



STATE OF MICHIGAN

DEPARTMENT OF HUMAN SERVICES  
LANSING

RICK SNYDER  
GOVERNOR

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December 1, 2011

The Honorable Bruce Caswell, Chair  
Senate Appropriations Subcommittee on DHS  
Michigan Senate  
P.O. Box 30036  
Lansing, MI 48909

The Honorable David Agema, Chair  
House Appropriations Subcommittee on DHS  
Michigan House of Representatives  
P.O. 30014  
Lansing, MI 48909

Dear Senator Caswell and Representative Agema:

Section 753 of 2011 PA 63 requires the Department of Human Services (DHS) to “implement the recommendations of the 2004 public private partnership initiative’s training committee to define, design, and implement a train-the-trainer program to certify private agency staff to deliver child welfare staff training, explore the use of e-learning technologies, and include consumers in the design and implementation of training” by January 1, 2012 and to “report no later than December 1 of the current fiscal year on each specific policy change made to implement enacted legislation and the plans to implement the recommendations, including timelines.”

The Child Welfare Training Institute (CWTI) offered training-of-trainers certification to three agencies in 2010. Plans were underway to expand the certification to other agencies when the department entered into negotiations for a modified settlement agreement with Children’s Rights, Inc.

Pursuant to the Modified Settlement Agreement signed by Judge Edmonds and entered into the record on July 18, 2011, all new employees must complete 270 hours of pre-service training prior to attaining a full caseload. The Child Welfare Training Institute redesigned our pre-service training to allow for more field practice time (on-the-job training) and less time in the classroom to better meet the needs of our public and private partners. In addition, CWTI created e-learning modules for those areas that were primarily foundational and theory-based learning. The redesigned training curriculum was presented to the federal monitors for review and comment, and then finalized for delivery.

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The first session of the new pre-service institute launched on October 17, 2011 and will conclude on December 17, 2011. Upon completion of the first session of the institute, a thorough review of the evaluations, and implementation of any changes that need to be made, CWTI will be prepared to develop a new train-the-trainer program certifying agencies to deliver the approved curriculum. We would anticipate beginning implementation in January 2012. The first step in implementation will be to involve provider agencies in a discussion of their capability and level of interest in providing training themselves. The results of that discussion would provide a framework for the remainder of the implementation process and define further timelines.

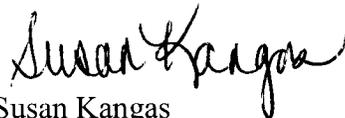
CWTI has already developed several e-learning modules that can be viewed on our website [www.michiganchildwelfaretraining.com](http://www.michiganchildwelfaretraining.com). Over 150 new online training sessions will be ready for launch in January 2012. CWTI has involved and will continue to involve provider agencies in reviewing the library of training topics and determining which training should be launched online. Staff may enroll in these training sessions and receive in-service credit for successfully completing the e-learning modules. Pursuant to the Modified Settlement Agreement, all child welfare staff are required to complete 16 hours of in-service training in FY 2011, at least 24 hours for FY 2012, and 32 hours for FY 2013.

As a part of the training delivered to all new workers, CWTI hosts two panel discussions composed of consumers: one comprised of older foster youth either who have exited foster care or who are in the process of leaving foster care, and one composed of foster parents. These panels allow new employees to understand the dynamics and impacts of the foster care system directly from people involved in foster care, and provide for very meaningful question and answer sessions.

No policy changes were necessary for the implementation of these boilerplate requirements.

If you have questions regarding this report, please contact Terri Gilbert, director of Strategic Planning, at 517-335-9157.

Sincerely,



Susan Kangas  
Chief Financial Officer

cc: Senate & House Appropriations Subcommittees on DHS  
Senate & House Fiscal Agencies & Policy Offices  
Senate Committee on Families, Seniors & Human Services  
House Committee on Families, Children & Seniors  
State Budget Director