

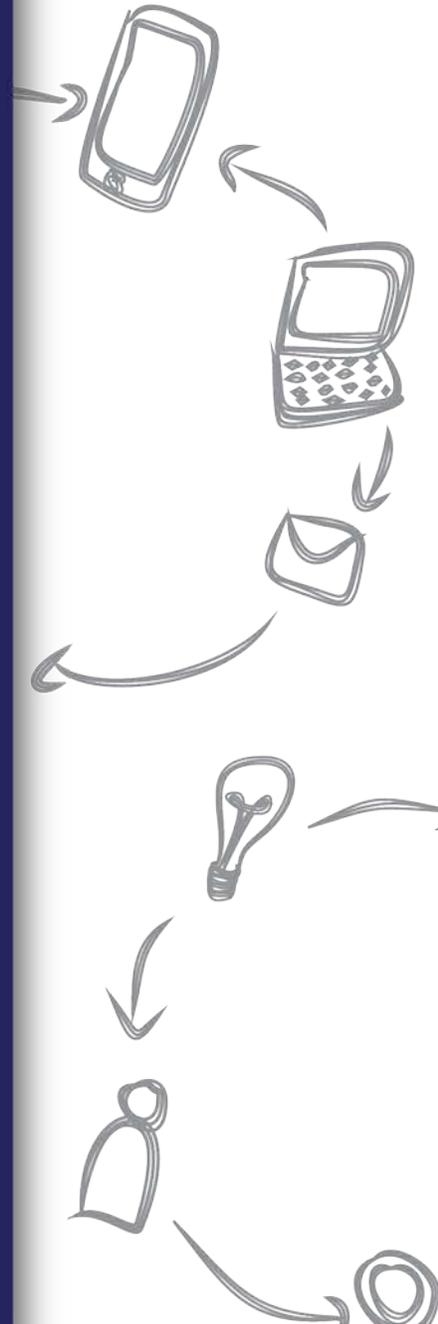


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Workforce Institute  
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# Innovations Exchange

Education and Professional  
Development

Hosted by Anthony Mack, MHS and  
Sharon Kollar, LMSW



# Welcome!

This Innovations Exchange is sponsored by:



National Child Welfare  
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# Innovations Exchange Series

- Leadership and Supervision
- Inclusivity, Racial Equity, and Community Engagement
- Practice Supports
- Work Conditions, Benefits, and Organizational Culture/Climate
- **Education and Professional Development**





# Centering and Acknowledgements





# Today's Exchange

- Orientation to Discussion
- Small Group Discussion
- Large Group Reflection
- Next Steps and Closing



# Orientation to Discussion





# Education and Professional Development

- Education is key to generating a pool of workforce candidates with foundational knowledge of child welfare and best practices
- Once hired, professional development:
  - Equips newly hired staff with knowledge and skills
  - Provides seasoned staff with ongoing skill development
- Coaching, mentoring, and training are key to supporting professional development



# Supporting Education and Professional Development

- Support MSW/BSW traineeship programs that offer social work education and field placements
- Develop agency-university partnerships that provide pre-service, in-service, and ongoing professional development
- Collaborate with human resources to offer staff tuition assistance or other incentives and supports
- Offer a variety of blended learning opportunities for the workforce
- Provide coaching and mentoring to facilitate transfer of learning and career development





Please respond to the poll question  
by selecting your answer and then  
clicking "submit"





# Themes Across Public Workforce Excellence Sites

- Need support balancing training opportunities with workload demands
- Need professional development that is more reflective of the day-to-day realities of the job
- Need training opportunities geared toward experienced staff and supervisors





# Education Through University Partnerships

Strong partnerships include:

- Leadership engagement at the dean and director levels
- Commitment to collaboration that builds upon supportive relationships and a dynamic understanding of each partner
- Champions from the agency and university who commit to student recruitment
- Preparation and supports with a commitment to a diverse workforce and educational outcomes that assure racial equity





# Mentoring and Coaching

**Mentoring** involves a more experienced staff member advising or training another staff member.

**Coaching** involves an ongoing individual-driven process, centered on solution-oriented interactions designed to increase awareness, build capacity, and achieve desired growth.

Providing both can:

- Increase agency commitment to the workforce
- Improve supervisory supports
- Increase workforce retention
- Increase professional development for newly hired and seasoned staff



## Chat Question:

What professional development opportunities has your agency provided during the pandemic?



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# Small Group Discussion





# Group Agreements

- Make space for all voices to be heard
- Embrace creativity and originality
- Listen actively and be fully present
- Stay curious about the range of viewpoints





# Discussion Questions

*In what new ways has your agency focused on building university partnerships to support education of a diverse workforce?*

*How has the promotion of professional development changed within your agency during the pandemic?*

*What unexplored strategies exist to advance racial equity through university partnerships or workforce professional development?*

# Large Group Reflection





# Chat Question

What unexplored possibilities still exist to integrate racial equity actions into education and professional development?



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# Resources for Education and Professional Development



## **Social Work Educator Resources**

<https://ncwwi.org/index.php/resourcemenue/social-work-educator-resources>



## **Resource Library**

<https://ncwwi.org/index.php/resourcemenue/resource-library/education-professional-development?sort=hits>



## **Converting Classroom Training from In-Person to Online**

<https://ncwwi.org/supporting-the-virtual-workforce-session-4>



## **Leadership Competency Framework Guide**

<https://ncwwi.org/index.php/resourcemenue/resource-library/leadership/1588-leadership-competency-framework-guide/file>



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# Evaluation

Please fill out the evaluation.

We are always learning and growing and want to meet your needs.

**Please tell us what you want to see in 2021!**



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# Contact Info for Our Facilitators:



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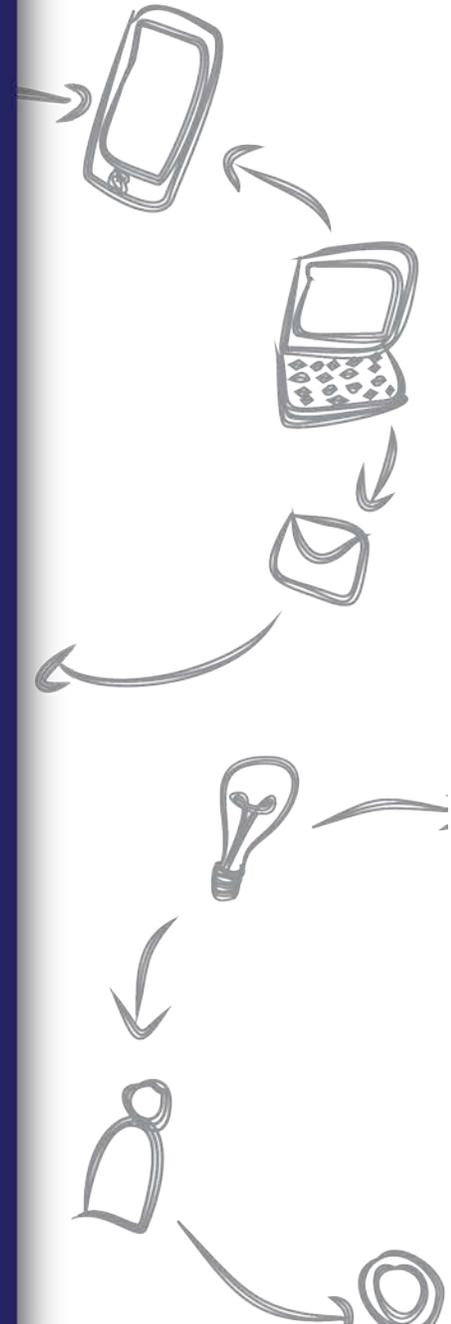
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# Thank you!