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GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF HUMAN SERVICES
LANSING



MAURA D. CORRIGAN
DIRECTOR

February 25, 2014

The Honorable Bruce Caswell, Chair
Senate Appropriations Subcommittee on DHS
Michigan State Senate
Lansing, MI 48933

The Honorable Peter MacGregor, Chair
House Appropriations Subcommittee on DHS
Michigan House of Representatives
Lansing, MI 48933

Dear Senator Caswell and Representative MacGregor:

Section 509(1) of PA 59 of 2013, Article X, requires the Child Welfare Training Institute to contract for a pilot program for gentle teaching methods. Section 509(2) requires a report on the results of the pilot program that includes the number of participants, actual costs of the pilot program, and a cost estimate to make the gentle teaching method a required training component for all new and existing field staff workers by March 1, 2015.

Pilot Training Program:

A pilot training on the Culture of Gentleness was delivered on February 7, 2014 by Macomb-Oakland Regional Center (MORC) Center for Positive Living Supports. There were 25 participants in the training from the counties of Wayne, Oakland, Saginaw, Genesee, Muskegon, Kalamazoo, Lapeer, and Macomb. The pilot demonstrated that supervisors are primarily responsible for, and are ideally suited for, creating the culture in which field staff workers engage the individuals and families they serve and that the established culture guides the nature and tone of that engagement.

Costs:

The actual cost of the pilot was \$12,000. The pilot costs were not representative of expanded training delivery costs, however, since the pilot costs included facility costs and fees related to the development and/or adaptation of the MORC curriculum for use on the DHS audience. MORC has estimated a cost per participant to deliver the training to a wider DHS audience at \$200 per participant.

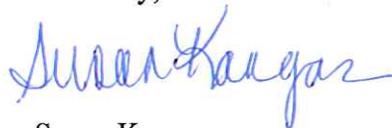
An actual vendor for these training services has not been determined, however, so the department has used the proposed MORC cost per participant only as a guideline to estimate the costs to make the gentle teaching method a required training component for all new and existing field staff workers. Another consideration for the department in developing an estimate was related to the costs for travel, meals and other administrative expenses which would be contingent on the actual timeframe for training delivery, locations for training and number of staff to be trained.

Given those limitations, the department estimated the total cost to provide regional training to all new and existing DHS Child Welfare & Public Assistance Field Staff Workers to be between \$1.5 million and \$1.7 million.

In addition, since the pilot confirmed that focusing on supervisors is a warranted approach, the estimated cost for delivering the training to all new and existing DHS Child Welfare & Public Assistance Supervisors would be between \$227,000 and \$289,000.

If you have any questions, please contact Stacie Gibson, Director, Office of Workforce Development and Training, at (517) 887-9439.

Sincerely,



Susan Kangas
Chief Financial Officer

cc: Senate and House Appropriations Subcommittees
Senate and House Fiscal Agencies
Senate and House Policy Offices
State Budget Office