**Nebraska’s Youth Thrive**

**Train the Trainer Plan**

**Overview**

In 2016 Nebraska Children entered into an agreement with CSSP to become a Youth Thrive learning community. The focus on Youth Thrive arose in youth serving collaborations and was further solidified when the state wide Connected Youth Initiative work group reached consensus that Youth Thrive was the most relevant and meaningful framework from which to develop both practice and outcome evaluation. As such, the ongoing development and implementation of Youth Thrive theory and practice rests within the six SIF Connected Youth Initiative communities, and the previously existing youth serving collaborations in Omaha, Lincoln and the Panhandle. This grass roots focus will embed theory in all aspects of youth work and assure sustainability of practice and outcomes.

**Training of Trainers**

The learning community relationship includes the opportunity for training of 36 trainers for Youth Thrive. This opportunity will enhance statewide capacity and the opportunity to infuse the Youth Thrive framework throughout Nebraska’s youth serving entities and communities. It is essential that Youth Thrive receive buy in as a cross sector framework from the onset. Inclusion of partners at the beginning will encourage long term integration of practice.

*Delegation of Trained Trainers*

This training is limited to 30 people maximum. The training team would prefer 25. Persons to be trained will be representative of the nine CYI communities and key state system partners.

*Responsibilities of Persons Trained*

*Community Teams*

* The three person community team members will be responsible for providing at least four (4) community Youth Thrive overview trainings within the next year. These trainings would be provided to cross sector groups including agencies, organizations, education, probation, law enforcement, faith groups, youth, and any other interested parties. In some instances those who have been trained from Probation or DHHS may assist with these local trainings.
* Community teams are also responsible to provide leadership and guidance to the community CYI team in the ongoing embedding of Youth Thrive framework in all aspects of the local CYI.
* Community teams assure that the youth leadership curriculum of the local CYI Youth Leadership is reflective of the Youth Thrive framework, especially the promotive factors.

*Nebraska System Partners*

* The roles of the representatives from DHHS and Probation who are trained will be specifically defined by the respective departments but will minimally include:
* Providing Youth Thrive framework overviews and training within their organizations
* Working to integrate Youth Thrive framework within the practices of the organization.
* Supporting, where possible, the dissemination of Youth Thrive information within the local communities as part of the local plan and in collaboration with the local team.
* Promote and encourage common use of practices and evaluation of Youth Thrive promotive factors.

*Juvenile Justice Institute Representative*

* The representative of JJI will attend to receive information and in the ongoing efforts to align evaluation and youth serving prevention and intervention practices and frameworks.

*Nebraska Children Staff*

Nebraska Children staff persons who participate will be responsible for:

* Providing supports to communities in the ongoing development of knowledge and policy around Youth Thrive promotive factors.
* Track and document statewide Youth Thrive overviews and trainings and work with the local evaluator to provide this information in written briefs to the CYI Leadership Team.
* Assure that the Youth thrive framework and practice is embedded in all NC youth efforts.

*Selection of Persons to Be Trained*

Community Teams

The community teams will be the front line for training and information provision and inclusion of Youth Thrive in practice in the state. Therefore the skills and qualities of the staff persons who are to be trained need to include:

* Demonstrated skills and capabilities in workshop and training leadership
* Comfort level in front of diverse groups
* Participant in local CYI leadership team for ongoing infusion of Youth Thrive philosophy
* Education and/or training and experience in working with youth which can be used as a foundation for workshop knowledge and examples.
* Are from agencies/organizations that have agreed to commit the staff time to the four day training and then to the provision of four Youth Thrive overview trainings within the first year as well as participation in the ongoing development of the local CYI.

*Youth*

Youth who are selected to be part of the TOT are youth who:

* Have been actively engaged in local youth leadership or for communities that have yet to establish youth leadership are youth who demonstrate basic youth leadership qualities including a comfort level with adults, the public, and basic communication skills.
* Have some experience in public presentation
* Have an interest in Youth Thrive
* Are intending to remain connected to the local CYI team and work for two years.

*Nebraska System Partners*

* Representatives from DHHS and Probation will have experience in training and presenting to colleagues, in working with community partners and in working with youth.

*Nebraska Children Staff*

* Nebraska Children staff who attend the training will be selected by virtue of position.

**Youth Thrive Leadership**

Ongoing leadership of the Youth Thrive communication and implementation will reside in the statewide CYI leadership team comprised of one managerial leader from each of the nine (9) connected youth initiative sites, one representative each from DHHS, Juvenile Probation, Workforce Investment, two representatives from Nebraska Children and at least three youth from the regions of the state.

This is a logical leadership group as it can focus the framework not only within the committees of the statewide CYI but also in local youth serving projects to assure fidelity to the framework and in providing lessons learned.

The Nebraska Children designated Youth Leadership staff person will provide support to the statewide CYI Leadership team in coordinating information from communities on Youth Thrive efforts. The staff person will also provide support to community teams.

**Fees and Expenses**

The fees and expenses for the four day Training of Trainers workshop will be covered as follows:

*Community Teams: Training*

* Travel and hotels will be reimbursed by Nebraska Children and Families Foundation
* Training time for the staff who attend will be covered by their agency.

*Youth Wages*

* Local Connected Youth Initiatives will contract with the youth for travel, training and presentation time at a rate of $15.00/hour.
* Nebraska Children will reimburse local CYI Initiatives for youth wages incurred and invoiced.

*System Partners*

* The expenses for all other attendees will be covered by the respective agencies.

*Community Sessions*

* Any costs associated with local Youth Thrive information sessions and training which occur after the TOT will be determined by the local CYI organization.

TOT Training Dates

October 20th and 21st, 2016 and October 27th and 28th 2016

Those trained must attend all for days.