

What Happens in Family Development?

1. The family develops *a partnership* with a family development worker.
2. A family development worker *helps the family assess* its needs and strengths-an ongoing process.
3. *The family sets its own major goal* (such as getting off welfare or providing health care for a family member) and interim goals working toward the major goal, then identifies ideas for reaching them.
4. The family development worker *helps the family make a written plan* for pursuing goals. Some tasks are the family's responsibility; some are the worker's. Accomplishments are celebrated; the plan is continually updated.
5. The family *learns and practices skills* needed to become self-reliant.
6. *The family uses services as stepping stones* to reach its 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 becomes better able to handle future challenges.



Core Competencies (Chapters) of the FDC Course

- Family Development: A Sustainable Route to Healthy Self-Reliance
- Communicating with Skill and Heart
- Presence and Mindfulness: Cornerstones of Healthy Relationships
- Taking Good Care of Yourself
- Our Diverse World
- Strengths-Based Assessment
- Helping Families Set and Reach Their Own Goals
- Helping Families Access Specialized Services
- Home Visiting
- Collaboration and Community Support

For more information about FDC in Missouri, please contact:

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The Family Development Credential Program



*Transforming the way
agencies work with families.*



Dr. Claire Forest,
National FDC Director

Strengths-based family support training for frontline family workers

What is the Family Development Credential Program?

The FDC Program at UConn 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 offers an experiential and supportive adult learning environment that promotes discussion and reflection.

In Missouri, FDC courses are offered through interagency partnerships by community-based instructors and portfolio advisors who are trained by MACA. The courses are offered to frontline family workers from a wide range of government, private, and not-for-profit agencies as well as business and large corporations.

Family development staff members 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 based on the *Empowerment Skills for Family Workers* curriculum
- prepares a **Skills Portfolio** with support of a trained portfolio advisor, and
- passes a state **credentialing exam**.

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

Workers are also eligible to apply the FDC credential toward college credit and continuing education units.

The FDC was established in 1996 through an interagency collaboration of fifteen major state agencies and the New York State Council on Children and Families. The New York State Department of State selected Cornell to develop the FDC curriculum and administer the program. In 2014, the Family Development Credential™ Program joined the University of Connecticut's Department of Allied Health Sciences, where the FDC is now jointly issued by [Center for the Study of Culture, Health & Human Development](#) (CHHD) and the [Center for Environmental Health & Health Promotion](#) (CEHHP).



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FDC Outcomes:

What 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.

Agency supervisors reported FDC training:

- increased effectiveness in helping workers work with families.
- improved communication among workers.

Praise for the Empowerment Skills for Family Workers curriculum from frontline family workers:

"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!"