

COMPLIANCE DETERMINATION

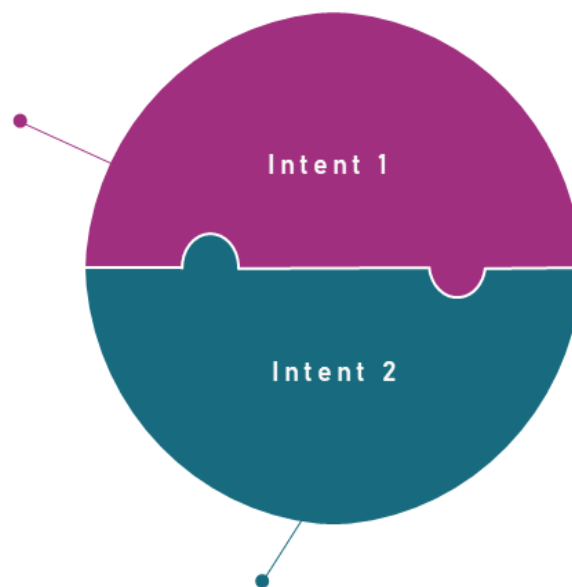
Suicide Aggregate – Recommendation 3

Recommendation Summary: Train government workers on trauma and its effects.

Primary Public Body: Government of Manitoba

1. Operating from a child's rights perspective, develop a curriculum for education and training concerning early childhood trauma and its effects that includes provincially relevant information, such as the history of colonization and its impact on Indigenous Peoples.

GOM's response referenced their 2021 submission, in which they cited the reasons why different disciplines and areas of work should have different training in the area of trauma in order to be specific to the needs of that workforce. As in GOM's 2021 response, and response to Angel's Story Recommendation 1, the access provided to the Science of Early Childhood Development Living Textbook is cited. This textbook provides information on brain development and the impact of trauma on young children. All Manitobans have access to the textbook and its resources.



2. Develop a sustainable strategy by which to deliver, evaluate, and revise the curriculum as required based on impact evaluations.

Based on the response to Intent 1, GOM did not provide information for this intent, as a new curriculum is not being developed based on the alternative solution via the Early Childhood Development Living Textbook that is accessible to all Manitobans.

COMPLIANCE DETERMINATION

1.0

Alternate Solution

Recommendation Compliance Summary

In accordance with subsection 11(1) clause (d) of *The Advocate for Children and Youth Act (ACYA)*, the Advocate retains the responsibility "to monitor the implementation of recommendations included in reports made under section 27 (investigation) or special reports made under section 31."

This form details the assessment of implementation of compliance made under the referenced subsection of the ACYA. MACY assesses implementation of compliance with recommendations once a year but receives updates from public bodies every six months.

1. Recommendation Information	
Special Report Name:	"Stop Giving Me a Number and Start Giving Me a Person": How 22 Girls Illuminate the Cracks in the Manitoba Youth Mental Health and Addiction System
Date Released:	5/7/2020
Full Recommendation: (including details)	<p>Recommendation Three: The Manitoba Advocate for Children and Youth recommends that the Government of Manitoba provide early childhood trauma education and training about trauma and its effects to service providers across all government departments delivering services to children and youth.</p> <p>OUTCOMES:</p> <ul style="list-style-type: none"> • Operating from a child's rights perspective, develop a curriculum for education and training concerning early childhood trauma and its effects that includes provincially relevant information, such as the history of colonization and its impact on Indigenous Peoples. • Develop a sustainable strategy by which to deliver, evaluate, and revise the curriculum as required based on impact evaluations.
Intent(s) of Recommendation:	<p>The intents of the recommendation are:</p> <ol style="list-style-type: none"> 1. Operating from a child's rights perspective, develop a curriculum for education and training concerning early childhood trauma and its effects that includes provincially relevant information, such as the history of colonization and its impact on Indigenous Peoples. 2. Develop a sustainable strategy by which to deliver, evaluate, and revise the curriculum as required based on impact evaluations.
Issue:	Mental Health and Addictions
Primary Department:	Government of Manitoba
Dates of Previous Official Updates from Public Body:	May 31, 2021
2. Compliance Determination	
Alternate Solution 1.0	The recommendation was not acted upon but a complete and well-reasoned explanation for the lack of implementation of the recommendation has been provided, and a different action has been proposed which meets the intent of the recommendation.
Self-Assessment	Fully Compliant
Previous Compliance Determination	Limitedly Compliant

3. Rationale for Determination

(How did you reach this compliance determination)

Intent 1: Operating from a child's rights perspective, develop a curriculum for education and training concerning early childhood trauma and its effects that includes provincially relevant information, such as the history of colonization and its impact on Indigenous Peoples.

2022

- This year's response references the 2021 submission, where the Government of Manitoba reviewed the reasons that different disciplines and areas of work should have different training in the area of trauma to be specific to the needs of that workforce. Further, the response states that different departments and service providers have multiple streams of training provided or covering this issue. The attachment provided with the response to *Angel's Story* Recommendation 1 is referenced, where recent examples of trauma-informed training, as well as training on the impact of colonization have been provided across the departments of Families, Justice, and Education and Early Childhood Learning.
- As in the 2021 response, and response to *Angel's Story* Recommendation 1, the access provided to the Science of Early Childhood Development Living Textbook is cited. This textbook provides information on brain development and the impact of trauma on young children. All Manitobans have access to this textbook and included resources.

2021

- Manitoba Families reported that a significant amount of training exists on early childhood trauma which is called different names across different settings and professions, including ACEs and trauma-focused. Furthermore, Manitoba Families noted that the recommendation, as made by the Manitoba Advocate for Children and Youth, does not specify a need for a single trauma training. Thus, the Departments of Justice, Education, and Families reported separate trainings concerning early childhood trauma and its effects.
- Additionally, Manitoba Families has contended that employees identified as service providers include a group for whom post-secondary education in areas like social work is a requirement and thus already addresses trauma training at a higher level than an introductory course, like the one that this recommendation asks for, could provide. There was no evidence submitted to indicate that all service providers across all government departments delivering services to children and youth have received training on trauma in post-secondary institutions or whether there is specific trauma training provided. If service providers have received this training in post-secondary institutions, it remains unknown what is available to those service providers who do not have a post-secondary degree.
- The Department of Justice's The Road to Mental Readiness initiative is a mental health resilience training program for staff. The training supports staff in youth corrections facilities by promoting mental health resilience and offers a greater understanding of mental health challenges, including trauma. Manitoba Families noted that staff in positions such as probations would have received training in their qualifications prior to hiring through post-secondary degrees (e.g., social work). In order to meet the intent of this recommendation, information is needed to demonstrate how The Road to Mental Readiness training operates from a child's rights perspective and how the training specifically focuses on developing knowledge about adverse childhood experiences for employees and in the youth served.
- Manitoba Education highlights that it shares information about professional development opportunities, including trauma-informed support, with school divisions. Manitoba Education explained it does not develop its own training because school divisions are responsible for training professionals. For this reason, Manitoba Education does not keep track of the trainings

that professionals working in the education system have taken.

- Manitoba Families highlighted multiple activities, including:
 - Manitoba Families announced a \$30,000 funding allocation to Manitoba Association of Women's Shelters to develop specialized online training for front line shelter staff on trauma-informed mental health, which will better support women and children who have experienced trauma. There was no evidence provided as to how this training operates from a child's rights perspective or centres knowledge about ACEs.
 - Trauma and Resilience Training was designed and developed by the Department Training Unit in 2017. The training is a free one-day session that aims to support staff with appropriate and effective ways to help clients struggling with the effects of trauma and to implement trauma- and resilience-informed approaches. Manitoba Families reported that in the fall of 2019, the training was made mandatory for some branches in the Employment Insurance Assistance program. As of May 19, 2021, 568 employees had received this training. Staff trained in the Trauma and Resilience training work in program areas such as Early Learning and Child Care, Employment and Income Assistance, Child and Family Services, Community Living disAbility Services, Children's disAbility Services (CdS), Rural and Northern Services, and MB Housing.
 - Although 568 staff are reported to have taken this training, only 62 staff took the training in the 2020-21 fiscal year.
 - Even though the training is mandatory for some branches in the Employment Insurance Assistance program, it is hard to understand why more program areas like Early Learning and Child Care, CdS, or Child and Family Services have not made this training mandatory given that their employees work more directly with children and families.
 - Working with Refugees Training is centred on the issue of trauma in a two-day training. The training is free to staff and, to date, 274 staff have completed the training.
 - Manitoba Families converted the Trauma and Resilience and Working with Refugees training to a virtual platform due to the COVID-19 pandemic and anticipates being able to train a greater number of staff in the coming months.
 - Path to Reconciliation is a training provided to all provincial employees through the Civil Service Commission's Organization and Staff Development (OSD). The training addresses the Truth and Reconciliation *Call to Action 7* to provide education on colonization in Canada, including intergenerational trauma and its effects on Indigenous Peoples. The OSD introduced the training in December 2019 via a classroom format and was able to deliver three offerings before shifting to a virtual platform in November 2020 for six offerings. A total of 186 provincial employees have completed the course to date.
- Manitoba Families provided additional information which details that Manitoba has purchased open access for all Manitoban-residents to the Science of Early Childhood Development (SECD) living textbook (<https://www.scienceofecd.com/>). The department's training unit partnered with Red River College and the four Authorities to create an in-person workshop offered to foster parents, respite workers, and others who provide direct care to young children within the child welfare sector. The training is provided by the Red River College and is operating as a pilot. It includes the impacts of trauma on young children. The open-sourcing of the SECD living textbook is encouraging, as it allows access to all Manitoban residents. Furthermore, the in-person training based on the SECD materials is also promising.
- While the trainings described by Manitoba Justice and Families are intended to address

trauma, the recommendation specifically focuses on early childhood trauma, which refers to traumatic experiences that occur to children ages 0-6. The information provided by the various domains does not demonstrate that early childhood trauma for the 0-6 age range is specifically addressed in the trainings described. Furthermore, of the trainings described by the domains, evidence is needed to demonstrate how they operate from a children's rights perspective. This recommendation calls for a curriculum on early childhood trauma. While the trainings discussed may be a part of that curriculum, there is still an outstanding action to develop training specifically on early childhood trauma. The development of training targeted to those providing direct care to young children within the child welfare sector is equally as encouraging, but it remains unclear how or if anyone who works with children outside of the child welfare domain are able to access this training.

Intent 2: Develop a sustainable strategy by which to deliver, evaluate, and revise the curriculum as required based on impact evaluations.

2022

- Based on the response within Intent 1, Manitoba Families did not provide information for this intent, as a new curriculum is not being developed.

2021

- Manitoba Families communicated that there are numerous trainings in some sectors, for which evidence has been provided. Despite previous trainings provided in some sectors, there was no evidence submitted regarding a sustainable strategy to deliver, evaluate, and revise the curriculum based on impact evaluations.
- Therefore, this intent remains incomplete. In order for the Department of Families to demonstrate progress on this intent of the recommendation, evidence of a strategy across the whole-of-government regarding early childhood trauma must be shared. Although each government department may have distinct needs and applicability pertaining to early childhood trauma, an overall strategy that outlines ongoing quality improvement is needed to demonstrate progress and compliance on this recommendation.

Analysis Summary: The Government of Manitoba has continued to provide information on the ongoing availability of trainings across government departments on this issue. It is reiterated in their most recent response that the variation in needs across departments and service providers does not make the development of one curriculum on trauma or early childhood trauma viable. The government and the Manitoba Advocate consider the initiatives to date in this area as being in full compliance with this recommendation. As such this recommendation is considered complete through an alternate solution.