

RESEARCH SNAPSHOT

RESEARCH PARTNERSHIPS AND KNOWLEDGE MOBILIZATION



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How to overcome obstacles to complete training in child welfare

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 is this research about?

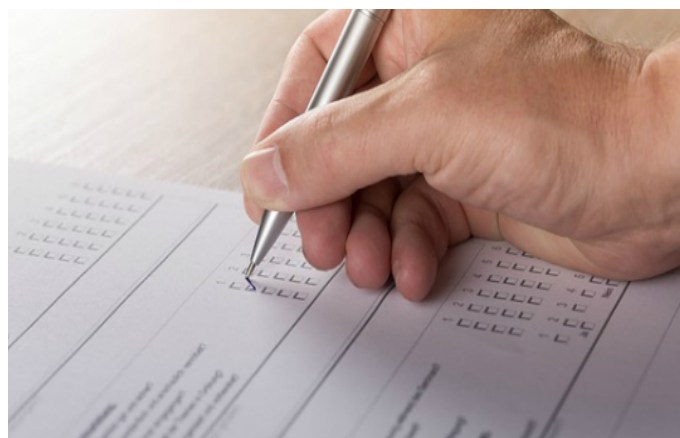
The British Columbia (BC) Ministry of Children and Family Development (MCFD) provides training on Cognitive Behavioral Therapy (CBT). MCFD clinicians use CBT to treat clients with regularly occurring negative thoughts and actions. It is a key in helping people with mood disorders like depression.

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

This research draws on views of clinicians that took the CBT training to find ways to improve the program. The results are recommendations that could raise the number of clinicians completing CBT training.

What did the researcher do?

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



GS 505 student David Busch explored ways to improve the Cognitive Behavioral Therapy training program for clinicians (Photo credit: [creativecommonsstockphotos](#) | [Stock Free Images](#)).



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What did the researcher find?

Based on interviews with MCFD clinicians, the researcher found program administrators can increase completion rates 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 provides professionals planning training programs in clinical work and other fields, with recommendations for increasing participant completion rates. This research is particularly useful for multi-day programs with both online and in-person delivery.

The intent of this research was to give MCFD information to raise the number of clinicians fully completing their CBT training program.

About the researchers

David Busch is a University of Victoria (UVic) graduate student. This project was completed as part of the [Graduate Studies \(GS\) 505](#) course. Facilitated by UVic [Research Partnerships and Knowledge Mobilization](#), GS 505 is a partnership between MCFD and UVic.

Keywords

Policy; children and family; human and social development; child welfare

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Content for this Research Snapshot was co-created by [UVic's Research Partnerships and Knowledge Mobilization unit](#), and David Busch.

Territory acknowledgement

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