

## *The FDC Course*

- Interactive instruction and portfolio advisement, based on the text, *Empowerment Skills for Family Workers*, a strengths-based family support curriculum developed by Cornell University.
- Classes offered by community-based instructors trained and supported by the VA FDC system.
- An experiential and supportive adult learning environment that promotes discussion and reflection.
- Development of a Skills Portfolio documenting knowledge and skills with guidance of a trained portfolio advisor.

With successful completion of the FDC Course, an approved portfolio, and passing a standardized exam, workers earn the nationally recognized and respected FDC Credential

## *Core Competencies (Chapters) of the FDC Course*

1. *Family Development: A Sustainable Route to Healthy Self-Reliance*
2. *Communicating with Skill and Heart*
3. *Taking Good Care of Yourself*
4. *Diversity*
5. *Strengths-based Assessment*
6. *Helping Families Set and Reach Goals*
7. *Helping Families Access Specialized Services*
8. *Home Visiting*
9. *Facilitation Skills: Family Conferences, Support Groups and Community Meetings*
10. *Collaboration*

## *What happens when agencies use Family Development principles?*

1. Families develop **a partnership** with a family development worker.
2. A family development worker **helps each family assess** its needs and strengths-an ongoing process.
3. Each **family sets its own major goal** and smaller goals working toward the major goal, and identifies ideas for reaching them.
4. The family development worker **helps the family make a written plan** for pursuing goals with some tasks being the responsibility of the family members, and some of the worker's.
5. The family **learns and practices skills** needed to become self-reliant.
6. **The family uses services as stepping stones** to reach their goals.
7. The family's sense of responsibility is restored. **The family (and each individual within the family) is strengthened by the family development process** so they are better able to handle future challenges.

For more information about enrolling in the next FDC Course in your area, please contact:

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# *The Family Development Training and Credentialing (FDC) Program*

## *FDC: Transforming the Way*



## *Agencies Work with Families*

## **Strengths-based Family Support Training for Frontline Family Workers**

## *What is the Family Development Training and Credentialing Program?*

The FDC Program is a professional development course and credentialing program for frontline family workers to learn and practice skills of strength-based family support with families.

FDC courses are offered to frontline family workers from a wide range of government, private, and not-for-profit agencies as well as businesses and large corporations.

Family development trainees work with families across the life span including families with young children, teen parents, retired people, people with disabilities, and many other groups.

To earn the FDC, a worker:

- completes **90 hours** of interactive classroom instruction and portfolio advisement based on the *Empowerment Skills for Family Workers* curriculum
- prepares a **Skills Portfolio** with support of a portfolio advisor, and
- passes a state **credentialing exam**.

FDC courses are offered through interagency partnerships by community-based instructors and portfolio advisors who are trained by People Incorporated of Virginia. Information on costs for the training and the credential is available through your local contact at People Incorporated.

**In Virginia, the credential is issued by Temple University**

## *FDC Outcomes -- The Research Shows:*

Research conducted on the outcomes of FDC training revealed that workers:

- used family development skills in their professional and personal lives.
- enhanced skills in helping families develop their own goals of self-reliance.
- increased the ability of families to meet their goals.

Agency supervisors reported FDC training:

- increased effectiveness in helping workers relate to families.
- improved communication among workers and families.

### *Praise for the Empowerment Skills for Family Workers curriculum from frontline family worker:*

*"It helped me remember why I went into this work in the first place!"*

*I have a renewed attitude toward the families I work with. This course showed me what it's like to be on the other side of the desk."*

*"Now, I'm looking for strengths. Last year I never thought about how important that step is when working with families."*

*"I'm more patient and communicate better with families. I look at situations differently now."*

*"This class should be a prerequisite for every family worker!"*

## *Join the Nationwide Family Development Movement...*

- The FDC was established in 1996 at Cornell University through an interagency collaboration, and funded by the NY Department of State's Community Services Block Grant Program.
- In Virginia, People Incorporated administers the program, partnering with many state programs including Temple University in PA, University of Connecticut National FDC program, and other state affiliates.
- Currently, FDC training and credentialing is available in Alaska, Alabama, Arizona, California, Connecticut, Florida, Georgia, Illinois, Maine, Missouri, Massachusetts, New York, New Jersey, North Carolina, Pennsylvania, Rhode Island, Washington, and the District of Columbia.

### *For more information about the FDC program in Virginia, contact:*

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