



STATE OF MICHIGAN
DEPARTMENT OF HUMAN SERVICES
LANSING

RICK SNYDER
GOVERNOR

NICK LYON
INTERIM DIRECTOR

February 27, 2015

The Honorable Peter MacGregor, Chair
Senate Appropriations Subcommittee on DHS
Michigan State Senate
Lansing, Michigan 48933

The Honorable Earl Poleski, Chair
House Appropriations Subcommittee on DHS
Michigan House of Representatives
Lansing, Michigan 48933

Dear Senator MacGregor and Representative Poleski:

Section 509 of 2014, Public Act No. 252, Article X, requires that the Department of Human Services enter into a contract to provide pilot training for public and contracted child welfare staff to address secondary trauma. Section 509(2) requires that the Department of Human Services submit by March 1 of the current fiscal year a report on the results of the pilot program, including the number of participants, actual costs of the pilot program, and a cost estimate to expand the program statewide.

Pilot

Due to the critical nature of secondary traumatic stress as it relates to child welfare work, the pilot has expanded beyond the original training scope and now consists of four distinct components provided through collaboration between multiple partners and stakeholders. The first component is Introductory Secondary Traumatic Stress (STS) training, delivered by the DHS Office of Workforce Development and Training and Community Mental Health, which provides staff with an introduction to STS, how it can impact physical and emotional functioning, and what resources are available to address it. The second component provides an enhanced Employee Services Program (ESP) to DHS staff within the pilot counties. Enhancements include: priority assignment, comprehensive assessment, action planning, referral, informational literature following initial contact, and ongoing follow-up and support. The third component is leadership development, provided through a contract with Western Michigan University - Children's Trauma Assessment Center (CTAC), which will begin in March in the pilot counties and which consists of two phases. Initially, one full day of training is conducted with directors and program managers to identify STS and organizational stress and to discuss ways to facilitate the creation of a positive and safe organizational culture; next, a full day training for first line supervisors is conducted with a focus on recognizing,

understanding, and addressing STS. The fourth component, Secondary Traumatic Stress Team training, also provided through a contract with CTAC, will focus on the development and implementation of an internal team for each local office to help staff address STS on a peer to peer level in a trauma informed manner.

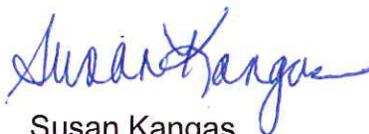
Introductory training on secondary trauma was provided to 158 public and private child welfare caseworkers and supervisors through the Office of Workforce Development and Training in Midland, Isabella, Clare, Bay, Arenac, Gladwin, Saginaw, and Gratiot counties and 51 public child welfare caseworkers through Bay County Community Mental Health in Bay/Arenac/Gladwin between November 24, 2014, and February 17, 2015.

Cost

The actual cost of this pilot is \$30,262; this represents the cost of OWDT delivery of introductory training and the current vendor providing leadership training and STS team training in the pilot counties.

The department has used the pilot training costs as a guideline to estimate the cost of expanding the secondary traumatic stress training statewide. Another consideration of the department in developing an estimate was related to the cost for meals, travel and other administrative expenses which would be contingent on the timeframe for the training delivery, locations of the training, and number of staff to be trained. With these considerations it would cost the department \$650,000 to \$850,000 to expand this secondary trauma program statewide.

Sincerely,



Susan Kangas
Chief Financial Officer

cc: State and House Appropriations Subcommittees
Senate and House Fiscal Agencies
State Budget Office