



AZ Human Service Delivery Organizations Training Conversation



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ASU Center for Child Well-Being (Phoenix, AZ)



Drawing upon the expertise of faculty from across ASU's research enterprise, we work to increase resilience among families and to build safer and more vibrant communities for young people.

Faculty researchers and students support, sustain, and improve community-based public services to children and families.

our vision

We believe society can collectively overcome challenges and make a difference by ensuring the health and well-being of its children.



AGENDA

Reasons (and Results) from the 2016 Statewide Training Scan

- Why we did the survey
- Can we bring greater resources to bear on the common challenges of workforce development across human service systems?

What the survey made us realize

- Opportunity for Collective Impact: Informing future training opportunities & meeting our collective needs in collaborative manner

Group Exercise – Identifying Collective Strengths & Needs

- Knowing What's Available / Receiving & Attending Training
- Training Development
- Training Delivery
- Training Evaluation
- Training Tracking / Crediting Participants

HOW THE SURVEY CAME TO BE....



A key value of ASU's Center for Child Well-Being is the facilitation of collective impact.

We are committed to creating a culture of beneficial exchange through community collaboration, cooperation, and enduring partnership

Source:

<https://www.facebook.com/PixarBrave/photos/a.156317561064678.37301.156129274416840/1427495563946865/?type=3&theater>

WHY WE DID THE SURVEY

What really keeps well-meaning (aka “helping”) people and organizations from success?

Access to the “expert” or the latest/best “evidence-based program/product”?

Financial support and sustainability?

Less bureaucracy and/or regulation and oversight?



WHY WE DID THE SURVEY

Leaving “Room on the Plate”

Allows space for:

- True Relationship
- Getting out of our silos
- No “wrong door” or “wrong question”
- Identification of complimentary goals/missions





ARIZONA'S PARTNERSHIP MODEL

Arizona State University (ASU) and the Department of Child Safety (DCS) have established a multi-year Title IV-E agreement which fully captures both child welfare and university training activities which are eligible for federal funding participation through 2021.

- To date, this agreement has resulted in a decrease in state and university costs associated with these activities ranging from 26% to 42%.
- It has increased Arizona's federal Title IV-E claim by over \$2 million on eligible activities that were previously not reportable.

STATEWIDE TRAINING SCAN

Purpose:

1. To catalog the wide variety of existing training topics occurring across systems
2. To inform future training opportunities for staff, system partners, and/or the family unit (birth, kinship, foster & adoptive)
3. To identify and formally recognize training that may qualify for federal funding pursuant to Section 474(3)(A) of the Social Security Act and 45 CFR 1356.60

INCREASED BENEFITS

Assessing the broader human service community for existing Title IV-E activities and offering a Partnership model may:

1. Decrease state spending by increasing federal participation in the training of staff, stakeholders & the family unit
2. Allow for **greater collaboration across human service systems** in terms of common training topics
3. Potentially generate a brand new funding stream (through FFP) that could be accessed by the broader training community to develop new and improved training for human service agencies

20+ TRAINING TOPICS CONSIDERED ELIGIBLE

Social work practice	Permanency planning	Independent living
Relational competence & communication skills	Risk & protective factors	Impact of child abuse and neglect on a child
Evidence-based techniques for case planning	Facilitating attachment & promoting stable relationships	Child social/emotional development and well-being
Cultural competence (incl. sexual orientation, gender identity and/or gender expression)	Resilience; strategies for minimizing traumatic experiences of placement for children	General mental health, domestic violence, substance abuse,
Use of screening & assessment tools to develop a case plan	Activities designed to preserve, strengthen & reunify the family	Effects of separation, grief & loss, and family visitation

STATEWIDE TRAINING SCAN

Survey Design & Methodology

Online anonymous survey format

- Average length of time for survey completion = 20 minutes
- 45 questions - mostly multiple choice
- 1 question requesting respondents to list 3 of their partner organizations (convenience sample)

485 Total Target Respondents (survey invite sent via organizational email)

= 117 unduplicated agency respondents or 24% response rate

STATEWIDE TRAINING SCAN

Survey Responses

What is the primary focus or line of business for your organization?



STATEWIDE TRAINING SCAN

Survey Responses

Who are the recipients of your organizations products/services?

*duplicated counts / organization may be represented in more than one category

- 69 organizations serve caregivers of children who are in out-of-home care (legal dependents of the public child welfare system)
- 82 organizations serve children who are in out-of-home care (legal dependents of the public child welfare system)
- 88 organizations serve children and families at risk of involvement (or who are already involved) w/ the public child welfare system

STATEWIDE TRAINING SCAN

Survey Responses

What types of organizations responded?

- 66% Not for profit/Non-profit organizations
- 21% For-profit organizations
- 9% Public/Government agencies
- 4% other (mostly sole proprietorships and or LLC)

What size of organizations responded?

- 32% with 1-49 total employees
- 41% with 50-199 total employees
- 18% with 200-599 total employees
- 9% with more than 600 total employees

STATEWIDE TRAINING SCAN

Survey Responses

100% of survey respondents report **conducting training eligible** for Title IV-E participation

59% of these agencies report **no current contractual relationship** with the public child welfare agency (Department of Child Safety)

78 agencies have **requested follow-up** from ASU regarding their interest in learning more about partnership opportunities as well as funding mechanisms for training

STATEWIDE TRAINING SCAN

Survey Responses

ASU considers the survey as a first step and way to “open the door” to conversations related to both partnership as well as maximization of Title IV-E funding.

1. ASU will meet with DCS to inform them of initial survey results and form a collaborative plan to explore the feasibility of extending Title IV-E partnership to new agencies
2. ASU will conduct more in-depth follow-up with the 78 agencies who indicated they want more information in order to further educate the human service community regarding Title IV-E partnership possibilities

GROUP EXERCISE

Identifying Collective Strengths & Challenges

Training Areas


1. Receiving & Attending Training
2. Development of Training
3. Delivery of Training
4. Evaluation of Training
5. Tracking & Crediting of Training

TABLE EXERCISE

Identifying Collective Strengths & Challenges

Instructions: Each person has a worksheet with the 5 areas listed

- (10 min) Work independently to identify your own/your organizations current strengths and challenges in each area
- (15 min) Share with others at your table what you have identified
- (15 min) Using the colored post-its at your table, create a master list of strengths and challenges (by the 5 training areas)
- (30 min) Report out table findings



THEMES & OPPORTUNITIES

Full Group Conversation

- What are the themes & opportunities that occur to you from what has been shared thus far?



BENEFITS OF CONTINUING THE CONVERSATION

Full Group Conversation

- What keeps us stuck?



NEXT STEPS

Full Group Conversation

- Who else needs to be in the room?
- How often does the group want to meet?
- Do we need a smaller group of volunteer leads?

ADVANCING CHILD AND FAMILY WELL-BEING

Strategic Partnerships for Child Welfare Training: (The numbers)

- 1 Multi-year agreement with Department of Child Safety (DCS) that acts as the mechanism to report Title IV-E expenditures for inclusion in federal claims through 2021
- 5 Quarterly reports of ASU Title IV-E eligible expenditures included in AZ's federal claims (representing over \$2 million increase in training activities)
- 4 Presentations at national and local conferences / AZ named as host state for the 2017 National Title IV-E Roundtable conference.
- 78 Arizona organizations interested in exploring feasibility of Title IV-E partnership as a result of a statewide scan of human service provider training
- 3 Tools & Reference Materials specific to University Title IV-E Partnerships:
 - Title IV-E Decision Tree for University & Child Welfare Administrators
 - Hightower, A. (2015). *Leveraging federal funding to support foster parent training: A resource for public child welfare and university administrators.*
 - 20 minute companion video presentation: <https://vimeo.com/162422588>