



Plummer Youth Promise Free Self-Guided Asynchronous Training

Title: It Can't Happen Without You - The Essential Role of Direct Care Staff in Permanency

Audience: Staff in residential and group care. Early learners in permanency and relational family work.

Time: The total time is 2.5 hours. The training is comprised of 3 courses. Each course is presented in mini sessions [EG: 5 – 10 min], so participants can complete individual sessions and pause, complete course by course, or complete the full training at once.

Course 1: Permanency: What is it and why is it so important?

Total time: 20 minutes

Course 2: 10 Beliefs that guide the work.

Total time: 2 hours [broken into 12 sections]

Course 3: Preparing for your essential role.

Total time: 10 minutes

Purpose: There are two reasons to create an e-learning version of this training. The first is to accommodate the shift-based scheduling of direct care staff. We realize that it is difficult to dedicate a solid 2 – 3 hours of time in this role. The e-learning structure allows staff to complete the full training over the course of a week at moments that are convenient for them.

The second reason for the e-learning version is to provide an easily accessible entry-level learning space for people newer to the field. The e-learning structure provides the foundational values and beginning skill set to integrate permanency throughout an organization.

Overview:

The training is interactive and requires full participation from the learner. It includes reflection, activities, videos, animation, case studies, and supervision check points. The training was designed by direct care staff and national permanency trainers and consultants. It is focused on the unique positioning of direct care staff to advance permanency outcomes in day-to-day interactions with youth and families. Helpful tips and tools are shared by direct care staff. Core permanency values and teamwork with clinical staff is emphasized throughout each course.

The learning goals include:

- Understand the definition and importance of permanency for all youth.
- Know how to use their role to authentically engage and support youth and families in permanency conversations.
- Identify one action step for “making their best better” in advancing progress toward permanency.
- Consider how race, equity, and inclusion impact permanency work, specifically cultural humility and implicit bias.

Access: To access this course, please register [HERE](#) and a link will be sent to you.