



Welcome



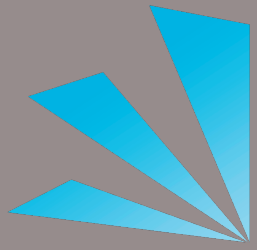


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Trauma-Informed
Approaches
Guide
Review



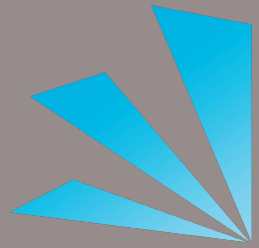
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Using the chat box answer the following:

What is one thing you are looking forward to doing in the future that isn't possible or advisable today due to the pandemic?



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Poll:

How often have you experienced the following physical or emotional responses due to the pandemic:
headaches, confusion, chest pain, sad, anxious,
overwhelmed, irritated, anger, depression, or fear?

Overview

- The Purpose
- The Process
- What We Learned Along the Way
- Key Components
- What Is Missing?
- Potential Opportunities
- Current & Future State Activity
- Appreciations & Close



The Purpose



- To help employers and workforce development organizations understand toxic stress and trauma's effects on individuals in workplaces, as well as provide strategies and practices organizations can adopt to advance trauma-informed approaches in personnel management.

The Process

Establish TIC Workgroup

- 20 members
- Workforce Development
- TIC Experts
- Individuals with Lived Experience

Identify & Review Resources

- 42 resources identified
- Resources were reviewed for alignment, audience, effectiveness
- Resources were ranked and 29 resources selected for the Guide (Brain Science, Trauma Effects, & Change Strategies)

Determine the Audience

- Workforce Development Organizations
- Community-Based Organizations & Non-profits
- Employers
- Job Coaches
- Workers

Subgroups Based On Experience

- Workgroup members were assigned an audience
- Explored questions regarding key stakeholders, roles, effectiveness of the Missouri Model, Implementation needs, and strategy benefits

Pointed Discussions & Review

- What was missing in the field for implementation
- Covid-19 as a unifying approach
- Race & Trauma
- Workgroup members reviewed the draft
- Focus Group with 7 job seekers (age 21-26) from MAAC review the guide

What We Learned

- The guide had to appeal to multiple audiences
- Subgroups were needed for all voices to be captured
- REI needed to be embedded in the guide
- Approaches vary based on entity
- A guide was more suitable than a strategy
- COVID-19 created an opportunity for connection
- Snapshot version will be required



Key Components



- Impacts of COVID-19 & Trauma
- How trauma shows-up in the workplace & in workforce development
- Types of trauma
 - Toxic stress
 - Adverse Childhood Experiences
 - Race-related trauma
 - Vicarious trauma
- The brain science behind trauma

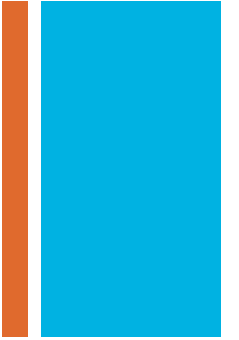


Key Components



- What it means to be trauma-informed - SAMHSA
 - Realize
 - Recognize
 - Respond
 - Resist re-traumatization
- Phased Approach
 - Missouri Model: awareness, sensitivity, response, informed
- Examples of 6 key principles of TIC in practice
 - Safety
 - Trustworthiness & Transparency
 - Peer Support
 - Collaboration & Mutuality
 - Empowerment, Voice and Choice
 - Cultural, Historical, and Gender Inclusion

Key Components



- Importance of workforce development organizations understanding trauma
- Workforce Professional Role in TIC
- Examples of Organizations Advancing Trauma-Informed Approaches
- Resource Bank: Brain Science, Trauma Effects, & Change Strategies
- What is missing?



What is Missing?

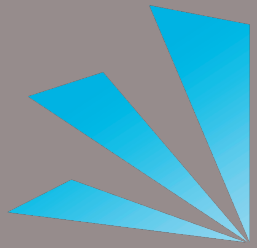


- Awareness and Acceptance
- Resources
 - help workforce development organizations advance trauma-informed approaches in their own organizations and with clients
 - help workforce development organizations work with employer partners on toxic stress and trauma
 - race-related toxic stress and trauma tailored to employers and the workforce development field
- Case studies to illustrate examples of approaches and what works
- Research on best practices and evidence-based practices with employers and in the workforce development space
- Training and implementation assistance

Potential Opportunities

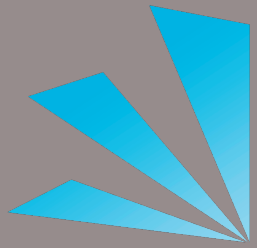


- Socializing trauma and trauma-informed care
- Expansion of existing resources, toolkits, trainings
- Pair REI efforts with trauma-informed practices under the umbrella of worker engagement strategies
- Support workforce development organizations working with employers to integrate TIC practices
- Support workforce development organizations integrating TIC practices within their organization



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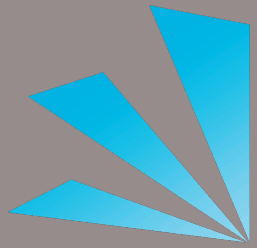
Current & Future State Activity



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Current State

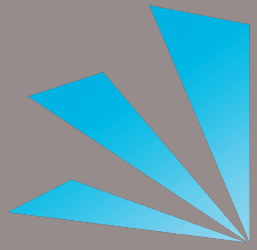
- How have you witnessed trauma show-up in your workplace or within your scope of work?
- Where are you seeing a call for a trauma-informed approaches?



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Future State

- If time, money, and other resources were not a barrier to integrating trauma-informed approaches, what would be the outcome for communities, workers, and organizations?
- Consider what policies, practices, and programs would need to exist.

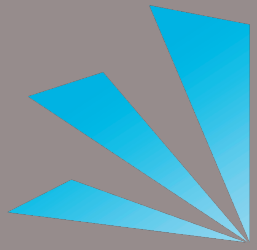


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Trauma-Informed Approaches Guide

Release Date:

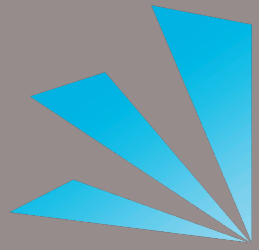
February 2021!



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Appreciations

- Someone
- Some thing
- Some opportunity



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Thank You!