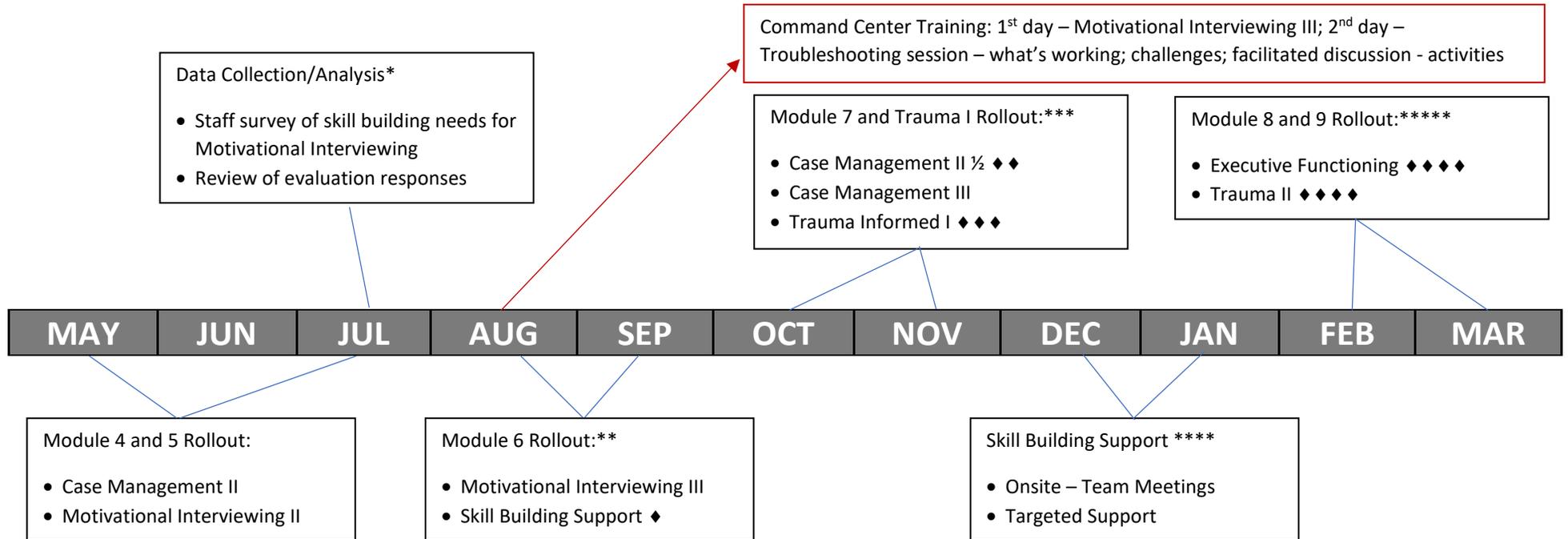


FEP REFOCUS TIMELINE – RECOMMENDED CHANGES

After some discussion, it is being recommended that we “slow the flow” a bit. It’s apparent that the current schedule does not allow time for staff to practice the skills and processes trained. Providing time for mindful and deliberate development of skills and techniques is a vital part of implementation science. Following is the suggested timeline along with explanations and justifications for the changes:



* Time will be spent on analyzing the data collected so far to determine skill level, areas needed further training, etc. Staff survey will be used to collect information for MI III – further training/practice of skills and concepts that ECs are struggling with. Determine whether a Case Management 2.5 is needed to hone skills and add to previously trained concepts. Develop modified training schedule/curriculum for “the rest of DWS”

** MI III will be trained. CM III will be moved to October. State Program Specialists and OPS will conduct onsite observation and work with FEP supervisors in team meetings for skill development and case reviews.

*** CM III moved here – this is where CM 2.5 would be conducted, if identified as a need. Trauma Informed I is the general training session for all staff – plan is to conduct an AM/PM session so that all DWS staff have the opportunity to participate. Larger venues – lecture style

**** State Program Specialists and OPS continue to conduct onsite observation and work with FEP supervisor in team meetings for skill development and case reviews – in addition, targeted support will be provided to staff assessed as needing additional support

***** Moved from Oct/Nov

♦ Part of the ongoing training and deliberate skills plan – Continued analysis of training needs. Continued support to supervisors and staff

♦♦ If needed, this would be an additional module. Perhaps more training on practical application of the tools previously trained (i.e. assessment and employment planning/goal setting). May also be necessary to ensure that all identified training needs are covered (i.e. practicing the “script” – quality childcare, needs of the family, addressing crisis needs first, etc.)

♦♦♦ SRI taking the lead – Experts will develop training curriculum – general training on how to be trauma informed – appropriate for all DWS staff

♦♦♦♦ Consider expanding to include all operational staff – especially Connections and Training staff. These are key concepts that are essential components to support customers when they come into our offices

NOTE: Need to discuss needs of USOR staff – at what point do we bring the new staff onboard. In addition, work with Communications to film Motivational Interviewing and Human Development training to be used as part of New Employee Training.