

*“Unless planned **transfer of learning (TOL)** activities, including supervised practice and feedback, are formalized in learning plans and rigorously applied, much of what is acquired in education and training will never be used on the job.”*

--Dr. Judith Rycus, Training Administrator for the OCWTP

What do we mean by “Transfer of Learning” (TOL)?

A primary goal of the OCWTP is to promote transfer of learning after training. What do we mean by **transfer of learning (TOL)**? Educational psychologist Dr. Dale Curry (Kent State University) defines it as *the extent to which learning that occurred in a classroom is used in the application setting--such as on the job.*

When it comes to preparing people for the critical work of child welfare, classroom training is essential--*but it is not enough.* Agencies and their training organizations need to join forces to ensure that staff and caregivers take what they learn in the classroom and translate it into **on-the-job skills** in **real world settings**—be it for casework or foster caregiving.

Whether you’re a manager or supervisor developing staff, a licensing specialist helping caregivers build their parenting skills, or a caseworker or supervisor honing your *own* skills, the available tools listed below are designed to promote TOL following selected training events. Cultivating this kind of “take-it-to-skill” learning is what leads to better prepared staff and caregivers--and better outcomes for children and families.

Featured TOL Tools that promote targeted knowledge and skill development

TOL TOOLS FOR STAFF DEVELOPMENT (Click on the desired link below, then scroll down the page for the proper category)	TOL TOOLS FOR CAREGIVER DEVELOPMENT
Supervisor CAPMIS Quality Checklists <ul style="list-style-type: none"> Helps supervisors support CAPMIS skill development in their caseworkers (based on Caseworker Core modules) Can also be used by caseworkers to promote their own skill development 	ITNA/Initial Training Plan <ul style="list-style-type: none"> Helps licensing specialists review and reinforce practice principles with their foster caregivers (based on Preservice training modules) Allows caregivers to jointly assess their training needs with their licensing specialists and chart out a two-year training plan
Supervisor Training Transfer Indicators <ul style="list-style-type: none"> Helps supervisors strengthen their practice (with or without a manager’s involvement) in key fundamental supervision and management areas. Based on Supervisor Core modules 	Individual Reflection Sheets <ul style="list-style-type: none"> Helps licensing specialists support skill development in their foster caregivers after placement (based on Preservice training modules)
	Family Interview Guide (FIG) <ul style="list-style-type: none"> Helps licensing specialists navigate the interview and assessment process. Questions based on Preservice training have been incorporated into the FIG

Additional Resources on Transfer of Learning:

[Transfer of Learning Strategies](#)

[Providing Skill-Building and Transfer of Learning Opportunities in the Field](#)