



MN Child Welfare Training Academy™

Community Trainer for Legal Practice Course, Position Description

POSITION OVERVIEW:

The Community Trainer position (Temp/Casual, 0001) is a University of Minnesota employee positioned in the Center for Advanced Studies in Child Welfare (CASCW) at the School of Social Work. CASCW has joined the Minnesota Department of Human Services (DHS) in a joint project to co-create and operate the Minnesota Child Welfare Training Academy (MNCWTA). The Community Trainer serves as a critical member of the integrated teams of DHS and the University.

In addition to Foundations training, as mandated for all new hires to county and tribal based child protection agencies, MNCWTA also provides training for workers at all levels of experience to further their knowledge and skill in topics of particular relevance to their practice. One of these particularly relevant topics is Legal Practice Skills. Community Trainers are sought to deliver an established curriculum for the advanced course in legal practice, designed to provide learners with a deeper insight into the roles of courtroom stakeholders, reasonable efforts, and testifying in court. It provides an overview of the types of courts and child welfare hearings, as well as discussing the laws and rules that apply specifically to caseworkers. Learners in this training will learn how practicing professional boundaries, collaboration, documentation, and family engagement align with their statutory requirements to engage in reasonable efforts, develop case plans, and submit court reports. The second half of the training focuses on testifying in court, including dealing with discovery requests, prepping with the county attorney, maintaining credibility on cross-examination, and identifying evidentiary issues. Throughout, attendees will recognize how their actions throughout the case affect their ability to competently testify at trial.

Learners will gain in-depth knowledge of:

- Child Welfare court processes, including what happens at each hearing
- Statutory timelines
- Different types of court (district, appellate, supreme; state vs. federal)
- Child welfare professional and family stakeholders and their role at each hearing
- Collaborative practices and their benefits for families in child welfare
- Case planning and documentation
- Statutory language and case law relating to reasonable efforts
- Trial preparation
- Discovery, evidentiary standards, objections, and basic direct and cross-examination strategies

Required Qualifications:

- Experience in training and/or curriculum development
- Knowledge, skills and ability to integrate culture and diversity into curriculum development and/or classroom facilitation
- Ability to effectively engage the various learning styles of classroom participants.
- Travel state-wide
- Skill in receiving and incorporating feedback and coaching
- Strong and timely communication skills
- Experience with Microsoft Office applications and current classroom technology
- Strong skill in collaboration

Preferred Qualifications:

- Classroom training of teaching
- Child welfare/child protection practice experience in Minnesota
- MSW or related degree

Position Description:

This non-benefits eligible position will work a variety of hours over the course of the year and will fill out timesheets for the hours worked. Currently all classes are being held over Zoom, using your personal technology. Once COVID restrictions are lifted, travel throughout Minnesota will resume. Typically training schedules are set six months in advance.

Classroom Training: (75%)

Provide interactive training to child welfare professionals
Interact with learners to enhance growth and development

Classroom Preparation: (20%)

Review and prepare curriculum for training days
Review any student pre-requisite or course assignments
Prepare training rooms as necessary for training (room set up, computer/projector set up, etc.)

Training of Trainers/Feedback/Coaching: (5%)

Participate in Training of Trainers (TOT) sessions.
Actively participate in feedback and coaching sessions with Academy staff.
Actively incorporate recommendations and feedback from TOTs and coaching sessions.

HOW TO APPLY:

Applications must be submitted online.

To access the job posting, visit <https://humanresources.umn.edu/content/find-job> and select the appropriate category, 'External Candidates' or "U of M Employees'. Once you are logged into the employment site, please enter the **job ID 343212**, in the 'Search Jobs' box at the top of the page.

Please specify that you are applying for the **Legal Practice position** in your cover letter.

You will be given the opportunity to complete the online application for the position and attach a cover letter and resume.

**To request an accommodation during the application process, please e-mail employ@umn.edu or call (612) 624-UOHR (8647).*

ABOUT THE DEPARTMENT:

Minnesota Child Welfare Training Academy

The MNCWTA is a partnership between the University's CASCW (see below) and the MN Dept. of Human Services. The newly formed MNCWTA is responsible for the training and professional development of Minnesota's county and tribal child welfare frontline staff and supervisors. This dynamic team is in the process of redeveloping its curriculum, training modalities, evaluation processes etc. The MNCWTA occupies a newly renovated building off campus, in Roseville, MN. Just minutes from the St. Paul campus.

Center for Advanced Studies in Child Welfare

The Center for Advanced Studies in Child Welfare (CASCW) was established in 1992 with federal Title IV-E funding and a grant from the Bush Foundation. The Center brings the University of Minnesota together with county, tribal, state and community social services in a partnership dedicated to improving the lives of children and families involved with public child welfare. Substantial funding for the Center continues to come from federal Title IV-E funds and support from the University of Minnesota, the College of Education and Human Development and the School of Social Work. CASCW fulfills its mission by focusing its efforts around three primary areas: Professional Education, Outreach, and Research & Evaluation.

Mission: To improve the well-being of children and families who are involved in the child welfare system by: educating human service professionals, fostering collaboration across systems and disciplines, informing policy makers and the public, and expanding the child welfare knowledge base.

Guiding Values: All children deserve competent and effective child welfare services to promote safety, well-being and permanency, Effective child welfare workers require continual professional development that is financially, geographically and culturally accessible, Effective child welfare training, education, policy and evaluation is multidisciplinary, multicultural and collaborative in nature, Child welfare evaluation informs policy and practice resulting in better outcomes for children and families, Policy makers and the public make effective decisions when provided with current, relevant, and accurate child welfare information.

School of Social Work

Founded in 1917, the School of Social Work at the University of Minnesota–Twin Cities is the oldest social work program in a public land-grant university. SSW is a unit within the College of Education and Human Development, one of the leading colleges of education and human development in the country with programs and research in areas such as educational psychology, child development, organizational leadership, family social science, and disabilities. The School offers a number of educational programs at the graduate and undergraduate levels. Graduate degree programs include a PhD in social work, a Master of Social Work, and a Master of Education in Youth Development Leadership. At the undergraduate level, the School offers a Bachelor of Science in Youth Studies, and minors in Family Violence Prevention, Youth Studies, and Social Justice. For more information please visit: <http://www.socialwork.umn.edu>

College of Education and Human Development

The College of Education and Human Development (CEHD) is a world leader in discovering, creating, sharing, and applying principles and practices of multiculturalism and multidisciplinary scholarship to advance teaching and learning and to enhance the psychological, physical, and social development of children, youth, and adults across the lifespan in families, organizations, and communities. CEHD is the third largest college at the University of Minnesota, houses seven departments with ten undergraduate majors, over 30 graduate degree programs, and 25 centers and institutes. We are committed to diversity in our students, faculty and staff; 38.4% of our new first year students are students of color and more than 265 of our international students represent over 51 different countries. For further information: <http://www.cehd.umn.edu/about/default.html>.

CEHD and the University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

DIVERSITY:

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>.

BACKGROUND CHECK INFORMATION:

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

ABOUT THE U OF M:

The University of Minnesota, Twin Cities (UMTC), is among the largest public research universities in the country, offering undergraduate, graduate, and professional students a multitude of opportunities for study and research. Located at the heart of one of the nation's most vibrant, diverse metropolitan communities, students on the campuses in Minneapolis and St. Paul benefit from extensive partnerships with world-renowned health centers, international corporations, government agencies, and arts, nonprofit, and public service organizations.