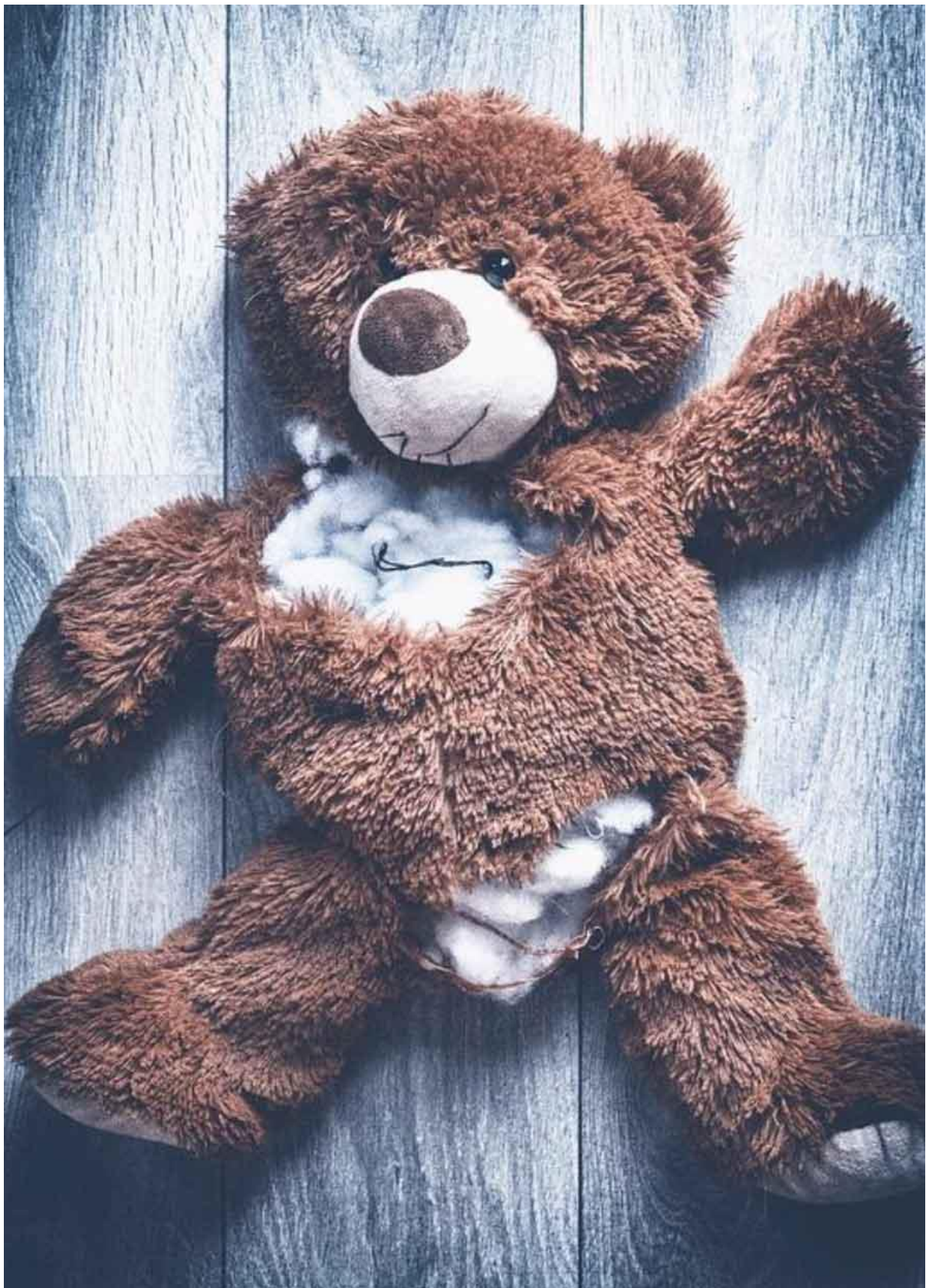


Your Quarterly News & Updates Vol.8 Issue 2/Spring 2023
From The Association of Child and Youth Care Practice



THE CYC ADVOCATE

"Real Expertise Comes From Those Closest To The Challenge"



**RECOGNIZING NATIONAL CHILD ABUSE PREVENTION
MONTH**

[GO HERE](#)

[AND HERE](#)

[REPORT ABUSE HERE](#)

[RESOURCE GUIDE HERE](#)

THANK A YOUTH WORKER DAY!

THURSDAY, MAY 4, 2023

[Celebrate HERE](#)

Our Mission: ACYCP's mission is to engage practitioners in building the child and youth care profession. We build collaborative partnerships, promote innovative training and education, shape public policy, and inform developmental practice through research and scholarship.

Our Vision: We envision a society which recognizes, understands, and supports the essential role of child and youth care work in ensuring the well-being and success of children, youth and families. ACYCP aspires to excel as an influential and innovative organization advancing child and youth care practice throughout the profession.

Our Value Proposition: There is probably no undertaking more essential to the stability of humanity than the nurturing of each generation into mature self-actualizing adults. This task falls mainly to youth and childcare workers. Often underpaid and overworked, these professionals are society's first responders to the many crises, which can impact human development in the most formative years. Primarily through its professional certification program, the Association for Child and Youth Care Practice, Inc. (ACYCP) supports these care providers in the acquisition and use of best practices. Employing research-based methods, plus personal dedication, ensures strong measurable outcomes. ACYCP bolsters both the individual and the collective field through communication, education, and advocacy. These activities encourage individual live-long learning, selfcare and career dedication. As such, ACYCP seeks the financial support of its Vision and Mission, which guide its daily practices. ACYCP reaches every community of care across the entire spectrum of youth and childcare services, with proven results. Through the prudent stewardship of its resources by an all-volunteer staff and board, ACYCP has maximized its direct benefit to its members and the profession at large for over 45 years. An investment in ACYCP is an investment in the quality of tomorrow's citizens.

Find out what ACYCP is all about. See a quick video at: <https://www.acycp.org/acycp-at-a-glance>

ACYCP is on social media! Follow us on [Facebook](#) using [The-Association-for-Child-Youth-Care-Practice-Inc-186063394783003/](#) and [Twitter](#) using [@ACYCP](#) and on [Instagram](#) using [@ACYCP_Inc](#) . We look forward to hearing from you!

Illustration: Pixabay.com



IN THIS EXCITING ISSUE:

- **ACYCP PRESIDENT'S PERSPECTIVE**
- **CYC PRACTICE METHODS**
- **CYC RESEARCH, REPORTS, AND RESOURCES**
- **REFLECTIONS FROM THE JJ SIDE**
- **FAMILY SUPPORTS & SERVICES**
- **FCYCCB & PROFESSIONAL CERTIFICATION**
- **WHAT ABOUT ME? (BEING AWARE WITH SELF-CARE)**
- **GET HELP HERE WITH YOUR CYC CERTIFICATION APPLICATION!**
- **THE OTHER HALF OF THE JOB**
- **THE ACCIDENTAL PRACTITIONER**
- **FUNDING & FINANCIALS**
- **GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK**
- **FROM CAMPUS TO COMMUNITY**
- **PROFESSIONAL CYC CERTIFICATION WORKBOOK IS KEY TO SUCCESS!**
- **CYC & NONPROFIT ADVOCACY**
- **HEALTHY KIDS... HEALTHY ADULTS**
- **THINKING LIKE THE FOX**
- **FROM THE SOAPBOX...AGAIN!**
- **COMMENTARIES, OPINIONS & PERSPECTIVES**
- **YOUR AGENCY NEEDS THIS BENEFIT!**
- **YOUR AD CAN GO HERE!**

What Our Readers Are Saying

"Great! Lots of links to valuable resources. Again, so well done!"

LIKE WHAT YOU SEE? FEEL FREE TO SHARE, ANNOUNCE, PRINT AND POST AS YOU SEE FIT. FREE SUBSCRIPTIONS AT propman46@gmail.com REPRINTS?- See terms and conditions at end of this issue. Comments, questions, or concerns? Contact Michael Mitchell propman46@gmail.com, or (608)846-2860 Madison, WI (Central Time)

IF YOU LIKE THE QUARTERLY CYC ADVOCATE...Join ACYCP and get the monthly ACYCP Membership Memo, as one of many membership benefits!

TO JOIN ACYCP OR RENEW YOUR INDIVIDUAL, STUDENT, AGENCY, or ORGANIZATIONAL MEMBERSHIP, GO TO: <https://www.acycp.org/acycp-membership>

Next Issue: Copy for the Summer issue is due July 1, 2023 to Michael Mitchell, propman46@gmail.com

ACYCP PRESIDENT'S PERSPECTIVE



By Jody Rhodes, CYC-P, MS

SAVE THE DATE!
Thank A Youth Worker Day!
Thursday, May 4, 2023

**ACYCP MAKES LANDMARK CONVERSION TO
501c3 TAX-DEDUCTIBLE NON-PROFIT CHARITY!**

Dear ACYCP Members, CYC Colleagues, and Friends,

Welcome to the Spring 2023 edition of the CYC Advocate!

With this issue of the CYC Advocate, I have a very exciting announcement to make: ACYCP, Inc is now a 501(c)(3) non-profit organization! We embarked on this journey to apply over a year ago, and we were just approved! This will open up more opportunities for us to do more for the professionalization of the child and youth care field. We can apply for grants to further the work we are doing and accept donations that will be tax deductible for the donors. This is a milestone for us as a non-profit association. As a further strength, we are celebrating our 46th year of history as a professional organization. Special thanks to all the board members and supporters for helping make this achievement possible.

We would also like to acknowledge and thank Jessica Harrison and the Scholz Nonprofit Law firm of Madison, WI, for guiding us through the IRS regulations and legal hurdles to achieve our re-incorporation on the first attempt. We couldn't have done this without you. For more information go to: <https://scholznonprofitlaw.com/>

Another exciting event is coming up as well. The International Thank a Youth Worker Day 2023. Celebrated on Thursday May 4th, this is a day where we celebrate all the great child and youth care workers doing amazing things everyday, with children and families. While we should celebrate them every day, it is nice to have an International Day of Awareness. Be sure to do something special for a fellow child and youth care worker colleague or staff that day to show appreciation. Or even make it a whole week!

Happy reading and exploring!
Jody Rhodes, ACYCP President

[Editor's Note: Thanks to feedback from our readership, we have done a little reformatting. Every calendar quarter we've had to leave valuable information and resources "on the cutting room floor", much to our chagrin. Therefore, we are streamlining things to reduce this wastage. We know there's a broad range of CYC information and resources in each issue, which only reflects the scope of professional activities within our field. So, we suggest you take an initial scan of each issue, read what grabs your attention, then come back for a deeper dive later. However, this may be akin to "judging a book by it's cover" so don't be afraid to dig a little before you pass by a particular link. Also, check all the topical columns, as some subjects can be assigned to more than one category. You can also access each past issues of the CYC Advocate on our website at www.acycp.org .

Remember, the CYC Advocate staff has spent 3 months creating and reviewing dozens of CYC resources to bring readers the latest and most relevant materials, to support best practices in the field of child and youth care work. So please don't expect to digest it all in one day.

We're all very busy. But doesn't real life-long learning and personal professional development deserve more than the usual three-minute attention span and 15-second sound byte, which seems to be the norm for most of today's social media formatting? We believe you'll be glad you did.

Is there something you'd especially like to read? Text us at (608)846-2860 or email us at propman46@gmail.com and we'll get right on it!]

ACYCP ENCOURAGES OUTREACH TO ALLIED CYC ORGANIZATIONS

For 45 years, the Association For Child and Youth Care Practice has worked hard to lift up the recognition, status, and compensation of child and youth care workers. They have done this primarily through professional Certification, supported by webinars, workshops, trainings and conferences, not to mention awards, scholarships, and media recognition.

Now, ACYCP is reaching out to potential allies in every community of care, with a **cost-free reciprocal promotional** exchange program, with other social service organizations focused on the welfare of youth, children, and families.

Collaborator

- ◇ Exchange of logos and links to website homepage on respective websites

Partner

- ◇ Exchange of logos and link to website homepage on respective websites
- ◇ Exchange of promotional advertisement in newsletters and online periodicals

Associate

- ◇ Exchange of logos and link to website homepage
- ◇ Exchange of promotional advertisement in newsletters and online publications
- ◇ Exchange designation of liaison person for on-going communications
- ◇ Reciprocal endorsements of respective Mission and Vision Statements

[GO HERE FOR MORE DETAILS](#)

CONTACT US TODAY AT:

Michael Mitchell
1st VP - ACYCP, Inc.
propman46@gmail.com
(608)846-2860
Madison, WI (Central Time)

Equity and Diversity-The ACYCP Position

The Association Child and Youth Care Practice (ACYCP) stands in solidarity with all who seek social justice and equality. We are grateful to be associated with Black Lives Matter and others, who demonstrate their commitment to these ideals and to a vision of a future

that recognizes the value and worth of all human beings irrespective of their race, gender identity and expression, sexual orientation, national origin, economic status, or religious beliefs. These are fundamental values upon which the child and youth care field is founded. It is the foundation upon which we humbly stand.

As an association, we strive to uphold these values but know that we, as a board and as a profession, have fallen short of living up to this vision. The recent tragic events connected to the killings of George Floyd, Ahmaud Arbery, Breonna Taylor and others, have brought to light just how big this gap is in our country as well as in our field. We promote diversity and inclusion, but racial disparity and exclusion are still prevalent. We proclaim justice and equality, but injustice and inequality are everywhere we turn.

As child and youth care practitioners, we meet our youth where they are at and accept them for who they are. We are the foundation of society, helping to raise the next generation of leaders. If we don't take this seriously, who will?

We can start making changes to better the world we live and work in – for the youth, children and families we serve, as well as our own lives. It won't happen overnight, but if we do this together, it will happen. ◇

HIRE THE COMPETENCE YOU NEED



Work Smarter

Hire CYC Certified Practitioners who are well prepared and seek employment working with young people.

Many leaders in the CYC field are recognizing that the workforce crisis provides an opportunity to innovate. In the past, employers have most often hired staff who were untrained and not prepared for the rigors of work in the child and youth services field. This continues to lead to high turnover and significant rehiring costs.

A study conducted by the Society for Human Resource Management found that the average cost to hire an employee is \$4,129, with around 42 days needed to fill a position. According to Glassdoor, the average company in the United States spends about \$4,000 to hire a new employee, taking up to 52 days to fill a position.

In Youth and Family Services, turnover destroys relational gains and trust, two key ingredients in helping young people heal and thrive. Hiring for competence and demonstrated commitment is the new value proposition.

List your positions on [CYCCB WORKFORCE CONNECTION](#) to get them in front of over 3000 competent CYC Certified Practitioners.



CYC PRACTICE METHODS



TIPS, TOOLS, AND RESOURCES ON DAILY CYC PRACTICE

[Editor's Note: The following is reprinted in part with thanks to the author and Black Enterprise and was posted March 17, 2023.]

RECOVERING PERFECTIONISTS DISCUSS IMPORTANCE OF STRIVING FOR PROGRESS, NOT PERFECTION

By Stacy Jackson

After an energizing Saturday morning breakfast, women scrambled into bright-and-early sessions where some came to discuss a personal flaw we've all fallen guilty of head-on—perfectionism.

Hosted by Lilly, BLACK ENTERPRISE's Women of Power session, "Progress, Not Perfection," brought together a panel of recovering perfectionists from challenging women to let go of the idea that we must be perfect and instead take risks and embrace failure.

“I never took a break to rest.”

“...I was telling myself to rest is a waste.”

“The key thing that I needed to do was make sure I prioritized.”

Those words sounded like the professionals needed to come to the rescue quickly. But wait, those were the words of the professionals, the women in major positions at their companies, and the attendees’ ears were perked up to receive their advice.

Fortunately, those beginning words were not the end of their stories.

Holding back tears, Dr. Yasmene Mumby, founder & principal at The Ringgold, shared an emotional story about how striving for perfection took a toll on her health, so much so, her body refused to continue physically.

[READ MORE](#)

[Also See: You Are Already Enough](#)

[And More: Always Too Hard On Yourself?](#)

BONUS FEATURES

[How To Use Collaborative Leadership At Your Business](#)

[Harvard University Corrects Online Disinformation and Misinformation](#)

[3 Ways To Make Your Writing Clearer](#)

[Disabilities Awareness In Policy](#)

[Resources for Rental Assistance](#)

[Preventing and Healing From Child Abuse and Neglect](#)

[NCMEC Launches New Service That Can Help You “Take It Down”](#)

[Trauma-Informed Transition Planning](#)

[Conversion Therapy For LGBTQ Youth Is Cruelty — And Can Be Life-Threatening](#)

[NEW! Preventing Adverse Childhood Experiences \(ACEs\) Online Training for Faith, Spiritual, and Religious Communities](#)

[How to Stop Being Late](#)

Illustration: FreeImages.com

CYC RESEARCH, REPORTS & RESOURCES



STAYING CURRENT WITH THE LATEST DISCOVERIES IN CYC WORK

[Editor's Note: The following is reprinted thanks to the Child Welfare Information Gateway Library and The Urban Institute and was posted March 30, 2023. Also see Weathering book promotion towards the end of this issue.]

Interrupting Structural Racism's Impact on Health and Well-Being

To explore how structural racism drives outcomes across policy areas, Urban Institute experts launched the project "Interrupting Structural Racism's Impact on Health and Well-Being," which included five studies of varied scope and approach that each looked at the sources of racial inequity to understand how racial disparities persist and how systemic changes could produce more equitable outcomes. These studies were an initial attempt to identify models for studying structural racism. The studies spanned the fields of transportation, behavioral health, child welfare, tax policy, and retirement policy.

[READ MORE](#)

BONUS FEATURES

[Lithium in Local Drinking Water During Pregnancy Tied to Kids' Autism](#)

[What Is ADHD?](#)

[Getting Answers: Doctors Seeing Increase Of ADHD Cases Linked To COVID](#)

[NIH Study Reveals Shared Genetic Markers Underlying Substance Use Disorders](#)

[NIJ FY23 Graduate Research Fellowship](#)

[ADHD Resources On Benefits.Gov](#)

[The New Crisis of Increasing All-Cause Mortality in US Children and Adolescents](#)

[HHS Releases New National Guidelines for Improving Youth Mental Health Crisis Care](#)

[Stepped Collaborative Care for Adolescents Rated No Effects](#)

Illustration: rawpixels on Unsplash.com



REFLECTIONS FROM THE JJ SIDE



By Felix Brooks, MS & Carol Cramer Brooks, MS-CYC
Advocate Staff Writers

CREATING A SPACE FOR DEVIANT BEHAVIOR

In the fall of 2022, I taught a class on the Sociology of Deviance. In the class we looked at the phenomenon of deviance from a variety of angles. In case study after case study one question the students consistently asked one question: How could such a thing happen? The question often came up when we began to examine acts engaged in by individuals in both public and private institutions. These actions often were diametrically opposed to the goals and objectives of the organization or agency and of what the jobs they were doing called for. This was true whether we were talking about the Sackler family and their role in the nation's opiate crisis or the death of George Floyd at the hands of police officer Derek Chauvin. A void opened concerning just what was the thought process that led to the actions that were taken.

I explained to the students that in each case, either intentionally or not, within the culture of these places space had been created that allowed for deviant actors to engage in unethical, abusive, or criminal behavior. One factor that stood out in such places was the lack of an accountability structure. Individuals were not held accountable for bad acts. Moreover, this lack of accountability was observed by others in all levels of the organization. Those who reported such behaviors were often the targets of retribution. Once such conditions become cemented into any organization they served as a road map for individuals to engage in increasing levels of deviant behavior. This is how you get companies like Exxon, whose executives deflected blame about climate change on fossil fuels after their own internal research concluded that these same fossil fuels were a major contributor to global warming.

This is how you get the scandal at Penn State where the university decided it was more important to protect the institution as opposed to admitting to guilt in a major sexual abuse scandal. It's how you get the murder of Tyree Nichols at the hands of five police officers in Memphis, Tennessee. In each case you had institutions, through neglect or willful blindness, creating cultures where bad actors could engage in deviant acts in some cases for decades without fear of consequences.

The juvenile justice system is not immune to such issues. Confinement culture, when not correctly monitored, can become "Ground Zero" for deviant behavior. Leadership must understand the potentiality for such abuse given the power relationships that exist in juvenile confinement facilities. The creation of a positive culture must be top of mind for all leadership and staff in such facilities. All must be trained to understand the why and how it is important for both them and the populations they serve. Staff must be able to operate in a system where they are rewarded, not punished, for appropriately dealing with negative behavior of their peers and or leaders. If there is a fear factor in doing what's right this is a clear sign that the problem exists. If staff who engage in deviant behavior are not sanctioned, then it becomes only a matter of time before dangerous acts of deviance will occur. The goal of all juvenile confinement facilities should be to produce positive outcomes for young people and create a safe environment for these youth as well as staff to thrive. The best way to do that is to create a culture that rewards and doesn't punish individuals who seek to achieve the goals, objectives, and core values of the institution.

For a deeper dive I will insert 2 links that explore the reasons why we see deviant behavior thriving.

[**On Background: A Podcast from Michael Lewis**](#)

[**The Gist Podcast: A Podcast by Mike Pesca**](#)

BONUS FEATURES

[**NIJ Releases Solicitation For Juvenile Justice Research**](#)

[**April is Second Chance Month! \[Open OJJDP Funding Info\]**](#)

[**Collaboration At Center Of Keeping Students In School After Juvenile Detention**](#)

[**Promoting Reentry for Young Adults: Perspectives from the Field \[Webinar\]**](#)

[**Joshua B. Hoe Interviews Bruce Western About His National Academies Of Sciences Report On Racism And Crime/ Listen On Apple Podcasts**](#)

[**Youth and the Juvenile Justice System: 2022 National Report**](#)

Illustration: qimono on Pixabay.com

PROFESSIONAL DEVELOPMENT



A virtual marketplace of professional development for Child and Youth Care Practitioners.

What our clients say:

There is an AMAZING range of content available at CYC Source.

Buy the packages, they save you money and make it easy to train groups.

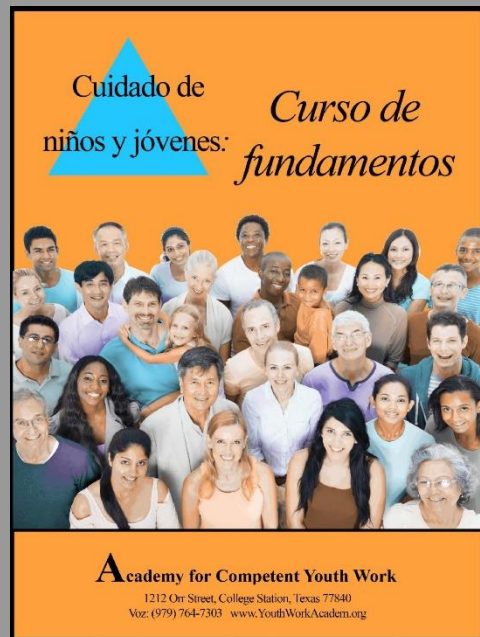
Renewing your CYC Certification? CYC Source has continuing education content you need!

CYC: Foundations Course & Training of Trainers

Newly released Spanish language version

Most widely used US course to prepare
staff for CYC Certification

- Strengths-based
- Asset focused
- Trauma informed
- Brain-based
- Diversity inclusive
- Relational
- Evidence-informed



[Contact Us](#)



When Self-Care Isn't Enough: *Creating a Mindful Team Approach in Organizations*

1.5 Hour Archived Training
Available 24/7

Let's get off this carousel of self-care, and burning ourselves out. It is time to look at how we shift our focus to team care and organizational well-being.

[Learn more](#)

RISE: Resilient Parenting

5 Hour Archived Training



The Resilient Parenting program is a core curriculum of the RISE: Wellness and Resilience Framework™. The information and resources offered through this program are for any parent, caregiver, or grandparent.

[Learn more](#)



Emotional 1st Aid Techniques

1.5 Hour Archived Training

Explore 16 tried and true techniques that help young people stay in control and learn how to self-regulate.

[Learn more](#)

FAMILY SUPPORT & SERVICES



[Editor's Note: The following is reprinted with thanks to the author and Paces Connection and was first posted on April 5, 2023.]

EXAMINING THE FINANCIAL COSTS OF ADVERSE CHILDHOOD EXPERIENCES FOR FAMILIES

By Charlie Fletcher

Almost everyone has adverse childhood experiences (ACEs) of some kind. However, for some, these adverse experiences are severe enough to leave a mark that lasts decades.

Unfortunately, many ACEs come with unexpected financial costs. Families that experience trauma or distress may be hit with unaffordable healthcare costs and typically require extra support from medical professionals and therapists.

Many who experience difficulties early in life have difficulty with money and may enter a negative cycle of poverty, financial instability, job loss, and failure. Overcoming these struggles requires a coordinated approach from families, financial institutions, and healthcare providers.

Financial Burden of ACE

Adverse experiences in childhood can cause lasting damage that extends beyond psychological distress. Folks who experience ACE may develop illnesses like cardiovascular disease, diabetes, and conditions related to adverse weight gain.

In California alone, PLOS One researchers estimate that the annual cost of ACE-related illnesses is around \$113 billion. Further ACEs-related research by Mark Bellis, director of the World Health Organization Collaborating Center on Investment for Health and Well-

being, confirms that ACE comes with “huge financial cost” at the level of the individual and to society as a whole.

[READ MORE](#)

BONUS FEATURES

[Jellyfish Parenting Isn't Just A Silly Name](#)

[What Is Health Literacy?](#)

[How Can We Heal The Relationship With Our Parents And Children? \[Webinar Series\]](#)

[Americans Who Bought Health Insurance Through The Affordable Care Act Have Had A Challenging Start To The Year](#)

[Longer Family Meals Are Healthier Meals for Kids](#)

[Healthy Marriage and Relationship Education Programs for Adults](#)

[ACF Launches New Office Dedicated to Preventing Domestic Violence](#)

[Tax Policy, Race, and Ethnicity \[Impacts On Families-Scroll Down\]](#)

Enjoy! ◇

Illustration: Omar Medinal Films on Pixabay.com

WHAT ABOUT ME?



“IF YOU DON'T MAKE TIME FOR YOUR WELLNESS, YOU'LL BE FORCED TO MAKE TIME FOR YOUR ILLNESS!”

[Editor's Note: The following is reprinted in part with thanks to the author and Medscape and was first posted March 23, 2023.]

WHY IS COLORECTAL CANCER RISING IN YOUNGER PEOPLE?

By Nancy A. Melville

Although rates of colorectal cancer (CRC) are on the decline, the incidence among younger people continues to rise.

Data show that the incidence of early-onset CRC, diagnosed in people younger than 50, has increased globally by as much as 2% to 4% a year since the 1990s, with even steeper increases among those younger than 30.

"We know rates are increasing in young people, but it's alarming to see how rapidly the whole patient population is shifting younger, despite shrinking numbers in the overall population," Rebecca Siegel, MPH, of the American Cancer Society and lead author of a new report published earlier this month that highlights this trend, said in a statement.

But gaining a more granular understanding of why this shift is occurring remains a challenge. Studies attempting to unravel the causes of early-onset CRC have been limited in scope, often focusing on single aspects of the etiology, while the causes are likely multifactorial, according to Marios Giannakis, MD, PhD, and Kimmie Ng, MD, PhD, of the Young-Onset Colorectal Cancer Center, Dana-Farber Cancer Institute and Harvard Medical School, Boston.

[READ MORE](#)

BONUS FEATURES

[11 Surprising Causes Of Heart Disease](#)

[What to Know About Your Heart Rate](#)

[In The West, Yoga Is Exercise. In The East, It Is Something Much Bigger](#)

[Sign Up For Our Free Cholesterol Management Newsletter \[HERE\]\(#\)](#)

[If Walking Is the Only Exercise You Do, Is That Enough to Stay Healthy?](#)

[Sweet Tea: A Native Son Speaks Truth To Power In The Black Community](#)

[CDC Says All U.S. Adults Should Get Hepatitis B Test](#)

Illustration: Gerd Altman on Pixabay.com

COVID-19 Community Corps



[Also Go Here](#)

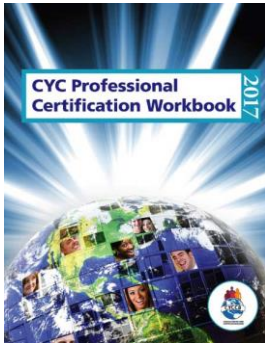
HELP APPLYING FOR CERTIFICATION



CERTIFICATION HELP WEBINARS

CYCCB offers monthly webinar-based Certification Help. If you have questions about how to get started or need help completing your certification application, references, documenting your training and experience, or finishing your portfolio, [sign up for one of our webinars.](#)

If you need immediate help, call the CYC Office (979) 764-7306 or email CYCcertification@YouthWorkAcademy.org or visit the website at www.CYCCB.org



ORDER CERTIFICATION WORKBOOK

Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you.

The workbook is available for \$30 (shipping cost included).

[MORE INFORMATION & ORDER WORKBOOK](#)

“If the only tool you have in your toolkit is a hammer, you tend to see every problem as a nail.”—Abraham Maslow



GET TESTED

[CYC CERTIFICATION TESTING](#) Learn about the in-person and virtual testing programs

[REGISTER FOR ONLINE TESTING](#) When you are ready to proceed with virtual testing.

THE OTHER HALF OF THE JOB



BUSINESS TIPS FOR CYC AGENCIES, PROGRAMS, & EMPLOYEES

[Editor’s Note: The following is reprinted in part with thanks to the authors and Greater Good Magazine and was first posted August 26, 2022.]

THE GROUP DYNAMICS THAT GIVE POWER TO BAD BOSSES

By Sara Harrison

Employees defer to domineering bosses even though they don't respect them—but we have some power to change this dynamic.

Have you ever had a really bad boss? Think Alec Baldwin as Blake in Glengarry Glen Ross, who announces that “coffee’s for closers only” and then threatens the salesmen he supervises with a number of choice terms not suitable to repeat here. Few leaders use quite so much verbal abuse, profanity, and fear to motivate employees. But plenty of

leaders use similar, if less extreme, tactics. Deborah Gruenfeld would like to know why so many people put up with them.

Gruenfeld, a professor of organizational behavior at Stanford Graduate School of Business and an expert on the psychology of power, is interested in “dominant actors” like Blake: leaders who assert power by being the most competitive, most aggressive, and most controlling person in the room. “There is this tendency for people to allow others to assert dominance without resisting,” she says. “People who behave this way tend to be very successful even though people really don’t like or respect them very much.”

[READ MORE](#)

BONUS FEATURES

['Thank You Bullies!': Entrepreneur Tia Mowry Sharing During Women Of Power Summit](#)

[Is the Nonprofit Workforce Shortage Crisis Still a Thing? {Take Survey}](#)

[Microsoft Has One For Zoom Fatigue](#)

[What We Do \(And Don't\) Know About Teacher Shortages](#)

[This Is Why Most People Stop Volunteering](#)

[17 Phrases Great Leaders Never Say to Employees](#)

[**2023 Executive Leadership Institute**](#)

[Introduction to Trauma and Healing-Centered Workforce Development](#)

[What High-Performing Organizations Have in Common](#)

Enjoy! ◇

Illustration: Mohamed Hassan on Pixabay.com

THE ACCIDENTAL PRACTITIONER



By Dale Curry, Ph.D., LSW, CYC-P, Professor Emeritus-Kent State University; CYC Advocate Staff Writer

The Accidental Child and Youth Care Trainer

THE ACCIDENTAL LEARNER

“If you want to survive in this business, you better forget about what you just heard!”
“You can’t really use that stuff from training. It sounds good in training, but it just doesn’t work!”

Above are some of the messages heard by trainees from co-workers and sometimes supervisors that can interfere with later use of learning from training. Many administrators, supervisors, training professionals, and direct practitioners assume that application of learning from training naturally occurs after training. However, undesirable unintended learning can also occur before, during and after training. This unplanned (accidental) learning can prohibit training from being an effective practice intervention. Planful learning and application strategies before, during and after training must be a responsibility of all organizational members including the individual child and youth care (CYC) professional. So, what are some things that an individual CYC practitioner can do?

Before the Training

The potential for successful use of learning can be influenced even before the coffee is prepared for a training session. A few "before the training" activities might include the following:

1. Identify the competencies to be addressed in the training.
2. Begin to assess your own knowledge, attitudes and skill in the competency areas to be addressed in training.
3. Meet with your supervisor to review how the training can help you enhance your knowledge, attitudes and skills. Recognize what you already know, feel and do and prepare to build upon it. Training may involve increasing knowledge and skill, reviewing and refreshing already learned knowledge and skills, and challenging or validating attitudes/values you may hold.
4. Identify situations that may be relevant to the training. Already have some situations in mind.
5. Make a plan for unfinished work so that you can fully provide your attention to the training.
6. Explore how the training may help you improve your effectiveness with the young persons and families with whom you interact.
7. Think about how the training may help your future career interests.

During the Training

Several "during the training" activities to enhance learning and potential application follows:

1. Enter the training with an open mind and willingness to try out new ideas.
2. Recognize the years of experience among the trainer and other learners in the room. Take advantage of the years of learning from the trainer and colleagues. Listen carefully to what others share during the training. Be willing to share your learning as well.
3. Recognize your preferred learning style (e.g., vocal participant, quiet reflector, etc.). Use your learning strengths but also be willing to go beyond your comfort zone and participate in new ways.
4. Frequently think about how the training applies to your work situations. How can you adopt or adapt ideas to your setting?
5. Write down some of the ideas for later review and application planning. Ideas can be fleeting. Capture them in writing, or on your laptop, tablet, or phone.
6. Take advantage of opportunities to demonstrate and practice newly learned skills and participate in discussions pertaining to important values (e.g., ethical issues). It is not sufficient to just talk about skills. They must be practiced! Attitudes are typically not affected by just listening to a lecture. Active discussion with others is more effective.

7. Make a plan for later use of learning. Discuss your plan with others. CYC professionals should be willing to profess their professional development plans with others. Make a plan to meet with your supervisor and other team members to review your learning and application plan. Make an email to yourself of your plan for later review and application.

After Training

The impact of training is determined after the coffee is cold. Support for learning and application by others in the CYC milieu can enhance or suppress effective use. Research indicates that practitioners with a high level of support are more likely to effectively apply learning. However, research also indicates that even when there is little support, some practitioners are still able to effectively apply the learning (Curry, et al., 2013; Curry & Chandler, 1999). The CYC practitioner has a professional responsibility to use new learning to improve services to young persons and families even when confronted with a lack of support from supervisors, co-workers or others within the milieu. Following are a few "after the training" activities an individual CYC practitioner can do:

1. Meet with your supervisor to review your learning and continue to plan for later application.
2. Share newly learned information during a team meeting.
3. Create and post visual cues to remind yourself of key learning points and action plan goals and activities.
4. Identify others who will support your continued learning and application of learning. Developing a partnership with colleagues who attended the training can provide mutual support.
5. Practice newly learned skills. Remember that newly learned skills may temporarily result in decreased performance until incorporated more comfortably into your existing skill base. Seek feedback on your performance and coaching from your supervisor and/or other competent colleagues.
6. Evaluate/assess your performance. What did you learn about your learning and application (metacognition)? How can you use this information about yourself to enhance future learning in formal training and informal learning encounters?
7. Be a professional learner! It is your professional responsibility to learn and apply learning to better serve young persons and families!

References

Curry, D., Barbee, A., & Donnenwirth, J., & Lawler, M. (2013). Transfer of learning in human services. *Training and Development in Human Services*, 7, 5-19.

Curry, D. & Chandler, T. (1999). The Human Services Training Effectiveness Postcard (HSTEP): A tool for research and evaluation of human services training. *Professional Development: The International Journal of Continuing Social Work Education*, 2 (2), 43-56.

Enjoy! ◇

Illustration: Jerry Kimbrell on Pixabay.com



FUNDING AND FINANCIAL ASSET MANAGEMENT NEWS & INFORMATION

[Editor's Note: The following is reprinted with thanks to JUVJUS and was first posted on March 31, 2023. To subscribe go to:

https://ojjdp.ojp.gov/subscribe-juvjust?utm_campaign=external_funding_fy-2023&utm_medium=email&utm_source=govdelivery]

DEPARTMENT OF LABOR ANNOUNCES AWARDS TO SUPPORT WORK PROGRAMS FOR RURAL YOUTH

The Department of Labor (DOL) announced \$15 million in grant awards to support programs that help underserved youth in rural communities overcome barriers to educational and workforce success.

DOL's Workforce Pathways For Youth program will administer eight grants to organizations that provide training and resources to prepare youth ages 14–21 for college and careers. Grants will prioritize rural youth, youth of color, and youth with disabilities. The grants are part of DOL's Youth Employment Works Strategy to expand access to programs that prepare all young people for good careers.

Submit applications by May 19, 2023.

[**APPLY HERE**](#)

BONUS FEATURES

[**OJJDP Announces New Funding Opportunities**](#)

[**What Does the End of the COVID-19 Public Health Emergency Mean for Health Benefits?**](#)

Amazon Smile Dumps Charitable Donations To Nonprofits

"...the program has not grown to create the impact that we had originally hoped. With so many eligible organizations—to more than 1 million globally—our ability to have an impact was often spread too thin....We are writing to let you know that we plan to wind down AmazonSmile by February 20, 2023." [via email January 18, 2023]

Illustration: Pixabay.com

GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK



[Editor's Note: Global Support for Kids and its US affiliate GSKI-USA are the visionary creations of recent ACYCP Board delegate and Nigerian native son, Olowookre ("Yemi") Opeymi, president of GSKI. Please see contact information below.]

GLOBAL SUPPORT FOR KIDS INITIATIVE (GSKI) CELEBRATES MAJOR MILESTONE

On December 16, 2022, GSKI celebrated the graduation of four children from its apprenticeship program in Lagos, Nigeria. In January of this year, GSKI also celebrated its 20th anniversary.

INTERNATIONAL DAY OF STREET CHILDREN (IDSC) has been celebrated globally on April 12th since 2012 to recognize the humanity, dignity and [resilience] of street connected children in the face of unimaginable hardships. Go

to: <https://nationaltoday.com/international-day-for-street-children/>

The event is usually celebrated on the 12th day in the month of April. In 1989, the United Nations held a Convention On The Rights Of The Child to set the standard by which all nation should abide in gaging the quality of child and youth care in their respective nations. Sadly, Street Children are a glaring exception to these standards of care and civil rights. For more information go to:

<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

Please also see the statement under CYC And Nonprofit Advocacy column in this issue below.

Parenting is both a biological and social process, the training given to a child; to a large extent determine his or her self-concept. The parenting style of an individual parent also determines how the child will adjust to the society emotionally. We have different types of families, which are; the two parent homes, single parent homes and the polygamous typ. In these homes there are different styles of parenting being used, which in one way or another affects the children in the society.

Millions of children are on the street in cities working as rag-pickers, hawking small goods, shining shoes, washing cars, involved in petty crimes, sniffing glue and other drugs. Let us join hands together to make the life of vulnerable children productive out there on the street.

Global Support for Kids Initiative (GSK Initiative) is a community based non-governmental organisation that is poised to minimize the increase of child abuse in Nigeria and give hope to street children.

The GSK Initiative strives to provide life-saving service to street children and at-risk youth. We have committed to providing food, clothing, and hygiene products, giving resource information and referrals. We have been operating since 2003, and ever since, we have been:

- Researching and monitoring trends into children’s welfare, safety, well-being, peace and rights;
- Informing and educating children on things that will help them to grow happily;
- Making children important when discussing issue related to their welfare;
- Conducting inquiries into issues important to children;
- Advising government, non-governmental agencies, organizations, partners and parents on issues relating to children upliftment.

Our vision is to ensure every child attains the right to survival, protection, development and participation. Our mission is to support individuals and organizations working to protect children from abuse and neglect in Africa and the world in general.

Our objectives are to assist the full implementation of the United Nations Convention on the Rights of the Child (UNCRC); improve the lives of children; protect children from all forms of abuse; support international efforts to promote the rights of the child; ensure that juvenile justice is practicable in our society; and secure the future of children and youth.

GSK Initiative teaches the basic life skills so that they can survive off the streets, help to build a foundation away from the streets and street life.

Do you have a special place in your heart for the street children of the world? Come join us as a Board member, a volunteer, or a public relations advocate.

Kindly contact “Yemi” Opeyemi at:

GSKI-USA, Inc.

yemy4luv@gmail.com

(862)270-9975

Tulsa, OK

Your tax-deductible donation will help secure a better life for these children. Go today to: <https://gskinitiative.org/donate/>



BONUS FEATURES

[Finland Has Been The Happiest Country In The World For Six Years, And It’s Ready To Reveal Its Secrets](#)

[World Health Organization \(WHO\): 75 Years Of Improving Public Health](#)

Illustration: GSKI, Inc.

Editor’s Note: Looking to get more involved with international CYC work? Want to bring your international experience to the ACYCP Board?

ACYCP-FICE is working on some exciting major international initiatives. For more information contact:

Janet Wakefield, CYC-P, CEO
Janet Wakefield
6744 Falcon Ridge
Indianapolis IN. 46278
317-440-7260 [Eastern Time]

<https://www.acycp.org/an-invitation-to-learn-and-share-as-a-member-of-fice>



Enjoy! ◇

SAVE THE DATE



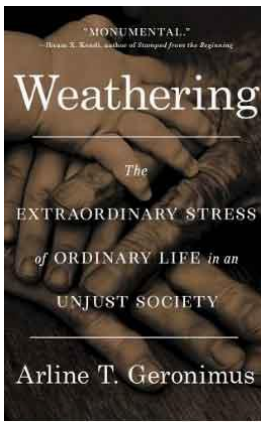
**HEALING OUR WORLD:
CHILDREN'S SERVICES
THINKING GLOBALLY, ACTING LOCALLY**

NACCW 24TH BIENNIAL CONFERENCE | 35TH FICE INTERNATIONAL CONGRESS
5TH CYC-NET WORLD CONFERENCE CAPE TOWN, SOUTH AFRICA

4 - 6 July 2023

CAPE TOWN, SOUTH AFRICA

FROM CAMPUS TO COMMUNITY



"If You Think Education Is Expensive, Try Ignorance"

NEWS FOR STUDENTS & EDUCATORS IN CHILD AND YOUTH CARE PROGRAMS AND INSTITUTIONS

Weathering: The Extraordinary Stress of Ordinary Life in an Unjust Society

By Arline T. Geronimus

"Fusing science and social justice, renowned public health researcher Dr. Arline T. Geronimus offers an urgent, "monumental" book (Ibram X. Kendi, author of *Stamped from the Beginning*) exploring the ways in which systemic injustice erodes

the health of marginalized people.

America has woken up to what many of its citizens have known for centuries and to what public health statistics have evidenced for decades: systemic injustice takes a physical, too often deadly, toll on Black, brown, working class and poor communities, and any group who experiences systemic cultural oppression or economic exploitation. Marginalized Americans are disproportionately more likely to suffer from chronic diseases and to die at much younger ages than their middle- and upper-class white counterparts. Black mothers die during childbirth at a rate three times higher than white mothers. White kids in high-poverty Appalachian regions have a healthy life expectancy of 50 years old, while the vast majority of US youth can expect to both survive and be able-bodied at 50, with decades of healthy life expectancy ahead of them. In the face of such clear inequity, we must ask ourselves why this is, and what we can we do.

Dr. Arline T. Geronimus coined the term "weathering" to describe the effects of systemic oppression--including racism and classism--on the body. In *Weathering*, based on more than 30 years of research, she argues that health and aging have more to do with how society treats us than how well we take care of ourselves. She explains what happens to human bodies as they attempt to withstand and overcome the challenges and insults that society leverages at them, and details how this process ravages their health. And she proposes solutions.

Until now, there has been little discussion about the insidious effects of social injustice on the body. *Weathering* shifts the paradigm, shining a light on the topic and offering a roadmap for hope."

[**READ MORE and ORDER HERE**](#)

[**Listen To An Interview With The Author Here**](#)

[**Also See: Stress Kills**](#)

BONUS FEATURES

[**Joint HHS-Dept. of Education Letter on Educational Opportunities for \[Underserved\] Youth**](#)

[**New Funding: Support for the Law Enforcement Advancing Data and Science Scholars Program**](#)

[\\$15M Available To Help Young People Prepare For College And Career Success](#)

[CYC Research Funding Opportunities \(2\)](#)

[DOL Announces \\$15M Funding Availability to Help Youth, Young Adults Prepare for College, Career Success](#)

[Education Department Announces Use of Secret Shopping to Protect Students, Crack Down on Institutions that Lure Students with Lies](#)

[Black Billionaire Philanthropist Launches Internship Platform For HBCU Students](#)

[US Dept. of State Student Programs Overview](#)

Enjoy!

CYC AND NONPROFIT ADVOCACY



[Editor's Note: The following is reprinted with thanks to the Nonprofit Champion and was first posted March 6, 2023.]

INTRODUCING THE CHARITABLE ACT

On March 1, a bipartisan group of U.S. Senators introduced the Charitable Act (S.566) that would create a non-itemizer, universal charitable deduction. Specifically, the bill would enable taxpayers who take the standard deduction (about 88% of taxpayers) to deduct charitable donations of up to one-third of the standard deduction, about \$4,600 for individuals and \$9,200 for married couples based on the current standard deduction.

The bill was introduced with 10 bipartisan cosponsors; a House version of the measure is expected in the coming weeks. [Read more]

Why It Matters

Nonprofits need more resources as the demand for nonprofit services continues to rise, inflation eroded more than 13 percent of nonprofits' resources, competition for labor has produced a nationwide nonprofit workforce shortage, and charitable giving by people who donate to the work of small and midsize nonprofits has declined.

READ MORE

<https://www.councilofnonprofits.org/nonprofit-champion-march-6-2023#:~:text=showdown%20is%20looming,-,Introducing,-the%20Charitable%20Act>

BONUS FEATURE

[Workforce Shortages: Ongoing Challenges and Finding Solutions](#)

[Government-Nonprofit Grants and Contracting Reform](#)

[Tinkering With Nonprofit Advocacy Rights](#)

How To Contact U.S. Congress Today!

[House](#)

[Senate](#)

Also:

[National Conference Of State Legislatures](#)

Ratification of the Convention on the Rights of the Child in the United States

The United States is the only country in the world that has yet to ratify the UN Convention on the Rights of the Child (CRC). Several of the provisions of the CRC came at the recommendation of President Reagan's Administration and President Bill Clinton signed the CRC in 1995. However, the Convention has not been ratified by the U.S. Senate. The failure to ratify this treaty has left U.S. children vulnerable to human rights abuses at the state and federal level. It is critical that every nation, including the U.S., sign and ratify the CRC to protect the human rights of children.

[TAKE ACTION HERE](#)

Illustration: debaasbe on Pixabay.com

FROM THE HILL



CYC REGULATIONS, LEGISLATION & PROGRAMS

[Editor's Note: The following is reprinted in part with thanks to Child Welfare Information Gateway Library and was first posted on March 29, 2023.]

FEDERAL GOVERNMENT INVESTING \$30 MILLION IN CHILD CARE WORKFORCE

The Administration for Children and Families is launching a \$30 million Early Care and Education Workforce Center to help states bolster and diversify their child care and preschool workforce. Research organization Child Trends was selected to run the center, along with partner organizations including the Center for the Study of Child Care Employment, BUILD Initiative, ZERO TO THREE, the University of Massachusetts-Boston, and the University of Delaware. The center will focus on research and technical support to improve retention and recruitment for this vital workforce sector that was decimated by the pandemic.

[Also: HHS Acts to Support Increased Compensation for Early Childhood Educators and Announces \\$300 Million in New Early Childhood Funding \(Press release\)](#)

[READ MORE](#)

BONUS FEATURES

[Protecting Young Workers](#)

[Fact Check: US Child Protective Services Has Authority From Statute To Intercede In Families \(Includes Video\)](#)

[The Biden-Harris Administration Takes Critical Action to Make Naloxone More Accessible](#)

[Important Update on the Supplemental Nutrition Assistance Program \(SNAP\)](#)

[Biden Wants To Reduce Homelessness By Helping Former Foster Kids Pay For Rent](#)

[More](#)

[Tennessee Rejects "Free Money" From U.S. Government To Prevent HIV \[To Spite Planned Parenthood\]](#)

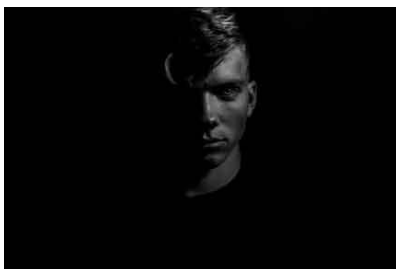
[New from Benefits.gov: Disability Resources & More](#)

[Launch of Welcome Corps- Private Sponsorship of Refugees](#)

Enjoy! ◇

Illustration: Ross Johnston

HEALTHY KIDS, HEALTHY ADULTS



Exploring CYC Developmental Issues With Lifelong Impacts

[Editor's Note: The following is reprinted with thanks to the author and The Marshall Project.]

SERIAL KILLERS LINKED TO CHILDHOOD TRAUMA

By Maurice Chammah

For three decades, a little-known group of "mitigation specialists" has helped save death-penalty defendants by documenting their childhood traumas. A rare look inside one case.

[READ MORE](#)

BONUS FEATURES

[Opioids Cause Half Of All Poisonings In U.S. Kids Ages 5 And Younger](#)

[Traffic Noise Increases The Risk Of Hypertension \[High Blood Pressure\]](#)

[After 5 Child Deaths, Invasive Strep Remains Acute Threat](#)

[Childhood Trauma: Women Harmed More By Abuse, Men By Neglect](#)

[Building A Better Brain Through Music, Dance And Poetry](#)

[Spotlight on National Child Abuse Prevention Month](#)

[US Teen Suicide Rate on the Rise](#)

[We're Misunderstanding How Child Abuse Happens - And That Has Deadly Consequences For Kids](#)

[Who Gets Mentored? Reflections On A New National Survey](#)

Enjoy! ◇

Illustration: David Brashier on Upsplashy.com

THINKING LIKE THE FOX



By Lorraine E. Fox, Ph.D.-CYC Advocate Staff
Writer

ENOUGH ALREADY! HOLIDAY LESSONS TO HELP WITH FEAR AND INSECURITY

The last time we talked we were challenged to make the “themes” of various holidays real in the everyday lives of our kids. We talked last time about not leaving the “season of love” in December but bringing it with us into the New Year, and every year. This month I want to talk about another wonderful December “theme” and spirit that we can stretch into a new year and that will help us in our work. This time we borrow from the Jewish tradition and consider the wonderful lesson contained in the story of Hanukkah.

In summary, the holiday celebrates the rededication of the Temple after the Jewish people rose up against their oppressors and reclaimed it. Upon entering the Temple the people found only one small jar of lamp oil, which was enough to light the lamp for one night. The lamp, however, burned for 8 days on the small supply of oil. That is why a Menorah has 8 candles: One for each day the Temple lantern blazed, and a 9th candle as a helper to light the others.

This is a very important lesson about fear or scarcity, and especially about scarcity about love. When children come to us bringing histories of neglect or misunderstandings of what love really is it, or from families unable to love and provide for them for all the reasons that bring kids into care. Early inattention can be a source of anxiety about the need to “share” the time, attention, and affection from limited adults, whether in group care settings or in foster homes with a mix of birth and foster children or other foster kids. Whether the caring adults are Christian, Muslim, Jewish, or Non-Believers, the lesson of Hanukkah must be shared. What is the lesson? Love is like the lamp oil: IT NEVER RUNS OUT. There is enough for everybody. Love is not a quantity, it is a gift of the heart that is in full supply as long as the heart is beating!

Our children and young people have very legitimate reasons for experiencing insecurity and fears of scarcity, whether it’s about food, or friends, or safety, or Caregiver attention. In our Winter column we talked about Abraham Maslow and his “hierarchy of basic needs”. In talking about love we considered how although it’s a basic need, it’s not the most basic need. The most basic need, of course, is survival – just plain staying alive. The very next “lower level” need is security. This involves feeling secure about necessities for living like food, but also about security of being cared for and kept safe and being protected, both physically and emotionally. If you have been removed from your birth home, for whatever reason(s), your foundation of safety and security is already undermined. It is our task to assure that they don’t have to “worry”, at least not about whether we care, and about whether we will keep them safe. WE want them to know that even though they may be one of many, we learned thousands of years ago that the universe has plenty of love, enough to be shared with a bunch of other kids. No need to be jealous of the love and attention other kids are getting. There’s plenty for all, even if they have to wait a little.

All faiths know about Christmas, but those familiar with Christmas are often unfamiliar with other faith stories that also contain wonderful messages about love and “gifts” that are not “things”. All kids remember Christmas because they got stuff. But now it’s 3 months later and they are worried about being noticed, about being one of too many, about being valued, about being special. I know you don’t have a lot of money. I know you often don’t have what feels like enough time for everyone. I know that we “run out” of things sometimes. But your heart is full of the “oil” that brought you to where you are.

To reassure them, find a picture of an oil lamp and put it up on the wall somewhere. Point to it when you and they are frazzled, and tell them that in the lamp is caring, and warmth, and love. Love is a miracle. There’s always more than we think, and it never runs out. ◇

Compassionate Caring:
Using our Heads and Hearts in Work with Troubled Children and Youth
by Lorraine E. Fox, Ph.D.

[Access It Here Now!](#)

Illustration: Ylanita on Pixabay.com

FROM THE SOAPBOX... AGAIN!



Karen Vander Ven, Ph.D., Professor Emerita, Department of Psychology in Education, University of Pittsburgh; CYC Advocate Staff Writer at kvander@pitt.edu

THIS COLUMN WILL RETURN WITH THE
SUMMER ISSUE

Illustration: ArtisticOperations on Pixabay.com

CYC COMMENTARY, OPINIONS, AND PERSPECTIVES



[Editor's Note: The following is solely an expression of opinion by the author and does not necessarily reflect or represent the opinions, positions, or policies of the ACYCP organization, nor the staff or contributors to the CYC Advocate. We welcome Jessica as a first-time contributor and a new delegate to the ACYCP Board of Directors. Enjoy!]

INVESTING TODAY FOR TOMORROW'S OUTCOMES

By Jessica McKinley, CYC-P

Out of school (OST) work can be seen as a career path, yet there is little formal training in principles of education, positive youth development, and behavior management (Vandell et al., 2016). Robust research literature has acknowledged that high quality afterschool programs foster academic and social-emotional outcomes for diverse youth. The effectiveness of OST programs relies on the knowledge of staff to enhance the learning environments in ways that engage youth. Developing and retaining youth serving practitioners who have the mindsets and competencies to do this work must be a priority if programs are to achieve this goal. When staff retention is low and turnover high; youth suffer and so do their social emotional and academic outcomes. Additionally, members of the OST community must be seen by others and, importantly, by themselves, as professionals with defined core competencies.

Training and professional development are identified as key factors that impact turnover rates. Gan & Yusof (2019) argue that the individual capability profiles of employees are related to the skills they gain from both training and development (Gan & Yusof, 2019). This means that the increased acquisition of skills among employees increases individual competence, which in turn contributes toward employee retention. A survey conducted by Boys & Girls Clubs in Indiana (2022) highlights that out of 104 survey participants all, but one strongly agreed or agreed that it is important that their organization invests in professional development.

The CYC certification program is the most rigorous demonstration of competence in the

field of youth work. The certification process is a great example of intentional professional development. The CYC credential is based on a three-tiered system that includes Entry, Associate and Professional Levels that allows practitioners to demonstrate their individual development related to five specific areas of competence – Professionalism, Cultural and Human Diversity, Applied Human Development, Relationship and Communication, and Developmental Practice Methods.

The certification process is a prime example of youth workers taking the initiative to ensure competencies and abilities to impact the organization's mission and stakeholders, both external and internal. In Indiana there are over 408 CYC practitioners, in which over half work in the OST setting (IYSA, 2021). To magnify the impact the credentialing process has had on Indiana practitioners, Indiana Youth Services Association (IYSA) partnered with Diehl Consulting Group to conduct a survey of all CYC certified practitioners. To examine the growth of Respondents, agreement with CYC competency areas before and after certification were reviewed. CYC competency areas in which respondents showed the greatest change strongly mirrored the areas in which individuals had their greatest needs. Several areas of greatest growth were opportunities for intentional and ongoing professional development. Being intentional allows practitioners to build competencies in areas they feel most valuable, fostering a sense of growth and longevity to personal and professional missions.

There continues to be little information on a national scale about OST turnover rates, a few state studies are the exception. Thus, the OST platform could greatly benefit from additional studies related to employee retention and turnover and its correlation to intentional professional development and meaningful experiences. Studies that show the causation of lack of professional development opportunities and turnover are greatly needed to enhance the relationship.

The state of Indiana would benefit from additional research. There are studies that show the need to pay Indiana youth serving professional higher wages. There are studies that identify the need to continue to grow youth work as a profession. There needs to be studies that highlight the intentional, action-based learning programs that are helping professionals thrive and create change. Indiana is positioned to excel with strong collaborative partnerships and innovative solutions to the increasing need for professional development and personal growth.

Indiana youth serving professionals need to continue having hard conversations, advocate for OST programming and streamline best practices for professional development, training, and retention of staff. By implementing the recommended solutions, OST programs may begin to effectively address employee retention in ways that reduce employee turnover and elevate numerous outcomes for youth, the organization, and the professional. ◇

References

Boys & Girls Clubs in Indiana. (2022). Training, Professional Development, and Onboarding Characteristics. Retrieved on January 10, 2022.

Diehl Consulting Group. (August 2021). Child & Youth Care (CYC) Youth Worker Survey.

Gan, J. L., & Yusof, H. M. (2019). The Relationship Between Training and Employees' Retention: A Review Paper. *International Journal of Entrepreneurship and Management Practices*, 2(5), 16-25.

Vandell, D. L., Simzar, R., O'Cadiz, P., & Hall, V. (in press). Findings from an afterschool STEM learning initiative. Journal of Expanded Learning Opportunities.
Illustration: nattan23 on Pixabay.com

YOUR AGENCY NEEDS THIS ACYCP MEMBERSHIP BENEFIT NOW!



Yes, believe it or not, **CYC agencies SAVE a whopping 40% on individual staff ACYCP memberships**, when firms join as an Agency Member!

When your agency joins ACYCP, it received 20 Individual Memberships, among many other benefits. That represents a 40% savings over the cost of the same number of solo memberships. This, in turn, meets the individual CYC association membership requirement for Certification.

How great is that!?

NEWS BREAK!

But that's not all! Organizations with 41 or more employees for membership get a further discount as a Corporate Member. Just contact Michael at the information below for further details.

Want to know more? [Follow this link.](#)

Questions?

Just contact:
Michael Mitchell, MAT
ACYCP Membership Services Chair
propman46@gmail.com
(608)846-2860
[Madison, WI]

Join today and show your hard working staff that you're invested in their professional growth, development, and future!

ASK US ABOUT RECIPROCAL CYC ADS

&

**PLEASE LET OUR ADVERTISERS KNOW YOU
SAW THEIR POSTINGS IN THE
[ACYCP CYC ADVOCATE!](#)**



University of
Pittsburgh

Office of Child Development

[ENROLL HERE TODAY!](#)



BENEFITS.GOV

Your Path to Government Benefits

Our Mission: As the official benefits website of the U.S. government, our mission is to increase citizen access to benefit information, while reducing the expense and difficulty of interacting with the government.

[Explore Here](#)

Do you have a special place in your heart for the homeless street children of Nigeria?

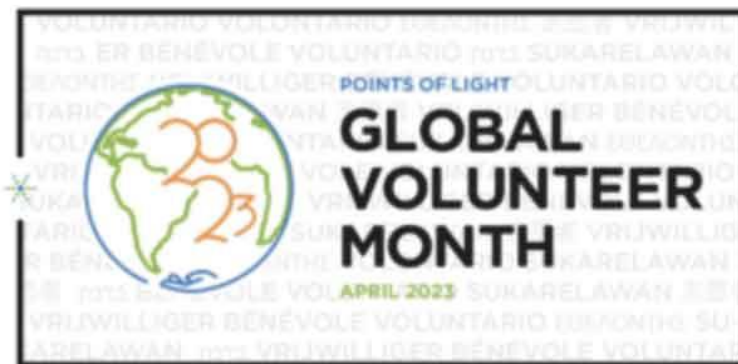


**You can help them today!
Come Join Our Board of Directors!
yemy4luv@yahoo.com**



Better Health Through Better Understanding | April 2023

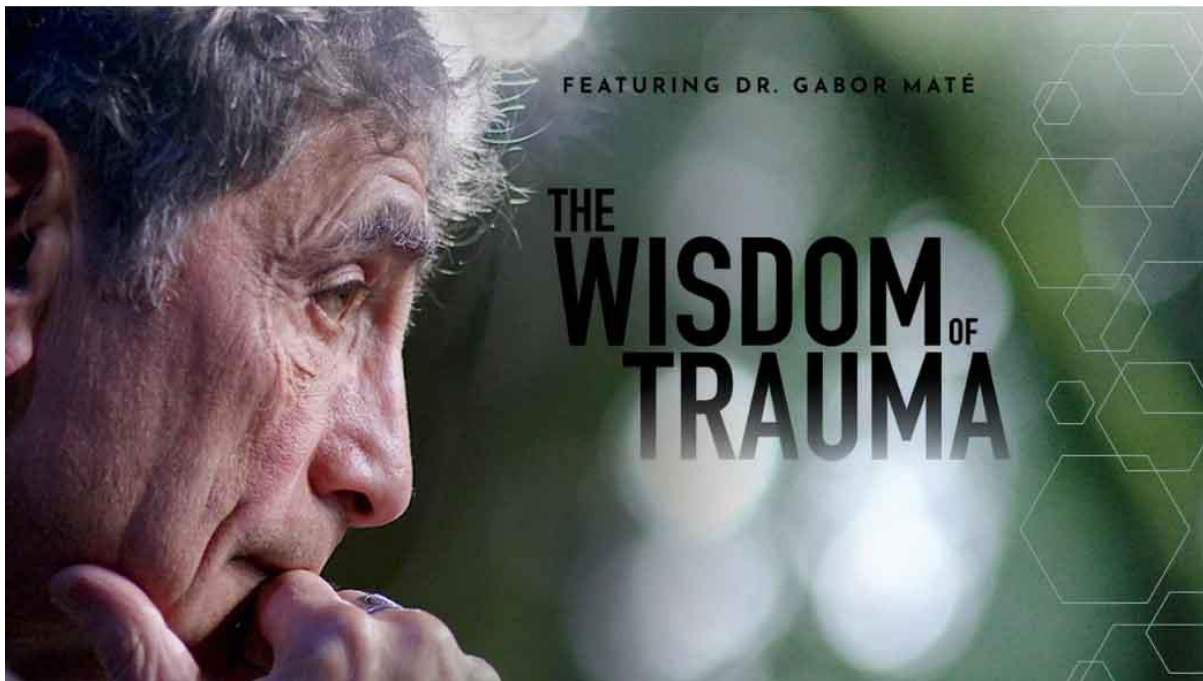
[SEARCH MUTI-CULTURAL RESOURCE LIBRARY HERE](#)



generously supported by



[GO HERE](#)



Have you watched **The Wisdom of Trauma** movie yet?
[GO HERE](#)

Capturing Quality: Equity, Experience, Efficacy



www.togetherthevoice.org

ACRC in
Minneapolis
2023

Marriott City Center
May 16-19



WACYCP plans to coordinate a group of youth workers to attend this special event, with transportation being provided up to Minneapolis. If you are interested in attending, contact WACYCP Board Member Jody Rhodes at jodyrhodeswi@gmail.com and she can give you all the details. More information on the whole conference can be found at the link below:

[Annual Conference - Association of Children's Residential & Community Services \(ACRC\) \(togetherthevoice.org\)](http://www.togetherthevoice.org)



[Join the Alliance HERE](#)

Not yet a member of the Alliance? We have over 3,200 members across nearly 150 countries who have joined us to support the work of strengthening the social service workforce.

There is hope.



988 SUICIDE & CRISIS
LIFELINE

PEP22-08-03-012
33371A

988 Suicide & Crisis Lifeline Stickers - There is Hope - Green
These 2 inch x 2 inch "There is Hope" stickers help publicize the 988 Suicide & Crisis Lifeline. The stickers are packaged in quantities of 100 and orders are limited to one packet per order. The stickers are available in green, pink, and blue as well as in English and Spanish.

GLOBAL HEALTH MATTERS

FOGARTY INTERNATIONAL CENTER • NATIONAL INSTITUTES OF HEALTH • DEPARTMENT OF HEALTH AND HUMAN SERVICES

[GO HERE FOR MORE](#)



Young Children in Crisis Settings Toolkit Launch | 28 April 2023 1:30-2:30pm
GMT

[WEBINAR REGISTRATION](#)



[See Here Vaccines Authorized for Children Ages 6+ Months](#)

U=U

UNDETECTABLE = UNTRANSMITTABLE

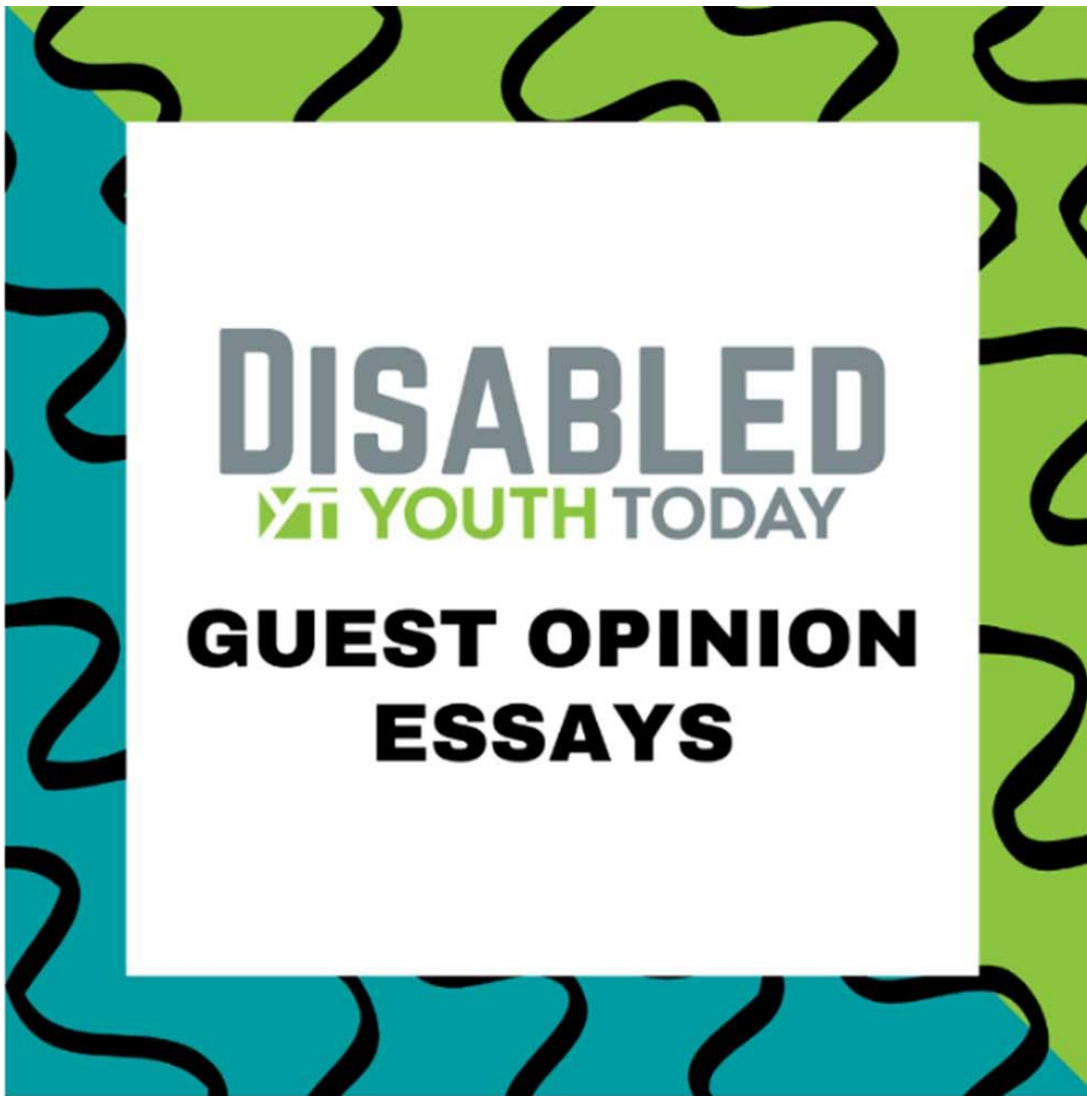
A person living with HIV who is on treatment and has an undetectable viral load cannot transmit HIV through sex.

Uniting to redefine what it means to love and live with HIV around the world.

#UEQUALSU
WWW.PREVENTIONACCESS.ORG



[GET INFORMATION HERE](#)



Would you like to join the list of Disabled Youth Today thought-leaders, scholars, researchers, frontline workers and others who write timely guest opinion essays?

<https://youthtoday.org/topic/Disabled-Youth-Today/>

Pollygrafx

POLLYGRAFX CONTENT MANAGEMENT WEBSITE DEVELOPMENT

Pollygrafx, LLC specializes in Search Engine Optimization and the development of Joomla content management websites. If you're in need of a website refresh, SEO or website maintenance, please contact us to schedule a meeting!

[**Paulette Marzahl**](#)

262-215-9477

Would you like to advertise a job opening, service or event? Contact Michael Mitchell at propman46@gmail.com. ACYCP members ads are free as a membership benefit!



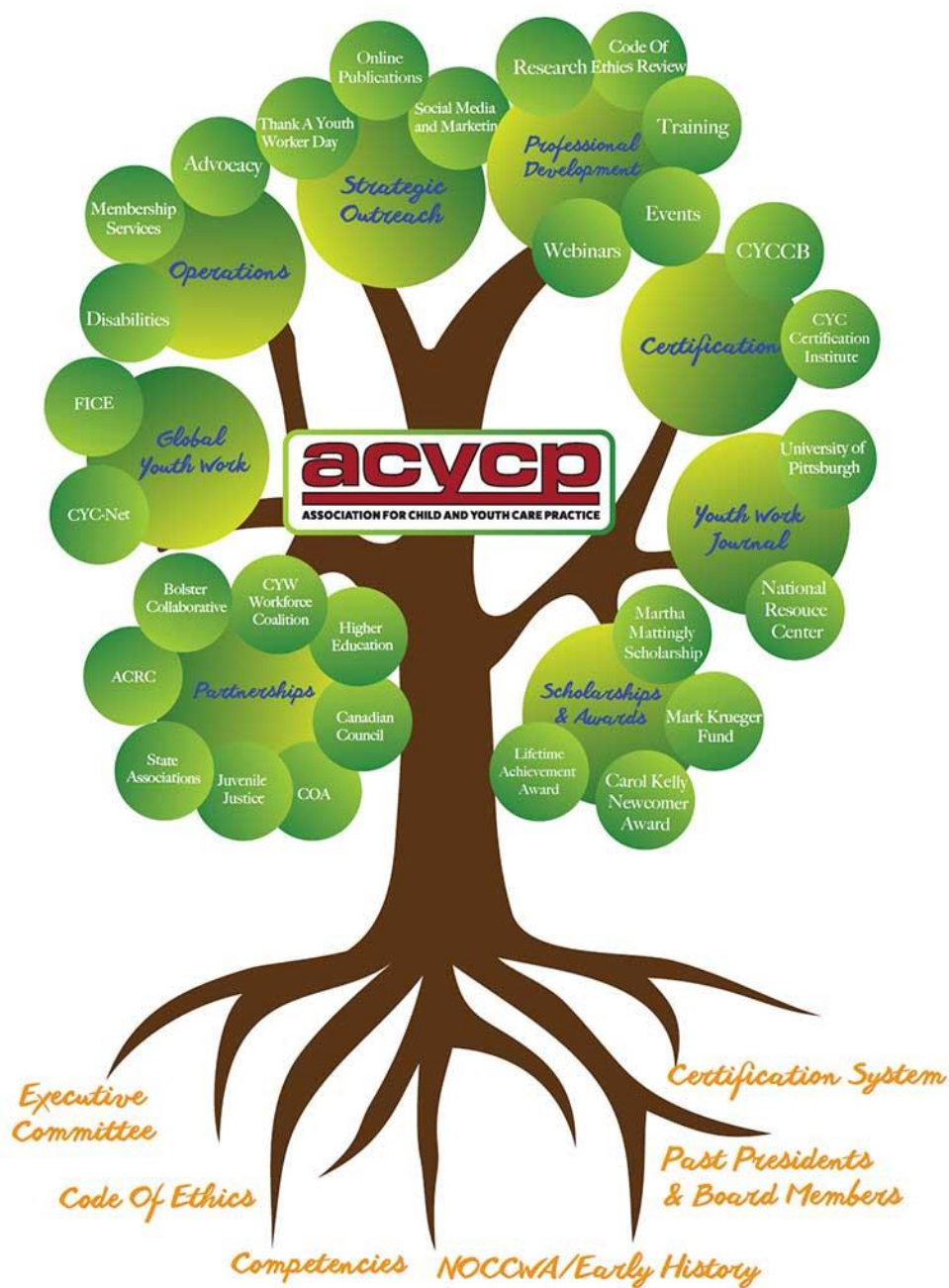
Member: White House COVID 19 Community Corps



Associate Partner



Associate Member



ACYCP organization tree update, v6.0
10/3/2019

MOVING? CHANGE OF JOB? GOT A PROMOTION?...

Well, we wish you all the best of success! But don't forget to take us along! Who knows, your ACYCP membership benefits and resources may come in real handy in your new situation. Or does your current email not permit personal or outside messages? Just get us your new email contact and any other membership data updates. So put us on your calendar or to-do list to make sure our contact remains unbroken. Just shoot off a quick easy email to acycp2011@yahoo.com with all your relevant changes, and we'll take care of the rest. We're soooo confident you'll be glad you did!

LINK WITH US!

CYC agencies and organizations may email the general email address at: acycp2011@yahoo.com and send their logo and web link, along with the name and contact information of a designated representative. Please put "Invitation To Link-ACYCP" in the subject line. We look forward to welcoming you to our communications and resource network!

ACYCP Board of Directors

Jody Rhodes - President
Michael Mitchell - 1st V.P.
Chris Scanlan - 2nd V.P.
Janet Wakefield - 3rd V.P.
Winslow Brokaw - Treasurer
Open- Secretary

Tristan Love - Member
Christina Scanlan - Member
E. Anne Brown - Member
Frank Delano - Member
Sr. Madeleine Rybicki - Member
Gene Cavaliere - Member
Annette Craycraft - Member
Yulanda Williams - Member
Mark Littlefield - Member
Tom Woll - Member
Luke Van Denend - Member
Felix Brooks Jr. - Member
Kareema Boykin - Member
Jean Carpenter Williams - Member
Jessica McKinley - Member
Jerriann Chandler-Ochoa - Member

Special Representatives

Andrew Schneider - Munoz - Past President
Janet Wakefield - FICE liaison
Okpara Rice - ACRC Liaison
James Freeman - Advisor
John Korsmo - Advisor
Quinn Wilder – Advisor

CYC ADVOCATE Staff

Michael Mitchell - Editor
Frank Eckles
Mary Krause
Laura Klemm

Special Thanks To:

Paulette (Polly) Marzahl
Pollygrafx.com

Staff Writers

Felix & Carol Brooks
Dale Curry
Lorraine E. Fox
Michael Mitchell
Jody Rhodes
Karen Vander Ven

Copy due 1st of each quarter to Michael Mitchell, propman46@gmail.com

Disclaimer

The CYC Advocate is published quarterly on-line. Articles and shared information are designed to inform, educate and support professionals in the field of child and youth care practice. However, inclusion of any and all material does not imply official endorsement by the Association for Child and Youth Care Practice, Inc. (ACYCP).

Newsletter content should not be considered a substitute for legal, medical, ethical or organizational policy consultation and/or adherence.

Re-print Permission

Re-publication of original materials authored by CYC Advocate staff writers is hereby granted for educational and not-for-profit purposes, provided that the appropriate attributions are included. Any and all for-profit usages must obtain license from the original author and/or

publishing entity. Materials re-printed by permission to the CYC Advocate may not be re-published and must obtain such license from the original author and/or publishing entity.

Like what you see? Then please announce, print, post, and forward as you see fit. PDF copies are available upon request. Back issues are also posted on the ACYCP website at: www.acycp.org