

The [Children and Family Services \(CFS\)](#) Division in the Nebraska Department of Health and Human Services was selected as one of only eight sites across the country to partner with the Quality Improvement Center for Workforce Development (QIC-WD) to strengthen and increase retention for the frontline child welfare workforce.

After completing a needs assessment, CFS's data indicated that upwards of 53% of their frontline employees experience elevated levels of secondary traumatic stress (STS). Previously, outside of the new employee training process, few efforts have been introduced to address this issue. Now, CFS has chosen a two-part intervention: [Resilience Alliance](#) to both prevent STS in newer employees and to address cumulative trauma in veteran workers and supervisors and [Restoring Resiliency Response \(RRR\)](#) to support staff members when a critical incident occurs. Nebraska has chosen to name the two-part intervention "CFS Strong".

Staff who receive the intervention meet weekly with a trained facilitator who works with the staff to teach the Resilience Alliance curriculum and skills. Talana Sayre, CFS supervisor, explained, "Participants in this program have described it as being helpful in identifying their own stress response and triggers as well as giving them concrete examples of how to reframe their experiences in order to limit their reactivity to stressors and maintain optimism."

Trauma Matters Omaha is proud to recognize CFS for prioritizing the resilience of their employees and is excited to see how this initiative grows.



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