

Department for Children, Youth and Families

Backup Material for Renewal Contractual Authorization with the University at Albany School of Social Welfare

The Department respectfully requests Legislative authorization to enter into a renewal contract with the University at Albany School of Social Welfare in the amount of \$40,134 for the term of January 1, 2021-December 31, 2021.

As part of the Department's restructuring that removed this type of in-house workforce education and training over the years, as well as continued improvement in practices and service delivery, the Department has secured the collaboration of the University at Albany School of Social Welfare to provide Management and Leadership training and coaching as well as staff training. The Department has worked diligently to put into place the infrastructure to support consistent and effective supervision, management and leadership of staff and programs. However, as with any organization, the supervisory, management and leadership skill level of employees is varied. Therefore, as a continued effort to improve practices of the Department, this collaboration was pursued.

The University at Albany will continue to deliver a Leadership and Management training Series that provides advanced training to managers and supervisors to help build leadership skills and to improve their respective programs and staffs. The training consists of a series of leadership and management topics selected through an assessment of need. The topics may include: fundamentals of leadership, teambuilding, workforce management, leading for results, effective performance repmling, measuring program improvement and leading change.

The University at Albany School of Social Welfare would also continue to provide on-site training, coaching and mentoring for managers, supervisors and staff through classroom training, individual training or through coaching sessions to help participants put into specific practice the concepts from content training.

The cost/reimbursement structure, as well as the contract deliverables is subject to NYS Office of Children and Family Services Bureau of Training approval, which will be sought pending Legislative authorization. It is anticipated that the County will remain responsible for 7.5% of the cost of this contract following reimbursement through the department's training allocation and SUNY's 17.5% committed cost share.