

4.12 Referrals and Transitions Training Plan

4.12 Training Strategies

DCYF will use three training strategies to ensure that individuals supporting children and youth to review their referrals, develop information for their referrals and through transitions will have the training and support needed. These strategies are developing tools and aides, providing targeted training and coaching with individuals and small groups and providing formal training.

Training Strategies

- **Tools** to be utilized by any person supporting a youth review or develop a referral and supporting youth through a transition.
 - o Information sheets, PowerPoints, guides, etc.
- **Targeted Training** will be provided to individuals or small groups. This strategy will be used to train individuals helping youth develop information for or review referrals and helping youth transition. This strategy will be used primarily in Phases 1 – 3 and then ongoing as needed to provide additional support.
- **Formal Training** will be developed by the Alliance and mandatory for all Child Welfare staff and available for all other staff. This will include eLearning and webinars. This will include updating the foundational Referral and Transition training and adding referral and transition components to the program specific in-service trainings that are required in the first two years of being hired as a Child Welfare Case Worker.

Training Plan – by Phase

Phase 1	Target Population: Complex Youth Staffing Facilitators, Case Workers at leased facilities, Placement Desk Supervisors, and assigned Case Workers for youth in Phase 1. Any other individual who has been assigned to work with a child or youth on developing or reviewing a referral or supporting a transition.
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	<p>Tools Provide targeted training and training resources for individual assigned to review.</p> <ul style="list-style-type: none"> • Grief and Loss Resource Sheet • Referral and Transition Information Sheet- Child Welfare Staff • Referral and Transition Information Sheet- Youth • Referral and Transition Information Sheet- Caregivers • Referral and Transition Information Sheet- Parents • Referrals and Transition PowerPoint – Child Welfare Staff <p>Targeted Training Meeting with regional placement desk supervisors, 5- and 10-day staffing facilitators and assigned Child Welfare Case Workers and providing training and coaching on 4.12 requirements, reviewing tools with them, sharing how and when to use tools and how to access the tools.</p>
<p>Phase 2</p>	<p>Targeted Population: Phase 1 target population + Intensive Resources Program Consultants and Supervisors, BRS QRTP providers.</p> <p>Tools: <i>(Tools developed for this phase will be added prior to or at the start of the phase)</i></p> <ul style="list-style-type: none"> • Grief and Loss Resource Sheet • Referral and Transition Information Sheet- Child Welfare Staff • Referral and Transition Information Sheet- Youth • Referral and Transition Information Sheet- Caregivers • Referral and Transition Information Sheet- Parents • Referrals and Transition PowerPoint – Child Welfare Staff <p>Targeted Training Meeting with regional placement desk supervisors, 5- and 10-day staffing facilitators, assigned Child Welfare Case Workers, Intensive Resources Program Consultants and Supervisors, and BRS QRTP Providers and providing training and coaching on 4.12 requirements, reviewing tools with them, sharing how and when to use tools and how to access the tools.</p>
<p>Phase 3</p>	<p>Targeted Population: Phase 1 and 2 target populations + Short-term</p>

<p>Phase 3</p>	<p>placement providers.</p> <p>Tools: <i>(Tools developed for this phase will be added prior to or at the start of the phase)</i></p> <ul style="list-style-type: none"> • Grief and Loss Resource Sheet • Referral and Transition Information Sheet- Child Welfare Staff • Referral and Transition Information Sheet- Youth • Referral and Transition Information Sheet- Caregivers • Referral and Transition Information Sheet- Parents • Referrals and Transition PowerPoint – Child Welfare Staff <p>Targeted Training: Meeting with regional placement desk supervisors, 5- and 10-day staffing facilitators, assigned Child Welfare Case Workers, Intensive Resources Program Consultants and Supervisors, BRS QRTP Providers, and short-term placement providers and providing training and coaching on 4.12 requirements, reviewing tools with them, sharing how and when to use tools and how to access the tools.</p>
<p>Full Implementation</p>	<p>Targeted Population: Phase 1, 2, and 3 target populations and all Child Welfare case carrying and program staff, this includes all meeting facilitators.</p> <p>Tools: <i>(Tools developed for this phase will be added prior to or at the start of the phase)</i></p> <ul style="list-style-type: none"> • Grief and Loss Resource Sheet • Referral and Transition Information Sheet- Child Welfare Staff • Referral and Transition Information Sheet- Youth • Referral and Transition Information Sheet- Caregivers • Referral and Transition Information Sheet- Parents • Referrals and Transition PowerPoint – Child Welfare Staff <p>Formal Training: Alliance Referrals and Transitions Training</p> <ul style="list-style-type: none"> - Foundational training for all CW case carrying and program staff. - Program Specific in-service training case carrying CW staff. <p>Targeted Training: Individual or small group training by Referrals and</p>

	Transitions Program Consultant and Program Manager as needed and requested for any DCYF staff person or provider supporting a child or youth with their referral or during a time of transition.
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