

Transfer of Learning (TOL) – Day One (Part A)

Research illustrates that activities completed before, during, and after training can enhance a participant's comprehension and knowledge retention so that they can better apply practice skills effectively. Below are activities specifically developed to complement the practice skills learned in today's virtual training.

Complete this Transfer of Learning (TOL) assignment after participating in the first day of the CWS1000W In-Home Services New Worker Guidance training.

Activity: How Do I Plan?

For each scenario, circle the answers (more than one is OK) that come closest to how you have responded or would probably respond in the situation. If none of them fits, write what does.

1. Your grandparents (or parents) will soon have a 50th wedding anniversary. You:

- a. Let everyone know that you can take the lead to plan the party. You make a two-column list: "must have" and "maybe". You make three rows: "activities", "food", and "decorations". You go on www.anniversaries.com and fill in all of the cells on your chart with ideas.
- b. Talk to lots of people (relatives, friends, other skilled party planners), take in all of their opinions, and sort out what seems right for this party.
- c. Leaf through some family photo albums while you listen to music that your grandparents (or parents) love and wait for some inspiring ideas to come to you.
- d. Order a "Happy Anniversary" cake (standard white with white frosting) and buy some "It's an Anniversary" invitations.
- e. Figure that if a party seems in order on their anniversary day, you'll be able to get a cake and some candles at the grocery store.

Other: _____

2. You're about to graduate college and you need a job. You:

- a. Have already taken job preference and aptitude tests and in fact may have chosen your major based on this. You have lined up a list of potential employers whose jobs tend to match the interests and skills you have.
- b. Talk to your teachers, counselor, friends, and family about whether they know of any jobs you could apply for.
- c. Go to www.idealists.com and search for opportunities that feel right for you.
- d. Get Sunday's paper, circle a few want ads that look promising, and send in some resumes.
- e. Go full-time at your current waiter job.

Other: _____

3. You are three months into your dream job as a child welfare Family Services Specialist. You are very busy trying to learn the job while managing a caseload. As you wake up, your thoughts go to the 15 things on your calendar for the day (school visit, home visit, unit meeting, supervision, lunch date, etc.). After spending a couple of minutes refining the schedule for the day, you notice the clock. You have overslept and are already an hour late for work! What do you do?

- a. Activate plan B, a slightly reorganized but just as effective schedule for the day that you had already developed in case there was traffic on your way in to the office.
- b. Contact the people affected by your lateness and ask them what would work for them in terms of rescheduling the appointment.
- c. Wonder if you overslept because your schedule was subconsciously overwhelming and decide to pay more attention to making your schedule doable.
- d. Review the things you had planned for the day and eliminate the ones that could be done later.
- e. You roll over and go back to sleep.

Other: _____

Taken from California Common Core Curricula for Child Welfare Workers. Version 2.3. February 2013.