



COMMISSION OF INQUIRY INTO THE CIRCUMSTANCES
SURROUNDING THE DEATH OF PHOENIX SINCLAIR

Commission Disclosure 1972



First Nations of Northern
Manitoba Child and
Family Services Authority



The General Child
and Family Services
Authority



JOINT TRAINING TEAM

FINAL REPORT ON ACTIVITIES

April 1, 2010 – March 31, 2011

**SUBMITTED TO:
CHILD AND FAMILY SERVICES STANDING COMMITTEE**

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The External Reviews

In Autumn 2006, five external reviews of the child and family services system were completed. Together, these reviews represent the most comprehensive set of studies ever done of the child and family services system in Manitoba.

Three key conclusions emerged from the reviews:

- Factors such as poverty, poor housing, addictions, and the lack of effective responses to these factors by other systems, are root causes of family breakdown and the growing demands on the child and family services system.
- The restructuring of the child and family services system through the AJI-CWI was a major step forward and provides both the foundation and the momentum on which to make other important improvements.
- The challenges identified in service delivery predate the restructuring, and the restructuring provides a unique opportunity to address these challenges.

The reviews generated 289 recommendations to improve the child and family services system in Manitoba. Forty-three of these recommendations focus on addressing training needs (see Appendix III on page 26).

The Changes for Children Initiative

Changes for Children, an initiative of the four Child and Family Services Authorities and the Department of Family Services and Consumer Affairs, was announced on October 13, 2006. The purpose of Changes for Children is to address the 289 recommendations emerging from the external reviews of Manitoba's child and family services system. The Province of Manitoba has committed \$42 million over three years to this initiative.

Following this announcement, a group called the Implementation Team was formed to oversee initial work on Changes for Children. Since August 2007, Standing Committee has assumed responsibility for Changes for Children. To support the work of Standing Committee, the Office of the Child and Family Services Standing Committee was established in spring 2008.

Training was identified as a priority under the Changes for Children action plan. The 43 recommendations specific to training were organized under 10 major work sub-projects (see Appendix III).

JTT Development

In 2007, the Joint Training Unit (JTU) was officially established through funding under *Changes for Children*. Situated in one centralized location in Winnipeg, it included a full complement of staff representing all four Child and Family Services Authorities and Manitoba Family Services and Consumer Affairs.

In July 2009, the JTU transitioned to a decentralized delivery approach with each member based at their respective employing body, but continuing to function as a collaborative team. As such, in December 2009, the name of the unit was changed from the JTU to the Joint Training Team (JTT).

Training

From April 1, 2010 to March 31, 2011, total attendance at training sessions organized by the JTT was 6,969 participants (CFS staff, support workers, youth care workers and foster parents). These sessions focused on:

- Specialized Training
- Competency-Based Training
- Child and Family Services Applications Training (Information System & Intake Module)

Specialized Training

Total attendance at specialized training sessions coordinated by the JTT was 5,174 participants (Table 1). Training focused on the following areas.

Table 1 – Specialized Training

Type of Training	No. of Participants April 1 2010 – March 31, 2011
Fetal Alcohol Spectrum Disorder	900
Differential Response	684
Health and Safety	530
Strengthening Relationships	518
Suicide Intervention/ Prevention	428
Service Delivery Standards for Child and Family Services	349
Foster Parenting Training (exclusively for Foster Parents)	313
Crisis Prevention/ Intervention/ Postvention	261
Investigating Child Abuse	225
Board Development	193
Administrative Support and Communications	169
Domestic Violence	118
Other*	104
Child and Youth Support	99
Foster Care/ Adoption (exclusively for staff)	82
Critical Incident Stress Management	72
Gang Awareness	57
Addictions	36
Cultural Awareness	36
Total	5,174

See Appendix I on page 10 for a description of the above training.* Other training included: certificate program with other educational institutions; integrated practice models; essentials of supervision; and criminal risk assessment.

Competency-Based Training Program

As part of the JTT, under the Competency-Based Training Program, led by the Provincial Manager of Training, total attendance at training sessions was 1,495 participants (Table 2). Training focused on the following major areas:

- caseworkers competency-based training
- supervisors competency-based training
- child and youth care workers competency-based training
- specialty modules

Table 2 – Competency-Based Training

Type of Training	No. of Participants April 1, 2010 – March 31, 2011
<u>Caseworkers Competency-Based Training</u>	
Core 101 - Family Centred Child Protective Services	152
Core 102 - Case Planning and Family Centred Casework	118
Core 103 - The Effects of Abuse and Neglect on Child Development	116
Core 104 - Separation, Placement and Reunification	95
<u>Supervisors Competency-Based Training</u>	
Core 501 - Managing Within a Child and Family Services System	50
Core 502 - Managing Work Through Other People	52
Core 503 - Transfer of Learning: The Supervisors Role	82
Core 504 - Supervising and Managing Group Performance	78
<u>Child and Youth Care Workers Competency-Based Training</u>	
Core 802 - The Job: Child and Youth Care as a Profession	33
Core 803 - Family Focused Practice	25
Core 804 - Family Systems: Impact of Abuse and Neglect on Child Development	52
Core 805 - Youth Worker Counselling	34
Core 806 - Group Living	47
Core 807 - Understanding and Approaching Behaviour	82
Core 809 - Working with Sexually Abused Youth	54
Core 810 - Observation, Documentation and Reporting	103
<u>Specialty Modules</u>	
307/808 - Culture and Diversity	112
319 - Training of Trainers	14
320/833 - Understanding & Working with Sexually Exploited Children & Youth PT 1	84
320/833 - Understanding & Working with Sexually Exploited Children & Youth PT 2	60
317 - ASIST (Applied Suicide Intervention Skills Training)	49
Mental Health First Aid	3
Total	1,495

See Appendix II on page 20 for a description of the above training.

Child and Family Services Applications Training

The Province in communication with the JTT continued to provide Child and Family Services Information System and Intake Module training for CFS staff. A total of 300 CFS staff participated in training from April 1, 2010 to March 31, 2011.

Other Activities

Child Abuse Committee Coordinator Conference

The Child Protection Branch in collaboration with the JTT hosted the 4th Annual Child Abuse Committee Coordinator Conference in February 2011. This conference provides participants current information on the effective functioning of Child Abuse Committees, as well as the role of the Child Abuse Committee Coordinator. It also provides participants the opportunity to network, develop partnerships, share experiences and gain knowledge.

Staff Engagement

As part of a strategy to improve communication in the child and family services system, JTT members continued to assist in the coordination of staff engagement activities, such as staff recruitment and retention initiatives, distribution of child and family services information to staff, and regular communication updates to staff.

Distribution of Educational Materials

Educational materials continued to be distributed on a wide variety of issues to agencies, residential child care facilities, and communities. Topics included:

- shaken baby syndrome
- FASD
- baby safe sleep
- firearms/dangerous materials storage
- internet safety
- sexual exploitation
- water safety
- youth in care comic books
- trauma informed toolkit
- “safety awareness for everyone” (Child Find Manitoba)
- gang awareness
- caring for Muslim children: a guide for foster parents
- interviewing children (Provincial Advisory Committee on Child Abuse)
- a parent’s guide to early childhood development (video)

Orientation to CFS System

The Office of the CFS Standing Committee, in consultation with the JTT, has developed an information package to assist in orienting new and existing staff to the CFS system. This information was made available to the Child Protection Branch and the four CFS Authorities.

Authority and Branch specific orientation practices are being developed and plan to be implemented in 2012.

Northern Authority Training Centre

In August 2010, the Northern Authority opened its new training centre in Thompson, Manitoba. Training opportunities continue to be offered at the new site to CFS staff, support workers, youth care workers and foster parents.

For more information on the JTT and training activities, contact:

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