



Caregiver Training Redesign

April 2022

Vision

Caregivers across the province are provided consistent, evidence-based, responsive training that is accessible, flexible, competency-based, culturally informed and relevant to caregiving.

What's New

Caregiver Training has been revised to align with current research, legislation, policy, Indigenous worldview and practices such as the Practice Framework, Signs of Safety, the Four Areas of Connection, and trauma-informed approaches. The new modules incorporate Alberta-specific content and the licensed online training model Parent Resources for Information, Development and Education (PRIDE).

Delivery – Provincial Caregiver Training Team (PCTT)

Provincial Caregiver Training is administered and delivered by the Provincial Caregiver Training Team. The PCTT:

- Registers new applicants into PRIDE Pre-Service training, which replaced Orientation for Caregiver Training (OCT), January 2022
- Registers and delivers Kinship Orientation for Caregivers (KOCT)
- Facilitates instructor-led In-Service modules, formerly known as Core Training

April 4, 2022 Caregivers will access all training online through PRIDE Online, a new learning management system (LMS), which replaces OLE. Enrollment into PRIDE Online will be automatic for existing caregivers and applicants will be added as needed by the PCTT.

Competency-Based Model

Caregiver Competencies were developed in Alberta in 2020 through a collaborative process involving caregivers, the Alberta Foster and Kinship Association (AFKA), Children's Services, Agency, and Delegated First Nations Agency (DFNA) representation. The competencies identify the skills and knowledge required for successful caregiving.

Caregiver Competencies

1. Supporting children, youth and families with historical trauma, loss and grief
2. Maintaining a child or youth's culture
3. Collaborating for successful transitions
4. Responding to the demands of the caregiving experience
5. Working in collaboration with Children's Services
6. Building relationships with the child or youth's family
7. Identifying and promoting the child/youth's development

Learning Pathway

To support the growth and development of new caregivers to meet these competencies, a Learning Pathway has been created to help guide the way. The Learning Pathway and associated evaluation tools will be used to identify demonstrated competencies and outline a plan to meet all of the competencies identified for successful caregiving. More on this to come.

NEW Model

Provincial Caregiver Training uses a blended approach incorporating online training modules through PRIDE e-learnings, Alberta-developed e-learnings, as well as instructor-led courses facilitated online by the PCTT. The model includes Pre-Service, Kinship and In-Service training.

Pre-Service Training

The caregiver training journey will begin with PRIDE Pre-Service, which replaces OCT. PRIDE Pre-Service focuses on helping kinship, foster and legal permanency applicants understand what the caregiving experience is like and what is expected of caregivers in Alberta. It will help applicants decide if they are ready to become a caregiver.

- Consists of 10 e-learning sessions that participants take at their own pace
- Required for Foster Care and legal permanency applicants
- Uses self-reflection through an e-book for each session
- Incorporates an ongoing mutual assessment process, whereby applicants assess their motivation and readiness, and Children Services assesses suitability for the caregiving experience
- Includes virtual check-ins with the applicants and facilitators to support learner transfer

Kinship Training

Kinship Caregivers are required to take the following training:

1. For orientation, they have the option to take one of the following:
 - a. Kinship-specific training designed to meet the unique needs of kinship caregiving
 - Includes essential information about expectations, working within systems, challenges and strategies specific to kinship caregiving
 - Virtually facilitated and offered regularly by the PCTT
 - b. PRIDE Pre-Service
2. Safe Babies (if caring for children 3 years and younger)

In-Service Training

In-Service training, formerly known as core training, is required for approved foster caregivers. Kinship caregivers and legal permanency families are invited to take the training as well.

In order to access this training, caregivers will self-register through PRIDE Online. The course catalogue will include a blend of PRIDE e-learning modules, Alberta e-learning modules and Alberta-specific instructor-led modules:

- Seven PRIDE e-learning modules (which include several sessions per module)
 1. The Foundation for Meeting the Developmental Needs of Children and Youth
 2. Positive Discipline Strategies to Protect, Nurture and Meet Developmental Needs
 3. Sexuality Through the Ages and Stages of Development

4. Supporting Relationship Between Children, Youth and Their Families
 5. Working in Collaboration with the Case Team
 6. Promoting Children and Youth's Personal and Cultural Identity
 7. Managing the Caregiving Experience
- Alberta e-learning modules
 - Safe Babies
 - Alberta-specific Instructor-led modules
 - Consists of the recently redesigned In-Service modules that are currently being offered virtually
 - Provide an opportunity for caregivers to connect virtually from around the province to share learning and experiences

FAQs

1. How is PRIDE training facilitated?

PRIDE uses an online delivery model of e-learning, which is navigated by the student at their convenience. The 'hosts' or trainers of PRIDE are video recorded and provide narration and direction throughout the e-learning. The training includes a variety of resources, videos, interactive and reflective learning activities and a workbook for participants. Participants respond in the training and their answers are saved into what is called an e-book. This is a resource they can download and save on their computer, or print out for future reference.

2. Who needs to take PRIDE Pre-Service?

PRIDE Pre-Service is required for all legal permanency and foster care applicants. Kinship caregivers can take PRIDE Pre-Service or opt for the instructor-led Kinship Orientation Training. Kinship caregivers would require PRIDE Pre-Service should they decide to pursue caregiving in other ways (foster/permanency).

3. How do applicants access PRIDE Pre-Service Training?

Applicants cannot access PRIDE Pre-Service on their own. Applicants must be referred by program staff who send a referral to the PCTT. This registration includes the full name, mailing address, email address and phone number of *each applicant*. The Admin team will enroll the applicant(s) into PRIDE and register them into Pre-Service. It is important to note that each applicant is required to have their own unique email address.

The applicant will receive an automatic email from CourseMill (PRIDE Online) with a link to the training modules, a User ID and a password. The applicant will also receive an email from PCTT with the Privacy of information collection notification, the Student Handbook, and a calendar of upcoming learning check in dates.

4. What is the expectation around completing PRIDE Pre-Service?

Applicants have 12 weeks to complete PRIDE Pre-Service. There are 10 sessions that take approximately 35 hours to complete, as well as two mandatory virtual check-ins. An applicant will complete session 1-5 of the e-learning, and then complete a learning check-in. The second learning check-in will take place once the applicant has completed session 6-10. Applicants will receive a

certificate at the completion of the 10 sessions and the 2 learning check-ins. If an applicant has not completed in that timeframe, program staff will follow up with them to determine next steps.

When Pre-Service is completed, the applicant is responsible to forward their completion certificate to their program staff, which notifies program staff that the applicant is ready to move to Home Assessment. Program staff will notify PCTT whether or not the applicant is approved and requires access to In-Service Training.

5. What is the Mutual Assessment Process?

The mutual assessment process encourages applicants to carefully consider their interest and readiness to become caregivers. Applicants respond to questions in their e-learning, which creates an e-book that is saved for their future reflection. This e-book is a way for the applicant to reflect on the realities of the caregiving experience during PRIDE Pre-Service. At the same time, Children's Services is assessing whether the caregiver is ready and adequately skilled for the caregiving experience through discussing participants' learnings during the two mandatory live virtual check-in sessions.

6. Will I be required to take PRIDE In-Service training?

If you are a new foster caregiver, you will be required to complete all In-Service training which includes PRIDE e-learning modules, Alberta-specific e-learning modules and Alberta instructor-led modules.

If you are a current caregiver, you will work with your program staff to determine what training might be required or recommended for your learning pathway.

If you are a kinship caregiver, you are invited, but not required, to take In-Service modules (with the exception of Safe Babies if you are caring for children three years or younger).

If you are an approved legal permanency caregiver, or a caregiver receiving Supports for Permanency (SFP), you are invited to take In-Service modules, but they are not mandatory.

7. How will caregiver classification be assessed during the transition to the new training model?

Only one component of reclassification includes assessing caregiver learning. Learning assessment should include consideration of all available training at the time of assessment. Reclassification must consider whether the caregiver has demonstrated level 2 competencies, are willing and able to meet the expectations of a level 2 home, and meet the needs of children requiring an increased level of skill.

New tools are being developed, associated with the Learning Pathway, to assist in determining whether caregivers demonstrate level 2 competencies. As In-Service training will continue to be fluid (ie. updates, additions, etc), the expectation is that caregivers, including level 2, complete any new or updated modules as they become available. This is to ensure that all caregivers maintain a current working knowledge of policy and practice. As this area is under development, more information is to come.

8. Will the new In-Service training require completion within the first four years of being approved to foster, as core is now?

Completion of In-Service training is required within the first four years *after* being approved to foster, as policy currently indicates. The accessibility of training has improved significantly and training is considered mandatory to successful caregiving.

9. Will caregivers continue to require a certain amount of training hours per year?

Yes. In order for level 1 caregivers to complete In-Service training within four years, they will require approximately 30 hours per year.

Level 2 caregivers will continue to require 12 hours per year.

10. How do caregivers access In-Service Training?

Caregivers will be automatically enrolled into the CourseMill LMS, where they will access training through PRIDE Online. PRIDE Online is where caregivers will be able to view and access all available In-Service training from the course catalogue. This will include PRIDE e-learning modules, Alberta created e-learning modules, and registration into instructor-led modules.

Caregivers will receive an automatic email from CourseMill confirming their enrollment into PRIDE Online with a link to the curriculum, a User ID and a password.

11. Will the PRIDE Online bridge tracking with the Child Intervention Case Information Online (CICIO)?

PRIDE Online will not interface with CICIO. Manual entry into CICIO by Children's Services staff will ensure a caregiver's training history is fully captured on their electronic file.

12. Is there opportunity for regional caregiver training to be hosted on the PRIDE Online?

All provincially approved caregiver training will be hosted on PRIDE Online. If there is interest in continuing existing regional-specific modules, please contact project leads to discuss further.

13. Do caseworkers have the ability to log in to PRIDE to access the caregiver's training progress?

No. Caseworkers will not have access to caregiver profiles. Caseworkers will be able to request a progress report by contacting the Provincial Caregiver Training Team.

14. Is Foster Care Licensing impacted?

No, licensing is not impacted.

15. How will staff be prepared for implementation of the redesigned caregiver training?

Caregiver staff must support the growth and development of caregivers through regular evaluation, providing feedback, guidance and direction. Resources will be provided on the Caregiver Competencies and how to support learning and development through the Learning Pathway, including understanding training content and tools to evaluate competency.

All staff must understand the caregiving role and the importance and expectation to include caregivers as part of the case team. Resources will be provided to meet this need.

Administrative staff involved in caregiver training have been oriented to PRIDE Online.

16. How will caregivers be supported if they do not have internet, a computer, or comfort using either of these?

Transitioning caregivers to virtually facilitated training has been occurring since spring 2020, in response to COVID-19 restrictions. Progress has been made; however, further work will be required to address areas with more complex needs. As concerns arise, caregiver program staff will assess the needs and create a plan to ensure that all applicants and caregivers have access to training. Once the needs have been assessed, program staff can approach PCTT for assistance in working out the details.

17. Are there changes to the requirements for supplemental training?

Level 1 caregivers have four years to complete In-Service training, with no additional supplemental training required.

Level 2 caregivers continue to require 12 hours of training/year to meet annual training requirements.

18. Do caregivers have to take the updated Alberta-specific modules if they've taken them before?

It is important that caregivers have access to the most relevant and current information available in order to be successful in their caregiving journey. Caregivers will work with their program staff to determine their learning pathway. This may include taking Alberta-specific modules if the module has been significantly updated to reflect current evidence-based research, policies and practice. These modules count toward required annual training hours.

19. Who is responsible to keep track of training records?

Caregivers are responsible for keeping an accurate record of their training. Whenever they complete a training, they are encouraged to forward a copy of the completion certificate to program staff as a way to share their training accomplishments.

The Caregiver Training Redesign continues to evolve as implementation continues. Questions and feedback are welcome and will be addressed throughout the implementation process. The project team can be reached at CS.CaregiverTraining@gov.ab.ca