

## Training Modules: Introduction

Although refugees may receive basic training on child care as part of their cultural orientation, the reality of making child care choices may be especially difficult. **Therefore, refugee resettlement programs can play an important role in helping refugee families to make successful and educated choices that promote self sufficiency and long term employment.** Within resettlement agencies there may be varying staff structures in terms of who works with the refugee clients on child care issues. Regardless of which staff member is assigned this duty, it is beneficial to cross-reference employment needs along with planning for child care.

**This curriculum is designed to help agencies and staff in planning for the employment and child care needs of their clients.** Program administrators, pre-employment counselors, case managers and trainers at resettlement agencies can use this curriculum to become more informed about child care options in their area and train their staff to share this information with their clients. Specifically, this curriculum is designed to review options for types of care, provide resources and assist individuals working in the field of refugee resettlement in outlining child care options and discussing eligibility for subsidies with their clients. It will also provide resources at the state level that can provide more specific information.

The curriculum is designed using adult learning techniques so that trainees can be actively involved in the learning process. The modules can be used independently or together as a unit and should be delivered by someone who has basic familiarity with child care options in their region. Additionally, it can be used in conjunction with speakers from local Child Care Research and Referral Networks or without speakers. In order for activities to be as interactive as possible, the number of participants should not exceed 40 to 50 individuals. Participants should be divided into small groups of eight to ten individuals. If used in its entirety the activities can be completed in a full day workshop, generally best completed in an informal setting to facilitate group sharing.

The following lessons should be used as templates or guides for planning your training on child care. They can be used as is or adapted depending on your training needs. The activities will guide you, the trainer and your participants through contemplation of your views and beliefs on child care, child care use in refugee populations, a review of the advantages and disadvantages of different types of care, a review of how child care impacts employment success, agency roles in identifying child care, the importance of developing back-up child care plans, and resources to find child care in your area. **This curriculum will inform your staff so that they in turn can provide more complete information to your clients.**