

## Workforce Committee NOTES

Meeting: April 5, 2018

Members: (Chair) Deborah Martin, Stephanie Willard, Camron Smith, John Seeley, Richie Thomas, Julie Scholz, Kirk Wolfe, Nan Waller, Phaedra Whitty  
Staff: Annette Marcus

Objective: 1. Review goals and progress on action plan.  
2. Determine next steps, roles and responsibilities to move action items forward.

	Topic	Process/Who	Notes
I.	Welcome and Introductions	In attendance: Molly Miller, Deborah Martin, Annette Marcus, Stephanie Willard,	Molly Miller who works with the Child Safety Program with DHS met with the group to discuss training the child welfare workforce.
II.	Training the Child Welfare Workforce	Update on efforts in DHS around this effort. Discussion of how we can support the effort	<p>Molly shared that the Critical Incident Review Committees that looks at Systemic Issues in child welfare noticed a year ago that a number of youth suicides also had some connection with child welfare such as history of a previous abuse/neglect report or active engagement with the foster care system.</p> <p>In response, DHS will work to provide education and training to staff around suicidality. Have talked about the scope of the work for child protective services. 1) Training and Education staff and foster parents, suicide awareness 2) Develop a checklist of things that a worker should be considering when working with children's (not assessment so can refer appropriately.)</p> <p>Brainstorm Regarding Next Steps with Alliance: We discussed policies and procedures. Discussed developing a culture of support and information rather than blame within child welfare</p> <p>Molly met with her team to discuss. Had child welfare quarterly staff trainings in the past, but due to worker overload they no longer occur.</p> <p>Goal is to provide gatekeeper education/tools both to child welfare workers and to foster parents. We explored whether it might make sense to work with the team of consultants at PSU who are assigned to work with DHS—or if there might be a different way to approach. Molly would like to have a one-page resource developed for foster parents. Molly said that they are really looking to the Alliance for subject matter expertise and support around developing a workforce training plan.</p>

			<p>Want to be intentional about how provide materials. We talked about gatekeeper training. Need to organize time and spaces. Develop an identified expert in each region. First we offer the information and then assess for interest. Molly foresees advertising a 2 hour or half-day training. 2 hour to half-day training. There is not currently resource to “buy” new training—generally it comes from the consultant team. We discussed many obstacles and challenges to training all workers plus foster parents.</p> <p>Deborah suggests a train-the-trainer. Molly was also interested in having Stephanie tell tell her story to child welfare workers—felt that it was highly relevant to the families and children with whom they work. One suggestion was to develop a video.</p> <p>Possible Next Steps: Create powerpoint and hand outs for staff and parents.          Provide training of trainers to PSU consultant team and/or training unit.          Maybe we could do a video session of Stephanie’s story?          Look at the domestic violence model of having an identified expert at each regional office.</p>
III.	Hexagon Tool		Hexagon Tool
III.	What do we already know about workforce training in the state?	<p>Several action items on our action plan call for the Alliance to both gather information and to endorse specific trainings or approaches. How do we see endorsement? Are we a clearinghouse or information or more? IS there a specific gap that we want to fill?          Deborah/Annette</p>	
IV.	Discuss Support Group Facilitator	What next steps are needed to move this goal forward?	<p>June 6-Action Plan          Recommend trainings for facilitators of bereavement and attempt survivors support groups.</p>

v.	Close	Affirm Action Steps and Report to Alliance Set Date for Next Meeting	