

# State Technical Assistance Webinar



Children's Safety Network

at Education Development Center

Please introduce yourself in the chat with your name, state, and injury topic you work on



January 19, 2023

1:00 – 2:00 PM ET

# State Technical Assistance Webinar



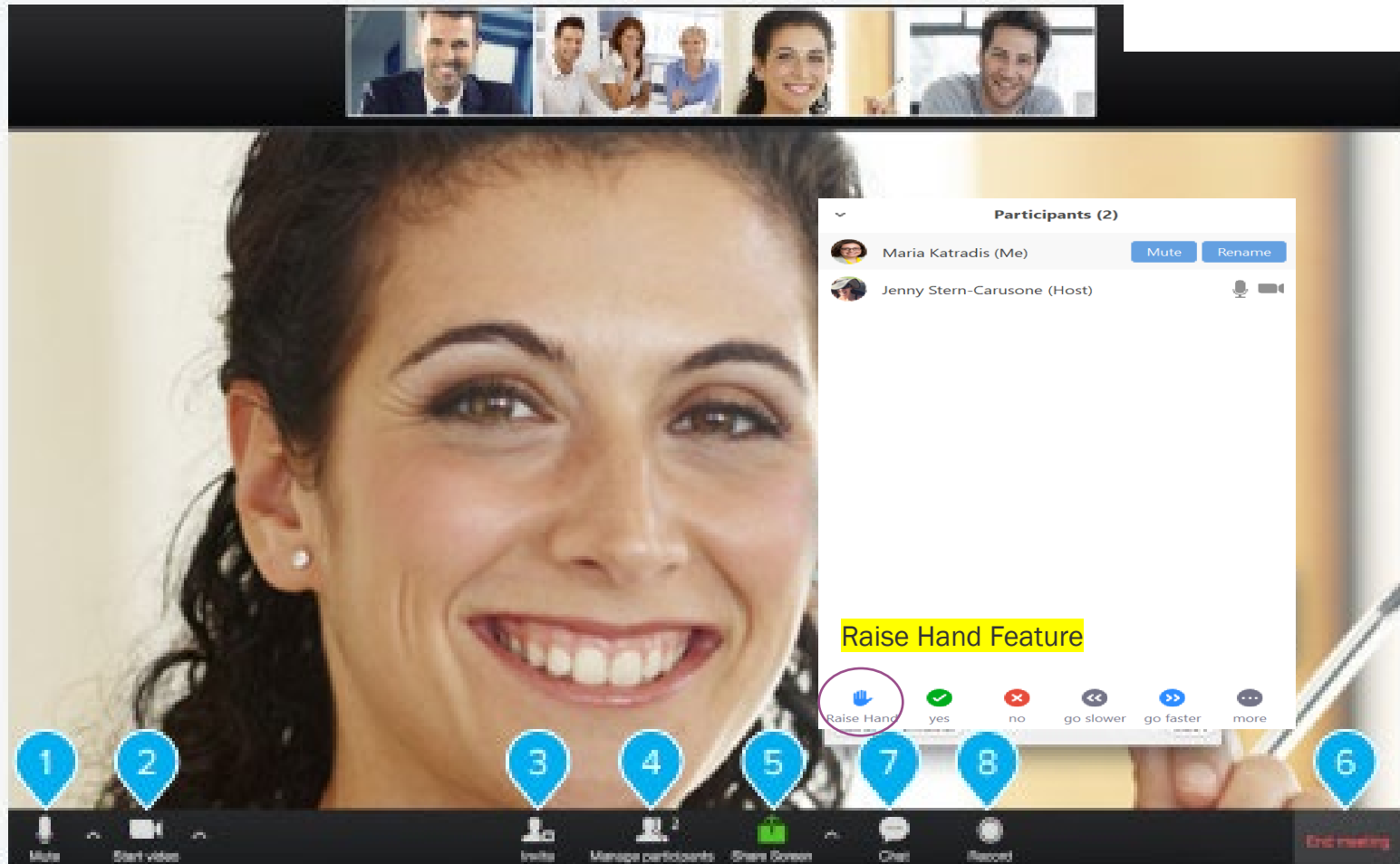
# Funding Sponsor

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under the Child and Adolescent Injury and Violence Prevention Resource Centers Cooperative Agreement (U49MC28422) for \$5,000,000 with 0 percent financed with non-governmental sources. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.

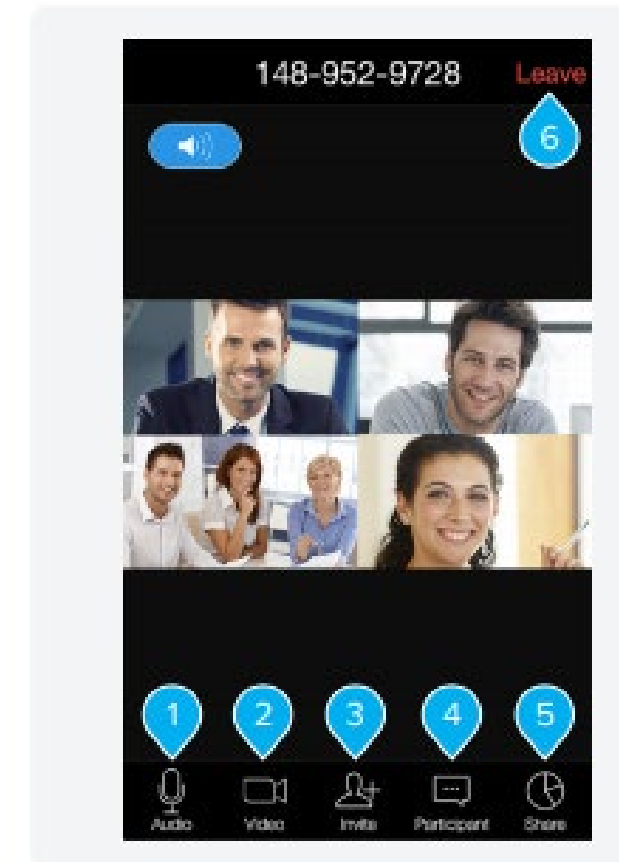
# Zoom Controls

## Computer

1. Mute/Unmute
2. Start/Stop and set up video
3. View Participants/Access Hand Raise feature
4. View Participants/Access Hand Raise feature
5. Leave current meeting
6. Leave current meeting
7. Chat with an individual or the entire group ('everybody')



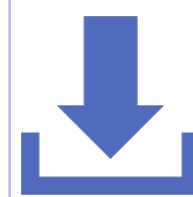
## Smartphone and tablet



# Technical Tips



Join by phone or computer audio. Click on microphone (bottom left) for settings



Access resources from links in the chat



Mute yourself when you're not talking



This session is being recorded



Use the chat to ask questions at any time



# Presenters



Maria Katradis

CSLC Co-Manager  
Education Development Center



Erin Ficker

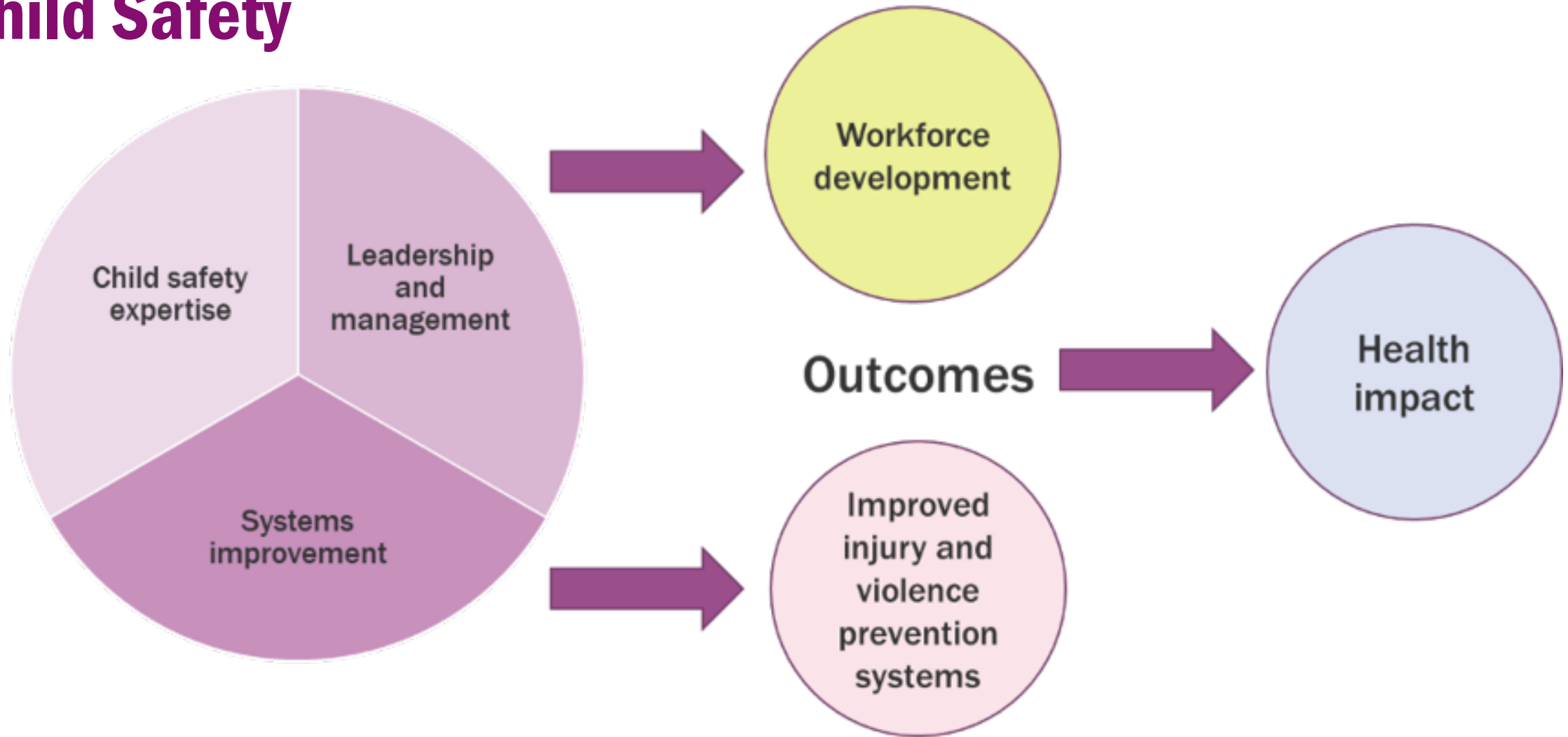
CSLC Co-Manager  
Education Development Center

# Objectives

Participants will be able to:

- Identify workforce assessment approaches
- List the key components of a workforce development plan
- Consider ways to align your workforce development goals with your strategic goals

# CSN Framework for Quality Improvement and Innovation in Child Safety





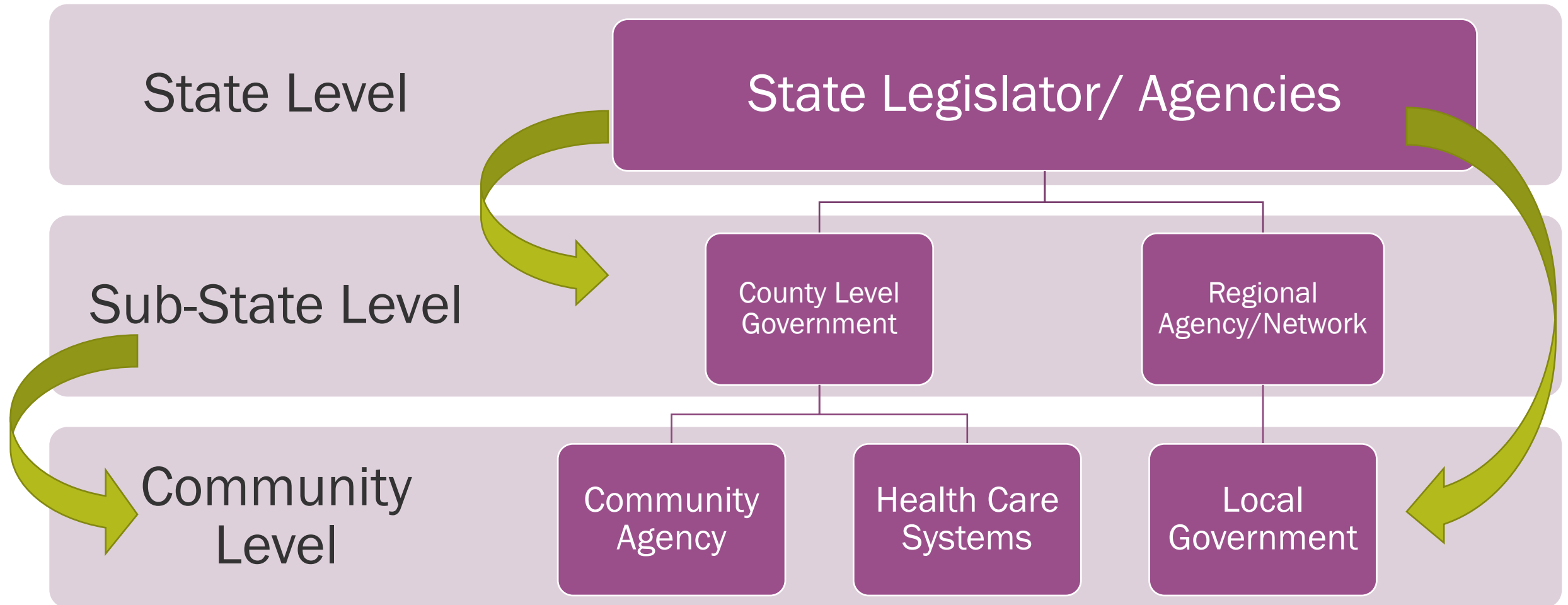
# Importance of Workforce Development

- Builds knowledge of change initiative
- Increases buy-in to the work generally and specific to the new strategy and/or change initiative
- Develops the skills needed to implement and test change
- Builds lasting skills that improve the overall effectiveness of your workforce

# Identifying Your Workforce

- Those engaged in significant part of the injury and violence prevention work
- Includes those working at all levels of government, community-based and voluntary organizations, health care systems, and a range of other individuals and organizations
- Each program, strategy, grant and/or system may have a different specific workforce with their own needs.
- The structure of the state system of funding and oversight will impact the workforce that will best service your implementation

# State Funding Structures



# Who is Your Workforce?

- Sub-state agencies providing funding
- Sub-state system providing training and technical assistance
- Unfunded community level agencies
- Directly funded community level agencies
- Indirectly funded community level agencies

# Assessing Workforce Needs

- Review challenges/issues previously identified
- Gather information regarding needs/challenges identified by sub-state or regional entities
- Ask community level individuals and agencies
  - What do they want to learn?
  - What do they feel they are missing?



# Approaches to Assessing Need

- Survey workforce
- Small group focus groups of similar individuals within the workforce
- One on one discussions with leaders at every level of the workforce
- Evaluations of work from clients, funders, and employers



# Listen to Your Findings

Do your findings reflect:

- Gaps in skills?
- Gaps in knowledge?
- Lack of accurate implementation?
- Lack of support/structure?



# Review Findings

Review self reported and observed findings

Identify individual gaps

- Are they experienced by all workers/agencies?

- Are they experienced in all regions/areas?

Identify strengths

- Are they experienced by all workers/agencies?

- Are they experienced in all regions/areas?

Determine the role of agency/organizational capacity and individual workforce capacity in gaps and strengths



# Develop a Training Plan

- Consider best way to provide knowledge and skill building to each audience
  - Training
  - Technical assistance
  - Coaching
  - Guidance documents
  - Job aides
  - Self paced training





# Who should deliver training?



- Consider what type of expert
- Consider audience
- Consider goals of training



# Moving Beyond Training: Capacity Building

Capacity building activities can include leadership development and planning for future collaboration. At an individual level, examples of capacity building activities can consist of **training and mentorships**. Organizational capacity building activities tend to focus on a broader scale.



# Considering Capacity

## Types

- Human
- Organizational
- Structural

## Levels

- Informational
- Skills
- Structures
- Processes

## Stages

- Exploration
- Emerging Implementation
- Full Implementation
- Sustainability

## Desired Outcomes

- Development
- Transitional
- Transformational

# Discussion

Based on your understanding of your workforce, what type and/or level of capacity building is the workforce at?

## Types

- Human
- Organizational
- Structural

## Levels

- Informational
- Skills
- Structures
- Processes



# Questions?

Erin Ficker

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# How CSN Can Help Your State/Jurisdiction

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- Next State Technical Assistance Webinar: March 16, 2023



# Thank you!

Please fill out our evaluation: [STAW January 2023](#)



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