PRIDE Pre-Service

Questions and Answers

Caregiver Training Vision

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

Delivery of PRIDE Pre-Service

PRIDE Pre-Service uses an online delivery model, which is navigated by the participant at their convenience (asynchronous). The 'hosts' or trainers of PRIDE are video recorded and provide narration and direction throughout the training. The training includes resources, videos, interactive and reflective activities and a workbook for participants.

Pre-Service Training

The caregiver training journey will begin with PRIDE Pre-Service. PRIDE Pre-Service focuses on helping foster and adoption applicants understand what the caregiving experience is like and what is expected of caregivers in Alberta. It will help applicants decide whether they are ready to become a caregiver.

- Consists of 10 asynchronous pre-recorded video sessions that participants take at their own pace
- Required for foster care and legal permanency applicants
- Includes questions for self-reflection through an e-book for each session which could be requested from the applicant as part the home assessment process
- Includes a unique to Alberta session that communicates the importance of providing care that incorporates the unique needs of Indigenous children
- Incorporates an ongoing mutual assessment process, whereby applicants assess their motivation and readiness, and Children and Family Services assesses suitability for the caregiving experience
- Includes virtual check-ins with the participants and facilitators to support learner integration of the information about caregiving as well as the expectations of caregivers in Alberta

Kinship Training

Kinship-specific training provides essential information about expectations, working within systems, challenges and strategies specific to kinship caregiving. The Kinship Orientation Training (KOT) eLearning consists of nineteen units and takes approximately 8 hours to complete dependent on the individual learner's pace. It is mandatory for kinship caregivers should there be any issues around accessibility, then they will need to speak with their Kinship Supports Practitioner.

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 and Family Services, agency, and Delegated First Nations Agency (DFNA) representation. The competencies identify the skills and knowledge required for successful caregiving. The competencies align closely with Children and Family Services Philosophical Foundation, Guiding Principles, SAFE model, and the PRIDE model. It is to these competencies that the training model has been developed.

Caregiver Competencies Themes

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
8. Navigating close interpersonal kinship dynamics

More About PRIDE

Originally developed in the United States through a partnership between foster caregivers, social workers, trainers and researchers at Governor's State University (GSU). Children and Family Services worked with GSU to customize this training to accurately reflect Albertans' experiences and caregiver needs. This includes incorporating Alberta policy and practice, caregiver competencies, as well as a trauma-informed lens.

As the training was developed, Indigenous experts guided the content creation that supports caregivers in providing culturally safe care for Indigenous children and youth. Alberta's PRIDE training not only features modules that are focused on Indigenous perspectives, but also interweaves Indigenous content throughout the curriculum to more specifically highlight the critical significance of identity and culture.

During the adaptation of PRIDE Pre-Service training, it was important to capture the kinship and permanency caregiving experiences, which are similar and yet distinct from foster caregiving. Kinship and adoption experts provided feedback and assistance in this area. Information on kinship and adoption caregiving in Alberta has been incorporated into the training.

FAQs

1. How is PRIDE training facilitated?

PRIDE uses an online delivery model, which is navigated by the participant at their convenience (asynchronous). The 'hosts' or trainers of PRIDE are video recorded and provide narration and direction throughout the training. The training includes resources, videos, interactive and reflective activities and a workbook for participants.

2. Who needs to take PRIDE Pre-Service?

PRIDE Pre-Service will be required for all adoptive and foster care applicants. Kinship caregivers have their own orientation training that is available.

3. How does PRIDE Pre-Service impact caregiver recruitment?

Caregiver recruitment requirements have not changed. You will send a referral to the Provincial Caregiver Training Team (PCTT) to register the applicant into PRIDE Pre-Service Training. The training team will support the enrollment, technical needs, reporting requirements and progress follow-up with the applicant as well as with the recruiting staff.

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

Participants will 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. Participants will receive a certificate at the completion of training. If a participant has not completed in that timeframe, their access to PRIDE Online will be suspended pending a review by their program staff. A decision can be made to provide an extension to the time available to complete PRIDE Pre-Service.

5. What happens if an applicant does not complete PRIDE Pre-Service in 12 weeks?

If a participant has not completed in that timeframe, their access to PRIDE Online will be suspended pending a review by their program staff. They will need to follow up with their program staff to discuss their desire to continue, any barriers they may be facing to completing the training as well as determine their next steps. Should they wish to continue, the program staff will need to connect with CS.Caregivertraining@gov.ab.ca to reinstate their access to PRIDE Online.

6. 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 an e-book while reflecting on the realities of the caregiving experience during PRIDE Pre-Service. At the same time, the program staff is assessing whether the caregiver is ready and adequately skilled for the caregiving experience. This is also a part of the discussions during two mandatory live virtual check-in sessions.

7. How do applicants access training?

A unique applicant training profile will be created for each caregiver on a Learning Management System (LMS), called the CourseMill LMS (PRIDE Online). Applicants will be able to access and track their training from this account.

Each applicant will require their own email address for their unique training profile to be created.

8. How will applicants be supported if they have impediments or challenges to learning or do not have access to the internet, a computer, or comfort using either of these?

As concerns arise, staff will need to assess what challenges the applicant is facing and a plan will need to be created to ensure that all applicants have access to training and the resources necessary to meet competencies including computer literacy.