How to overcome obstacles to complete training in child welfare

What is this research about?

The British Columbia Ministry of Children and Family Development (MCFD) does training on Cognitive Behavioral Therapy (CBT). MCFD clinicians use CBT to treat clients with regularly occurring negative thoughts and actions. It is a key in helping people with mood disorders like depression.

It is important clinicians complete the entire program to have proper training. Currently 65% of course participants complete all parts of the program.

The research draws on views of clinicians that took this training to find ways of improving the program. The results are recommendation on changes that could raise the numbers of clinicians completing CBT training.

What did the researcher do?

The researcher examined why clinicians are not completing training and how to get clinicians to finish training given. The researcher began by reviewing material on the program from the ministry. From there, the researcher looked at the possibility of encouraging clinicians to finish training. They used in-person interviews with 16 clinicians that took the training to get feedback on the program.

What you need to know:

Not all people that start a course to increase their skills at work complete it. This is a problem for employers. For multi-day training check-ins, feedback and time off can raise completion rates.
What did the researcher find?

Based on interviews with MCFD clinicians, the researcher found program administrators can increase completion numbers by making some changes to the training.

The researcher recommends adding carefully timed follow-up to the training sessions. This includes letting the participants know what questions they got wrong on the online tests. The interviewees also identified giving time off following intensive training to avoid information overload.

How can you use this research?

This research gives people planning training programs in clinical work and other fields ideas for making sure participants receive full training. It is particularly useful for multi-day programs with both online and in-person parts.

The intent of this research was to give the Ministry of Children and Family Development information to raise the number of clinicians fully completing their Cognitive Behavioral Therapy training.

About the researchers

David Busch is a graduate student in the University of Victoria (UVic) Graduate Studies 505 multi-disciplinary research internship course.

Drs. Gord Miller and Wayne Mitic of UVic’s School of Child and Youth Care both supervised the research project.

Facilitated by UVic’s Research Partnerships and Knowledge Mobilization unit, this project is a partnership between BC MCFD and UVic.

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Keywords

Policy; Indigenous; Aboriginal; Metis; Inuit; children and family; human and social development; child welfare

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