



Caseworker Core Competency Based Training 2012

Module I: Family-Centered Approach to Child Welfare Services (3 days)

Module I is a two-day workshop that defines and describes the child protective services process within the context of a family-centered model; explores social work and child welfare values and the ten foundational practice norms that drive our work; introduces definitions and statutes that provide the legal bases for child welfare practice; reviews issues of cultural proficiency; and defines the role and responsibility of the child welfare agency and caseworker to provide family-centered, culturally competent child welfare practice in collaboration with community agencies.

The module includes a pre-training reading on the history of society's values and responses to maltreatment of children with an assignment for participants to complete and bring to the first day of training. There are also a post-training assignments to apply the concepts to a family served by the agency.

Module II: Engaging Families in Family-Centered Child Welfare Services (2 days)

This two-day workshop presents the key concepts of engagement and rapport-building between the child welfare caseworker and the family being served. Participants explore the child protective services casework approach as an integration of engagement and protective authority; explore the dynamics of resistance; and are introduced to interviewing strategies to promote engagement in child protective services. Participants also explore their role in the change process, motivating parents, and cultural issues in casework.

The second day of the training is designed to practice and demonstrate strategies learned in the workshop that caseworkers can use to facilitate the engagement process.



Module III: Legal Aspects of Family-Centered Child Welfare Services

NOTE: This module is NOT part of the Manitoba caseworker core series. It is expected that the Authorities/Agencies will be responsible for providing training that addresses the legal base for child welfare practice; including hands on practice with Federal and Provincial legislation, Manitoba's legal definitions and dispositions of abuse, neglect, and dependency. Manitoba's Guidelines for Reporting Child Abuse should be reviewed along with the CFS Standards. An overview of the juvenile Family and Criminal court processes is highly recommended and should include what constitutes good testimony and the caseworker's role and responsibilities in the courtroom (complete with mock-trial if possible).



After Module II, we will provide a post-training reading, whereby experienced child welfare workers discuss the laws and rules that impact their daily practice. At the end of the newsletter there is an assignment for participants to complete and bring to

their supervisors for review/discussion.

Module IV: Assessment in Family-Centered Child Welfare Services (2 days+1 day LL)

Module IV is a two-day workshop that establishes the child protective services process of assessment as the fundamental and critical prerequisite for all case decision-making. Seven steps of critical thinking are applied to assessments at the point of referral, intake, family services, placement planning, and reunification. Participants learn the complexity of conducting thorough and accurate assessments and the factors that impact that process. Participants receive instruction on the purpose, factors to consider, and information-gathering strategies for safety, risk, and family assessments.

The third day of the training is designed as a skill-building learning lab that provides an opportunity to practice interviewing strategies and techniques with families to gather information for safety, risk, and family assessments. Post-training activities strengthen skill building through practice preparing a thorough assessment with one of the families being served.

**Module V: Investigative Processes in Family-Centered Child Welfare Services (2 days)**

Module V is a two-day workshop that explores principles common to all investigative processes, and unique principles for investigation of sexual abuse, physical abuse, and neglect. Participants learn the factors to consider in planning and conducting investigations, including the application of Safety Assessment and Safety Planning to the investigative process.

The second day of the training is designed to be a learning lab for Module V and provides an opportunity for skill building/application. The day includes a simulation of an investigation of a case from the investigative planning stage, to developing multiple hypotheses, to gathering evidence from investigative interviews.



Module VI: Case Planning and Family-Centered Casework (3 days)

Module VI is a three-day workshop that stresses the importance of joint case planning by the worker and the family to assure timely, high-quality, culturally relevant services to families. Participants learn how to engage and involve families in the service planning and delivery process, rather than relying solely on their prescribed authority. This workshop builds on the concepts previously learned on how to engage a parent in the casework relationship to completing the case plan, including steps in the planning process; developing appropriate goals, objectives, and activities; engaging fathers, extended family and other community resources in the process; understanding the purpose of case management and direct service provision; reassessment; and case reviews. Participants also explore their role in the change process, motivating parents, and cultural issues in casework. A pre-training reading introduces participants to the

purpose, process, and definitions of case planning framework. Participants are asked to complete an assignment and bring it to the first day of the workshop.

Module VII: Child Development: Implications for Family-Centered Child Welfare Services (3 days)

This three-day workshop examines the developmental consequences of child abuse and neglect on a child's development (from birth through adolescence); establishes a framework for the early recognition of developmental problems (including attachment issues); and stresses the importance of including developmental and remedial services in child welfare case plans. Strategies to promote the healthy development of children who have been abused and neglected are presented. Participants are asked to do a pre-training reading & watch fun videos on child development.

Module VIII: Separation, Placement, and Reunification in Family-Centered Child Welfare Services (3 days)

This three-day workshop addresses the knowledge and skill required for child welfare workers to provide services related to child placement and reunification. The workshop focuses on the traumatic effects of separation on children and their families; placement prevention; the proper way to place children to prevent trauma, involving children in the placement process; choosing the "right" placement, working with foster caregivers as part of the service team, strategies to promote timely reunification, and the importance of permanence for all children. Participants are asked to do a pre-training exercise that involves reviewing a Canadian website on attachment theory and to complete an assignment and bring it to the first day of the workshop.

