

Person	Before	During	After
Learner	Identify relevant cases that can be included in ethics discussion.	Think about how you will recognize an ethical dilemma when you are on the job.	Meet with your supervisor to help you identify your value pattern tendencies (e.g., deontological – teleological).
Trainer	Meet with child welfare personnel to identify relevant ethical case scenarios for later use in training.	Help learners make cognitive connections from in-class discussion to real work situations by helping them identify a case to use the ethical decision making model.	Send an email reminding learners to work on their ethics action plans. Meet with learners for a follow-up “booster shot” session to discuss application of ethics learning
Supervisor	Meet with worker to emphasize the importance of ethics training for the organization. Communicate the value of training and the integration of the NASW Code into everyday practice	Attend the ethics training with the entire team.	Lead a discussion during a team meeting regarding ways that the ethics training could be incorporated into daily practice.

**Figure 1: Ethics Transfer Matrix**

Adapted from: Curry and McCarragher, (2004). Training ethics: A moral compass for child welfare practice, *Protecting Children*, 19, 37-52.