

## Arizona Human Services Training Statewide Scan

Arizona State University, in collaboration with the Arizona Department of Child Safety, is conducting a statewide scan to identify existing training for human service delivery organizations.

The purposes of conducting such a scan are threefold:

1. to catalog the wide variety of existing training topics occurring across systems,
2. to inform future training opportunities for staff, system partners, and/or the family unit (birth family, kinship, foster/adoptive), and
3. to identify and formally recognize training that may qualify for federal funding pursuant to Section 474(3)(A) of the Social Security Act and 45 CFR 1356.60

Participation in this survey is voluntary. There are no foreseeable risks or discomforts to your participation. Likewise, there are no negative consequences for choosing not to participate in the survey. The survey consists of 45 questions, almost all of which are multiple choice. We anticipate the survey taking approximately 10-20 minutes to complete.

Data from completed surveys will be kept confidential. Results from this survey will be used to provide information at local, regional, and statewide levels. You may request that identification of your organization be excluded from any reports, presentations, or publications however, non-identifying information will be shared in aggregate form.

Your individual responses will be anonymous as the survey does not require you to identify yourself. Additional comments made by you during the survey may be used, but great care will be taken to ensure no one will be able to identify who made the comment. Results of this study may also be used in reports, presentations, or publications but your name will not be known.

If you have any questions concerning the research study, please contact the research team at: [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) or (602) 496-1489. Completion of this survey will be considered your consent to participate.

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q02 Please provide the name of your organization.**

Note: You will have an opportunity at the end of the survey to indicate that you would prefer for your organization to remain anonymous in reporting of information obtained from this survey if you so desire.

**Q03 What is the primary focus or line of business at your organization? That is, what is the principal product or service?**

**Q04 Please select recipients of your organizations products or services? Please select all that apply.**

- Children and families at risk of involvement w/ the public child welfare system
- Children and families involved w/ the public child welfare system
- Children who are in out-of-home care (legal dependents of the public child welfare system)
- Caregivers of children who are in out-of-home care (legal dependents of the public child welfare system)
- Other

**Q04a If you selected "other" in the previous question, please describe additional recipients of your organizations products or services:**

**Q05 What is your role and/or position within the organization?**

**Q06 Please indicate the type of your organization:**

- For Profit
- Not-for-Profit or Non-Profit
- Public
- Other

**Q06a If you selected "other" for type of your organization in the previous question, please provide a description below:**

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q07 Please indicate all of the geographic areas your organization serves. Please select all that apply.**

- Apache County
- Cochise County
- Coconino County
- Gila County
- Graham County
- Greenlee County
- La Paz County
- Maricopa County
- Mohave County
- Navajo County
- Pima County
- Pinal County
- Santa Cruz County
- Yavapai County
- Yuma County

**Q08 Please indicate the total number of employees at your organization:**

- 1 - 49
- 50 - 199
- 200 - 599
- 600 or more
- Don't know

**Q09 Of the total number of employees in your organization, what percent provide direct child and family services (e.g. case-carrying, responsible for direct service provision)?**

\_\_\_\_\_ % of direct child/family service employees

**Q10 Does your organization have an internal training unit and/or designated position responsible for training?**

- Yes
- No
- Don't know

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q11 How is training funded within your organization? Please select all that apply.**

- Fees paid by training participants
- Private, philanthropic funds (donations, grants, awards, contracts)
- Public, state funds (grants, awards, contracts)
- Public, federal funds (grants, awards, contracts)
- Other
- Don't know

**Q11a If you selected "other" as how training is provided within your organization in the prior question, please describe below:**

**Q12 Please indicate the percent of training that your organization produces "in-house" vs. what you purchase through contracts with outside vendors.**

\_\_\_\_\_ % training "In-house"

\_\_\_\_\_ % training contracted through outside vendors

This section asks questions about the types of training that your organization offers to three distinct audiences:

1. training provided to your own staff,
2. training provided to system partners (other organizations you work closely with), and
3. training provided to the community and/or the family unit (birth family, kinship family, and foster/adoptive families)

For each of the topical areas below, please indicate which audiences you currently provide training for. If you do not currently provide training in a particular topic, please skip to the next topic.

**Q13 Training on social work practice, such as family centered practice and social work methods, including interviewing and assessment.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q14 Training on relational competence; an overview of the role of relational competence in family relationships.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q15 Training on the importance of using evidence-based techniques for case planning and modifying agency culture to sustain evidence-based practice.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q16 Training on cultural competence; how to assess and serve the needs of children without bias and ensure their safety, including how to parent youth struggling with issues related to sexual orientation, gender identity and/or gender expression.**

Note: Please do not include training related to the actual provision of treatment or services in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q17 Training on how to use screening and assessment tools to develop the child's case plan.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q18 Training that introduces the concept of risk and protective factors and prevention; effective strategies for prevention; overview of strategies to target and encourage development of protective factors.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q19 Training on resilience; strategies for minimizing the traumatic experience of placement(s) for children, including facilitating attachment and promoting stable relationships.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q20 Training on child abuse and neglect issues, such as the impact of child abuse and neglect on a child, and general overviews of the issues involved in child abuse and neglect investigations.**

Note: Please do not include training related to how to conduct an investigation of child abuse and neglect in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q21 Training on permanency planning, including using kinship care as a resource for children.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q22 Training on general substance abuse issues related to children and families.**

Note: Please do not include training related to the actual provision of treatment or services in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q23 Training on general domestic violence issues related to children and families.**

Note: Please do not include training related to the actual provision of treatment or services in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q24 Training on general mental health issues related to children and families.**

Note: Please do not include training related to the actual provision of treatment or services in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q25 Training on effects of separation, grief and loss, and visitation related to children and families.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q26 Training on activities designed to preserve, strengthen, and reunify the family.**

Note: Please do not include training related to the actual provision of treatment or services in answering this question.

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q27 Training on child social and emotional development and well-being; principals of child grown and social, emotional, physical, and intellectual development.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q28 Training on communication skills required to work with children and families.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q29 Training on assessments to determine whether a situation requires a child's removal from the home.**

Note: Please do not include training related to how to conduct an investigation of child abuse and neglect in answering this question. In addition, do not include training on how to conduct specialized assessments such as psychiatric, medical, or educational assessments in answering this question.

- Provided for our own staff
- Provided for system partners

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q30 Training on Independent Living and the issues confronting adolescents preparing for independent living.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q31 Training for the identification of sex trafficking, not for conducting investigations of allegations of sex trafficking or for providing social services, such as counseling or treatment, to victims of sex trafficking.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q32 Training on referrals to services, not how to perform the service.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q33 Training on job performance enhancement skills enabling human service employees to reinforce their basic knowledge and develop the required skills for the performance of specific functions.**

Examples: writing skills for documenting case notes, critical thinking/decision making, time management

- Provided for our own staff
- Provided for system partners

**Q34 Training on first aid, CPR, or facility security training.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q35 Training on general supervisory skills.**

- Provided for our own staff
- Provided for system partners

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.



**Q36 Training on ethics.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q37 Training on team-building and stress management.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q38 training on safe driving for human service employees in the field.**

- Provided for our own staff
- Provided for system partners
- Provided for the community and/or family unit (birth, kin, foster/adopt)

**Q39 Does your organization currently perform services under contract with The Department of Child Safety?**

- Yes
- No

**Q39a If yes, what services?**

**Q40 Does your organization currently perform services under contract with Arizona State University?**

- Yes
- No

**Q40a If yes, what services?**

**Q41 For the purposes of reaching the widest scan of human services training in Arizona, please name three of your system partners below:**

- Partner agency #1
- Partner agency #2
- Partner agency #3

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.

**Q42 Options for follow-up**

	Yes	No
<p>Would you be interested in participating in a follow-up conversation with ASU as it relates to funding strategies for training (including federal funding pursuant to Section 474(3)(A) of the Social Security Act and 45 CFR 1356.60)?</p>	<input type="radio"/>	<input type="radio"/>
<p>Are you interested in receiving the results of this survey?</p>	<input type="radio"/>	<input type="radio"/>
<p>ASU is launching a new Center for Child Well-Being - Would you be interested in participating on an advisory committee regarding training for Human Services Delivery organizations?</p>	<input type="radio"/>	<input type="radio"/>

**Q42a If you answered Yes, to any of the above questions, who should ASU contact? Please provide both a name & email address**

**Q43 Please verify your selection for how your organization's responses should be treated with respect to results of this study.**

Note: Regardless of choice, aggregate non-identifying information may be used in reports, presentations, or publications.

- It is okay to identify my organization by name
- No, please do not identify my organization.

**Q44 Please use the space below to share any additional training and/or services and supports your organization provides that were not captured in the survey.**

**Q45 Please use the space below to share any questions, thoughts, or comments you may have.**

ASU's Center for Child Well-Being is interested in collaborating across states and jurisdictions in the furtherance of research and understanding ways to utilize Title IV-E participation in the context of University, Child Welfare, and Community partnership. Please contact [andrea.hightower@asu.edu](mailto:andrea.hightower@asu.edu) if you are interested in using portions of this survey in future research.