

***FDC:  
Transforming  
the Way Florida  
Agencies  
Work with  
Families***

***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*



***FLORIDA GULF COAST UNIVERSITY  
DIVISION OF SOCIAL WORK***

**Redlands Christian  
Migrant Association**

402 West Main Street  
Immokalee, Florida 34142-3933  
1-800-282-6540  
Fax (239) 658-3571

***Regina Wright, MHC, M.S.***

***FDC Training and Credentialing Coordinator***

***reginaw@rcma.org***

***Home Office: (941) 809-3504***

***Fax: (239) 657-4317***

Redlands Christian  
Migrant Association

**Family  
Development  
Credential**



**[http://www.rcma.org/FL\\_Family\\_Dev.asp](http://www.rcma.org/FL_Family_Dev.asp)**

**Tel. 1-800-282-6540**

# Family Development Credential

RCMA, Cornell University, Florida Gulf Coast University, and your local community college are working together to offer a strengths based family development credential for your paraprofessional family service workers.

Using the well-respected Cornell University curriculum, several Florida community colleges and Florida Gulf Coast University are now offering special sections of their Introduction to Human Services (HUS-1001, HUS-1304, HUS-1550, or HUS-1001 and HUS-2110) to prepare workers to earn their credential.

Workers will take one 45 clock hour course for each of two or three semesters. They will be assigned a Field Advisor who will encourage the worker to assimilate their new skills into their daily work while developing a portfolio. They will earn 6 (or 9, depending on college) credit hours toward an Associate's Degree.



**Earn 6-9 credit hours at your local Community College**

Completion of these requirements and passing an FDC state exam qualifies them for the Family Development Credential, issued by Florida Gulf Coast University Division of Social Work.



**Education + Skill = Credential**



## 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 disabled family member) 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. Accomplishments are celebrated and 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 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.

## Advantages For Your Family Service Worker

Successful completion of these requirements will render a frontline family service worker with a new perspective, a paradigm shift, and a Credential which we expect to soon be recognized by Head Start, Migrant Head Start as well as other state and national

family service agencies. For instance, did you know that Massachusetts is already advertising for FDC employees in many of their service organizations, and Even Start in their state was mandating the Credential? The Credential will encourage, and yes even stretch, an individual's way of thinking to a strength base.

## The Cornell Curriculum

The curriculum, written by Claire Forest, Ph.D., at Cornell University is based on the premise that all individuals and all families have hopes and dreams for a richer, fuller life (yea!) for that "pursuit of happiness" so aptly written into our Constitution. Sometimes the "how?" and "can I?" for an individual or a family needs encouragement, support, and perhaps even cultivating. This curriculum will give the family service worker the tools, support, and desire to be this strength-encourager to families. To "power-with" families in their pursuits for a better life.



**FDC created at Cornell in 1985 by Claire Forest**

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