

Strengthening the care workforce in how to prevent and respond to VAC and care



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Presented by

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“Workforce development is a key driver for care reform and developing the care workforce contributes in important ways to creating and sustaining the suitability of the care provided to children and young people in these settings, as defined by the Guidelines.”

Herman Radler, FICE



- Children without parental care are amongst the most vulnerable members of the society and as such become one of the most likely groups to have been exposed to violence.
- At least 1 in 6 children entering SOS Children's Villages Program has previously experienced violence
- Violence against children can impact on the child's survival, physical, physiological and mental health
- Violence is often a significant factor in break up of families and loss of family care



- The UN Alternative Care Guidelines highlight the importance of appropriate positive working conditions (No.114) and appropriate training for staff (No.115), including how to deal with challenging behavior (No.116) and how to respond to children with special needs (No.117).
- One of the problems in alternative (residential) care provision is the frequently low status of caring staff, reflected in low salaries and often inadequate training. Such conditions of work have a negative effect on motivation and on quality of care. They may also lead to high rates of staff turnover, further affecting the quality of care.



SOS Children's Villages is committed to creating and maintaining a caring and protective environment which promotes its core values, and prevents and addresses child abuse and exploitation. We strongly condemn all forms of child abuse and exploitation, be it within or outside of our organization, and always respond to any case of proven, alleged or attempted abuse within our sphere of influence according to its nature. Efforts ensure that mechanisms are in place to raise awareness, aid prevention, encourage reporting and ease response.

THE RIGHT TO PROTECTION
ENDING VIOLENCE
AGAINST CHILDREN





How to strengthen the workforce in alternative Care Settings?

1. Recruit the right Care worker

- a. The UN Alternative Care guidelines (No. 113) highlight the importance of ensuring a comprehensive and appropriate assessment of the would be care workers to determine their suitability
- b. Provide the Care worker with proper and updated Job description detailing their roles and responsibilities
- c. Orientation programs for staff

2. Providing the **workers with appropriate tools, policies and guidelines** to support them in carrying out their roles and responsibilities

3. **Training and workshops**; Pre and in-service training; Group trainings; Individualized; Mentoring and coaching

- Adaptation and use of diff. tools (like ICT Apps *eg. mobile train*)



4. Provide clear support structures and systems

- Clear guidelines in identifying, reporting and responding to issues of child maltreatment (the child protection policy)
- Focal persons and persons of trust to support in responding to Child maltreatment issues in every location

5. Create an enabling environment

- Regular staff meetings
- Open communication
- Participation and decision making

6. Staff supervision and support

- Monitor care worker – child ratios
- Staff motivation
- Staff welfare programs – to prevent stress and burnouts e.g. exercises, retreats, regular meetings
- Performance reviews and talks



6. Care Networks – provide forums for open discussions on issues of care
7. Regular reviews of the Care worker's working conditions
8. Access to information and support eg. Access to legal information, financial assistance, scholarships, assessment support for children with special needs, etc
9. Children, youth and community participation
10. Psychosocial support programs
 - Individual and family therapy
 - Peer support groups
 - Clinical supervision/briefing
 - Trauma therapy and support



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Key features of “suitable” care relies on a well-equipped staff with the skills and competence that match children’s needs

Jennifer Davidson, CELCIS



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*Thank
you*