

## Executive Summary **Worker Safety and Stress Management in Child Welfare Practice**

### Course Description

This training conveys the understanding that danger and risk do exist in the practice of child welfare. Information is provided to assist the worker in assessing potential threats and strategies to practice to maintain safety. Additionally, the training provides a realistic view of the pressures of child welfare work. The training focuses on identifying stressors inherent in this line of work, and on identifying strategies to manage these stressors. The course utilizes lecturette, case studies, small group interaction, and scenarios to help participants integrate the information.

### Target Audience

This training is appropriate for new workers. New workers will be exposed to information regarding safety and stress management in the practice of child welfare work.

### Outcome Objectives

1. Identify at least three possible signs of danger, taking signals from the client, the environment, and from themselves, while working as a child welfare worker.
2. Identify at least three methods of avoiding or mitigating danger while working as a child welfare worker.
3. Describe common family dynamics that can contribute to a crisis and explain when and how to terminate an interview due to safety concerns; and how to leave a dangerous situation swiftly.
4. Identify positive and negative effects of stress and the four universal causes of stress, and be able to distinguish between them
5. Identify that stress is a reaction to positive experiences as well as negative experiences, and is a part of daily life and create a daily stress reduction plan.
6. Recognize the common origins and consequences of work-related stress in the field of public child welfare; describe burnout and how stress contributes to it and recognize origins and signs of secondary trauma.
7. Identify techniques to cope with and manage stress, secondary trauma, and burnout.

### **Ways that Supervisors can support the Transfer of Learning from the classroom to the job...**

#### ***BEFORE the training***

1. Supervisors should ask the trainee to name some of the hazards that a worker might face in the course of child welfare work.
2. Supervisors should ask the trainee to identify a list of things that make the worker feel stressed and the indicators that let the trainee know they are stressed.
3. Supervisors should ask the trainee to list some of the trainee's common practices used to keep the trainee safe.
4. Supervisors should ask the trainee to make a list of strategies that have worked for the trainee in the past when attempting to manage stress.

#### ***AFTER the training***

1. Supervisors should ask the trainee to identify the high risk areas for child welfare work within the county and the high risk time periods.

2. Supervisors should ask the trainee to name five stressors that are unique to child welfare work.
3. Supervisors should ask the trainee to identify 3 new strategies for safety and review the county's expectation about safety.