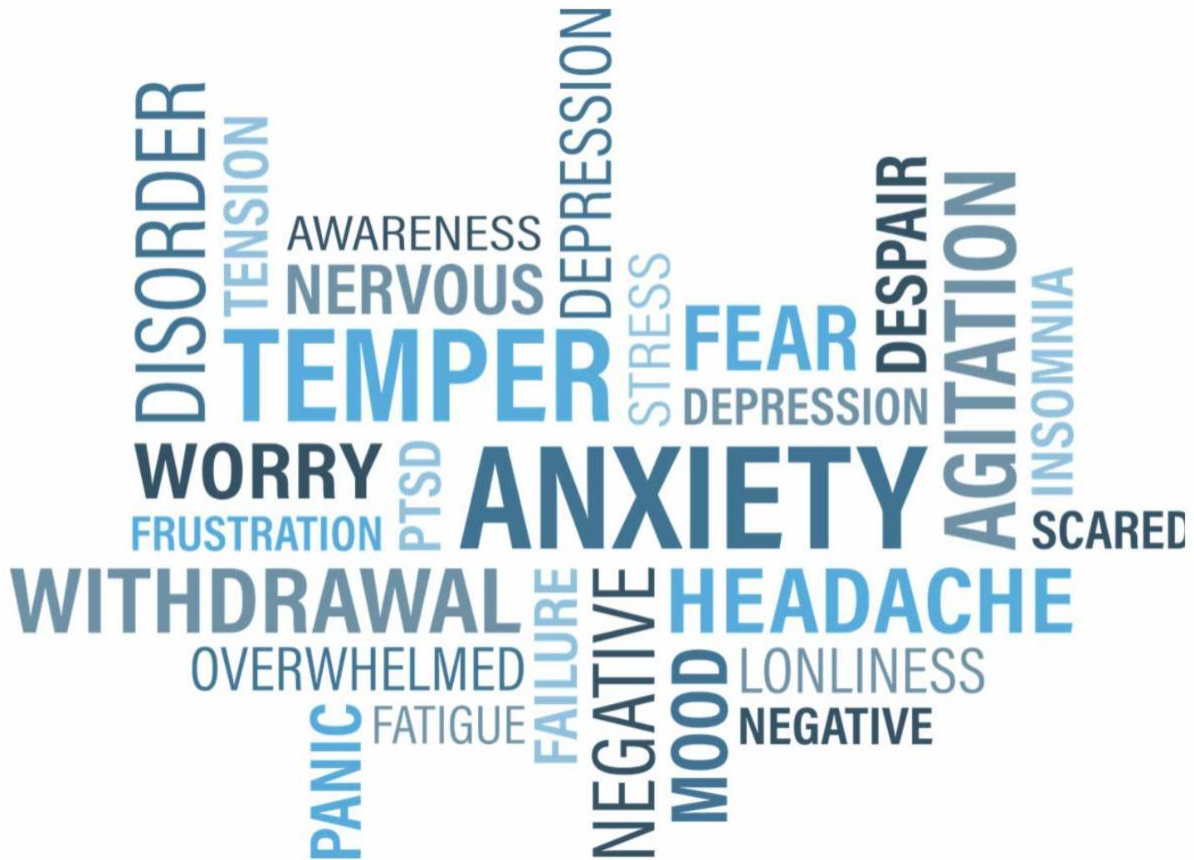


Your Quarterly News & Updates Vol.8 Issue 3/Summer 2023  
From The Association of Child and Youth Care Practice



## **THE CYC ADVOCATE**

*"Real Expertise Comes From Those Closest To The Challenge"*



*"Do the best you can until you know better. Then, when  
you know better, do better."*

---Maya Angelou

**National Minority Mental Health Awareness Month**

**[Learn More Here](#)**

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**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>

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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



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### **IN THIS EXCITING ISSUE:**

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- **CYC PRACTICE METHODS**
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- **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!**
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- **THINKING LIKE THE FOX**
- **FROM THE SOAPBOX...AGAIN!**
- **ENTER DRAWING FOR VISA GIFT CARD IN CERTIFICATION SURVEY**
- **YOUR AGENCY NEEDS THIS BENEFIT!**
- **YOUR AD CAN GO HERE! [See Special Research Request!](#)**

### **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](mailto:propman46@gmail.com) REPRINTS?- See terms and conditions at end of this issue. Comments, questions, or concerns? Contact Michael Mitchell [propman46@gmail.com](mailto: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 Fall issue is due October 1, 2023 to Michael Mitchell, [propman46@gmail.com](mailto:propman46@gmail.com)

## **ACYCP PRESIDENT'S PERSPECTIVE**



**By Jody Rhodes, CYC-P, MS, Board President**

**Welcome to the summer 2023 edition of the CYC Advocate!**

I hope everyone is enjoying their summer. For some this may be the busiest time of the year with youth and teens out of school, so they may be in our programs more than during the school year. For educators, it may be a much-needed break while you gear up for the next

school year. Either way, thank you ALL for ALL that you do for the youth and families we serve.

We have now opened up our next round of ACYCP Awards Nominations. Each year we seek nominations for our Lifetime Achievement Award and our Dr. Carol Kelly Newcomer of the Year Award. Both are excellent ways to recognize our fellow colleagues, who are doing amazing youth work. Nominating someone you know, or maybe are just acquainted with! Please see AWARD NOTIMATIONS below.

We will also be opening up nominations for our next round of ACYCP Board Delegate elections. We look to add skilled, passionate, and dedicated child and youth care workers from all fields to our board, who want to help us advocate for the profession. Share your passion and dedication by filling out a nomination and/or reach out to our Board and Committee Development chairperson Winslow Brokaw on how to get more involved at the committee level. Her email is: [winslowbrokaw@gmail.com](mailto:winslowbrokaw@gmail.com)

As usual, this issue of the CYC Advocate is full of helpful knowledge and resources for child and youth care professionals

Happy reading and exploring!

#### AWARD NOMINATIONS

Finally, please consider nominating a fellow youth work colleague for one of our annual awards: the Dr. Carol Kelly Newcomer Award (for those in their early CYC careers) or the Lifetime Achievement Award (for someone with a long-term impact on our field). Nominations are due THURSDAY, AUGUST 31 It's one of the finest things ACYCP does every year- recognizing the great talent and dedication in our field. See below for the links to the respective nomination forms!

Go to: ([Kelly Award](#))

Go to: ([Lifetime Award](#))

#### BOARD DELEGATE NOTIMINATIONS

Nominations for delegates to the Board will open on the ACYCP website on Tuesday, August 15, and close Thursday, August 31.

Ballots will be sent to members via email the first week of September, with results announced at the regular Board meeting Thursday, October 5.

New delegates will receive their orientation and on-boarding process prior to taking office on January 1, 2024.

[Follow this link to view](#)

#### MEMBERSHIP RENEWAL

Please also take a minute to see that your membership is current, so that you continue to receive your full menu of membership benefits and services, including the monthly ACYCP Membership Memo.

[Follow this link to renew](#)

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 Child Welfare In The News and was posted June

30,, 2023.]

### DEFINING, MEASURING, AND SUPPORTING ECONOMIC WELL-BEING IN EARLY CHILDHOOD HOME VISITING: A REVIEW OF RESEARCH AND PRACTICES

#### Introduction

Family economic well-being—including financial, material, and related socio-emotional resources—can support a family's long-term stability, a positive home environment, and children's healthy development. However, 1 in 10 families with children live below the poverty line in the United States and poverty is disproportionately concentrated among Black, Native American, and Latino families.

Early childhood home visiting (ECHV) has the potential to support families' economic well-being. In ECHV, trained home visitors work in the home with expectant parents or families with young children. Generally, their services focus on supporting and improving maternal, child, and family health and development outcomes. Some ECHV models also address economic aspects of families' lives and have demonstrated positive effects on outcomes such as parents' income. Given the connections between economic stability, parenting, and caregivers' well-being, a stronger focus on family economic well-being in ECHV could benefit families in many ways.

The Office of Planning, Research, and Evaluation in the Administration for Children and Families in collaboration with the Health Resources and Services Administration initiated the Supporting Family Economic Well-Being through Home Visiting (HomeEc) project to better understand how to define and measure family economic well-being and to learn how ECHV agencies have supported or could support it. This report summarizes the findings from targeted reviews of literature and practice documents from ECHV and related fields, such as social work, child welfare, and employment- and income-focused supports. It includes (1) a definition of family economic well-being, (2) a summary of the factors that contribute to or are influenced by it, (3) a summary of how it is measured in research and practice, (4) a set of practices that can support it, and (5) implications for later work on this project and future research.

[READ MORE](#)

**BONUS FEATURES**

[How to Provide Affirming Psychiatric Care to LGBTQ Teens in Transition](#)

[Sexual Wellness and HIV Prevention: An Educational Toolkit to Reach Young Adults](#)

[13 Ways to Beat the Afternoon Slump](#)

[Collaborative for Gender + Reproductive Equity](#)

[We're \[Children's Bureau\] Asking For Your Help! Medicaid and CHIP Renewals Are Happening Now! Inform People About Renewing Their Coverage and Exploring Other Options](#)

[How TO Understand And Confront Racial Injustice \[Free Audio\]](#)

[Caseload and Workload Management](#)

[Supporting the Mental Health Needs of Hispanic and Latino Youth](#)

Illustration: FreeImages.com

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## CYC RESEARCH, REPORTS & RESOURCES



### STAYING CURRENT WITH THE LATEST DISCOVERIES IN CYC WORK

[Editor's Note: The following is reprinted thanks to PACEs Connection and was posted June 30, 2023. Also see Weathering book promotion towards the end of this issue.]

### 'WEATHERING,' LINKS RACISM TO RACIAL HEALTH DISPARITIES

By Sara Heath

More research is adding to the evidence indicating that the weathering hypothesis has some merit, with new data from Boston University showing that experiences with racism have led to racial health disparities in heart disease.

The study, which looked at more than 48,000 Black women over 22 years, found that experiences of interpersonal racism at work, in housing, and in interactions with the police led to a 26 percent greater risk of coronary heart disease.

"This is the first longitudinal evidence that perceived racism is associated with increased risk of coronary heart disease," Shanshan Sheehy, a BU Chobanian & Avedisian School of Medicine assistant professor, stated publicly. "Racism has a real impact on the heart health of Black women."

[READ MORE](#)

**BONUS FEATURES**



[Suicide Attempts Nearly 8 Times Higher Among Transgender People](#)

[Mothers' Difficult Childhoods Impact Their Children's Mental Health](#)

[Service Hotlines Vital for Supporting Victims](#)

Illustration: rawpixels on Unsplash.com

## REFLECTIONS FROM THE JJ SIDE



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

### THE QUIET EPIDEMIC

For the better part of 3 years the U.S. and the world experienced a pandemic that cost the world roughly 7 million lives. And as bad as those consequences were, another, quieter epidemic made itself known, a rise in mental health issues in both adults and young people. With schools shutting down and businesses closing, many people found themselves cut off from the outside world. A combination of isolation and death served as a toxic cocktail.

As with many of our societal ills, the impact was felt more acutely by those at the bottom of the economic sector. The types of youth we see in the Criminal Process system. It is no coincidence that those at the bottom of the socio-economic ladder experienced death at a much higher rate than those at the top. Being poor was more likely to mean that working parents were more likely to be seen as essential workers. These families experienced several social forces, and while there is no definitive causal relationship between COVID and mental health, the anecdotal evidence leans heavily in this direction.

The other statistic that came to light during and after the pandemic was the uptick in crime. Pre-pandemic, crime around the country had been at historic lows, but coming out of the pandemic, the statistics around violent crime surged significantly. Both adult and juvenile offenders saw similar increases. The question is "Why"? What was going on in the lives of young people that raised red flags around crime and mental health?

The podcaster Ezra Klein takes a deep dive into the issue of teens and mental health in a two-part series that looks at the data and explanations for the crisis. For the practitioners in the field of delinquency, there is some valuable insight to be found here. I will provide the links to both shows. In Part 1, Jean Twenge, a research psychologist, and author of the books *iGen* and *Generations*, has looked at the data and concluded that the problem can be traced to the rise of smart phones and social media. In Part II, Lisa Damour, a clinical psychologist and author of the books, *The Emotional Lives of Teenagers* and *Under Pressure: Confronting the Epidemic of Stress and Anxiety in Girls*, approaches the subject matter through the lens of neuroscience and culture. She presents a hopeful set of strategies that she believes can help both parents and practitioners. Too often direct line staff see the child as a set of behaviors, and while this is important, we all might be better off if we see the reasons behind the behavior. Such knowledge could go along ways toward designing programs to meet the needs of youth.

[Teen Mental Health Part 1](#)

[Teen Mental Health Crisis Part 2](#)

[Race and Covid](#)

[COVID-19's Toll on People of Color Is Worse Than We Knew](#)

[Crime and Covid](#)

[The Impact of COVID-19 on Crime, Arrests, and Jail ...](#)

## **BONUS FEATURES**

[Access the Juvenile Court Statistics 2020 Report](#)

[Analysts Say Curfews Don't Work; Cities Bet On Them As A Tool Against Youth Gun Violence](#)

[OJJDP Announces New Funding Opportunities](#)

[Apply Now for Advancing Racial Justice and Equity in Youth Legal Systems Certificate Program](#)

[Report on Youth in Adult Jails and Prisons](#)

[New SAG Toolkit Addresses Youth Engagement Strategies](#)

Illustration: qimono on Pixabay.com

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## **PROFESSIONAL DEVELOPMENT**



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

## What our clients say:

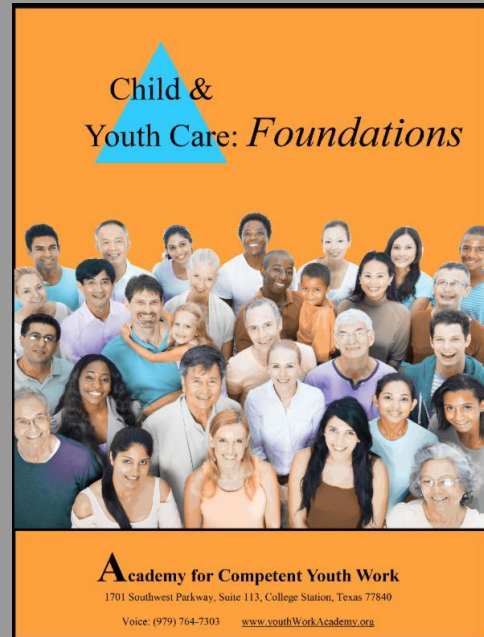
There is an AMAZING range of content available at CYC Source.  
Buy the packages, they save you money and make it easy to train groups.  
Great way to stay current and get new ideas as the field moves forward.

## CYC: Foundations Course & Training of Trainers

*Most widely used course in the US to  
prepare staff for CYC Certification*

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

Evidence-informed



### CYC: Foundations Virtual Live Class

September / October 2023

CYC: Foundations In-Person Live Class Houston Texas

August / September 2023

### CYC: Foundations In-Person Live Class Louisville Kentucky

August 2023

Newly released Spanish language version available

[Contact Us To Schedule Training at Your Organization](#)

## 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 Life Hack and was first posted on June 22, 2023. New Resource.]

### HOW TO NOT RAISE A 'GLASS CHILD'

The siblings of disabled children often report feeling invisible. Here's how parents can support them.

**By Rachel Fairbank**

For the siblings of disabled children, life can be tough in ways no one else thinks about. They may worry about their sibling, while dealing with parents who are too exhausted and overwhelmed to give them equal consideration, while feeling resentful about it, while also feeling guilty that they're resentful. The result is, many of these children

report feeling invisible, almost as if they were made of glass, with their parents looking straight through them. The term "glass child" was first coined in 2010, and has recently been circulating on social media, as siblings of disabled children discuss their shared experiences growing up.

"We sometimes underestimate what children know," said Jami Dumler, a licensed clinical therapist with Thriveworks. For glass children, "their experience parallels their parents," she said. Just like parents, glass children experience a mixture of grief, confusion, loss, worries, which coexists with their love for their sibling.

Complicating this experience is the fact that for young children, "they are great observers, but they are not always great interpreters," Dumler said. As Dumler noted, if a child doesn't know what is going on, they will inevitably make up their own story about what is happening. In many cases, the story they make up can be even worse than reality, such as finding a way to blame themselves, or thinking the situation is even more dire than it actually is.

[READ MORE](#)

**BONUS FEATURES**

[Gay Male Couples Face More Challenges, Higher Costs to Start a Family](#)

[9 Words Parents Should Never Call Their Kids](#)

[The Dangerous Reality of Pregnancy in the U.S.](#)

[The Boldest Step to Close the Racial Wealth Divide in Generations](#)

[Routine Vaccines](#)

[Parenting With Purpose - A Collection for ALL Parents](#)

Enjoy! ◇

Illustration: Omar Medinal Films on Pixabay.com

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**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 Verywell and was first posted June 22, 2023.]

## **IF WALKING IS THE ONLY EXERCISE YOU DO, IS THAT ENOUGH TO STAY HEALTHY?**

**By Alyssa Hui**

Working from home means Americans are more sedentary than ever. All that time spent sitting down can have repercussions, from heart disease, diabetes, hypertension, and obesity.<sup>1</sup>

Amini H, Habibi S, Islamoglu AH, Isanejad E, Uz C, Daniyari H. COVID-19 pandemic-induced physical inactivity: the necessity of updating the Global Action Plan on Physical Activity 2018-2030. *Environ Health Prev Med.* 2021;26(1):32. doi:10.1186/s12199-021-00955-z

The good news is that taking a walk can offset those health problems.

"If walking is all someone does, it could be sufficient," Melody Ding, PhD, MPH, associate professor at the University of Sydney with expertise in epidemiology and chronic disease prevention, told Verywell via email.

Health Benefits of Walking

According to Benjamin Bengs, MD, an orthopedic surgeon and Director of Special Surgery at the Center for Hip and Knee Replacement at Providence Saint John's Health Center in Santa Monica, California, a short daily walk can confer several health benefits, including:

[\*\*READ MORE\*\*](#)

**BONUS FEATURES**

[\*\*How a Vacation Affects Your Body\*\*](#)

[\*\*Why Community Gardening Might Be Your Fitness Solution\*\*](#)

[\*\*12 Natural Ways to Boost Your Metabolism\*\*](#)

[\*\*FDA to 'Fast Track' Review of Experimental Gonorrhea Vaccine\*\*](#)

[\*\*US At Dangerous 'Wet Bulb Temperature'\*\*](#)

[\*\*The Intersection of LGBTQ+ and BIPOC Identities\*\*](#)

Illustration: Gerd Altman on Pixabay.com

COVID-19 Community Corps



[Also Go Here](#)

[And Here for Education Tools](#)

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## HELP APPLYING FOR CERTIFICATION



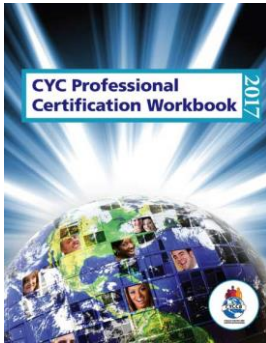
### **CERTIFICATION HELP WEBINARS**

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](mailto:CYCcertification@YouthWorkAcademy.org) or visit the website at [www.CYCCB.org](http://www.CYCCB.org)

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## 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**

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## 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 Nonprofit Champion and was first posted June 26, 2022.]

### EXPANDING INDIVIDUALS CONSIDERED EMPLOYEES

Reversing a Trump-era ruling, the National Labor Relations Board (NLRB) issued a decision involving a nonprofit arts organization that restores a stricter standard for determining which workers are employees as opposed to independent contractors for union organization purposes. The Trump-appointed NLRB had elevated the role of “entrepreneurial opportunity” in its analysis of independent contractor status, making it more likely to exclude from some labor protections those individuals who had the opportunity for economic gain or loss through their work. The new ruling in the Atlanta



Opera, Inc. case restores the precedent set during the Obama Administration that expands the number of workers eligible to vote in union elections. ◇

## **BONUS FEATURES**

[Spotlight on Child Welfare Workforce Development](#)

[Why Do We Tolerate Our Health Insurance Problem?](#)

[Cultivating a Sustainable Workforce](#)

[Resources for Small Businesses](#)

[The Effects of Child Welfare Workforce Turnover on Families](#)

[Umbrella Summaries Address Child Welfare Workforce Challenges](#)

[States Raise Minimum Wage But Centers Enroll More Children, Increased Child-To-Staff Ratios](#)

Enjoy! ◇

Illustration: Mohamed Hassan on Pixabay.com

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# **THE ACCIDENTAL PRACTITIONER**



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

## **SQUIRREL HUNT**

“You can teach a turkey to climb a tree, but it’s easier to hire a squirrel.” This quote by Spencer & Spencer in 1993 emphasizes the importance of matching the right person to the right job. The complexity of child and youth care practice necessitates a rigorous and comprehensive approach to practitioner assessment during recruitment, selection, training and performance evaluation.

Within the five competency domains assessed by the Child and Youth Care Certification Board (CYCCB) listed below are numerous more delineated practice competencies.

1. Professionalism
2. Cultural and human diversity
3. Applied human development
4. Relationship and communication
5. Developmental practice methods.

In addition, child and youth care (CYC) practice requires underlying foundational competencies that are not easily assessed or trained. Some of these include a

practitioner's capacity for caring, eagerness to learn, self-awareness, and ability to form positive relationships and receive gratification from seeing young people develop. These underlying foundational competencies may be viewed as similar to the size of an iceberg that is not seen below the water line. These competencies may be much more important than what can more easily be assessed and taught that is above the "water line." Knowledge and skills can be "taught" with formal instruction while these underlying competencies are more often "caught" through life experiences and modeling from mentors and other important persons in one's life.

However, due to funding challenges, lack of child and youth care specific personnel preparation programs, relatively low salaries, and many other challenges, are we accidentally approaching this personnel challenge? Do we sometimes hire and train accidentally? With the current recruitment and hiring crisis, do we have the luxury of finding the best personnel fit for our youth serving programs?

The CYC profession has made significant progress in recent years as illustrated by the field's expanding knowledge base and international collaboration supported by the development of ethical standards, competencies, education & training programs, and an international certification program that promotes career development. Yet in many cases, organizational personnel practices have not advanced in a similar manner. For example, the vast majority of CYC programs do not prioritize hiring and promoting certified practitioners.

The CYCCB has amassed a significant amount of evidence supporting the importance of certification. According to Curry et al., (2013), certified practitioners are 2.7 times more likely to be high performing practitioners than practitioners that are not certified. Certification is probably the most economical and strategic intervention a program can do to improve the quality of service to young people. See the CYCCB website for additional research findings (<https://www.cyccb.org/resources#keycertificationfind>).

Even with these accomplishments, certification is limited in its ability to identify some of the best practitioners. While the certification program includes a multi-measure approach to assessment, many underlying (below the iceberg) competencies are not assessed. In addition, some effective practitioners who possess strong underlying competencies may have difficulty in a testing situation. Are we systematically excluding these practitioners from certification? Should the CYCCB Consider a non-testing pathway to certification?

Early in the planning of the certification initiative, there was much discussion and debate surrounding the issue of required testing. Some of the pros and cons of certification testing and the idea of a non-testing pathway to CYC certification will be the topic in a future Accidental Practitioner column.

So, what are the implications of an accidental approach to recruitment, hiring and ongoing support for a career in CYC? From a financial perspective, there can be a significant cost resulting from a high rate of turnover due to a poor fit for the job. From a training and development perspective, practitioners (squirrels) with strong underlying competencies can more easily learn and develop into effective practitioners; while training will most likely have limited benefits for those (turkeys) who lack essential underlying competencies. Of course the "bottom line" is the adverse effect upon the young people and families served. We know that one of the most important factors affecting service to young people and families is the quality of the workforce, regardless of practice model or setting. This necessitates a non-accidental, intentional approach to the recruitment, hiring

and ongoing support of CYC practitioners that emphasizes both above and below the water line (underlying) competencies.

Note: The use of the terms "squirrel" and "turkey" are intended to be used as part of a metaphor and are not intended to be used as a positive or derogatory name.

## References

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Enjoy! ◇

Illustration: Jerry Kimbrell on Pixabay.com

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## FUNDING & FINANCIALS



### FUNDING AND FINANCIAL ASSET MANAGEMENT NEWS & INFORMATION

[Editor's Note: The following is reprinted with thanks to Nonprofit Champion and was first posted on June 26, 2023.]

#### **CHARITABLE GIVING PLUMMETS IN 2022**

Total charitable giving from individuals, foundations, businesses, and bequests dropped by 3.4% in current dollars and 10.5% relative to inflation last year, according to the annual Giving USA report released last week. Donations from individuals fell by 6.4 percent (a decline of 13.4 percent when adjusted for inflation). Total giving fell to just under \$500 billion last year. According to the report, this is just the fourth time in forty years that donations did not increase year over year. This news is especially troubling in light of the challenges nonprofits face that include workforce shortages and decreasing revenue sources.

From a public policy perspective, the report highlights the critical importance of Congress passing the Charitable Act (S. 566/H.R. 3435), which would reestablish and expand a non-itemizer or universal charitable deduction. Congress had adopted the non-itemizer option on a temporary basis for 2020 and 2021. The new data show the huge drop off when that law expired. Restoring a non-itemizer deduction would help offset the reductions in individual philanthropy by encouraging more people to give more generously to the work of charitable nonprofits. Specifically, the Charitable Act would create an above-the-line tax deduction for non-itemizers who make charitable contributions. The deduction would be capped at one-third of the standard deduction (about \$4,600 for individuals and \$9,200 for couples). ◇

Illustration: Pixabay.com

# GLOBAL PERSPECTIVE ON YOUTH AND CHILD CARE WORK



[Editor's Note: The following is reprinted with thanks to Child Welfare In The News and Both Ends Believing and was first posted June 30, 2023. For more information about BEB (New Resource), go to <http://bebglobal.org/> .]

## **BEB CELEBRATES 5,779 CHILDREN WHO HAVE RETURNED TO FAMILY WITH THE HELP OF CHILDREN FIRST SOFTWARE**

As National Reunification Month comes to a close, we recognize the work being done to bring children out of a variety of circumstances and back to their families. BEB gets a firsthand glimpse of children moving from institutions to biological families in countries across the globe with the help of Children First Software (CFS). To date, decision-makers have reunified 5,779 children because CFS gives them transparent and reliable information. One of the recent stories from the BEB Uganda team is the perfect example of what reunification looks like. Five siblings (four sisters and one brother) were victims of child abandonment and placed in separate institutions due to age limitations in Uganda. The brother was under five years old and was separated from his four sisters. Without the use of CFS, there was no way of knowing if these children were siblings and had any living family.

### [READ MORE](#)

#### **BONUS FEATURES**

[Brazil and Its Street Children – Understanding the Needs of Street Children](#)

[Ireland: 'Chamber Of Horrors': Remains Of Hundreds Of Babies To Be Exhumed From Mass Grave In Ireland \(Includes Video\)](#)

[Rainbow Railroad Launches 2022 Annual Report: Understanding the State of Global LGBTQI+ Persecution](#)

[Ongoing Avian Influenza Outbreaks...Pose Risk To Humans](#)

Illustration: sailecampos on Pixabay.com

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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>



**FICE INTERNATIONAL GATHERING IN BELGRADE, SERBIA, SEPTEMBER 2023**

A green rectangular card is centered on a white background with a light blue dot pattern. The card is held in place by purple and blue paper tabs. At the top left of the card is the OACYC logo, a circular emblem with the acronym 'OACYC' in the center. To the right of the logo is the text 'Ontario Association of CHILD AND YOUTH CARE' and 'Association Ontarienne des Techniques D'ÉDUCATION SPÉCIALISÉE'. Below the logo and text, the card reads 'IMPORTANT ANNOUNCEMENT: BILL C-273' in bold, purple and blue letters. Underneath, it says 'The OACYC invites you to be a part of this crucial movement!' in a light green font. At the bottom of the card, the phrase 'Visit our Website' is written in a blue cursive script. Below the card, the website address 'www.oacyc.org' is printed in purple.

**FROM CAMPUS TO COMMUNITY**



“If You Think Education Is Expensive, Try Ignorance.”

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

[Editor’s Note: The following is reprinted with thanks to the Office Of The White House and was posted June 29, 2023.]

## **PRESIDENT BIDEN ANNOUNCES ACTIONS TO PROMOTE EDUCATIONAL OPPORTUNITY AND DIVERSITY IN COLLEGES AND UNIVERSITIES**

Today, the Supreme Court upended decades of precedent that enabled America’s colleges and universities to build vibrant diverse environments where students are prepared to lead and learn from one another. Although the Court’s decision threatens to move the country backwards, the Biden-Harris Administration will fight to preserve the hard-earned progress we have made to advance racial equity and civil rights and expand educational opportunity for all Americans.

As our nation’s colleges and universities consider their admissions processes in the wake of the Court’s decision, President Biden is calling on them to seize the opportunity to expand access to educational opportunity for all. Our nation is stronger when our colleges and universities reflect the vast and rich diversity of our people. But while talent, creativity, and hard work are everywhere across this country, equal opportunity is not.

Specifically, the President is calling on colleges and universities, when selecting among qualified applicants, to give serious consideration to the adversities students have overcome, including:

[READ MORE](#)

### **BONUS FEATURES**

[Human Rights Campaign Recognizes the 51st Anniversary of Title IX](#)

[How to Tackle AI—and Cheating—in the Classroom](#)

[Supreme Court Rules Against Affirmative Action \[see video\]](#)

[Healthy Schools Can Help Address Racial Inequities](#)

[Student Loan Forgiveness Is on the Way for More Than 800,000 Borrowers](#)

Enjoy!

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**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 & COURT RULINGS

[Editor's Note: The following is reprinted in part with thanks to Civil Rights For Kids and was first posted on March 29, 2023.]

#### **AFTER OUR WIN AT SCOTUS, WE NEED YOUR HELP!**

Last week we helped secure a win for kids at the U.S. Supreme Court! In *Counterman v. Colorado*, the Court ruled that in order to be prosecuted for speech under the "True Threats" exception of the First Amendment prosecutors must show that a person recklessly disregarded that their words would be interpreted by a reasonable person as a threat.

The majority opinion, written by Justice Kagan, however, did not go far enough to protect children from unjust and unwarranted prosecution. Children do and say reckless things all the time. That is the nature of childhood. It is also why we felt compelled to file a brief in this case.

As we argued to the Court in our brief: "Given the jeopardy faced by children across the country, this Court should ensure that children who do not have a specific intent to threaten are not unfairly and unconstitutionally prosecuted for reckless or negligent statements made during youth or adolescence."

While the Court did not adopt the higher standard we had advocated for we were glad to see that Justices Sotomayor & Gorsuch took our arguments to heart and filed a powerful concurrence bringing these issues to the forefront of the Court's deliberations.

"Without sufficient protection for unintentionally threatening speech, a high school student who is still learning norms around appropriate language could easily go to prison for sending another student violent music lyrics, or for unreflectingly using language he read in an online forum."

Justice Sonia Sotomayor & Justice Neil Gorsuch (Concurring Opinion)

More must be done to ensure appellate courts are considering children in their deliberations in every criminal case that comes before them.

Because every state allows children to be prosecuted as adults every single criminal case before the U.S. Supreme Court and U.S. Circuit Courts of Appeals impacts their



constitutional and human rights. Yet, courts rarely consider how their decisions will impact youth if the defendant or petitioner in a case was an adult at the time of the offense. That is why we launched the Child Conscious Courts program last year.

Our Child Conscious Courts program is a collaborative partnership amongst Human Rights for Kids and law firm partners that enhances the human rights protections of justice-involved youth through the coordinated filing of amicus briefs in criminal cases involving questions of constitutional or federal statutory interpretation. Through the strategic filing of amicus briefs, we can focus courts on upholding the human rights of children in cases that will have profound and far-reaching impacts on the treatment of vulnerable young people.

Today I am writing to ask you to support our Child Conscious Courts program by making a donation. It is critical for children to be at the forefront of every policy and legal discussion in our nation. Your donation will enable us to monitor and file more briefs in appellate courts across the country to ensure that children have a voice in every case that impacts their constitutional and human rights. Thank you!

[GO HERE](#)

## **BONUS FEATURES**

[The Supreme Court Delivers an Unexpected Win for Medicaid Recipients](#)

[Upcoming Events For Preventing And Ending Homelessness](#)

[Anti-LGBTQ+ Legislation Is on the Rise. Here's How Activists Are Fighting Back](#)

[Why Child Marriage Is Still Legal In 80% Of U.S. States](#)

[Biden Admin Protecting Consumers from Junk \[Health Insurance\] Plans](#)

Enjoy! ◇

Illustration: Ross Johnston

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## **HEALTHY KIDS, HEALTHY ADULTS**



EXPLORING CYC DEVELOPMENTAL ISSUES WITH  
LIFELONG IMPACTS

[Editor's Note: The following is reprinted with thanks to the author and National Public Radio (NPR) and was posted June 27, 2023.]

**TO SAVE JEWISH CULTURE, AMERICAN JEWS TURNED TO SUMMER CAMP**

**By Deena Prichep**

Sadie Leiman is heading into her final summer at Camp Kalsman, on 300 acres in Washington state. She's 16 and started going to this camp as a toddler while her mom worked there. And she's looking forward to seeing friends and being on her own. But most of all, Leiman's looking forward to Shabbat – welcoming the Sabbath every Friday night.

"When you're at home, if you don't have, like, I don't know, 400 siblings – which most people don't – Shabbat is a very private thing," laughs Leiman. But at Camp Kalsman, she says, "it's so many people just dancing and singing and it's beautiful and it's spiritual and it's Jewish. It's just so fun."

## [READ MORE](#)

### **BONUS FEATURES**

[We're Teaching The Holocaust All Wrong](#)

[South Carolina Mom Pens Heartfelt Letter To School Bus Driver For Befriending Her 6-Year-Old Son](#)

[ACIP Endorses 20-Valent Pneumococcal Vaccine for Kids](#)

[West Nile Virus Cases Rising Nationwide](#)

[Malaria Case in Texas](#)

[The Decline Of American Playtime — And How To Resurrect It](#)

[The Tragedy Of Black Youth Suicide](#)

[How to Break the Body Shaming Cycle and Raise an Accepting Child](#)

[Low-Dose Atropine Eyedrops May Delay Onset Of Nearsightedness In Children](#)

[Misinformation Obscures Standards Guiding Gender-Affirming Care for Trans Youth](#)

[Improving Sleep Appears To Indirectly Help Alleviate Depressive Symptoms In Adolescents](#)

[Drowning Is A Leading Cause Of Death For Children](#)

Enjoy! ◇

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**THINKING LIKE THE FOX**



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

### **"IT'S A FREE COUNTRY!"**

-

I can't even count how many times in my career with young people this quote was thrown at me as a justification for not being willing to accept a consequence for unacceptable behavior. Given this, I'm guessing you've heard it a time or two yourself. In fact, I feel embarrassed to say that we often hear adults on the news use this phrase as justification for some ridiculous behavior. So once again I am happy to keep with the theme of using holiday messages to help us in our work!

It is both our privilege and our obligation to help our children and teens to understand what we mean by "free country". A privilege because accepting the reality of "free country" can help them avoid trouble for the rest of their lives. An obligation because if we don't help them develop a mature concept of "freedom" they are doomed to have trouble in school, trouble with their friends, and trouble with adults providing care for them. Later, a skewed view of "freedom" can cause problems with their jobs, their relationships, and possibly the law.

In the month of July we will hear numerous speeches and songs, and have parades and firework displays honoring our "freedom"! Unhappily for immature minds, "freedom" does not imply that one is "free" to do whatever we want. Living in a free Country implies that we are free to make choices, and then live with the consequences of those choices. It is important the every time we give a young person a "consequence" we reaffirm and re-enforce what "freedom" means. Freedom itself is both a privilege and an obligation! The consequence will help them understand results of making bad choices, because this will be true for the rest of their lives.

It may be helpful to use examples of Countries where people are not free, even to make choices. If your group has clients with ancestry from other countries who came to your country to be "free" you can use examples from their culture to demonstrate that people, or some people – usually women – are not free, even to choose how to dress, or whether to drive, or work. If you don't have clients from authoritarian countries use examples from the news to help young minds wrap around the concept of "freedom". Of course, we always have examples from local news of people who did what they felt like doing and then experienced some very harsh consequences. This gives us the chance to discuss how your particular situation – residential facility, group home, classroom, foster home – is using "consequences" for unacceptable behavior NOT to "punish", but to teach how things work, even in "free" countries.

Whether you are a faith-based agency or not you can also use examples from ALL faiths, since all faiths have choice at the core of their beliefs.

The Old Testament in the Bible provides us with an example of one of the earliest "toasts": La Chiem! Choose life. The old and new testament in the Bible both have the word "choose" or choice repeated often. The Koran urges compliance with proper choices and even rings bells in the cities at regular intervals to urge followers to remember to pray. Faiths with beliefs in "karma" stress how today choices influence later consequences in our lives.

One of the greatest lasting gifts we can give and leave with our young people is the wisdom of making wise and safe choices. Yes you are “free” to act as you will, but you are not free to avoid the consequences of your actions. We are indeed blessed to live in a “free country”, but we are equally challenged each day to make choices in our best interests. That’s true when you’re two, true when you’re ten, true when you’re fifteen, and true when you’re eighty!

Make sure all “consequences” fit the dictionary definition: “that which naturally follows”, or you’ll miss the chance to provide lessons for life.

What an excellent choice you’ve made to put yourself in the mix of those who love children and teenagers enough to help them learn to live well and act in ways that result in getting what they really want and need.

With these July lessons, you’re free to go. ◇

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

[Editor’s Note: The following article first appeared in the summer 2022 edition of the CYC Advocate. Enjoy!]

Rarely do I have trouble coming up with one of my Soapbox columns, even though I’ve been writing them for years. There’s always ‘something’ that I can rant (or rave) about.

Luckily, I got to talk to my dear friend and colleague, Andy Schneider-Munoz (Ph.D.) just in time for this deadline. He suggested writing about activities again (our mutual interest for decades). We agreed that we can never advocate for them too much. Given our years of observations in child care programs and facilities, the lack of quality activities is “the weakest link” in the daily lives of the children and youth in a multiplicity of settings. Boredom reigns, and when that happens, an escalation in difficult behavior ensues. This is especially important during the current pandemic, with all of its challenges to promoting positive youth and child development.

We all talk about the centrality of relationships in child and youth care work. But we need to continue to recognize the importance of contextual factors. That is, how their environments are actually designed and implemented through activities, which is crucial in providing the opportunity for relationships to be formed, grow, and attain maximum benefits.

For example, working together to build a model airplane, will provide an experience that brings forth behaviors that can be jointly examined, in what might be a more harmonious context. Some years ago, in a residential treatment program, a very large and difficult young man continually challenged and intimidated the staff. It was my job, as an activities specialist, to have sessions with him and so I did. I forget how we came to be building a model airplane out of a kit, but that's what it we did. He showed more self-control than I ever would have expected. For some reason the requirements for self-control and precision were not lost on him. Completing it successfully gave him a new sense of pride and a reduction in acting out behavior as the staff admired his accomplishments.

Spend some time reflecting on your favorite childhood pastimes and hobbies. Can you bring them into your work setting? Those stamp and coin collections, baseball cards, drawings and paintings, items made in "shop" classes, the telescope that you used to scan the heavens with before turning out the lights, just for examples. These can give you some ideas for sharing your own heritage with children and youth, who may not have had such experiences. Knowing these facts about you is not over-intrusive. Rather, sharing something meaningful to yourself is an important way of forming a helpful relationship with a child.

Again, we know advocating for activities is hardly new. But we're doing it because children and youth need them even more now and because we know that inside each and every one of you are activity ideas. Why not try something new with the children in your group, perhaps something you loved doing as a child, or a current hobby, and keep a record of how it went? That could not only be helpful to you in your own future activity work, but also might be a good thing to share with peers through the various communication outlets available to us. ◇

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## ENTER DRAWING FOR VISA GIFT CARD IN ACYCP CERTIFICATION SURVEY!



[Editor's Note: The following official ACYCP survey is open to ALL CURRENT ACYCP CERTIFIED workers. Certification status will be verified as a condition of acceptance of all submitted drawing entries.]

### CURIOUS CYC MINDS WANT TO KNOW!

Hey, All You ACYCP Certified Child and Youth Care Professionals,

Now that you've been Certified for a while, there are potential candidates for Certification, who would like to know about your experiences. Please help them out and share how Certification has impacted your professional work and personal life. Here's what they've told us they would like to know:

[TAKE SURVEY HERE AND ENTER DRAWING\\*](#)

\*Oh, and did we mention...as a THANK YOU for sharing your experiences, we'll enter you in a drawing for one (1) of four (4) \$100 VISA gift cards to spend on anything you'd like. Current valid Certification status will be verified upon submission of drawing entry.

**DON'T DELAY! SURVEY CLOSES FRIDAY AUGUST 11TH!**

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### **CYC RESEARCHER SEEKS SUPPORT**

Hello,

I am **Dr. Jennifer Brooker, Ph.D.**, Journey Fellow, President of FICE Australia and an educator and researcher for almost 40 years.

Living and working in Melbourne, Australia, I train those working in Out of Home/residential Care (OOHC) with their mandatory qualification to work in the sector. My work here has highlighted the issues our workers face every day at work and I am curious to know if that is the same globally. To that end, I am applying for an International Fellowship with ISS for the Vocational Education sector and my topic is OOHC workers. A (very!) quick look at the available research shows that some research was published last year, which appears to include in-depth international perspective (still waiting for the book to arrive to read!), with most research focusing on the children and young people placed in OOHC.

Based on my PhD, which looked at current and historic youth worker education in Australia, Canada, New Zealand, the UK (England, Northern Ireland, Scotland and Wales) and the US, and the youth work survey I coordinated for 2016 FICE Congress in Vienna, I want to refine that study now to OOHC workers. My intention is to conduct an international comparison of OOHC workers and what are the issues they face. How are they prepared for their work with young people and children who are replaced in out-of-home care? I anticipate the research would cover several topics such as worker qualifications, government legislation and policies, established Commissioners or not, the organisations responsible for providing OOHC, the homes themselves (e.g. ratio worker: client) and the terminology used worldwide.

Yes, it could be a rabbit hole but I believe a global perspective on the issues faced by OOHC workers face and that delivery worldwide is really important. Hoping you agree.

I am looking for connections/partners who would like to be part of this research. If you think it is something that interests you, or you want to discuss it further, please do not hesitate to reach out and ask. I can be contacted at [brookerjen@gmail.com](mailto:brookerjen@gmail.com)

I hope to be heading to the US and Canada in the first half of next year [2024], to conduct interviews and observe how things are done there. I will be in Europe in October and the Unity conference in Dublin in November, if anyone is going to be there.

**Dr Jennifer Brooker, Ph.D.**  
**WhatsApp +61 432 210 429**  
[\*\*brookerjen@gmail.com\*\*](mailto:brookerjen@gmail.com)

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**Recruit, Retain, and Support:  
Strategies for Strengthening the  
Child Welfare Workforce**

**SEPTEMBER 21, 2023**

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# OUTSTANDING CHILD AND YOUTH CARE *Students*

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[#CYCWeek2023](#) [#CYCWEEK](#) [#Childandyouthcarepractitioners](#) [#childandyouthcare](#)  
[#oacyc2023](#) [#oacyc](#) [#cycp](#)

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# U=U

## UNDETECTABLE = UNTRANSMITTABLE

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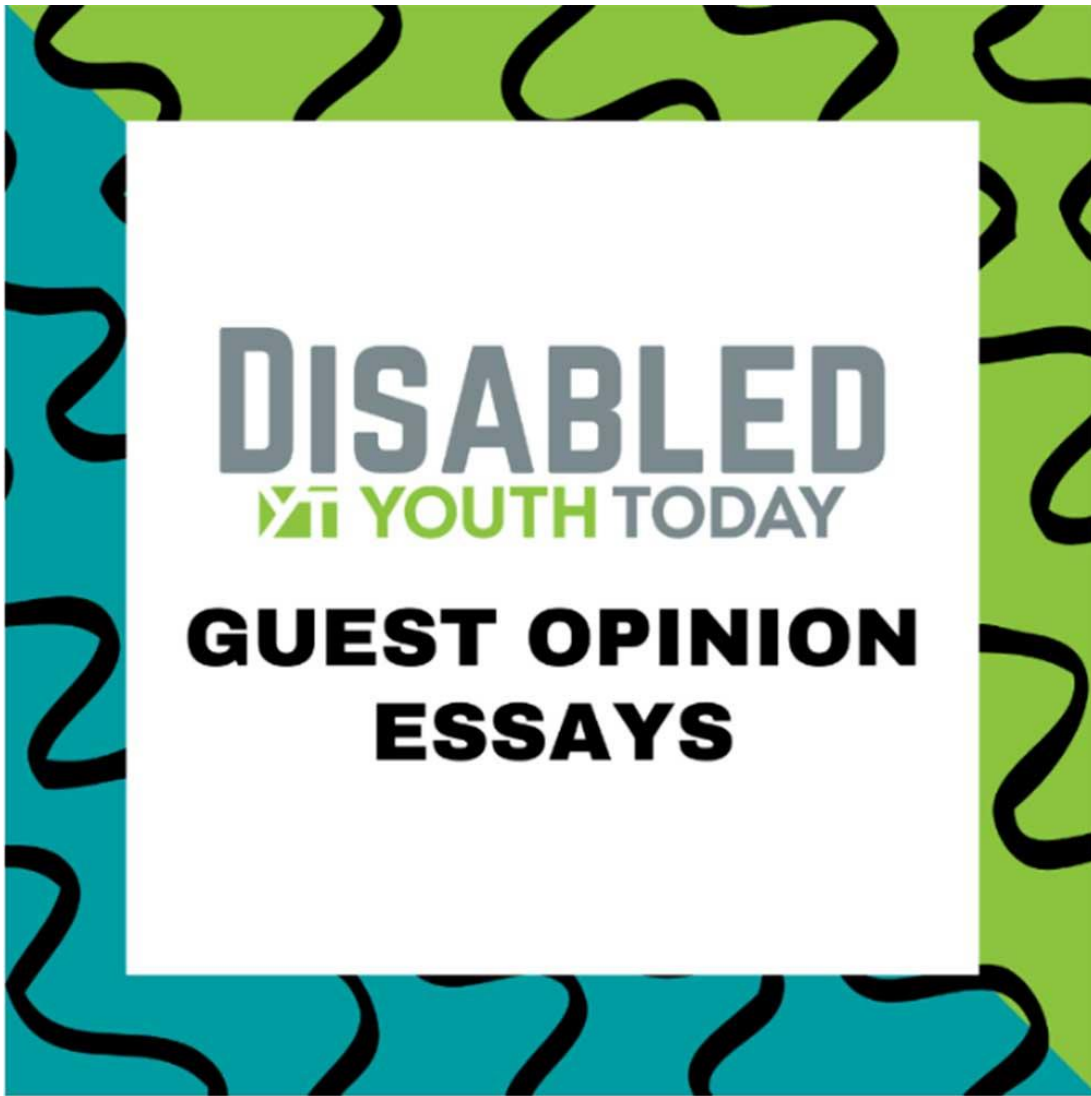
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**262-215-9477**

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

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**Member: White House COVID 19 Community Corps**



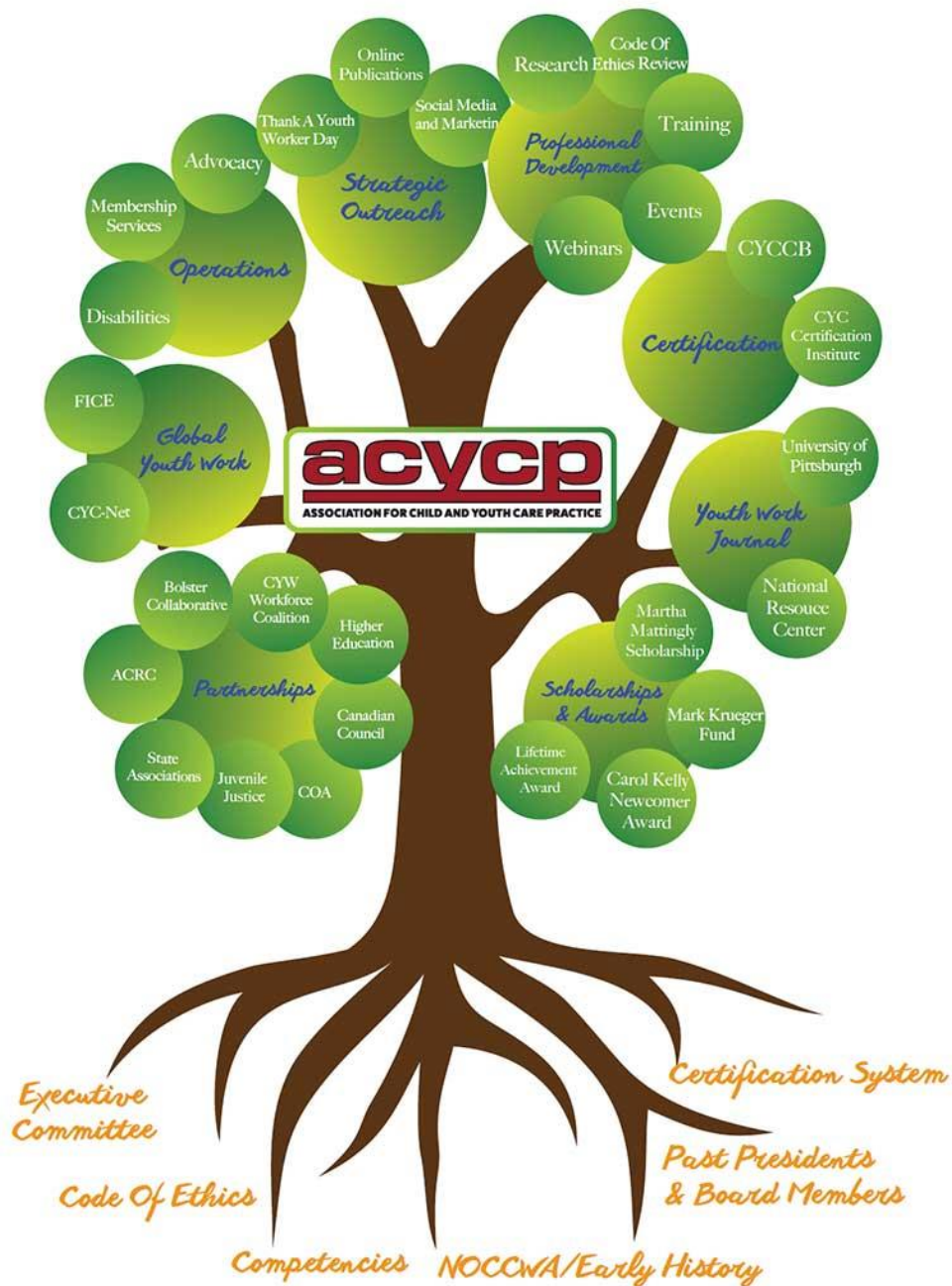
**Associate Partner**



**CHILD & YOUTH CARE  
CERTIFICATION BOARD**

**Associate Member**

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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](mailto: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](mailto: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!

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