

## Strategies to Increase Family-Driven Workforce Development and Support

Workforce Development and Support considers the extent to which an organization considers family-driven practice to be a core competency for all staff. Below are strategies to help you advance family driven care in this domain.

### OFFER AWARENESS BUILDING EDUCATION

Agencies and organizations provide general education including basic information about family driven care and its impact on treatment outcomes. It is crucially important that all staff members learn and understand the what, why and how of adapting this framework.

### BUILD SPECIFIC CAPACITIES

Training opportunities include specific practices of family driven care relevant to the practitioners' role and responsibilities. Knowledge offerings emphasize the benefits of incorporating family driven care to both family and staff.

### PROMOTE INTEGRATION OF FAMILY PEER ADVOCATES (FPAs) INTO AGENCY

Engage other staff in the process of adding FPAs to agency staff. Work with experienced FPAs (perhaps from outside the organization, at first) to train staff on the role of an FPA, assistant interviews/hiring.

Empower FPAs to assist the organization to identify opportunities to improve family-driven, culturally responsive practice throughout the organization.

### PROVIDE SUPPORT

Adequate and continued support is an essential component for staff to appropriately engage in family driven practices and policies. Time to discuss the successes and challenges of working with families is important so as practitioners can receive feedback (e.g., supervision).

Ensure that Family Peer Advocates on staff have access to regular supervision from other experienced FPAs (perhaps alongside clinical supervision/consultation).