

COMPLIANCE DETERMINATION

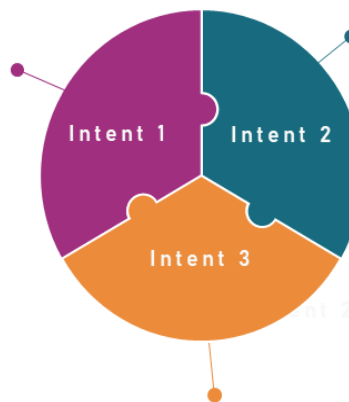
Maltreatment – Recommendation 5

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

Primary Public Body: Manitoba Families

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

In 2021, the Department of Families provided information about the funding and development of new abuse investigation training and its content. This training includes risk assessment and case planning regarding child maltreatment. In regards to specific training on reunification, they reported that the CFS Authorities determined this type of training was best undertaken individually by each Authority, not centrally by the province.



2. Regularly schedule and administer training.

The pilot of the abuse investigation training was launched in March 2021, and is currently in its third and final round. Details were provided on the abuse investigation training pilot, including 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.

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

See intent 2 response. The evaluation will determine tracking of future participants in this training.

COMPLIANCE DETERMINATION

0.25

Limitedly Compliant

Recommendation Compliance Summary

In accordance with subsection 11(1) clause (d) of *The Advocate for Children and Youth Act* (ACYA), the Advocate retains the responsibility "to monitor the implementation of recommendations included in reports made under section 27 (investigation) or special reports made under section 31."

This form details the assessment of implementation of compliance made under the referenced subsection of the ACYA. MACY assesses implementation of compliance with recommendations once a year but receives updates from public bodies every six months.

1. Recommendation Information	
Special 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:	<p>The intents of the recommendation are:</p> <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
Primary Department:	Manitoba Families
Dates of Previous Official Updates from Public Body:	June 30, 2022
2. Compliance Determination	
Limitedly Compliant 0.25	The requirements have been fulfilled to a limited degree, resulting in a significant deficiency in the implementation.
Self-Assessment	Largely Compliant
3. Rationale for Determination <i>(How did you reach this compliance determination)</i>	
<p>Intent 1: Develop mandatory training on risk and protective factors of child maltreatment and best practices for reunification. 2022</p> <ul style="list-style-type: none"> • 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 six 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 Authorities determined this type of training was best undertaken individually by 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.

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. Positive feedback has been received to date, indicating a strong likelihood of moving this training out of the pilot phase.

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

2022

- See response under Intent 2.

Analysis Summary: An evaluation of the Abuse Investigation Training is in progress, which will determine the movement of this training from a pilot to a regular program. Due to the identified training being in a pilot phase, there is recognized commitment to meeting the intents of this recommendation, but progress is considered limited until this becomes a regularly offered program. Intents 2 and 3 specifically cannot be met without the designation of this training as an official program, and not just a pilot. More information is needed about training on best practices for reunification across each CFS Authority that is being supported by the Child and Youth Services Division. As such, this recommendation is considered limitedly compliant.