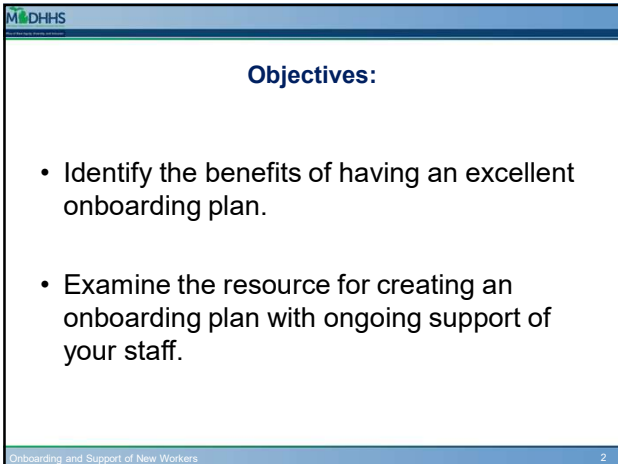
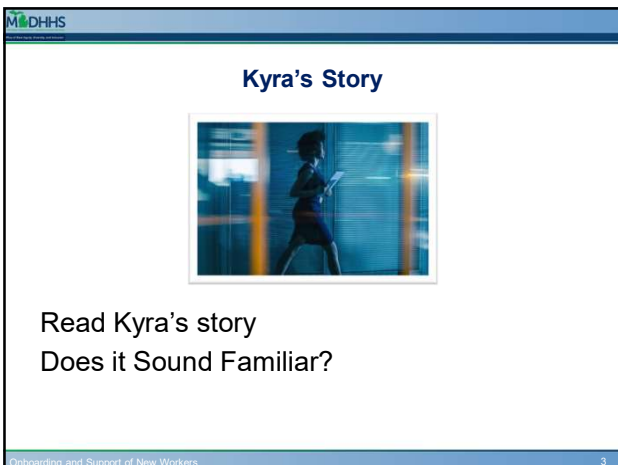




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Welcome to Child Welfare!



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What was your experience as a new child welfare specialist?

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Day 1 As a Child Welfare Specialist



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Successful Onboarding




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Resources for creating an Onboarding Plan:



- Onboarding Packet for New Workers
- [Onboarding in a Box](#) – Linked In
- [Creating an Onboarding Process](#) - Silkroad

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Supporting New Staff

New workers need:

- Weekly meetings with their supervisor.
- A supportive mentor.
- Specific information for working with partners.
- Workshops or trainings offered for new workers.

Set Them Up For Success



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Preparing New Staff for the Child Welfare System



- Step 1: Pick a challenge.**
- Step 2: Ask about their experience and expertise.**
- Step 3: Add information.**
- Step 4: Ensure mutual understanding.**


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Job Shadowing and Mentors

- How did Alice do with Kyra's job shadowing experience?
- Use your emoji's in the chat box to answer.




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Job Shadowing and Mentors

- Have a plan for formal and informal job training.
- Use the Plan, Do, Check, Act Cycle.



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Ongoing Support

- Ongoing support is key for retention of new staff.
- During their first year on the job, it is important to provide a strong foundation and ground them with support.
- A key piece to this is selection of the right mentors.
- Create a professional development plan with your new worker for how to continue learning after training.




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Ongoing Support

Help staff hit milestones:

- Create clearly stated milestones.
- Set achievable goals:
 - ✓ Timeliness of reports
 - ✓ Casework home visits
 - ✓ Organization of workload
- Give them something to celebrate!



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Success Will Look Like This!



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Mentoring through Modeling Parallel Steps: Onboarding and Support of New Workers




MiTEAM

A Leader is one who knows the way, goes the way, and shows the way.

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References

- [Onboarding in a Box](#) – Linked In: Author: Stephanie Howell Bevegni, June 9, 2015
- [Creating an Onboarding Process](#) – Silkroad, Copyright 2017 SilkRoad Technology, Inc | All Rights Reserved
- [National Child Welfare Workforce Institute](#), Activities to Promote The Transfer of Training
- [Staff Retention in Child and Family Services The First Six Months Workbook 5](#): Gary Anderson, PhD, Director of School of Social Work, Authors: John McKenzie, BSIE, Judith McKenzie, MSW & Rosemary Jackson, MSW, June 7, 2007

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