

Workforce and Caregiver Training Quarterly Report Quarter 3: January–March 2021

IN THE SPOTLIGHT: ALLIANCE CaRES

On March 15, the Alliance launched its new caregiver retention and support program, Alliance CaRES. In partnership with DCYF, this work offers resources and community to caregivers across the state.

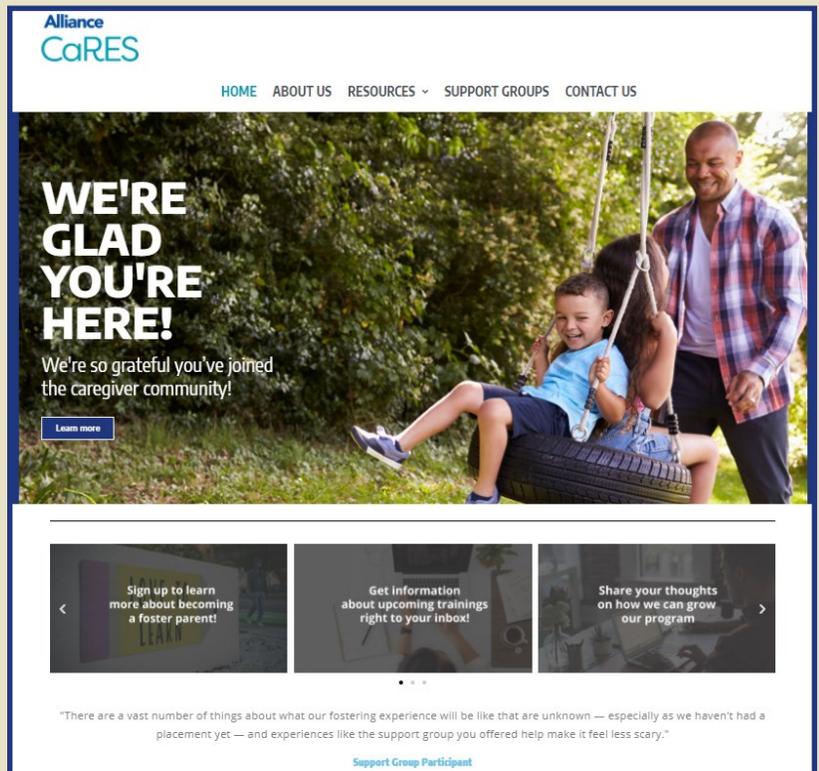
The new program includes outreach and support to prospective caregivers on their journey to licensure as well as ongoing support for licensed and kinship caregivers at the point of licensure, first placement, and beyond.

Support groups were a large focus of CaRES' initial efforts. In this quarter it provided multiple sessions of "Who Is Taking Care of the Caregiver?" a facilitated support session led by Alliance trainers that centered around self-care.

The program also is focused on increasing retention through the FIRST line (which prepares for how to navigate an investigation) and social media. A website created specifically for the program, alliancecarescommunity.org, provides a central place where caregivers can go to find information about the program, updates on support groups, links to helpful resources, and more.

As CaRES grows it will be launching a mentorship program and a warm line in coming months.

Visit our website: alliancecarescommunity.org

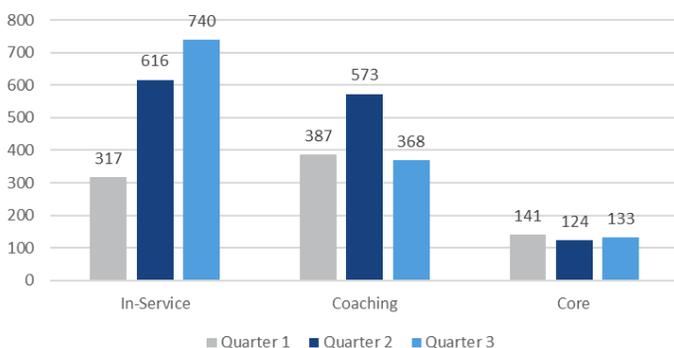


INSTRUCTOR-LED TRAINING SUMMARY

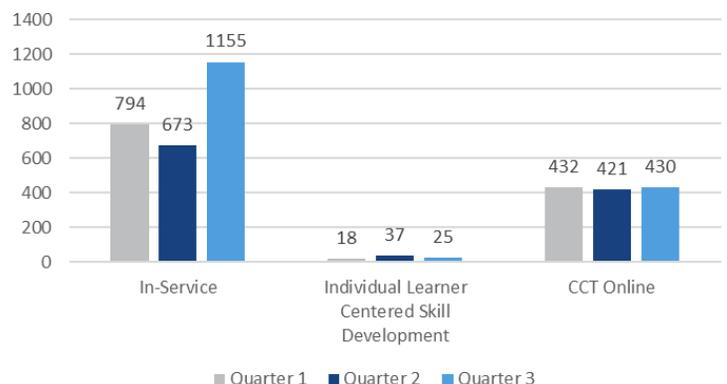
This quarter, a total of 2,851 learners participated in instructor-led training, compared to 2,444 in the second quarter and 2,089 in the first.

eLearning comparison graphs can be found on page 6 (workforce) and page 30 (caregivers) of this report.

Workforce Completions Q1-3



Caregiver Completions Q1-3



TRIBAL RELATIONS HIGHLIGHT

The Alliance partnered with DCYF’s Office of Tribal Relations to provide “**Working With Qualified Expert Witnesses in Support of ICWA**” to expand the use of Qualified Expert Witnesses (QEW) in Washington state.

The training helps DCYF staff and Tribal workers understand how to find, develop, and prepare QEWs to testify in Indian Child Welfare Act (ICWA) cases and implement ICWA effectively in their work.

This course begins with guiding the learner through developing an understanding of the historic relationship between Indian children and the United States child welfare policy, which led to ICWA. Participants learn how to implement ICWA effectively, and how it is intended to keep an Indian child with their family.

EVALUATION: SUPERVISING FOR SAFETY

In response to the PIP, the Alliance launched the “Supervising for Safety” series, which aims to support supervisors in the understanding and application of assessment tools and integration of these tools into their supervision. The series consist of three webinars, “Out of Home Care”, “Remain or Return Home Decisions”, and “Removal Decisions”, and an eLearning “Decision-Making Tools for Supervisors”.

The training is focused on teaching DCYF leaders how to support their staff in preventing and responding to safety threats in out of home care, and how integrating safety framework tools may help with this process.

In open-ended comments, respondents noted the benefit of policy review, applied scenarios and shared learning with other supervisors to support critical thinking. Some participants noted limited interactions in the breakout rooms and Alliance staff met to discuss setting group norms and providing structured support for future classes.

Across 12 targeted learning objectives, respondents shared ratings of 4.2 to 4.6. “Supervising for Safety” will be available to AAs and supervisors in PIP offices by May 5 and will be available to the entire state after July 1. For full evaluation, see page 36 of this report.

