



The Alliance

for PROFESSIONAL DEVELOPMENT,
TRAINING, and CAREGIVER EXCELLENCE

Workforce and Caregiver Training Quarterly Report April-June 2022

Conferences shine light on relevant topics while taking time to inspire and motivate

The spring quarter of 2022 was filled with events for teams across DCYF, with both the Area Administrators Summit and the Program Managers Conference taking place.

Area Administrator Summit

The annual Area Administrator Summit was held virtually on April 28, with 60 attendees.

The plenary speaker was Steve Pemberton, the author of "A Chance in the World," which recounts his time in foster care and how that played a role in his eventual success. He spoke about this journey and how to find hope in each other, which is part of his upcoming book "The Lighthouse Effect."

One attendee commented, "I want to be a lighthouse for my staff and the families we are entrusted to work with on a daily basis." This plenary session received a 4.7/5 rating in survey results.

The Summit also offered additional sessions on peer support and staff recruitment and retention.

Participants overall had positive comments about the inspiration and perspective provided by the

plenary speaker, and the ability to come together to discuss peer support and staff retention. Some attendees were looking for more inspiration and more in-depth exploration of the topics.

Participants had a range of suggestions for future summits, including leadership topics, more inspirational speakers, and sessions on ongoing staff support and retention. There were a few comments highlighting the desire to have the full range of job duties and divisions of the agency acknowledged, both in session choice and in small group discussion.

Program Manager Conference

The Program Manager Conference was held virtually on May 24 and 26, with 115 attendees.

The event hosted two plenary sessions and five workshops on Day 1, and one plenary session and five workshops on Day 2.

Overall, participants' feedback was positive. Across all feedback, common themes included take-aways on self-care reminders and strategies, information on stimulus and response, updates on FFPSA efforts, and facilitation skills. Many



Steve Pemberton is an author and acclaimed motivational speaker. He grew up in foster care and shared his story at the Area Administrators Summit.

Participants expressed appreciation for being able to network with other program managers. A few also expressed interest in being provided with presentation slides and being offered an in-person conference to enhance the networking experience.

Right Response Elements+ teaches key skills to help workers keep children safe

Right Response Elements+ (n=17)

“Right Response Elements+” is a training that focuses on preventive, de-escalation and safety techniques and skills. The course was previewed as a new program in a quarterly report earlier this fiscal year, so this serves as an update on initial evaluation data.

Learner ratings

Overall, learners rated themselves 3.8 out of 5 (on a 1-5 scale where 5= “Strongly Agree”) on the learner experience portion of the survey. They noted an average 4.3/5 rating

on “feeling safe,” and 4/5 around feeling “motivated to put this training into practice on the job.”

Most useful

When asked what piece of the training they would most use in their role, learners most often commented on using the cycle of reflecting for themselves and children they work with. They also see themselves taking forward skills around open discussions and discussing trauma with caregivers to aid in deeper understanding youth in care.

Learners noted they found helpful

“Trainers were engaging and did a great job presenting the information.”

the examples of how to use techniques, the workbooks, and the ability to discuss topics in small groups.

In reference to training platform, learners wanted to have an opportunity to do the physical/ in-person portion of the training. Others noted the Zoom platform can be difficult, while some said the flow and breaks were appropriate.

TRAINING SUMMARY

This quarter, a total of 1,912 learners participated in instructor-led trainings, with 309 completing online-based CCT. 896 learners completed instructor-led workforce courses and 1,016 learners completed instructor-led caregiver courses.

