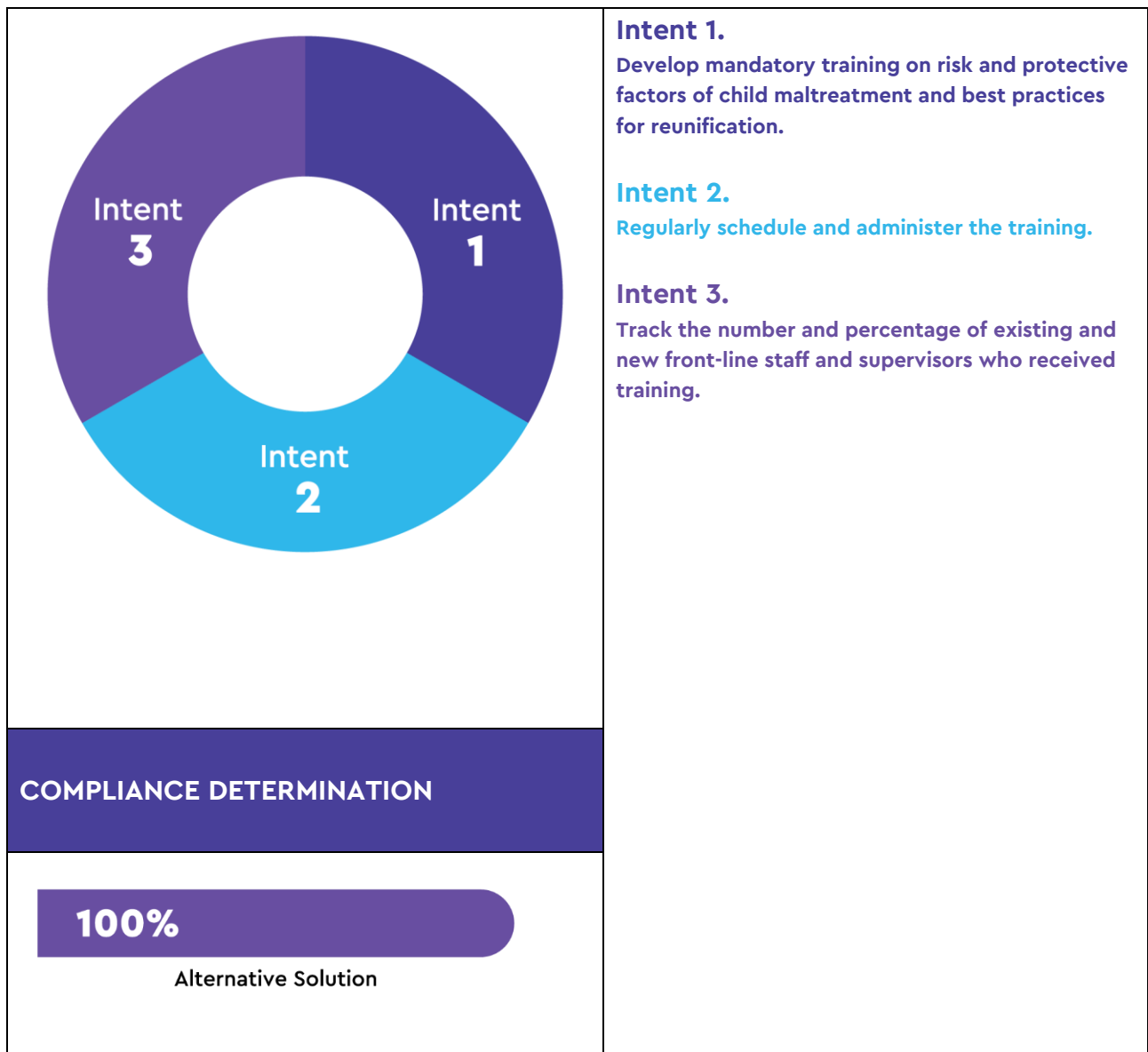


COMPLIANCE DETERMINATION

Maltreatment – Recommendation 5

Recommendation Summary: Train social workers on child maltreatment and reunification best practices.

Primary Public Body: Manitoba Families



Recommendation Compliance Summary



This form details the assessment of compliance with recommendations made under Section 27 and Section 31 of *The Advocate for Children and Youth Act*. MACY assesses recommendations for compliance once a year but receives updates from the public bodies every six months.

1. Recommendation Information	
Report Name:	Still Waiting: Investigating Child Maltreatment after the Phoenix Sinclair Inquiry
Date Released:	3/11/2021
Full Recommendation: (including details)	<p>Recommendation Five: The Manitoba Advocate recommends that the Department of Families, through the Joint Training Team, develop and administer mandatory training for front line workers and supervisors on the risk and protective factors of child maltreatment and best practices for reunification.</p> <p>DETAILS:</p> <ul style="list-style-type: none"> • Develop training on the risk and protective factors of child maltreatment and best practices for reunification. • Schedule and administer the training regularly. • Track the number and percentage of existing and new front-line staff and supervisors who have received the training.
Intent(s) of Recommendation:	<ol style="list-style-type: none"> 1. Develop mandatory training on risk and protective factors of child maltreatment and best practices for reunification. 2. Regularly schedule and administer the training. 3. Track the number and percentage of existing and new front-line staff and supervisors who received training.
Issue:	Child Welfare Training
Public Body	Manitoba Families
Dates of Previous Official Updates from Public Body:	May 31, 2023
	June 30, 2022
2. Compliance Determination	
Alternate Solution 1.0	The recommendation was not acted upon as written but a complete and well-reasoned explanation for the lack of implementation of the recommendation has been provided, and a different action has been proposed which meets the intent of the recommendation.
Self-Assessment	Fully Compliant
Previous Compliance Determination	Limitedly Compliant
3. Rationale for Determination	

(How did you reach this compliance determination)

Intent 1: Develop mandatory training on risk and protective factors of child maltreatment and best practices for reunification.

2023

- Manitoba Families reiterated the information provided in 2021 and 2022 regarding the development, provision, and content of the Abuse Investigations Training Pilot Project.
- The previously identified evaluation of the pilot is still underway, but there has been acknowledgement of the benefits of the content. Plans have been made to offer the training on an ongoing basis in collaboration with Toba Centre for Children and Youth through 2023 and 2024.
- In relation to specific training on best practices for reunification, Manitoba Families re-stated their previously provided information regarding the CFS Authorities' identification of their preference to provide their own reunification training. This preference has been identified due to the importance of culturally appropriate and safe services regarding reunification.
 - This stance is reinforced through the ongoing implementation of Bill 32 which will continue to bring new culturally-based care agreements that require new approaches to reunification plans with the need to be responsive to specific community needs.
- Manitoba Families has identified that through their communication with the CFS Authorities, the CFS Authorities have identified that MACY should contact them directly regarding their work in this area.

2022

- Responses were provided to this recommendation in 2021 and 2022; the 2021 response was not included in the compliance process due to report release occurring less than 6 months before the reporting deadline. Both 2021 and 2022 responses will be discussed.
- In 2021, Manitoba Families provided detail on the funding and development of new abuse investigation training, and its content.
 - The Abuse Investigations training includes risk assessments and case planning respecting child maltreatment. The training consists of four modules (Introduction to Abuse Investigations, Forensic Interview, Risk Assessment for Violence/Sexual Offending, and Interviewing Offender/Adult Witness).
- The pilot of the Abuse Investigations training was launched in March 2021, and is currently in the third and final round. The training programs facilitate a progression of knowledge development, combined with mentoring and support. The goal of the pilot is to build internal capacity within agencies, by developing in-house subject matter experts. An evaluation of the pilot is currently underway.

- The Department of Families also offers the Introduction to Child Abuse Investigations course regularly, or on request, and has a future project to develop an online self-guided introductory course to maltreatment.
- In regards to specific training on reunification, the CFS Authorities determined this type of training was best undertaken individually by CFS Authorities, not centrally by the province. This is based on the importance of reunification work being culturally safe, and recognizing the impact of colonization and historic unjust practices. Regarding reunification training, the Department offered the suggestion that MACY connect and collaborate with each of the CFS Authorities directly.

Intent 2: Regularly schedule and administer the training.

2023

- Abuse investigation training will be offered on a regular basis beginning in 2023-24.

2022

- Details were provided on the Abuse Investigation training pilot, including the number of participants for each module and cohort.
- The evaluation of the pilot currently underway will determine the future state and availability of the training program.

Intent 3: Track the number and percentage of existing and new front-line staff and supervisors who received training.

2023

- 68 Staff have received abuse investigation training, with more to come following its offering through 2023-24.

2022

- See response under Intent 2.

Analysis Summary: Manitoba Families has reported over the last two years on the development, provision, and content of the Abuse Investigation Training Pilot. The pilot was considered successful, and covered topic areas relevant to the understanding, and identification of child maltreatment. Plans have been made to offer the training in collaboration with Toba Centre on an ongoing basis. Since Manitoba Families provided its first response to this recommendation in 2021, it has communicated the stance of the CFS Authorities regarding the importance of providing their own training on best practices for reunification. Due to the importance of reunification practices being culturally appropriate and safe, this stance has been maintained by the CFS Authorities, with MACY being requested to speak to them directly regarding the provision of training. The nuance of the provision of the training, as requested in the original wording of the recommendation,

makes it difficult to fulfill as written. While Manitoba Families is not able to fulfill the intents of this recommendation as originally written, it has provided an appropriate alternative that addresses a training gap in the area of recognizing child maltreatment. This recommendation, therefore, is considered complete via an Alternate Solution.