

Executive Summary

Course Title: “Effective Engagement Strategies at Decision Points – Working with Latino Families”

Course Description:

This one day training is designed to raise awareness of the issues regarding working with Latino families in the child welfare system. This course will focus on the cultural issues, family dynamics, immigration, and acculturation issues that may impact the relationship that child welfare workers have with these families. This course will also identify the facilitators and barriers to providing culturally competent services to Latino families. The course will provide a better understanding of how to engage and build trust with Latino families in order address sensitive issues, such as domestic violence, physical abuse and specifically, sexual abuse. This training will use a variety of training styles, including lecture, small/large group discussion, and group exercises.

Target Audience:

This is an advanced training designed for seasoned social workers, new social workers or other providers who work with Latino families in the child welfare system. This training addresses the cultural issues which impact how services are provided to Latino families. It is designed to assist workers in engaging these families and addressing sensitive issues, such as sexual abuse, with Latino families.

Training Objectives:

1. The trainee will understand the effects of immigration and acculturation issues in Latino families.
2. The trainee will be able to identify facilitators and barriers to culturally competent services with Latino families.

3. The trainee will be able to identify the cultural, societal and familial dynamics that may impact Latino families obtaining services.
4. The trainee will be able to understand the cultural dynamics impacting the issue of sexual abuse in Latino families.
5. The trainee will understand the intergenerational cultural disparities in Latino families and how these affect the family's functioning.
6. The trainee will be able to identify effective engagement and trust building strategies that will assist the trainee in addressing sensitive issues with Latino families.

Supervisors can support the transfer of learning from the training to on the job:

BEFORE the training:

It would be beneficial to have the supervisors attend the training in order to gain the knowledge needed to improve services to Latino families. The supervisors can encourage the workers to actively participate in the trainings. Also, they can encourage the workers to ask questions in the training and discuss the different challenges that have experiences in their work with Latino families on their case loads.

AFTER the training:

It would be helpful for the supervisors to have a debriefing meeting with the workers to identify what has been learned in the training in order to assist each worker in developing their own action plans. Supervisors should encourage the workers that attended the training to share the information learned with other co-workers. Through individual or group supervision, supervisors could continue to monitor each worker's progress in working with Latino families and assure full implementation of the action plans.