – The need

- 2014-2015 Governor’s Taskforce, 93 recommendations
  - Within those 10% were directly connected to workforce training, while 62% included training implications
- 15-16 U of MN contracted to study industry standards for Child Welfare Workforce Training



# Child Welfare Training – The need

- **Woefully Behind/Lacking**
  - Complete absence of Supervisor training requirements and content
  - Lack of Advanced/Ongoing Professional Development
  - Poor measurement of worker knowledge and skill resulting in unknown competency of workforce
  - Significant delays in providing new worker training
  - High rates of disparities/disproportionality with training of unknown effectiveness in cultural reflexivity
  - Many fewer hours of required training
  - Limited resources to develop and maintain online training
  - Centralized System with limited capacity and connection to larger geographical area



# Minnesota's CURRENT Child Welfare Training compared to others

Children who received CPS response (in thousands)

FTEs dedicated to CW training

Money dedicated to Childwelfare training




2.5 Million \$71.<sup>58</sup> per 




5 Million \$111.<sup>82</sup> per 



15.3 Million \$267.<sup>53</sup> per 



12.5 Million \$345.<sup>08</sup> per 



# 2016 WORKFORCE STABILITY STUDY

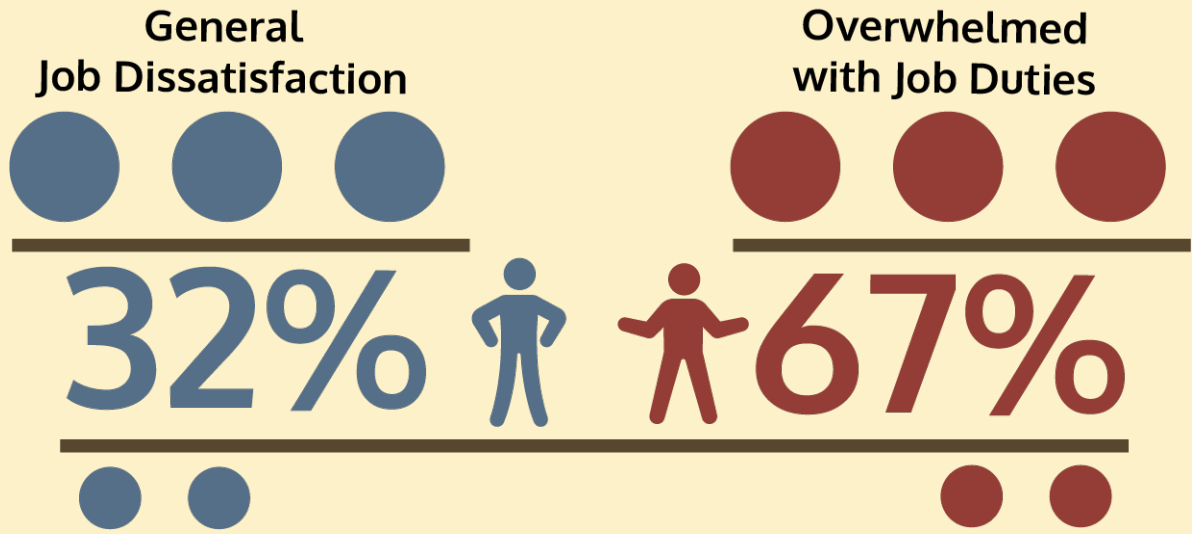


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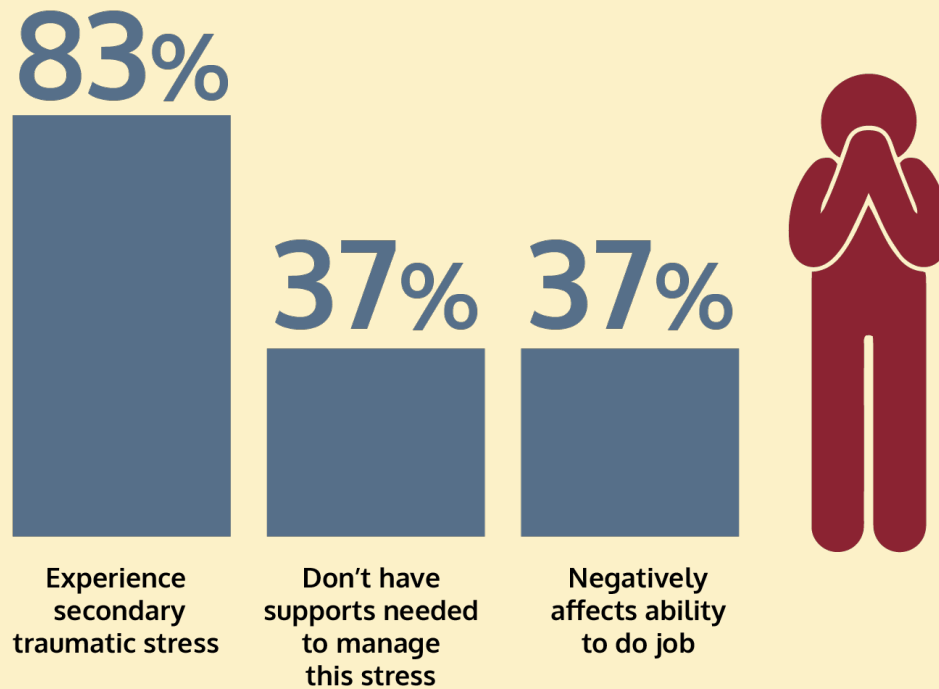
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# Job Satisfaction



# Secondary Traumatic Stress



# Fear for Personal & Family Safety



**58%**

Afraid for  
personal safety



**36%**

Afraid for own  
family's safety



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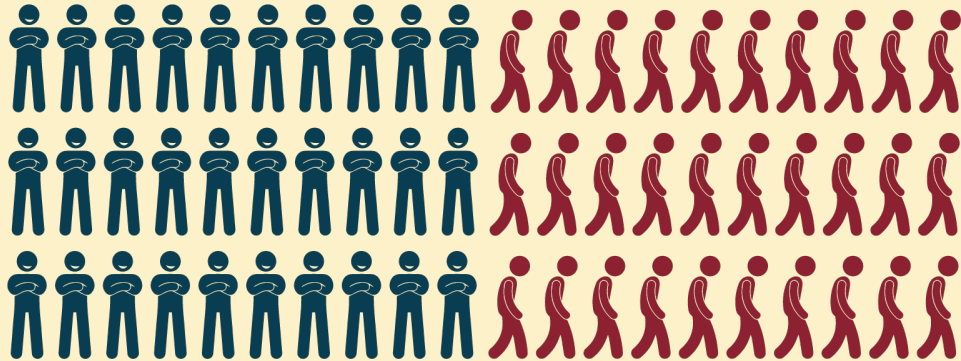






# Job Seeking

# 53%



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# What is Needed

- Robust Adult Learning/Training Modalities
- Dedicated focus on supervisors
- Stronger statewide training presence, accessibility in regional areas across the state
- Enhanced curriculum e.g. Secondary Trauma
- Stakeholder input/advisory capacity through Curriculum development and Advisory Board
- Enhanced Capacity to develop and utilize electronic and online learning



# MN Training Academy in HF 0499



## 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

2020  
Year 1

2021  
Year 2

2022  
Year 3

2023  
Year 4

Development  
and Consultation



Capitol  
Development



Adding  
Personnel



DHS +10    UMN +15

DHS +7    UMN +12

DHS +9    UMN +3

40

30

Academy & Eval  
Budget



General Fund  
Portion Only

**\$2,562,391**

**\$3,786,764**

**\$4,598,302**

**\$4,560,550**

Million

Million

Million

Million



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