

OFFICE OF THE DEPUTY COMMISSIONER FOR ADMINISTRATION

DCF Academy For Workforce Development Overview

Policy

The Department of Children and Families' Academy for Workforce Development ("The Academy") shall provide competency-based, culturally-responsive learning opportunities in accordance with national standards for public child welfare practice and in compliance with state law.

An array of professional development training programs shall be offered annually. The Academy shall offer pre-service preparation to newly-hired caseload carrying Social Workers (herein referred to as Trainees) and in-service training to experienced employees.

Academy classes shall be made available to community service providers when possible to ensure those who work with children and families possess critical information, knowledge and skills to serve them with the highest level of professionalism.

Service Areas	Service Activities
Pre-Service Training	The Academy shall offer pre-service training to trainees upon hire and prior to receiving a full caseload.
In-Service Training	All DCF employees shall receive a minimum of 30 hours of training each year. The Academy shall offer in-service training to its employees on a regular basis. Training catalogs with class offerings are located on the Academy's Share point site.
Community Training	<p>Training shall be offered to community providers when possible and appropriate.</p> <p>The Academy shall offer online and in-person mandated reporter trainings upon request. Mandated Reporter Training is accessed via DCF's internet website.</p> <p>Legal reference: Conn. Gen. Stat. §17a-101(c).</p>
Media Center	The Academy shall maintain and operate a media center to support the media needs of DCF staff. This may include video production when appropriate and as determined by the scope and timeline of the project.
Consultation	The Academy staff shall provide individual consultation, organizational development and program consultation services to staff and providers as deemed necessary.
Continuing Education/ Workforce Development	The Academy shall offer professional development programs to support continuing education efforts and other professional growth opportunities for staff. These programs can include but are not limited to the Graduate Education Support (GES) Program, the Master of Social Work (MSW) Field Internship Program, continuing education credits, the DCF Staff Mentoring Program and other training and coaching programs.
Internship Programs for non-DCF students	The Academy shall partner with institutions of higher education to offer students across disciplines internship opportunities within DCF. All interns shall complete a comprehensive background check prior to the start of the internship.
Shadowing Programs	The Academy shall coordinate shadowing opportunities for students as deemed necessary and appropriate. All students shall complete a comprehensive background check prior to the start of the shadowing experience.