TRAUMA TRAINING

[E-Track Learning Numbers will vary according to workshop, as listed below]

Caseworkers and caregivers: Studies show that a majority of children and youth who enter the child welfare system show symptoms of traumatic stress and are in desperate need of intervention. But would you recognize the symptoms if you were to see them, and would you know how to respond once you recognized them? If you said “no” to either of these questions, trauma training is meant for you.

What is trauma training?

Trauma training focuses on understanding trauma and its impact on the children we serve. These trainings will provide foundational knowledge about complex trauma, coping, resiliency, and secondary traumatic stress.

There are currently two multi-session series (one for caregivers and one for caseworkers) and one stand-alone course that make up the menu of standardized trauma training. These include the following offerings:

- The Child Welfare Trauma Training Toolkit. A four-module series of workshops developed by The National Child Traumatic Stress Network (NCTSN) to help agency staff embrace trauma-informed child welfare practice. The three-hour modules include
  - NCTSN Toolkit: Overview of Trauma and Its Effect on Children [E-Track No. 318-3 -NOS]
  - NCTSN Toolkit: The Impact of Trauma and the Importance of Safety [E-Track No. 318-33-NOS]
  - NCTSN Toolkit: Identifying Trauma-related Needs and Enhancing Well-being [E-Track No. 318-34-NOS]
  - NCTSN Toolkit: Worker Well-being and the Importance of Partnering [E-Track No. 318-35-NOS]

- Caring for Children Who Have Experienced Trauma: A Workshop for Resource Parents. A four-module series of workshops developed by The National Child Traumatic Stress Network (NCTSN) to help caregivers provide trauma-informed care to the children in their homes. The three-hour modules include the following:
- Caring For Children Who Have Experienced Trauma: Trauma 101 [E-Track No. 991-2-NOS]
- Caring For Children Who Have Experienced Trauma: Understanding Trauma’s Effects & Building A Safe Place [E-Track No. 991-3-NOS]
- Caring For Children Who Have Experienced Trauma: Feelings, Behaviors, Connections & Healing [E-Track No. 991-4-NOS]
- Caring For Children Who Have Experienced Trauma: Becoming An Advocate & Taking Care Of Yourself [E-Track No. 991-5-NOS]

- Building Partnerships: Providing Trauma-focused Cognitive Behavioral Therapy for Youth in Care [E-Track No. 318-15-S]

In addition to standardized trauma training, several OCWTP trainers offer specialized courses in this area. In E-Track, you can do an advanced search using either the caseworker classification “Trauma: Services to Children Who Have Experienced Trauma, and Their Families,” or the caregiver classification “Trauma: Helping Children Who Have Experienced Trauma.”

Who is the intended audience?

--Building Partnerships: Providing Trauma-focused Cognitive Behavioral Therapy for Youth in Care is designed for therapists and caseworkers to attend together.

--The Child Welfare Trauma Training Toolkit is intended for caseworkers.

--Caring for Children Who Have Experienced Trauma: A Workshop for Resource Parents is intended for foster caregivers.

Is training credit offered?

Each module in each of the two series offers three hours of training credit towards ODFJS requirements for ongoing training. Licensed social workers and counselors can receive 2.75 hours in continuing education credits per module, for a total of 11 hours. Building Partnerships offers six hours of training credit and 5.5 hours in continuing education credits.

How the trauma trainings are structured:

Each of the NCTSN series consists of four modules, three hours each. Workers can attend the entire series or just the modules that meet their needs. Both series are guided by the
NCTSN’s essential elements for trauma-informed child welfare practice and are trained both by persons who have expertise in trauma and those experienced in child welfare.

*Building Partnerships* is a single six-hour workshop. A team of three trainers presents this workshop. One trainer represents the mental health perspective, one represents the child welfare perspective, and one represents the foster child’s perspective. The first half of the workshop focuses on raising awareness and providing information about trauma and its pervasive impact on the youth we serve. The second half of the workshop focuses on principles of trauma-informed casework and therapeutic strategies as applied to case planning and treatment planning. Child welfare professionals should consider attending with local mental health professionals.

**How these trainings can help caseworkers and caregivers:**
Caseworkers and caregivers will have more empathy toward children exhibiting negative behaviors. They will be more aware of the signs of trauma and better equipped to help traumatized children. They will also be able to monitor their own secondary trauma reactions. Caseworkers will feel more confident when selecting and working with a therapist for the child. Caregivers will better understand the “why” behind negative behaviors and be able to address them through a therapeutic rather than punitive approach.

**How these trainings can help children and families:**
Children and families will benefit when providers have a common goal with a unified approach to reach that goal. Children reacting to trauma with negative behaviors will receive empathy and appropriate trauma-informed interventions. All children will be able to feel safer and learn positive coping skills from their caregivers.

**How your agency can use these trainings:**

*Trauma Training Toolkit*
Ideally, all agency workers will attend the full series; agencies can then determine any additional training needed. For example, an agency may be interested in incorporating the *Trauma Referral Tool* and request additional training or group coaching to meet this specific need. In some cases, agencies may already be competent in some areas of trauma-informed practice and may ask their staff to only attend selected modules.
Building Partnerships

Agencies will build better relationships with their partnering mental health agencies by clarifying roles and using shared tools and a shared language. Child welfare agency members can request this training and invite therapists from their partnering agencies to attend with them. After the training, the child welfare members can meet with their counterparts to review the tools and information and develop strategies for improving collaboration.

Caring for Children Who Have Experienced Trauma

Ideally, all caregivers would attend the full series, unless they have previously attended basic trauma training. The series could be followed up with a learning lab to help caregivers practice what they have learned. Coaching could also be provided to caregivers who want to really hone their skills and take the “tougher” kids. Requests for foster caregiver coaching should be routed through the caregiver’s worker.

Tips for success:

Workers need support in providing trauma-informed practice:

- Before workers attend any trauma training, their supervisors should talk to them about the agency’s practices and philosophy, encouraging them to consider how the information shared in the workshops might apply to their practice.

- After training, supervisors should encourage workers to share what they have learned with co-workers and try out some of the tools presented.

- Finally, supervisors should be proactive in employing recommended Transfer of Learning Strategies with their workers. These workshops are most effective when the entire agency, including caregivers and partnering mental health agencies, embraces the philosophy of collaboration.

Caregivers will benefit from their workers’ support throughout the training:

- Before caregivers attend any training, workers should consider talking to them about the training and direct them to the NCTSN.org website.

- After training, workers can help enable caregivers to implement what they learned by asking caregivers to keep a log of times they observed trauma reactions and how they responded. Workers can then review the log during a home visit.
What workers and supervisors are saying about this course:

- “We need more people in this field to be on the same page.”
- “This information is very critical to what we do in child welfare. It has provided a lot of open discussion and new learning.”
- “I appreciate the varied perspectives of presenters and the wealth of information.”
- “I would recommend this training to others, especially for direct service staff. Provides framework for different ways we can look at our families.”

How to access:

Check E-Track for course offerings and registration.

For questions, contact your RTC.