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Alberta PCAP's Annual Supervisors Gathering

On March 5th, 2018, **22** Alberta PCAP Supervisors from **16** PCAP programs across the province gathered in Edmonton for an all-day meeting. In the morning, supervisors participated in a presentation by Creating People Power on Working in a Multigenerational Workforce presented by Michelle Devlin (*more on page 7*). In the afternoon, Supervisors discussed new PCAP client transfer processes and the upcoming online PCAP Refresher Training (*more on page 8*). Supervisors also reviewed the supervisor teleconference, future communication tools, and current uses and considerations of the current ASI intake and exit documents and interviews.



"Enjoyed the balance of training and open discussion."

The annual Supervisors Gathering provides a unique opportunity for PCAP Supervisors to connect face-to-face, create relationships, and share resources and success stories. PCAP in Alberta is unique in the variety of



"Great connection to supervisors, I feel confident connecting with others."

communities it serves, and it may often feel like each PCAP program stands alone in their respective communities. Events such as the Supervisors Gathering, as well as the annual Mentor Days, help to remind us that each individual PCAP program forms a piece of a whole, and that we are not alone in our daily challenges, but rather are part of a team. Thank you to all who could join this year's meeting and made it a success!



Upcoming PCAP Training

CORE TRAINING

The PCAP 3-Day Core Training is a mandated training to introduce new staff to the PCAP Model and provide strategies for challenges you may face in the role as a PCAP Mentor. Our Alberta PCAP Trainers have been trained by Dr. Therese Grant from the University of Washington, founder of the PCAP Model. Trainers deliver the content in an interactive and engaging way, providing stories from personal experience in PCAP and related programs. Participants receive a PCAP Training Manual, the Difference Game card deck, and handouts of information and resources.

Spring Core Training: May 16-18, 2018 in Edmonton, AB

Register: www.tinyurl.com/y8c8u77v

Fall Core Training: October , 2018 in Calgary, AB

Register: www.tinyurl.com/y8djbief

Members receive a discount code available on the PCAP website, Resources>Members' Section. If you have any questions, please email main@alberta-pcap.ca

Has a new PCAP Mentor joined your team recently? Let us know so we can set them up with training, Penelope, and our mailing list!

www.tinyurl.com/newPCAPmentor

ASI TRAINING

The PCAP Addiction Severity Index (ASI) Training is a mandated training for those who will be conducting the ASI. Ron Jackson from the University of Washington will once again be delivering the workshop in a style that is interactive and engaging. Participants will receive an ASI Training Manual and handouts. Refresher rates are available for those who have previously taken ASI training. Refresher attendees will need to bring their manual from the initial training.

Spring ASI Training: June 26-27, 2018 in Edmonton, AB

Register: www.tinyurl.com/yabfmv37

Members receive a discount code available on the PCAP website, Resources>Members' Section. If you have any questions, please email main@alberta-pcap.ca

Help us provide the trainings that you need and complete our training needs survey!

www.tinyurl.com/PCAPtraining

Alberta PCAP's Mini-Mentor Days 2018



Response summary from Mini-Mentor Day Attendee Evaluations, 2018

For this year's Annual Mentor Days, the Alberta PCAP Council decided to try out something new, local Mentor Days! This year, programs applied for funding to coordinate and host their own Mini-Mentor Days. This allowed programs to partner up with nearby communities and set the schedule for what they would like to get out of their own event, without the long drive to Edmonton. Programs were creative with their collaboration efforts and choices for their training and mentor appreciation portions of the day. Overall, 7 events were organized with a total of 18 PCAP programs and 67 people across the province participating! Thank you to all who submitted applications and made this Mini-Mentor Days a success. See how programs celebrated Mini-Mentor Days on pages 3-5.

LAKELAND CENTRE FOR FASD

March 8, 2018, Cold Lake, AB

Mentors started their day with a light breakfast and then moved into self-care stations with their choice of massages, facials and mini-reiki sessions, and card reading. Between sessions or while waiting, the room was set up with a herb



"It was nice to be pampered for the day, share stories, learn together and get creative."

garden station, a roller ball station, aroma therapy and a nail painting station. Relaxing!



In the afternoon, mentors were joined by Native Counselling. They learned about the benefits of talking circles, practiced with mock circles, and discussed how to incorporate the practice with their PCAP clients. Mentors were also taught about healing trees from Blue Sun Healing, and how the trees work with their chakras to and help keep mentors in tune with their bodies and surroundings.

Alberta PCAP's Mini-Mentor Days 2018, con't

MCMAN COMMUNITY SERVICES

February 23, 2018, Calgary, AB

Mentors participated in a presentation by Taylor Norum on vicarious trauma and how it affects individuals mentally and physically. Mentors found that many times in their daily work, traumatic events can be written off as being "part of the job." This session brought the focus back to self-care. Participants brainstormed methods of self-care and discussed what the agency provides in terms of counselling and peer support.



Jessica Begg also presented a workshop on healthy eating under stress. This workshop focused on information around personal health and keeping the

"Really enjoyed the time with my team and having it tailored to our practice and site."

mind and body at its peak potential. Tips around meal planning, eating on the go, and sitting to enjoy a meal helped to address mentors' individual questions. In the afternoon, mentors engaged in a team workshop to build personalized terrariums. The workshop was a calming activity to do as a group that focused on making a final project that showcased the uniqueness of each participant.



NORTHWEST CENTRAL FASD NETWORK

Feb. 23, 2018, Whitecourt, AB

Northwest Central, partnering with Hinton Friendship Centre and Healthy Families Healthy Futures, planned an event focused on self-care and sharing knowledge. The day started with a demonstration of Facial Reflexology Dien Chan method presented by Erica Layton. Mentors learned the techniques and practiced on themselves and one another to relieve symptoms of stress. In the afternoon, mentors and supervisors were joined by an Elder and Knowledge Keeper who shared insights and knowledge on spirituality and Indigenous Protocols.

ACCREDITED SUPPORTS TO THE COMMUNITY

Feb. 5&6, 2018, Red Deer, AB

Partnering with Family Services of Alberta, Red Deer Native Friendship Centre, and Mountain Rose Women's Shelter, Accredited Supports to the Community hosted a two-day event. Programs collaborated on the types of information and speakers



to host for mentors, and focused on useful information and self-care. Mentors shared program challenges and triumphs, and got to know the other programs more personally. The group was joined for speakers on "Harm Reduction" as well as "When and What to Report to Children's Services," "Personal Safety", and "Understanding Marijuana and Mental Health." Mentors also participated in some self-care activities with a bowling session and a trip to the spa!

"I had an amazing time with all of the other mentors, the spa treatment was the best."



Alberta PCAP's Mini-Mentor Days 2018, con't

HINTON FRIENDSHIP CENTRE

March 12, 2018, Hinton, AB

Hinton Friendship Centre partnered with Healthy Families Healthy Futures to host an event discussing relationship building, trust and vulnerability. The group participated in a presentation from Alana Peters, from Now's the Time Professional Coaching. The group focused on creating a comfortable space for sharing by gathering in a cozy room with couches and participating in ice breakers and team building activities. The presentation was on shame resiliency, which mentors found useful for helping their clients. They also learned about trust and relationship building in a way that can be easily explained to clients, and can be used when creating new relationships. Several reflection-style activities were provided during the event and some were given for participants to take home.



"I like this format it felt more intimate, great relationship building."

CAMROSE ASSOCIATION FOR COMMUNITY LIVING

Feb. 26, 2018, Killam, AB

The mentors began their day with a get-to-know-you icebreaker activity and engaged in open conversation about their experiences as PCAP mentors. Tammy Richards from Alberta Health Services joined the team to present on the "Simple Connections; Stronger Families" program and how aspects from this program can be incorporated into the Camrose PCAP program. In the afternoon, mentors participated in a group painting session led by Kristin Keuber. Mentors also received gifts bags to take home!



"Simple Connections Stronger Families program will be extremely valuable in our work."

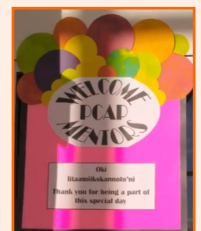
ALBERTA HEALTH SERVICES

March 9, Lethbridge, AB

Alberta Health Service's First Steps program partnered with the SPEC Association, Bridges Family Program, Standoff community, and McMan SCIF programs to gather and focus on team building,



education, and the importance of self-care. Mentors began the day with a guided meditation that left them focused and ready to discuss common challenges of the individual PCAP programs as a group. The group was then joined by Dr. Currie and Dr. Sanders to discuss current considerations around the opioid crisis and how best to keep staff and clients safe, neurological effects of opioids from in utero to adulthood, and treatment concerns with mom's while breastfeeding. For the self-care component, mentors participated in their choice of massages, beading, manicures and pedicures, or indoor gardening.



Alberta PCAP Council Updates

Transfer Process

The Alberta PCAP's Council's Data Oversight Committee has released an updated Transfer Form



guiding document to assist programs when handling transferred clients from other PCAP programs. The document was finalized with input from PCAP supervisors and can be

used as a checklist when processing transfers. The updated PCAP Transfer Form, as well as all most recent versions of PCAP documents, can be found on the PCAP website (www.alberta-pcap.ca), under the Penelope > [Forms and Documents](#) tab.

Refresher Training

The Alberta PCAP Council is working on an online refresher training that will allow mentors to take the course



at their own pace, 12-18 months after they complete the PCAP Core Training. With recent input by PCAP supervisors, the online course will be launched this summer. This training will be accompanied by on-site Refresher Trainings tailored to the group. On-site trainings will be piloted later this Fall.

New PCAP Members Website



For this new 2018-19 membership year, PCAP memberships can be purchased or renewed, tracked and managed from a new PCAP

members website. This site will also include member-only access to resources and training discount codes. The new members website will launch this summer. Current 2017-18 memberships will remain active until they can be renewed on the new site.

Year 10 Evaluation Reports

Over the past year, the Alberta PCAP Council has been working with PolicyWise for Children and Families to conduct our Year 10 Evaluation of PCAP and PCAP programs. The report was provided to the CMC, and their evaluator used other projects to develop a summary report, which is still being finalized and approved. The data reported was approved through the Data Oversight Committee and the PCAP Council. Disclaimer: while the data uses averages to represent aspects of the PCAP program, we know that the PCAP women are so diverse in their experience and success looks different for every woman. The final report and executive summary was sent out to PCAP Supervisors and Network Coordinators and is available on the Members' Section of the PCAP website. See Penny's Corner on page 7 for a preview of this report.

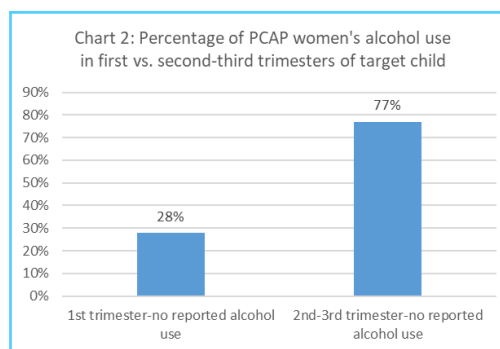
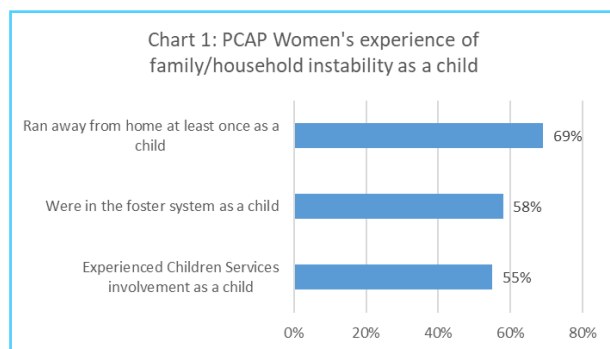
University of Washington Changes to PCAP Eligibility

Recently, the University of Washington's PCAP program made changes to its primary intake criteria to accept new clients who are 12-months and up to 24-months post partum. This is an increase from the previous 6-months post-partum intake. Alberta PCAP programs use the same primary intake criteria; however, the Alberta PCAP primary intake will not be changed and will remain at 6-months post partum. Programs may, however, use their discretion when accepting new clients who are within 6 to 24 months post partum depending on program availability and space.

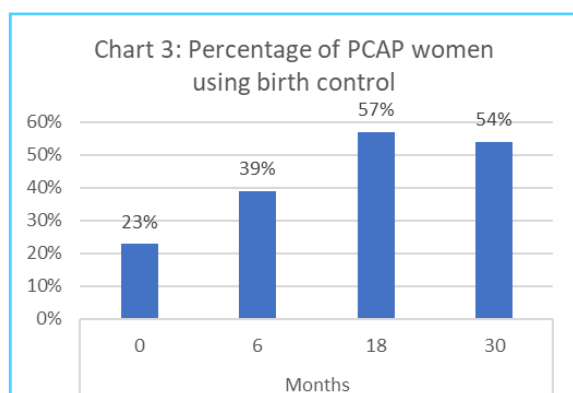
Penny's Corner

The Year 10 Evaluation is the final report on Alberta's FASD 10 Year Strategy, monitored by the FASD Cross-Ministry-Committee (FASD-CMC). The evaluation was done by PolicyWise for Children and Families. One way the PCAP Council participated in this evaluation was by submitting a report on PCAP data found in Penelope.

The sample set of women analyzed included 548 individuals enrolled in PCAP from 2014-2017. The following charts highlight just a small portion of the statistics Alberta PCAP has collected in its Penelope database. The full report submitted by PCAP Council for the Year 10 Evaluation, *PCAP Outcomes for the 10 Year Evaluation*, was sent to all PCAP supervisors and is available on the [Members Section](#) of the PCAP website. A large percentage of the women entering PCAP have experienced family/household instability. As seen in Chart 1 (final report Section 2), issues such as Children Services involvement, being placed in foster care, and running away from home were reported by more than half of the women. Over two-thirds of women ran away from home in their youth.



As Chart 2 shows (final report Section 10), more women abstained from alcohol in the second and third trimester than in the first trimester during their pregnancies. Women involved in PCAP often have long history of alcohol or drug use. PCAP focuses on harm reduction strategies rather than requiring complete abstinence due to the complex nature of addiction. Where women may not be completely abstain from alcohol, harm reduction strategies are likely implemented to reduce frequency and/or volume of consumption.



Since lasting abstinence may not be realistic for some women, reducing the risk of FASD through the use of consistent family planning methods is another goal of PCAP. Intake data indicates that 77% of PCAP women had not been using a regular form of birth control around the time of conception. Throughout the program, the percentage of women using a consistent family planning method rose from 23% at intake to over 50% (Chart 3, final report Section 3).

These results based on the Penelope data will go a long way towards justifying the major investment in FASD prevention programs that Alberta has engaged in over the past decade.

The view more results from this report, *PCAP Outcomes for the 10 Year Evaluation*, visit the [Members Section](#) of the PCAP Council website. The complete Year 10 Evaluation, which includes other PCAP-related information and reports on the FASD Networks and other FASD support services, is expected to be released by the FASD-CMC in June 2018.



Penny's Corner is written by Keith Covey, Quality Analyst. For more information about Penelope, report building, or data management, contact Keith at qa@alberta-pcap.ca

Working in a Multigenerational Workplace

At the 2018 Annual Supervisors Gathering, Michelle Devlin of Creating People Power (www.creatingpeoplepower.ca) presented to PCAP supervisors on Working in a Multigenerational Workplace. This workshop described how each generation was raised with different influencers, values, and expectations that make that generation unique in their work style. The workshop presented the 5 generations, Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z, that are all currently participating in the workforce and interacting with one another. The following are some of the motivations and characteristics of each generation:

1. **Traditionalists** enjoy structure, financial gain, and personal respect for the experience that they bring to the table. Traditionalists do well with personal interactions and clearly written goals.
2. **Baby Boomers** enjoy being passionate about the work they do while being acknowledged for their contributions. They also enjoy having the opportunity to work towards promotions and jobs with secure benefits. Boomers do well with direct honesty, coaching from mentors, and being optimistic.
3. **Generation X** enjoys monetary rewards such as stock options, as well as non-monetary rewards such as work-life balance. They work well with more active learning methods and working in groups.
4. **Millennials** enjoy regular, informal communications in the workplace for feedback from their instructors and work well with defined structures and using technology.
5. While **Generation Z** is new to the workforce, they are so far seen as being motivated by meaningful work, high energy workplaces, and utilizing technology.

Supervisors discussed ways to foster a mutually beneficial workplace by being aware of the strengths of other generations working towards bridging gaps in communications. Some tips include using multiple communication methods (in-person meetings, calls, emails, texting), sharing opinions and being open minded, and asking questions to learn and teach each other and find areas of common ground.

Michelle Devlin specializes in relationship building and leaderships workshops. Find more information at www.creatingpeoplepower.ca

Free Online Courses: FASD & Stigma

Centers for Disease Control and Prevention: FASD Training

“Free, online trainings are available for healthcare providers who care for women at risk for an alcohol-exposed pregnancy, and for those who work with individuals living with fetal alcohol spectrum disorders (FASDs). These online trainings provide strategies to improve the delivery of care related to FASDs and their prevention.”

www.nccd.cdc.gov/FASD

Centre for Addiction and Mental Health (CAMH): Understanding Stigma

“The Mental Health Commission of Canada (MHCC) and the CAMH launched a free online course called Understanding Stigma, designed to help healthcare providers and frontline clinicians develop strategies to improve care for people with mental health and addiction problems. This self-directed course consists of three modules that focus on raising awareness, the impacts of stigma, and challenging stigma and discrimination.”

www.understandingstigma.ca

Recommended PCAP Trainings



Mandated

- ☐ Alberta PCAP Core Training
- ☐ Addiction Severity Index (ASI) Training (*if applicable*)
- ☐ Biannual Training (Coming soon!)
- ☐ Outcomes Tracking Application (Penelope)

Priority

- ☐ First Aid & CPR
- ☐ Applied Suicide Intervention Skill Training (ASIST)
- ☐ Cultural Competency
- ☐ FASD: The Basics
- ☐ Motivational Interviewing 1
- ☐ Addictions Training (Alcohol and Drug Abuse Help Kit Training)
- ☐ Family Planning-Sexual Health (methods, contraception, side effects)
- ☐ Trauma Informed Practice
- ☐ Grief and Loss
- ☐ Domestic Violence
- ☐ Harm Reduction
- ☐ Mental Health First Aid
- ☐ Car Seat Safety for Infants and Children
- ☐ Confidentiality and Freedom of Information and Protection of Privacy (FOIP)

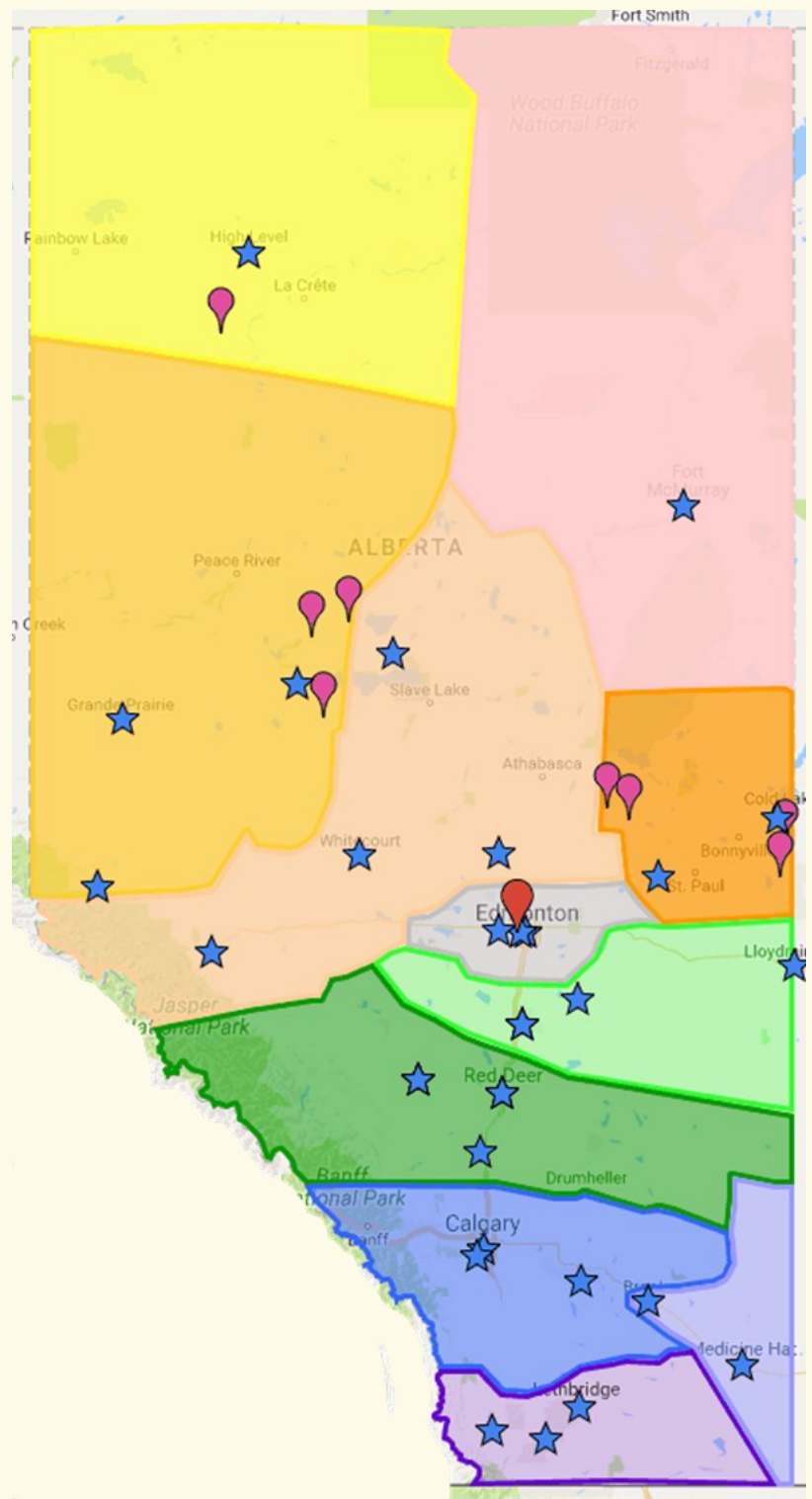
Recommended

- ☐ Non-violence Crisis Intervention
- ☐ Co-occurring Mental Disorders
- ☐ Infant Developmental Stages Observation and Documentation
- ☐ Financial Literacy
- ☐ Nutrition-Maternal/Infant
- ☐ Breast Feeding
- ☐ Compassion Fatigue
- ☐ Family Law
- ☐ Criminal Court Training
- ☐ Developmental Parenting and PICCOLO Training
- ☐ Universal Precautions

Want to know where to access these trainings?
Visit the Members' Section of the Alberta PCAP website for a full list of training and where to find them.
www.alberta-pcap.ca/ab-pcap-council-members

PCAP Network Map

- Atikameg
- Brooks
- Calgary and Area
- Camrose and Area
- Cold Lake and Area
- Edmonton – Bissell Centre
- Edmonton – Catholic Social Services
- Enoch
- Ermineskin
- Fort McMurray
- Grand Cache and Area
- Grande Prairie
- High Level and Area
- Hinton/Edson
- Kanai Nation
- Lesser Slave Lake
- Lethbridge
- Lloydminster
- Medicine Hat
- Montana Nation
- Olds
- Pincher Creek
- Red Deer
- Rocky Mountain House
- Saddle Lake
- Samson
- Siksika Nation
- Tsuu T'ina
- Whitecourt



The★'s represent PCAP main offices, however many PCAP programs serve a number of communities. To view our interactive location map and find nearby locations, program websites and contact information, visit the Alberta PCAP website at:
www.alberta-pcap.ca/ab-pcap-locations

Your Current PCAP Council Directors

Chair:	Jailin Bertolin, Program Supervisor, Hinton Friendship Centre and Healthy Families Healthy Futures Email: fasdprogrammanager@fchinton.com
Vice-Chair:	Stacey Olstad, Program Director Family Services, Camrose Association For Community Living Email: solstad@cafcl.org
Secretary:	Bev Towe, Mothers-to-Be Mentor, Lakeland Centre for FASD Email: BTowe@lcfasd.com
Treasurer:	Ashley Baxter, Manager, FASD Programs, Bissell Centre Email: ABaxter@bissellcentre.org
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Let's Connect!

Website: www.alberta-pcap.ca

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