

**Situation/Problem:**

Some candidates for Children's Protective Services and Foster Care positions with the Family Independence Agency seem to have an inaccurate concept regarding the work they will be performing in these Child Welfare jobs. This video will be reviewed by candidates for employment to give them a realistic snapshot of what a job in CPS or Foster Care is like. They will then have the option of leaving the application process before moving too far through the process.

**Objective/Purpose:**

1. To give candidates an accurate picture of the job of being a Child Protective Services and Foster Care worker.
2. Reduce candidate pool to those who have true idea of what the job includes both good and bad.

**Audience:**

*Primary:* Candidates who apply for the Services Specialist position, both men and women, age range 22 – 28, college graduates, plus various other groups (FIS,ES, Dept of Corrections, Private Agency)

*Secondary:* College classes, job fairs and community outreach.

**Content Expert(s)/Agency Representatives:****FIA OHR:**

Michael Downer 517/373-8874

Judy Sieffert 517/373-7667

Karen Wildrom 517/ 335-3545

Davida Lewis 517/241-1874

**Field:**

LuJana Warren - Jackson County – 517/780-7613

Mary Lou Mahony - CFS, Wayne County – 313/852-1988

Mike Milks - FC, Genesee County – 810/760-2321

Kathy Miller, Van Buren County – 269/621-2932

Shelly Marner, Midland County – 989/839-1103

Sandra Deeghan, Eaton County – 517/543-4681

**Writer/Producer:**

Steve Barosko, Media Production Specialist  
Family Independence Agency  
Office of Training & Staff Development  
235 South Grand Avenue, Suite 715  
Lansing, Michigan 48909  
Voice: 517/334-6981  
FAX: 517/241-7777  
E-Mail: [baroskos@michigan.gov](mailto:baroskos@michigan.gov)

**Consulting Services**

Mike Masternak  
CPS Human Resource Services  
2923 Marketplace Drive.  
Madison, WI 53719  
Voice: 608/442-5000  
FAX: 608/442-5007  
E-Mail: MJM579@cs.com

**Treatment:**

***A Realistic View: CPS and Foster Care at the FIA***  
(Working Title)

The video will be based on the testimonials of staff currently working as Children's Protective Services workers, Foster Care workers, and their Supervisor's at the FIA. We will follow along as these workers do their job – out in the field visiting with families, testifying in court and working in the office. A Host will help lead us through this content and highlight the items we want to emphasize with the viewing audience. He or she will appear on camera to open the different segments and to emphasize certain points along the way. The Host will also review the content at the end of each segment. The Host segments will be videotaped last, after all the interviews are completed and the script is finalized.

The first segment will be a brief *introduction* to FIA and how CPS and FC fit in organizationally as well as explaining some of the basic differences between CPS and Foster Care. It will also highlight why this tape was produced and introduce some of the other information to be covered during the tape.

The next segment will consist of talking about the *skills* that make for a successful CPS and FC worker. We'll hear from staff and supervisors how being organized, having flexibility, good written and verbal communications skills, the ability to keep calm and

having a great deal of common sense will make someone successful in this type of job. We'll learn about these characteristics by hearing from staff currently working in the field as CPS and FC workers. We'll also explore some of the training that new CPS and FC workers will be expected to go through.

Next we'll hear about some of the *challenges* that come with working in this field. Challenges like; the large amount of paperwork, being on-call, seeing and walking into disturbing situations, safety issues and having your work looked over again and again. We'll find out that the jobs aren't the same all over Michigan. They look a little different depending on wherever you live in an urban or rural setting. We'll also hear how this type of job can effect those around you; your spouse, children and extended family members.

The fourth segment will touch on the *rewards* of the job or just why do people want to do this job. We will hear from staff as they talk about the satisfaction they receive from helping out Michigan's children and families. These rewards might be different between FC and CPS. We'll hear how no 2 cases are ever alike and that the job is never boring or done. They'll be working with a diverse group of people: law enforcement, the courts, health care, various community resources and other social workers. We'll also hear what the job isn't. It's not hands on counseling, it's more of a case manager, bringing community resources together to help the individuals and families move out of our system.

The final segment will be a high level recap of the previous segments and some final words for the applicant to think about. The Host will talk about next steps they need to take in the application process and to wish them good luck.

I feel the tape will run about 18 – 21 minutes.

I suggest we have both VHS videotapes prepared and DVD discs replicated for distribution.

### **Rough Schedule:**

Treatment Approval:	February 2 <sup>nd</sup> , 2004
Interviews	Months of April and May 2004
1st Draft of Script:	June 11 <sup>th</sup> , 2004
2nd Draft of Script:	June 25 <sup>th</sup> , 2004
Final Draft of Script:	July 6 <sup>th</sup> , 2004
Video Production:	Completed July 23, 2004
Video Editing/Post-Production:	Completed by August 6, 2004
Testing for Valadation:	Completed by August 16 <sup>th</sup> , 2004
Program Ready for Distribution:	August 27 <sup>th</sup> , 2004