



twenty-four/seven

the newsletter of the Council of Canadian Child and Youth Care Associations
Volume Nine: Issue One

November 2001



One of the highlights of Together 2000 was being taken out to the ball park for a Cleveland Indians game. The group did a wave and this image resulted to illustrate the event and the networking between CYC's in North America.



The Alberta Child and Youth Care Provincial Conference provided the venue for the 2001 annual Council meeting. Conferences, partnerships and membership dominated the discussions.

Much has happened since the last CCCYCA Newsletter was published. There have been two annual Council Meetings and a hugely successful International conference and several provincial conferences. Child and Youth Care Associations in Canada are doing more, trying more and beginning to communicate more. Looking forward, there is much to be excited about and anticipate. This newsletter becomes involved itself by taking on a new masthead title reflective of the kind of work style many child and youth care professionals know intuitively. Be it to never stop thinking of clients, to never stop working for the profession; hundreds of child and youth care practitioners give of themselves at their workplaces and beyond through their associations and professional development activities. **twenty-four/seven** seemed to be the perfect way to recognise this.

Together 2000 held in Cleveland in June of 2000 was a definite success in more ways than financial. Just over 300 registrants roughly representing Canada, America and Ohio in almost even thirds. The conference site and tone was intimate with folks gathering nightly at the hospitality room to socialise, sing and even create a choir which performed at the closing ceremonies. Folks remarked on the familiar faces in the delegation and pinioned that new faces would be welcome and necessary over the years ahead. It is the case, for several conferences now that colleagues and professionals gather from a number of groups and backgrounds with a shared recognition of being family for so many. Expanding that family with new faces who will make similar long term commitments to the profession, their associations and the conference movements remains a goal for everyone. What was clear at the leave taking was that several of this unique family were making commitments to gather in St. John's, Newfoundland in October 2002 for **From Sea to Sea**. It is hoped newer members to the association movement will make the investment to attend and participate.

Together 2000 was unique in that the conference was co-hosted by the Council and the Association for Child and Youth Care Practice. This partnership will continue for the next International which is to be held in Victoria, British Columbia in late August of 2003. There has been a first general Steering Committee meeting for that event. The setting and conference site of the University of Victoria are exceptional. The campus is a garden setting of incredible beauty and modern convenience, set itself in one of the world's premier tourist destinations. It will be a memorable experience on many levels.

The next National Conference is the one more directly on the minds of Canadian practitioners. **From Sea to Sea**, the 12th National Child and Youth Care Conference is well on its way with planning. The Call for Papers has gone out and a unique Educators Stream running concurrent to the conference sessions is being explored. The Opening Keynote Speaker, Niall McElwee used the opportunity of the **Alberta Provincial Child and Youth Care Conference** to come and meet Canadians in advance of the event. may follow the conference online at the Council web site.



Putting Professionalism into Practice



HEROES WITHIN

One of the more encouraging changes since the last issue has been the emergence of more provincial conferences.



Niall McElwee and Carol Stuart at the conference. Carol kept the minutes and networks with the NACP for the Council.

The Council web site-www.cyccanada.ca has been operating for several years now with the intention of representing and encouraging representation of Canadian child and youth care online. The purchase of the URL has done much to clear up *how do I get there?* issues. Four member associations have joined Manitoba in creating and administering their own specific web sites, Alberta, Ontario, New Brunswick and Quebec. The result is an information expansion that does much to serve the child and youth care population. Others

are working on more specific online representation. The main site enjoys a modest following of just over a hundred hits per month at this point with guests often going onto member sites in numbers reflective of their local memberships. The site will continue to strive toward reflecting the mission and purpose of the Council and its member associations.

The Internet offers member associations an incredible ability to reach out to their memberships and encourage membership growth. The main site does receive letters of interest which are passed on to local associations. Malcolm Neill of Saskatchewan joined the Council as a unique member of one from Saskatchewan, hopefully to go on to re-energise the CYCASK in that province. There have been inquiries regarding association from the Yukon and often from British Columbia.

One of the more encouraging changes since the last issue has been the emergence of more provincial conferences. The lead in this has definitely been Ontario with its successful and ongoing **Heroes Within** series. Alberta staged an exceptional Provincial Conference last May reviving an annual event for that province. Manitoba attempted a modest first provincial conference in October. Many associations continue to stage workshops and training events across the country. Members need to appreciate this kind of work as it is all volunteer driven and often a financial risk for associations to stage such events. I would encourage members to support their local associations fully when they do offer such training opportunities.

A second encouraging aspect of national importance has been the sharing of information via provincial association newsletters between member associations. Nova Scotia published a newsletter in colour, perhaps a first for a child and youth care association. Ontario continues to publish its exceptional **CYC Chronicle** Bi-monthly, now in the even months.

Manitoba has its **frontline** and Alberta its **Post**. Gradually, members are coming forward to contribute to these publications and recently shared issues have emerged which hopefully will spark dialogue, perhaps even debate among members.

The Council remains a working member of the **North American Certification Project** with a sub-committee headed by Carol Stuart overseeing our contributions to this ongoing process. President, Patrick Gallagher attended the October 2001 meeting of the NACP. Meanwhile, Certification itself continues to receive attention through member associations. Alberta has revised and published its training manual. Ontario has added a professional development requirement. Manitoba is initiating a certification process for its membership. The overall goal is to increase recognition and offer focus toward the overall aim of legislative participation by the profession, for the profession.

Your membership in your provincial association supports this ongoing work by your peers across the country. This newsletter, with its collection of articles from members is another example of such participation. Hopefully, it comes to you with its local association newsletter and will encourage you to maintain your membership and participate where you can in supporting the child and youth care association movement.

Garth Goodwin, Editor

twenty-four/seven is the newsletter for the Canadian Council of Child and Youth Care Associations. It is published annually and/or as material gathers for distribution by member provincial child and youth care associations. **Editor:** Garth Goodwin beardy@fox.nstn.ca

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Groundings

with Adolescent Girls

by Fred Anderson, Residential Treatment Unit Team Leader
(Oasis), Batshaw Youth and Family Centres, Montreal Quebec

(Groundings is a West African conceptual term which carries or connotes the action of becoming rooted, connected, engaged, or joined in a common transaction, experience or journey)

So many of my friends and co-workers expressed concern and bafflement. I had, after all, escaped. I was the one cuckoo who flew over the nest. I was the parolee banging on the jailhouse door in search of refuge from a now unfamiliar and threatening world. Better by far, I was the death row inmate blessed with a last minute stay of execution! My behaviour was, alas; proof enough of their long held suspicions that I was not the sharpest knife in the drawer. Had it not always been rumoured that it took me 1/2 hours to watch 60 Minutes. What of the occasion for these public ruminations on the status of my mental health? I had decided after much reflection, to leave the world of the "group home" and return to the residential treatment services division (Dorval Campus - Oasis).

The Usual Suspects

So many of my co-workers were consistent in their resolve to never practice in an all girls' setting. They are seemingly unshakeable in their long held view that girls are so much more difficult than boys. Girls were so sneaky, ungrateful, nasty and vindictive. The world of girls in out-of-home care, according to them, is best viewed through the prism of a preoccupation with cosmetics, phone times and boys. These were not observations considered to be potential linkages to differential treatment considerations but rather the notion of "being difficult" as a delimit to engagement and self-actualisation. These views were not, as some might suspect, confined to male co-workers. I had previously worked with girls on the Dorval Campus. So I knew that it could be an extremely thrilling, and challenging experience. I knew in what ways I had changed during this period in my life. I knew in what ways that my personal and professional lives had connected, so that I was able to chart real learning, satisfaction, and growth. I knew that I was not going back to the same place. Alice Walker, author of, The Colour Purple has a new book entitled The Same River Twice: Honouring the Difficult, in which she observes: *What I discovered in any event was interesting. An old idea: you really cannot step into the same river twice. Each time it is different, and so are you.*

Clients and Citizens

Adolescent girls are not merely difficult but are ever changing in their struggle to make meaning, to embrace,

and fight their way through the difficult. Acts of assertiveness manifested by adolescent girls are, all too frequently, labelled as "being difficult" or "inappropriate acting out". However, these acts are often legitimate sources of resiliency and strivings for an equivalent voice in how they would like to see their world put together and run. The challenge is to embrace the "difficult" in search of a new discourse as to how we work with young women faced with diminished life chances and difficult choices. Such a vision must start from the premise of supporting interventions which enable adolescent girls to identify themselves as knowing actors; defining their reality, shaping their new identity, naming their history, and transforming their lives for themselves.

My return to the world of adolescent girls' services is based on the recognition that groundings and practice must concentrate on promoting resiliency and self-esteem in adolescent girls. A substantial body of research and practice wisdom exists to support this argument. This approach maintains that these clients' ongoing drive towards personal growth and competence requires us to focus on their assets and build environments that support the growth process. Resiliency research has demonstrated the significance of positive relationships and perceptions of opportunity in the lives of young people considered to be at risk. There is a body of complementary research which demonstrates that group work intervention can be a valuable dimension to more traditional casework service. Additionally, adolescents have been the most frequent age group targeted for group work since they are developmentally predisposed to more open communication with peers rather than adults. It is through talking to one another and doing things together that people get connected and this connectedness leads to shared meaning. So the goals of grounding and promoting resiliency and self-esteem in adolescent girls is best accomplished by creating a structured and safe space wherein girls are encouraged to:

- Connect with each other
- Hold on to their voices
- Respect themselves and others
- Stay true to themselves and value their perceptions
- Broaden their definitions of beauty and womanhood beyond media images

GIVING VOICE TO FEELINGS

When girls voice their ideas and opinions in a safe environment, it strengthens their confidence and encour-

ages them to express themselves more fully. By examining cultural expectations in a safe and supportive setting, girls gain greater awareness of their options and strengthen their ability to make choices that are consistent with their values, interests and talents.

A CALL TO ACTION

I invite other interested practitioners to develop structured support groups designed to promote resiliency and self-esteem in adolescent girls, help girls maintain authentic connection with peers and adults in the care setting, and the community, counter trends towards self-doubt, and allow for genuine self-expression through verbal sharing and creative activity. Talking, listening and self-expression through creative focused activities such as role playing, drama, journals, poetry, drawing, collage, and so on. Engaging and grounding in themes which are related to girls' lives, such as being a girl, trusting themselves, friendship, body image, goals, competition, and decision-making.

School-based Child and Youth Work: An Emerging Sphere of Practice

by David Jull, Senior Child and Youth Worker, Dufferin-Peel Catholic District School Board based on his presentation, with Peggy Kingdon, at the "Together 2000" International Conference (Cleveland, June 2000) and a survey of school-based CYCs carried out by the Ontario Association of Child and Youth Counsellors

From its inception in Ontario in the late '50s, Child Care Work, or Child and Youth Work as it is now called since a name change in the early '80s [see Editor's Note], was a practice discipline rooted in residential care. Over four decades, Child and Youth Work has expanded its sphere of practice into a host of other areas including home care, camping, mental health and hospital clinical care, probation and correctional work, private practice services, and school-based practice.

School-based Child and Youth Work practice is evolving in a number of provinces including British Columbia, Alberta, Ontario, Quebec, and Nova Scotia. In Ontario alone, the number of Child and Youth Workers employed by school boards and working under their professional title has doubled in the last decade from approximately 300 in 1990 to well over 600 in 1999. Many more qualified CYWs are

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employed in teacher assistant capacities but are called upon to utilise their CYW training and experience in the performance of their jobs. More than half of Ontario's school boards presently employ Child and Youth Workers.

This writer is most familiar with Child and Youth Work practice in the Dufferin-Peel Catholic District School Board where school-based Child and Youth Work has grown with the Board itself. The Board was formed in 1969 by the amalgamation of sixteen small, independent Catholic school boards. The first Child and Youth Worker was hired in 1970 to form part of the staffing team for a contained classroom for behavioural students. Thirty years later, Dufferin-Peel maintains the teacher / CYW staffing model for all of its contained behavioural classes and has developed a wide variety of additional Child and Youth Worker roles to help address behavioural issues related to students in both the elementary and secondary panels. The complement of Child and Youth Workers in this system of 100 elementary schools and 18 secondary schools numbers 87. Child and Youth Workers practice in roles serving contained behavioural classrooms, providing 1-1 support to high behavioural need students with Pervasive Developmental Disorders, serving as a behavioural resource to one or a number of elementary schools, offering counselling services in secondary schools, and working as part of staffing teams for board-wide programs supporting students with significant needs in the behavioural domain.

School-based Child and Youth Work entails a variety of activities. Some are directed toward direct intervention with students whose behaviour interferes with their own or the ability of others to function successfully within the school environment. Some address the needs of students experiencing situational or life crises such as family breakdown, illness or death, or conflictual relationships with family or peers. Some focus on the development and promotion of preventative programs intended to improve school climates and foster positive interpersonal relationships within school communities. Wherever possible, CYWs work in partnership with teachers, parents, members of other school support services and community agencies providing services to young people.

The development of school-based Child and Youth Work has proceeded slowly as a consequence of a number of factors. Child and Youth Work is relatively new and unknown on the educational landscape. Educational systems are complex and constantly changing and Child and Youth Workers by necessity have had to learn to adapt and modify their work so that their goals and objectives related to work with students were congruent with the mission, goals and objectives of educational systems as a whole.

There has been an absence of models to call upon in

order to inform the development of practice in educational jurisdictions beginning to utilise Child and Youth Workers. Models of practice have not been defined and articulated as they have evolved because of the scarcity of CYW leadership positions within school boards employing Child and Youth Workers. In Ontario, support services to young people has been provided by several governmental ministries including Health, Education, and Community and Social Services and this has hindered the integration of the delivery of services to young people in the various domains of their lives.

What is the future likely to hold for school-based Child and Youth Work? It would appear to me that school-based Child and Youth Work is emerging as a distinct sphere of practice for Child and Youth Workers. Certainly, the numbers of CYWs seeking and finding employment in this area is growing nation-wide in Canada. I suspect that it is only a matter of time until we see school-based practice as an area of specialisation develop within the stream of training for Child and Youth Workers. It is my hope that those Child and Youth Workers who have been doing this work quietly and unobtrusively will begin to talk about their knowledge and experience so that we can build on the work of one another and begin to outline a range of models of practice which will increase our ability to support and nurture young people within their schools.

Editor's Note: In 1987 the training programs in Ontario were re-named "Child and Youth Worker." In 1989, the professional association in Ontario opted for "Child and Youth Counsellor." At present, equal numbers of school boards use the CYW term as use the CYC term.

Not in It for the Money

by Garth Goodwin, Editor and Webmaster for Council publications and of the Manitoba association newsletter, *frontline*.

In discussions involving salaries Child and Youth Care Practitioners will often note that they are not in the profession for the money, that their reward comes often from the relationships and challenges of their work. Still, many CYCs engage in a constant and chronic whine about their low wages especially relative to other professions. Recently a friend who is a facility/team supervisor with nine years experience was taken aback when her husband hired on with the national mail carrier and started at a salary higher than her own. The experience of practice as a child and youth professional is rewarding yet there are days when the work and the constant push to develop do cause one to question the income earned. This article

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will explore aspects of the income issue drawn from personal observations from twenty-seven years of practice arguing that compensation has to join compassion and competency in the collective identity of the profession.

The truth of the matter is that our salaries are not our own to command but for society to provide through the sensitivity, value and respect of those who pay the bills, usually governments in Canada and then, following from them, our employers who may or may not have some latitude in what they choose to pay practitioners. To be recognised and valued one has to have a public profile and quite frankly, the profile for CYCs is a shallow one. The man in the street often has no idea of what CYCs do whereas he can easily define the roles of the sister professions: teaching, nursing and perhaps, the clergy. As CYCs move into schools, hospitals and prisons in supporting roles they are often paid more and are granted more of the rights and privileges of the *host* profession. Value is not simply a factor of visibility. Value is assigned. Nowhere is this more obvious than in the educational system of the United States. Teachers there do not enjoy similar status, salaries or respect, as they tend to have received in Canada. In many instances, teachers receive minimum wages and do their work for the love of it. Now, faced with a crumbling educational system at a time when a highly skilled and educated workforce is required, teachers have become the focus of the politicians who trumpet *professional wages for a professional job*. Wages and respect are being offered to realise a social purpose.

The social value of child and youth care work is undeniable to those who practice it. There is nothing finer than to see a young person tame his or her demons, accept themselves and then go on to begin acquiring the very social skills their problems once prevented them from doing so. It is even more enjoyable to know they will go onto become citizens in the fullest sense and over their lifetime, more than return society's investment in them to the public coffers. Yet, how visible are the issues of childhood poverty, abuse and neglect? Certainly, much is made of reducing the numbers yet they stubbornly persist. It is a curious thing in our society that it is easier to look to suffering of the children of Africa or the children of the world's war zones than it is often to look in our own backyards. Thousands of young people tune out, turn away and *throw* themselves into the fringes of society annually, some, in spite of our own best efforts as CYCs acting on behalf of society to prevent this. Their plight tends to be ignored or viewed as a curiosity as they have given up on the collective social compact to work for a living in the conventional manner. That our profession exists at all is testimony to the generosity and belief of our society in the value of young people and compassion for those in need. Still, the caring professions tend to be further down on the food chain when it comes to fiscal recognition and especially so over the last decade when government cuts often resulted in a definite lock down or decline on funding for the social services. It is an incredible coincidence that the caring professions in general and the computer professions are growing at amazing rates. Still, it is the .com folks who are tripping over the millions and billions while those of us who do something no computer can ever do remain stuck. CYCs need to broadcast what they do and argue for its value. There is an incredible disconnect between the traditional understanding of what a

troubled young person or juvenile delinquent is and the actual reality of the pain of physical, sexual, drug and alcohol abuse which grips many youth in care. There are also the emergence of syndromes and disorders, which result in agonising challenges for parents and caregivers alike, some life-long in scope. CYCs and the parents know these issues first hand but often society at large does not and quite frankly resists understanding more as it is so painful.

One of the components of social value has to do with the deferment or commitment a profession commands in order to realise its practice. One of the more understood professions regarding this dynamic is medicine, which requires a decade or more of applied learning and internship before the person becomes a Doctor. Until recently, and still in many cases, the route to the child and youth care profession has been one of word of mouth for many people. They heard from a friend of an opening and went in and applied. Once hired these individuals were very much at the mercy of their employers, colleagues and personal wits to learn and thrive. Some employers quietly sought out more educated persons looking for a degree or some other element of demonstrated maturity. Many demanded higher standards and competencies and promoted educational and training systems, which would move the process along. Ontario was the first province to establish college programs for child and youth practice some fifty years ago now. That investment is paying off with an increasing visibility and pride in CYC practice in that province. Others are following along, especially so, as it is now becoming recognised that the work is indeed unique, has specific skill sets and needs to evolve to meet the challenges emerging almost daily. As graduates of CYC programs enter the workforce, they are going to demand more for their investment and will trend toward programs, which pay for, and practice excellence.

Another component of social value is degree of difficulty. You can bring all your native knowledge or even your formal knowledge to this profession yet the application of that knowledge is another matter. The actual demands of the practice upon one physically, mentally, emotionally and almost in every way are incredible. One of the first hurdles a CYC faces is the degree of difficulty of the profession. This process can take years to realise. There is very little social support for your efforts for to broadcast your experiences usually results in recommendations to quit or the suggestion that one is nuts to put up with such behaviour. The truth of the matter is that the crucible of practice often has newcomers leaving in less than two years. CYC work is something they are dipping into on their way to somewhere else, often a recognised profession within the social sphere such as social work, counselling or teaching. Those who hang in there do so from the strength and support of their specific teams or by their commitment to the profession and passion for it. When an element in that team or purpose changes or the agency changes there is often another round of turnovers. This is where the heart truly comes into the picture for it is only a genuine heart and an open heart, which can truly survive and thrive in this profession. Both the dynamics of deferment and degree of difficulty or competency come together in the individual practitioner themselves. The person is the principle tool of the profession, by their very being a constant change agent for the better within the relationship, the group and milieu. As such, CYCs often do not have the perks and buffers

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of other professions: a uniform, an office, scheduled application times or even a universally known title. It is simply they, their clients and the situation, and sometimes, lunch if they are lucky. The net result of this tumultuous turnover is a profession in near constant dilution. The experienced practitioners are often in the minority or in administration. It is difficult for the profession to form an identity let alone an argument for better salaries in such a situation.

Many who enter the profession are young adults. Most are following their inner dictates to care, to make a difference, give something back and do a little good. They are often creative, risk taking, curious and vibrant people who reward themselves with exotic experiences like foreign travel or learning. Money, generally, is not something CYCs take much interest in beyond their immediate need for it for something specific. The facts of money are often the last things on a CYC's mind. One of my long suffering roles has been that of residential and organisational treasurer throughout my career, which means constantly educating colleagues in the need for receipts, budgets and fiscal prudence. The notion of looking at earnings in lifelong terms is somewhat an alien notion yet for every one thousand dollars deferred for a year, it becomes forty or more thousand over a career. This tends to slowly occur to one as one's peers in other fields gradually and in some instances rapidly outpace one in earnings, and eventually, lifestyle. For those who commit to the profession and especially those who commit to the profession at its practising stage directly with clients, the enterprise becomes an act of will against the near constant turnover in colleagues, stagnant salary caps and the never ending need to educate new people into the profession to maintain the health of a program. Advancement could be viewed as developing the practice further but tends to be put in terms of leaving the clients for other positions in supervision, training or administration. Over a career, a CYC on the front-line watches a constant parade of fine people flow through, some who sing the praises of the profession at the time and then are often heard from rarely again. Some do stay close to the profession in related fields as administrators and educators and carry warm and valued memories of their time on the line. Some do enjoy the privilege of using their influence to advance the profession further in whatever manner they can. Often, it is these very persons who contribute toward and who underwrite the conference events the profession enjoys. In some instances, such persons are just now finding the collective will to speak out for the profession as the Academy for Child and Youth Care Practice has done with its Position Paper on Child and Youth Care, which in part, recommends an average salary level of thirty thousand dollars in American funds. CYCs and profession-friendly persons will have to do much more to give these issues legs.

In Canada, CYCs are generally paid fairly well, roughly on average with the common working person in an administrative support capacity. Those who work in the skilled trades or municipal services tend to make more generally. Those in recognised professions tend to make vast amounts more. The result is a certain kind of fuzziness for those who stick with the profession. If it is a profession, where are the professional wages? If it is work, why do labourers who work with things earn more than those who work with people? The practice of child and youth care often takes place in special, separate environments

similar to campuses or at least, just a step outside of the mainstream and always, confidential. When a CYC does emerge to view the conventional world, there is usually a contrast, often a sharp contrast drawn relative to the general employment scene that is usually in the CYCs disfavour financially. It seems everyone is involved in salary talks of some kind, somewhere and the national average percentage gain in income is always a few percentage points ahead of what the CYC realises. It is left up to the CYC to add value to the professional experience. For those truly into the enterprise, this is easily done in smiles, small successes and if you are lucky, deliberate testimonials which come from clients years after they have moved on and into healthy and valued conventional lives. Some learn to 'pay themselves' through investing to at least have the illusion of earning more. Some take other jobs. Many are women who view their income as supplementary and who have to constantly weigh out the impact of day care upon their earning situation. Most are just getting by, living with sacrifice for the profession, which often demands additional sacrifice in and of itself. It is interesting to me to watch teachers argue for coverage for their extra-curricular contributions in salary talks while most CYCs just keep on giving in funds and time for similar reasons.

There is a kind of bond that develops between those who share front line child and youth care experience. Often, quite out of the blue a conversation with a person can lead to a warmly recalled period in their lives when they did that. Many who move away from the line in the profession maintain a fond connection to those early days. As mentioned, now others approach the profession from the personal investment of several years of study prior to practice. Generally, few argue with the value of the child and youth care practice yet the actual value placed upon that work by society seems out of step with the realities of the work itself. Over time, a CYC begins to share a curious kind of bond with the very young people he or she works with, that of being disenfranchised, of being put down in so many ways and placed on the edge of society. Those who can contain this and still keep faith and lead the way to the rewards of the conventional world for their young people are showing a generosity of heart and spirit which is truly beyond any dollar value and probably always will be. It is the case that few are in the profession for the money yet it is also the case that more in the profession could begin to advocate for a realistic compensation more in line with the demands of the profession itself.

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by Heather Modlin. During the Alberta Child and Youth Care Provincial Conference in Calgary, Conference Chairperson, Heather Modlin had the opportunity to conduct a short interview with **Niall McElwee, keynote speaker for the 12th National Child and Youth Care Conference** being held in Newfoundland in October, 2002. Heather is the Chairperson for From Sea to Sea and would welcome your proposals for presentations and workshops at the conference. Go to www.cyccanada.ca



What has your experience been like here in Calgary?

I have travelled throughout Europe to conferences and came here specifically to set myself up for Newfoundland so that I would know people. The Canadians and the country have surpassed everything I thought they would be. I read the Fodor's Guide to Canada on the way over in the plane, and it said the Canadian people were known to be somewhat dull. But this is UNTRUE!!! My empirical research conducted over here in blue's clubs and in pubs disconfirms that theory. In my most recent column I wrote for the CYC online journal I said that I came to Alberta with an expectant heart. So I now look forward to Newfoundland because I have a sense of what may lie ahead. There are very strong historical ties and cultural connections between Ireland and Newfoundland and I look forward to engaging with the CYC system and the people out there.

Do you see similarities between the Canadian and Irish CYC systems?

The main difference is the formal certification in Alberta. This is due to come into Ireland in 2002. We're at an advanced stage in negotiations with the different players there. The Irish Association of Care Workers and the Resident Managers Association pay scales have been fundamentally re-worked and seem to be better in Ireland now than in Canada.



National Child and Youth Care Award

Purpose: The purpose of the CCCYCA Award Program is twofold:

- To provide much deserved recognition to Child and Youth Care Practitioners who have demonstrated outstanding skills, knowledge, advocacy on behalf of clients and dedication to the profession.
- To hold out such role models to inspire others towards outstanding practice and to promote greater public awareness of the important work being done by Child and Youth Care Practitioners.

This award program is not intended to be a contest. The CCCYCA believes that by profiling and highlighting the wonderful work being done by any deserving Child and Youth Care Worker, we bring recognition to us all and to our profession.

Nominations may come from within the Provincial and Territorial Child and Youth Care Associations including those in Alberta, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia and Newfoundland. Nominations cannot include sitting members of the Board of the Council, nor can sitting members nominate.

Nomination Process: Please provide a profile of deserving nominees including such details as educational background, career highlights, outstanding accomplishments, testimonials from clients, personal qualities, and detail examples of outstanding interventions, etc.. Along with this profile, please send the nominee's name, address and phone number along with your name, address and phone number, the provincial child and youth care association authorizations and your signature and title.

Send this information to:

Jim Boyd,
CCCYCA Award Committee,
204-12013 76th Street,
Edmonton, Alberta T5B 2C9

Fax: 780-448-9159
Phone: 780-448-7254

Deadline: September 1, 2002

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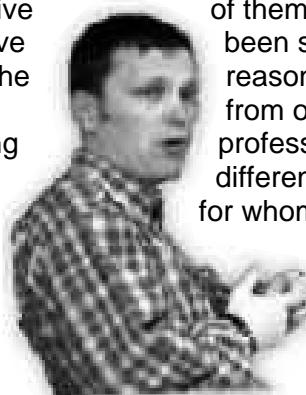
Tell me about your keynote speech for the Newfoundland Conference.

My hope for the keynote is to engage with the audience and to travel with them for a time in some reflective commentary. I hope to motivate the conference delegates which, based on my experience at the Alberta conference, should not be too difficult.



How did you become so accomplished at such a young age?

I arrived into CYC ten years ago next year as a naive 24 year old. There were very few Irish CYC publications, the landscape was very disorganised, and in my foolishness I started to attempt to change this. I kept my head down and winged it. I drew on the resources of people and my experience is if you bring people on board projects, they give of themselves. So, collaboration is how I've been successful. The reason I went into CYC, as distinct from one of the other helping and car-ing professions, is because I wanted three different people to have a voice - clients for whom we provide all of our services, CYC students, and front line practitioners. So, for example, the Irish Journal of Applied Social Studies is committed to publishing all of those people.



Niall is the president of the Irish Association of Social Care Educators, the editor of the Irish Journal of Applied Social Studies, the National Resource Officer of the Resident Manager's Association, and is the Head of Department of Humanities at the Athlone Institute of Technology. He is married and is hoping to get a new dog soon. Niall says "perhaps in Newfoundland, the conference committee will present me with a Newfoundland dog to take home on the plane."

Michael Gaffley has worked extensively in the field of child and youth care in South Africa. He has just completed his doctorate from Nova University. He is the director of Leiliebloem House, Capetown. His work centres around developing a therapeutic milieu for children in South Africa. Michael is internationally known for his work in training staff and developing programs.

Lorraine Fox is a noted trainer in the profession noted for her extensive workshop for and to child and youth care associations across Canada. Lorraine will be a featured presenter at the conference.

Members are encouraged to visit the **From Sea to Sea** web site through www.cyccanada.ca for additional information over the year ahead as the conference planning progresses.