

1 **2022 RES-143**

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3 **AWARDING ALIA INNOVATIONS WORKFORCE RESILIENCE CONTRACT**
4 **DCDHS – CYF DIVISION**

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6 Dane County Department of Human Services (DCDHS) – Children Youth and Families (CYF)
7 Division has experienced high staff turnover in CPS especially during the pandemic. CYF and
8 Prevention and Early Intervention (PEI) Divisions have identified staff surveyed needs specific
9 to staff culture, needs of division structural change, and improvement of retention outcomes
10 conducive with serving the ongoing community needs. There is also a recent slight increase in
11 out of home care (OHC) in Dane Co. - specifically families of color as racially disproportionate.
12 Alia services have proven outcomes from human services entities to improve and increase staff
13 hiring/retention/morale with the Workforce Resilience Project and reduce OHC of children
14 (foster care, etc.), improve family and community involvement and increase positive youth
15 justice outcomes.

16
17 Alia developed a guide that outlines five phases for designing and implementing primary
18 prevention in a system, Building Your UnSystem: The Phases of Change to Primary Prevention.
19 These phases have been distilled through the existing literature on workforce resilience and
20 systems change, and tap into Alia’s years of experience supporting human services agencies
21 across the country who are operationalizing them in practice.

22
23 Deliverables specific to CYF/PEI and other subsets of DCDHS based on The Phases of Change
24 to Primary Prevention:

- 25 • 1 day virtual Breakthrough Strategy Session
- 26 • 60 virtual Workforce Resilience Group Sessions
- 27 • 24 hours virtual Leadership Strategy & Support
- 28 • 12 hours virtual Leadership Coaching
- 29 • 2 virtual Trainings/Workshops (up to 500 staff at the department level for each session)
- 30 • 24 virtual Microlearnings

31 Total: \$100,000

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33 CYF is in need of utilizing these specific child welfare services as CYF has found the services
34 being provided by Alia to CYF and other various CPS (Child Protective Services), YJ (Youth
35 Justice) and or humans services departments/divisions in Wisconsin and around the country to
36 be highly effective. The services outlined would be performed December 1, 2022 through
37 December 29th, 2023.

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39 NOW, THEREFORE, BE IT RESOLVED that the following new expenditure account be added
40 to the CYF Division in DCDHS; and

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42 BE IT FURTHER RESOLVED that the following expenditure accounts be adjusted in the CYF
43 Division of DCDHS:

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45 Expenditure

<u>Account Number</u>	<u>Account Title</u>	<u>Amount</u>
50000 21640	MISCELLANEOUS OPERATING EXP	<\$40,000>
50000 22637	TRANSPORTATION	<\$60,000>
50000 36456 (NEW)	CHILD WELFARE STUDY	<u>\$100,000</u>
Total		\$0

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51
52 BE IT STILL FURTHER RESOLVED that the following contract be awarded and that the County
53 Executive and County Clerk are hereby authorized and directed to sign the agreement on behalf
54 of Dane County, and that the Controller is authorized to make payments related to the execution
55 of the contract:

56

<u>Vendor</u>	<u>Amount</u>
58 Alia	\$100,000

59

60 BE IT FINALLY RESOLVED that unspent funds from 2022 be carried forward for expenditure in
61 2023.