

# CWTI Training Programs/Courses Cost Report

(FY2017 Appropriation Act - Public Act 268 of 2016)

**March 1, 2017**

Sec. 558. (1) The department shall explore ways to maximize use of training programs or courses provided through the child welfare training institute accessible online and in service areas throughout the state, provided the delivery is an appropriate option for achieving specific learning objectives. These training programs and courses shall be made available to employees of private child placing agencies and child caring institutions.

(2) The department shall conduct a workgroup consisting of members from the department, private child placing agencies, and child caring institutions, with the goal of reducing the current 4 weeks of centralized child welfare institute training class time. It is the intent of the legislature that the number of days of in-person pre-service child welfare training be reduced by 50%. Not later than November 1 of the current fiscal year, the department shall provide a report to the senate and house appropriations subcommittees on the department budget, the senate and house fiscal agencies, the senate and house policy offices, and the state budget office on the findings of the workgroup, including the timeline, feasibility, and cost for the implementation plan required to implement the child welfare training institute redesign.

**(3) *The department shall submit to the senate and house appropriations subcommittees on the department budget, the senate and house fiscal agencies, the senate and house policy offices, and the state budget office by March 1 of the current fiscal year a report on the training programs or courses provided through the child welfare training institute described in subsection (1), and the annual cost for each program or course. The report shall include the following data:***

- (a) The number of training programs or courses that were provided for private agencies.***
- (b) The number of employees from private agencies who attended any training.***
- (c) The number of training programs or courses that were provided through an online forum.***
- (d) The number of training programs or courses that were provided in local service areas.***
- (e) For courses that are in-person or not accessible online, attendance figures for each course.***



Michigan Department of  
Health & Human Services

RICK SNYDER, GOVERNOR  
NICK LYON, DIRECTOR

**Section 558(3)**

(FY2017 Appropriation Act - Public Act 286 of 2016)

To ensure child welfare staff are being prepared to provide the safety, permanency and well-being of children and families, the Child Welfare Training Institute (CWTI) supports over 6,000 DHHS and private agency employees with training on laws, programs, policies, skills, the Michigan Teaming Engagement Assessment, and Mentoring (MiTEAM) practice model and the philosophy of Michigan's child welfare system. Training is delivered to private agency staff at no cost to the agencies.

The programs supported by CWTI include Children's Protective Services, foster care, adoption, juvenile justice, family preservation, and Parent Resources for Information, Development, and Education (PRIDE). The training modalities include instructor-led classroom training and computer based trainings. Several of the in-service training courses offered through CWTI are in partnership with a university consortium, or through vendors with subject matter expertise.

The Fiscal Year 2016 data regarding the training programs supported by CWTI is below.

3.1(a) The number of training programs or courses that were provided for private agencies	248
3.1 (b) The number of employees from private agencies who attended training	
Pre-service Institute (PSI), Program Specific Transfer Training (PSTT) and Child Welfare Supervisory (unduplicated)	440
Total course completions by private agency staff (not unduplicated)*	2,323
*Completions for non-mandatory courses are tracked at the course level and then compiled; disaggregated data reflecting an unduplicated total is not available.	
3.1(c) The number of training programs or courses that were provided through an online forum	123 online courses
3.1(d) The number of training programs or courses that were provided in local service areas	248 trainings were offered in 38 counties across the state
3.1(e) For courses that are in-person, or not accessible online, attendance figures for each course	<p align="center">2,763 total completions for private agency employees</p> <p align="center">4,979 total completions for DHHS employees</p> <p align="center">See attachment for attendance figures for each course.</p>

**Section 558(3)**

(FY2017 Appropriation Act - Public Act 286 of 2016)

The annual training cost for the programs provided through the Child Welfare Training Institute within the Department of Health and Human Services, Office of Workforce Development and Training are listed below.

Child Welfare Training Programs	FY 2016 Program Training Cost
Children's Protective Services Program	\$2,059,169
Foster Care Program	\$2,605,886
Adoption Program	\$1,782,693
Juvenile Justice Program	\$101,530
Family Preservation Program	\$280,149
Parent Resource of Information, Development, and Education (Pride) Program	\$58,240

Included in the training program costs are the staff costs for training development and delivery, training registration, training material production and distribution, trainee travel for new workers, training facilities, training development software and technology, technical assistance for implementing and maintaining online courses and webinars, and training vendor costs.

FY16 588 3.1e Child Welfare Training Institute Attendance Attachment

<b>Instructor-Led Training Attendance Figures</b>	<b>Private Agency Employees</b>	<b>DHHS Employees</b>
A Cross-cultural Perspective of Chronic Pain	6	16
A Smooth Transition	1	3
Adolescent Suicide Prevention & Intervention	8	12
Adoption Child Welfare Certificate or Phase II-PSI	4	2
Adoption Pre-Service Institute - 9 Weeks	33	0
Adoption Program Specific Transfer Training	48	0
Adoption Supervisor Training – 3 Days	7	0
Adoption Supervisor Training - 5 Days	12	0
Adoption Worker Conference 2016: Adoption: A Lifelong Journey	155	18
Adverse Childhood Experiences & Complex Trauma	9	15
Advocating for Homeless Youth	5	6
Attending to Suicidal Crisis Behaviors: What You Should Say and What you Should Do	4	17
Beyond safety & Permanency: Improving Outcomes for Kinship Placements	8	24
Building and Motivating Teams	9	0
Building Layers of Support with LGBTQIAP2S Youth & Families	0	6
Building Resilience in Families: The True Grit of Foster Care & Adoption Permanence	19	8
Combatting Secondary Trauma: A Caring Professional's Survival Guide	5	4
Complicated Grief in Children: Assessment and treatment	1	9
Confidentiality Training for Child Welfare Workers	4	85
CPS Pre-Service Institute - 9 Weeks	1	355
Critical Thinking	4	23
Crucial Accountability for Workers	1	15
Cultural Competence	6	149
Domestic Violence - Family Preservation	106	30
Domestic Violence Laws 1/2 Day	17	6
DV Laws Half Day Training	0	13
Education Requirements for Students Who are in Foster Care - 2016	13	0
Educational Opportunities for Students from Foster Care	9	27
Effective Caretaking of Dually-Diagnosed Adolescents	3	5
Effective Goal Setting & Safety Planning with Families in Crisis	7	9
Effective Strategies for Anticipating & Preventing Placement Disruption	10	14
Effects of Sexual Abuse on Children & Adolescents: Assessment & Treatment Planning	9	20
Employee Engagement	1	40
Engaging Resistant Clients	4	21
Every Student Succeeds DHHS Point-Of-Contact Training	55	0
Family Engagement, Strength Based Solution Focus and Assessment	1	14
FC Child Welfare Certificate PSI	1	0
FFM CORE Series - Family Preservation	112	0
FFM Supervisor Orientation FP	19	0
Forensic Interviewing	110	183
Foster Care Child Welfare Certificate or Phase II-PSI	22	6
Foster Care Pre-Service Institute - 9 Weeks	275	102
Foster Care Program Specific Transfer Training	10	60
Foster Care Program Specific Transfer Training Private Agency	1	0
Foster Care Supervisor Training – 3 Days	1	11
Foster Care Supervisor Training - 5 Days	45	20
Foster Home Certification and Complaint Training	114	40
Foster Home License Certification Training	19	16
Foster Home License Complaint Training	46	18
FRP Core Training Series	18	0
FRP Supervisor Orientation - Family Preservation	4	0
FTBS Core Training 2 Days - Family Preservation	116	2
Grief 101	1	11

How to Strengthen Engagement with Families	21	9
How Young children Tell Us Their Feelings	4	8
Identifying Human Trafficking: Services & Needs for Child & Adult Victims	4	43
Impact of Trauma on Infants & Toddlers	11	16
In Their Own Voices: Understanding and Supporting LGBTQ Youth	3	4
Incest - Affected Families I	6	0
Incest - Affected Families II	13	5
Indian Child Welfare Act Refresher	2	28
Infant Mental Health: Supporting Families with Infants, Toddlers, and Young Children	0	11
Infant Safe Sleep	59	448
Integrative Self-care for Helping Professionals	1	11
Juvenile Justice Program Specific Transfer Training	0	29
Leading Change for Program Managers	1	8
Licensing and Foster Care Worker Summit - Day 1	122	111
Licensing and Foster Care Worker Summit - Day 2	114	102
Making Life Books Work for Children & Youth in Care	0	3
Making Trauma-Informed Placement Decisions	12	12
Mandated Reporter Train the Trainer	0	52
MDHHS Early On Referral Process	11	514
Mental Health I - Interventions	24	17
Mental Health II - Mental Health for Kids	27	10
Michigan Juvenile Justice Assessment System Training (MJJAS)	19	63
Mindful Self-Compassion: A Tool for Enhancing Personal & Professional Well-Being	5	20
MiSACWIS Child Placement Network Process - Train the Trainer	19	32
MiSACWIS Placement and Payment Training - Supervisor	45	75
MiSACWIS Placement and Payment Training - Worker	50	176
MiTEAM Domestic Violence Enhancement Training	43	630
Money Whisperer	17	1
Navigating the High C's of Special Education	0	8
Personal Safety for Workers - Family Preservation	5	15
Perspectives on Trauma in Childhood & Adolescence	4	15
PRIDE Train the Trainer	70	20
Program Manager Overview - Family Preservation	5	0
Promoting Health & Wellness for Foster Youth	5	3
Providing Support to Family Struggling with Addiction	0	9
Race to Justice: Bringing Bias Out of the Shadows	20	17
Race, Class & Social Justice: How Do Human Service Workers Fit In	5	32
Recruitment and Retention of Resource Families: A Customer Service Approach	14	15
Report Writing Skills for Child Welfare	0	1
Safety By Design	207	361
Secondary Trauma, Burnout and How MiTEAM Can Help	1	6
Secondary Traumatic Stress: Symptoms, Impact & Intervention	4	18
Self Awareness - Family Preservation	56	5
Self Care for Workers - Family Preservation	9	9
Sexual Abuse	5	21
Social Work Supervision: Empathy, Ethics & Education	2	11
Solution Focus - Family Preservation	25	0
Stop Trying to Manage Your Time: Why It Doesn't Work in Child Welfare	9	26
Substance Abuse: Identifying, Treating & Protecting Children	0	15
Substance Affected Families - Family Preservation	69	11
Supervising a Mobile Workforce	11	13
Supervisory Training for Adoption Programs	2	4
Supervisory Training for Juvenile Justice Programs	0	3
Supervisory Training I - Family Preservation	6	0
Supervisory Training II - Family Preservation	10	0
Supporting African-American Youth in Schools	14	15
Testifying in Court - Family Preservation	13	2
The Effects of Abuse & Neglect on Children, Adoslescents & Transitional-Age Youth	2	5

The Greiving Infant: Helping Babies & Young Children When They Must Move	2	4
Trauma 101/Screening 101	0	95
Trauma Informed Child Welfare Practice	2	24
Treating & Supporting Adoptive Families: Change the Lens, Change the Life	9	1
Assessment Tools & Evidence-informed Interventions	0	15
Understanding the Needs of Adopted Children & Families	13	3
Verbal De-Escalation	1	25
What Are We Dealing With Here? Screening & Assessment of Substance Use Disorders	4	15
Women in Leadership Conference	0	127
Working with LGBTQ Clients and Their Families	17	27
Working with Teens	3	63
Working with the Substance Abusing Parent: An Infant Mental Health Perspective	2	20
Wrapping Around the Family: Providing Support & Intervention to Families with Substance Abuse Disorders	4	15
Youth Mental Health First Aid	1	12
<b>Completion Totals</b>	2763	4979