

Overview

The Department of Children and Families (DCF) has partnered with the Wisconsin Child Welfare Professional Development System (WCWPDS) to enhance training for new child welfare professionals. The new workforce training is called WiLearn. At the end of WiLearn, new professionals will acquire the foundational knowledge and skills at a basic level to assume job responsibilities. Implementation of WiLearn will begin in early 2023.

Training Enhancements

1. **Universally relevant and immersive training experience** - WiLearn provides a fundamental grounding for Child Protective Services (CPS) Access, Initial Assessment (IA) and Ongoing practices.
2. **Accessibility** – WiLearn maximizes self-paced learning and provides friendly access to support a variety of learner paces and needs.
3. **Timeliness** – WiLearn will begin just as professionals are starting on the job, forming the crucial building blocks for a successful future. All new CPS professionals will complete training within the first six months of employment.
4. **Consistency** – All new CPS professionals across the state will be learning the same information. Training is sequenced in the most logical manner with each offering building on the previous, so training is consistent across the state.
5. **Focused Training** – New CPS professionals will have a reduced primary caseload in the first six months of employment. In-agency fieldwork occurs between formal training sessions and is a critical part of the learning process.
6. **Administrative Ease** – Training rounds can be scheduled on a predictable basis far in advance, allowing directors to align CPS professional hiring timelines accordingly.

Supervisor Support

Local agency directors and supervisors will be impacted by the new workforce training.

Supervisors are critical to the professional development of new child welfare professionals, and WiLearn builds on what supervisors already do. WiLearn provides a structure for supervisor support during the new professional's first six months of employment.

Training to support supervisors' enhanced coaching support in WiLearn will be offered this summer and new guides for supervisors will be available in early 2023.



Boosting Agency Responsibilities

1. **Transfer of learning/training follow-up** – WiLearn provides a structure for follow-up activities with new professionals as they move through WiLearn.
2. **Job shadowing** – The program supports the professional’s role and what activities need to be observed in the job shadowing component of WiLearn.
3. **Enhanced supervisor oversight** – As part of the WiLearn approach, supervisor and team contacts with new professionals will be more frequent and structured during the initial six months of employment to support coaching, transfer of learning, and job shadowing experiences.
4. **Learning assessment** – New professionals will be given timely feedback regarding their learning during training activities as they move through WiLearn.
5. **Local trainings** – Local agencies will be responsible for in-house supplemental training to cover gaps and training specific to local agency and organizational needs.

What will stay the same?

- WiLearn is not exhaustive of all CPS professional training requirements in the first six months of employment, and new professionals will still have 18 remaining months to complete remaining required Foundation trainings.
- Foundation training courses will not change. WiLearn enhances new professionals’ experiences with Foundation training in the first six months through mix-modality delivery and updated information.
- Pre-service requirements, CPS training requirements specified in administrative rule, and Tribal child welfare training requirements will all remain the same. Pre-service content will be integrated into the WiLearn training model.

What will change?

- WiLearn will better prepare our state’s child welfare workforce to work with families to make decisions to support child safety.
- The WiLearn approach to our state’s approach to new child welfare professional’s training will enable Wisconsin to secure additional federal funding to support the needs of child welfare professionals.
- WiLearn builds on and provides additional resources to leverage the important role supervisors and a new child welfare professional’s team play in on-boarding new staff.



- Information on the new workforce training program can be found on the [DCF website](#).
- WiLearn information can be found on the [WCWPDS website](#) as details become available.