



# The Alliance

for PROFESSIONAL DEVELOPMENT,  
TRAINING, and CAREGIVER EXCELLENCE

## Workforce and Caregiver Training Quarterly Report July–September 2022

# Foundational Core development prioritizes working with community

### Workshops gather input to ensure those served have a voice in process

During the first quarter of this year, The Alliance moved into the next phase of Foundational Core development.

The new training will have four blocks of work: Foundational, Engagement, Assessment, and Case Planning. Each block will have working teams that include a lead writer, facilitator, stakeholders, tribal members, and community partners.

Quarterly meetings will be available for partners and stakeholders to ensure communication regarding status and timeline of the project.

### Community-first approach

This work is beginning with a new process of inclusion.

The Alliance hosted workshops for DCYF partners and visited various parts of the state to connect with our caregivers, community and tribal partners. The goal is to incorporate stakeholder and community participants who represent diverse populations served across Washington state.

We received input from the parent ally group, Treehouse, licensing, and CPAs.

Recommendations include:

- Incorporating TBRI in curriculum;
- Using people with lived experience as representatives/co-facilitators and/or supporting curriculum development;
- Working with parent allies/parent representatives/peer partners/parent leaders to have better relationships/collaboration;
- Addressing social worker judgment toward these groups based on past history and distrust;
- Pairing a social worker with a parent ally;
- Emphasizing that social workers should show respect toward parents involved in child welfare;
- Highlighting the need to believe that families should be able to raise their children;
- Ensuring new workers understand social work burnout and making sure they know resources available to them;
- Teaching how to help children stay connected to their families/culture;
- Incorporating information about mental health and mental health disorders;
- Showing social workers what a parent goes through with the dependency timeline — to really think about what the logistics look like for the parent;
- Incorporating Amara Tidbit trainings (understanding substance abuse, family time visits, building relationships between parents and caregivers); and
- Training/supporting social workers ability to carve out time for in-service trainings in areas they need to build knowledge and skills and how to better work and support families.

# 'LGBTQ+ Awareness' course supports licensing staff in learning to assess

*Developing Skills for Licensing Staff Assessing LGBTQ+ Awareness and Support was offered three times in Q1 FY2023. The course received responses in FY2022 that yielded rich qualitative data, so this quarter was an opportunity to look at a section of more recent training data.*

Respondents to recent surveys from this course (n=10) averaged 98 percent on the knowledge assessment questions. The knowledge assessment included questions about placement stability for LGBTQ+ youth, requirements in DCYF Policy 6900, and bedroom sharing guidelines for transgender youth.

Respondents rated their experience in the course 4.5 out of 5.0 in terms of their motivation, the trainer's use of examples, and their sense of safety in the learning space.

In open-ended responses, what learners found most

useful were examples of common questions and responses for use in caregiver assessment.

The majority of respondents felt there could have been more time allocated to getting clarity about assessment expectations of licensors, and for practicing challenging conversations with caregivers. One learner noted that assessment is an ongoing process and that there might be questions to begin with and ways to follow up if caregivers are willing to learn.

Individual suggestions included more instruction regarding:

- State and/or local child welfare data about the LGBTQ+ population in need;
- Support for trans youth;
- Engaging with people of color who identify as LGBTQ+; and
- Assessing caregiver's ability to be affirming of children's parents who identify as LGBTQ+.

## TRAINING SUMMARY

This quarter, a total of 1,711 learners participated in instructor-led trainings. 668 learners completed instructor-led workforce courses and 1,043 learners completed instructor-led caregiver courses. Due to challenges around data collection, we are not reporting online-based CCT completions this quarter.

