PRIDE Pre-Service

Questions and Answers

Caregiver Training Redesign Vision

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

What's New

It is exciting to share upcoming changes to Caregiver Orientation Training. The newly revised curriculum will more accurately align with current research, legislation, policy, Indigenous worldview and practices such as the Practice Framework, Signs of Safety, and trauma-informed approaches. The new design incorporates Alberta-specific content into the licensed online training model Parent Resources for Information, Development and Education (PRIDE). PRIDE Pre-Service will launch throughout the Province on January 10, 2022 and our previous training will no longer be used.

Delivery of PRIDE Pre-Service

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

Competency-Based Model

Caregiver Competencies were developed in Alberta in 2020 through a collaborative process involving caregivers, the Alberta Foster and Kinship Association (AFKA), Children's Services, agency, and Delegated First Nations Agency (DFNA) representation. The competencies identify the skills and knowledge required for successful caregiving. The competencies align closely with Children's Services Philosophical Foundation, Guiding Principles, SAFE model, and the PRIDE model. It is to these competencies that the training model has been developed.

Caregiver Competencies Themes

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

Pre-Service Training

The caregiver training journey will begin with PRIDE Pre-Service, which replaces OCT as of January 10, 2022. PRIDE Pre-Service focuses on helping foster and adoption applicants understand what the caregiving experience is like and what is expected of caregivers in Alberta. It will help applicants decide if they are ready to become a caregiver.

- Consists of 10 asynchronous pre-recorded video sessions that participants take at their own pace
- Required for foster Care and legal permanency applicants
- Available, but not required for Kinship Caregivers as kinship-specific training is available
- Includes questions for self-reflection through an e-book for each session
- Incorporates an ongoing mutual assessment process, whereby applicants assess their motivation and readiness, and Children Services assesses suitability for the caregiving experience
- Includes virtual check-ins with the participants and facilitators to support learner integration of the information about caregiving as well as the expectations of caregivers in Alberta.

Kinship Training

Kinship-specific training provides essential information about expectations, working within systems, challenges and strategies specific to kinship caregiving. Kinship Orientation for Caregivers (KOCT) has been updated. It is virtually facilitated and offered regularly by the PCTT. It is mandatory for kinship caregivers to attend KOCT or review the Kinship Care Guide one to one with their kinship worker.

In the future, to improve accessibility, Kinship Caregiver training will be developed into an e-learning module, similar to PRIDE Pre-Service. A one-to-one option will continue to be available.

More About PRIDE

Originally developed in the United States through a partnership between foster caregivers, social workers, trainers and researchers at Governor's State University (GSU), the PRIDE curriculum has been updated over time to reflect current research, and has recently been transitioned into an interactive and engaging online format. Children's Services is currently working with GSU to customize this training to accurately reflect Albertans' experiences and caregiver needs. This includes incorporating Alberta policy and practice, as well as a trauma-informed lens.

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

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

When Does This Happen

- ➢ **PRIDE Pre-Service** Training pilot began in Edmonton Region September 2021
- ➢ Full Provincial implementation target date January 10, 2022

Reminder: Facilitator-led virtual sessions of KOCT will continue to be offered by the PCTT during the phased transition.

FAQs

1. How is PRIDE training facilitated?

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

2. Who needs to take PRIDE Pre-Service?

PRIDE Pre-Service will be required for all adoptive and foster care applicants. Kinship caregivers are not required to take it, however Kinship caregivers would require PRIDE Pre-Service should they decide to pursue caregiving in other ways (foster/permanency).

3. Does PRIDE Pre-Service impact caregiver recruitment?

Caregiver recruitment requirements have not changed. PRIDE Pre-Service will simply replace OCT. The most significant change is in the administrative process, which will require a referral to the Provincial Caregiver Training Team (PCTT) to register the applicant into PRIDE Pre-Service Training. The training team will support the enrollment, technical needs, reporting requirements and progress follow-up with the applicant as well as with the recruiting staff. Process and contact information will be distributed to all stakeholders prior to implementation.

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

Participants will have 12 weeks to complete PRIDE Pre-Service. There are 10 sessions that take approximately 35 hours to complete, as well as two mandatory virtual check-ins. Participants will receive a certificate at the completion of training. If a participant has not completed in that timeframe, follow up will determine next steps.

5. What is the Mutual Assessment Process?

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

6. How do applicants access training?

A unique applicant training profile will be created for each caregiver on a new learning management system (LMS), called the PRIDE LMS. Applicants will be able to enroll in, access and track their training from this account.

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

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

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

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