

OCYF Trauma Team

Trauma-Informed Workforce Development

In the January 2025 OCYF Trauma Tip Sheet, the U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being was introduced. Over the past several months, we have continued to explore these essentials.

The fifth essential of the Framework for Workplace Mental Health & Well-Being is Opportunity for Growth. This essential is grounded in two fundamental human needs: **learning** and **accomplishment**, as seen in the diagram below.

Essential 5: Opportunity for



[Office of the Surgeon General -
Framework for Workplace Mental
Health & Well Being](#)

The initial component of the Opportunity for Growth Essential **is to offer quality training, education, and mentoring.**

- Enhance training initiatives by providing educational opportunities outside of work.
- Foster development through personal encouragement, coaching, and mentorship.

The second component is **to foster clear, equitable pathways for career advancement.**

- Transparent career pathways and advancement opportunities promote inclusion and diversity.
- Offer resources to support workers and tackle systemic workplace barriers.

The third component of mattering at work is **to ensure relevant, reciprocal feedback.**

- Leaders enhance employee development by focusing on strengths and growth.
- Organizations should promote collaboration and engagement initiatives.
- Targeted training for new and mid-level supervisors empowers effective team management and coaching.

TRAINING OPPORTUNITIES: OCYF continues to offer free trauma training facilitated through Lakeside Global for the Pennsylvania child welfare community. Workshops: <https://register.lakesidetraining.org/pa-ocyf-workshops-2025/> and Intensive courses: <https://register.lakesidetraining.org/pa-ocyf-intensive-courses-2025/>. Additionally, the *Developing Trauma Sensitivity for Congregate Care Staff* course has been released through the E-LEARN system at https://www.e-learn.pitt.edu/visitor_catalog_class/show/1557287 This is offered free to all PA licensed child welfare providers.