

WiLearn Youth Justice (YJ) Program FAQs:

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Why should my new YJ professional complete *WiLearn Youth Justice*?

The WiLearn Youth Justice Program will begin to address some of the identified YJ training gaps and is part of our long-term strategy to build up YJ infrastructure in the areas of standards, training and technical assistance. WiLearn YJ provides a fundamental grounding in trauma-informed, culturally competent child welfare practice that supports all children and youth entering the child welfare system regardless of which “door” they enter.

- [WiLearn](#) for YJ will better prepare our state’s child welfare workforce to work with families in making decisions to support youth and provides additional resources, like Pre-Service and eWiSACWIS trainings. Auto-enrollment process, quarterly cohorts, and clear schedules provide predictable initial training and allows agencies to align onboarding activities.

How is the WiLearn Program relevant for Youth Justice? Why?

We have selected the web-based trainings and four Foundational Elements from WiLearn that are critical to all child welfare practice. The community huddle discussions and applications will lean into YJ practice. Some of the training included in WiLearn package for CPS is not as universally applicable. DCF and PDS are working to build a sequence of training to support all new YJ Professionals. Youth Justice Philosophy and Case Process Training and WiLearn Youth Justice are two major milestones toward meeting this goal.

What are the *WiLearn Youth Justice* program expectations?

Learners are committing to completing all of the WiLearn Youth Justice program components with their assigned cohort.

- Complete all assigned web-based trainings
- Complete all online packet work and activities on time
- Attend and actively participate in all 11 Community Huddles
- Use your workbook to document your learning and applications, capture self-reflections, and questions for your agency

Enrollment will be confirmed with the supervisor and is strongly encouraged for all new youth justice professionals hired or transferred after 7/1/25, but is not required. If community huddle absences occur, it is expected that agency supervisors (or their designee) will provide the huddle experience in the agency.

How does *WiLearn Youth Justice* fit and work with other trainings, like Basic intake and YASI?

There are no changes to the current process. Newly hired YJ Professionals will continue to be auto enrolled in Youth Justice Philosophy and Case Process (YJPCP) and Basic Intake (BI) trainings. YJ professionals will self-register for the YASI training (CCW1 and CCW2) that works within their schedule.

The timing of each of these trainings may vary slightly based on the hire date and cohort assigned. Learners can typically complete YJPCP about 1 month from hire, may start YASI about 2 months from hire and begin Basic Intake Training about 3-4 months from hire. The WiLearn Youth Justice Program will typically be spread out from 2-9 months from hire, so Elements will occasionally overlap with another training.

WCWPDS will orchestrate schedules to reduce conflicts between huddles and training days and ensure there is sufficient time to complete online packets and activities. WiLearn

for YJ enrollees will be provided with a full schedule, which allows agencies to plan for training and onboarding activities during the first year on the job.

The WiLearn YJ Program also includes agency-specific trainings, onboarding activities (i.e., structured supervisory coaching and mentoring opportunities) as determined by the agency.

See the **Sample Training Sequence for Youth Justice** page for training details and an approximate schedule.

How do the *WiLearn Youth Justice* cohorts work?

Cohorts provide a small community of about 20 colleagues that engage in collaborative learning and supportive networking. All cohort members will be new to YJ Professional responsibilities. Each cohort will have a specific beginning and end date for WiLearn and will navigate through the WiLearn program together on the same schedule. PDS will schedule one cohort per quarter to meet the anticipated hiring patterns for new YJ professionals.

How will I know I am enrolled and what are my next steps?

This training program has specific eligibility requirements and is intended for newly hired/transferred staff whose primary role is youth justice professional. PDS will identify those who are eligible, confirm with agency supervisors, and enroll learners into the respective cohort.

Enrolled learners and their supervisors will receive confirmation and detailed information via email, which will include program information and a complete schedule. Due to having quarterly cohort start dates, the time between enrollment and launch of the cohort will vary based on hire date.

I'm not eligible for enrollment but interested in these training topics. Can I still register for these courses?

Yes, but in a different way! PDS offers the same 4 topics as standalone courses for child welfare professionals. We've labelled these as "Hybrid" courses as they are a combination of self-paced, online learning and activities, attending scheduled virtual community huddles and use of workbooks. Standalone means they can be taken in any sequence and as many as you choose. To register, search PDS Online for these titles for details and to

register for these trainings. More information about these Hybrid courses can be found on the WCWPDS website <https://wcwpds.wisc.edu/hybrid-courses/>

- 1. Culturally Responsible Practice - Hybrid**
- 2. Trauma Informed Practice - Hybrid**
- 3. Engaging Families - Hybrid**
- 4. Case Practice with American Indian Tribes – Hybrid (includes Understanding WICWA training)**

What if my new professional does both YJ and CPS roles?

It depends on how you are designating their PRIMARY role, and it is important to help them select the right one when filling out their PDS Online profile. New professionals who have a primary job role of CPS Access, Initial Assessment, Ongoing Services, or a combination of those roles will continue to be enrolled in the WiLearn Program (for CPS). If their primary job role is YJ, but they may have some occasional CPS responsibilities, then they will be enrolled in WiLearn Youth Justice. PDS will continue to confirm enrollments with direct supervisors.

Can supervisors or coach/ lead staff take this?

No, supervisors and lead staff may not be enrolled in a cohort. We want to make every effort to allow brand new professionals to learn and process safely with their peers. We will provide a variety of ways that supervisors and coaches who onboard new staff can learn about WiLearn. This will include:

- Descriptions, Learning Objectives, and Behavioral Indicators
- Full curriculum of online packets
- Workbooks for each Foundational Element
- Additional Resources
- Access to the 4 topics as Hybrid courses

What is the time and cost?

The expected total time is around 60 hours, but actual time spent in learning, activities, and applications may differ based on the learner.

The time and cost for the 4 Foundational Elements and the one-day training is \$150 for about 42 hours of training time. Agencies are billed separately for each Foundational Element a month or two after completion.

- **Culturally Responsible Practice**
 - total training time 8.75 hours; cost \$30
- **Trauma Informed Practice**
 - total training time 10.25 hours; cost \$40
- **Engaging Families**
 - total training time 10.5 hours; cost \$40
- **Case Practice with American Indian Tribes**
 - total training time 6 hours; cost \$20
- **Case Practice with American Indian Tribes- Understanding WICWA Training**
 - VILT; 6 hours; cost \$20