

Your Quarterly News & Updates Vol.3, Issue 4/Fall 2023

From The Wisconsin Association of Child and Youth Care Professionals, Inc.



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# *WACYCP BADGER BUZZ*



**"Meeting the needs of Wisconsin's Child and Youth Care Professionals"**

**SEPTEMBER 15-NOVEMBER 15, 2023**



[Learn More Here](#)

## Recognize Hispanic Heritage Month! Refresh Your Spanish Resource Collections

### Eight Hispanic Groups Each Had a Million or More Population in 2020

#### En Español: Mes de la Herencia Hispana

#### “Hispanic” vs. “Latino”: When To Use Each Term

Join Bookshop.org, Latinx Parenting, and Latinx in Publishing as we celebrate Hispanic & Latinx Heritage Month. Use code HHM2023 for 20% Off at check out!

#### Puerto Rico Webinar Series

\*\*\*\*\*

#### Join Us Today!

<https://www.wacycp.org/membership/membership-options>

Today you have the Wisconsin Association of Child and Youth Care Professionals (WACYCP). Whether you're exploring career options, newly employed, or celebrating another milestone, we help light the way. We provide the resources and support, where, how, and when you need it. By giving you access to training specialized just for you, we help you develop key competencies, which improve program outcomes. Better outcomes reduce errors and stress, while nurturing the spirit, which brought you to this work in the first place. We battle isolation and burnout by connecting you with a statewide network of supportive peers. We advocate for you as a professional in both public and private venues. We celebrate your victories and rally to your challenges.

#### Individual Memberships Are Free!

#### Inspired By This Newsletter?

Consider forwarding it to two CYC colleagues or friends.

Was this newsletter forwarded to you by a friend? Sign up here to get it delivered to your inbox quarterly: [wacycpmembervoice@gmail.com](mailto:wacycpmembervoice@gmail.com)

Illustration: geralt on Pixabay.com

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**LOOK WHAT'S WAITING FOR YOU IN THIS EXCITING ISSUE:**

- GREETINGS FROM THE WACYCP BOARD
- YES, YOU CAN MAKE IT HAPPEN
- ENROLL NOW!
- READY RESOURCES
- NOW HEAR THIS!
- IT'S A GUY THING
- BE AWARE WITH SELF-CARE
- GET HELP HERE WITH YOUR CYC CERTIFICATION APPLICATION!
- FROM THE BUSINESS SIDE OF CYC
- WISCON IN THE SPOTLIGHT
- GETTING OFF THE SIDELINES: It's Never Too Late To Invest In WACYCP!
- READY RESOURCES
- FROM CLASSROOM TO COMMUNITY
- PROFESSIONAL CYC CERTIFICATION WORKBOOK IS KEY TO SUCCESS
- AROUND WISCONSIN
- READY RESOURCES
- CLASSROOM TO COMMUNITY
- READY RESOURCES
- AS THE TWIG IS BENT...
- DID YOU HEAR?
- DID YOU KNOW?
- NOW HEAR THIS!
- YOUR AD CAN GO HERE AS A MEMBERSHIP BENEFIT!\*

**\*Down's Syndrome Association of WI seeks Madison/Dane Co. office space (see ad)**

Editor's Comment: While we happily understand if you regard the Badger Buzz like you might a good book, you don't have to finish this entire issue in one sitting, as much as you might like to (LOL). We know there's a broad range of CYC information and resources in each issue, which reflects the scope of professional activities within our field. So, we suggest you take an initial scan of each issue, read what grabs your attention, then come back for a deeper dive later.

We're all very busy. But doesn't real life-long learning and personal professional development deserve more than the usual three-minute attention span and 15-second sound bite, which seems to have become the norm for most of today's social media formatting? We believe you'll be glad you did.

Is there something you'd especially like to read? Text us at (608)846-2860 or email us at [propman46@gmail.com](mailto:propman46@gmail.com) and we'll get right on it!

LIKE WHAT YOU SEE? FEEL FREE TO SHARE, ANNOUNCE, PRINT AND POST AS YOU SEE FIT. REPRINTS?-See terms and conditions at end of this issue.

WANT MORE? Join WACYCP ([www.wacycp.org](http://www.wacycp.org)) and get the quarterly Badger Buzz as a benefit! Individual memberships are free.

SAY AND SHARE HERE! Would you like to write for the Badger Buzz? Contact Michael Mitchell at [propman46@gmail.com](mailto:propman46@gmail.com) or (608)846-2860 in Madison. **The copy deadline for the Winter edition is January 1, 2024.**

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**Greetings from the WACYCP Board**  
**WACYCP**



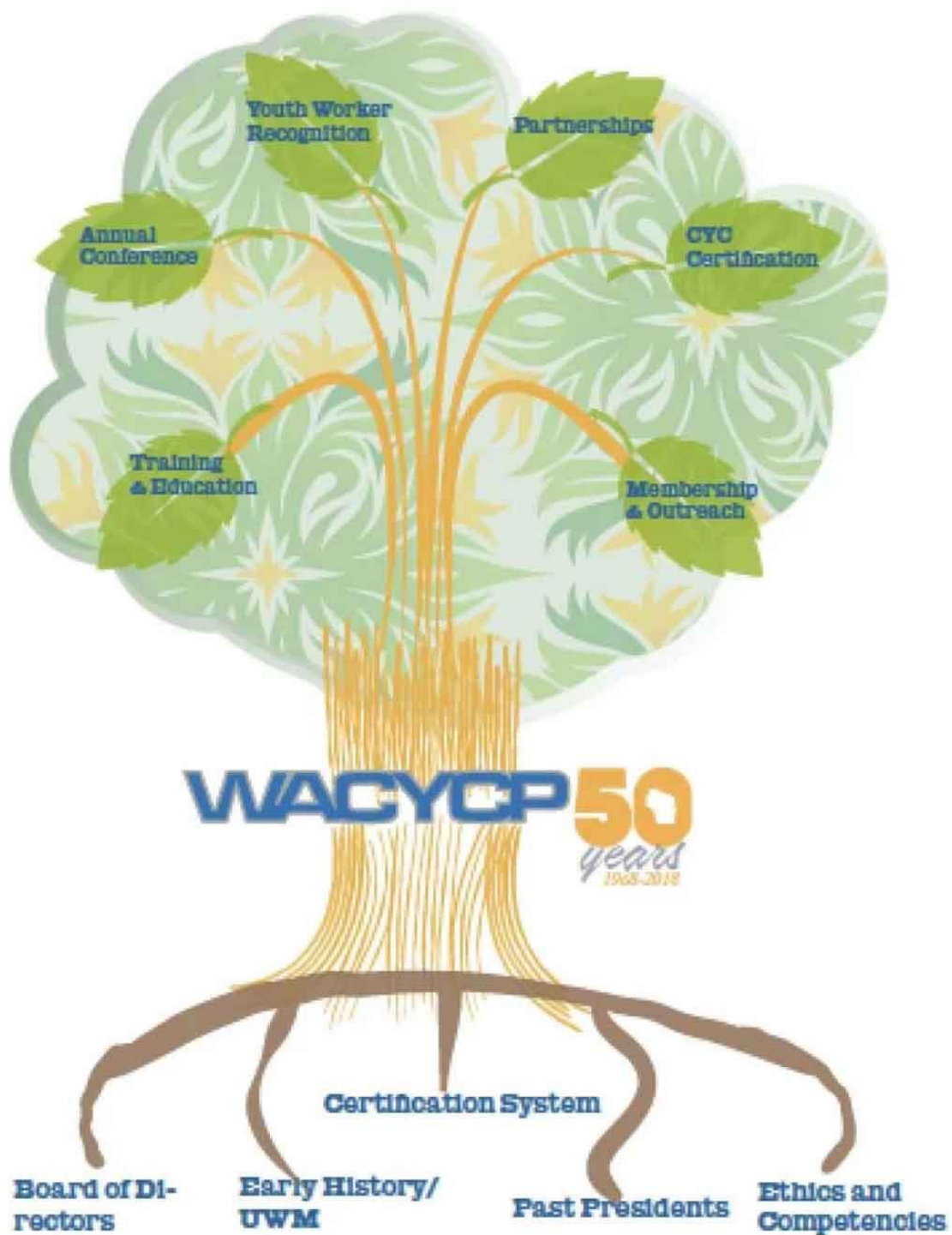
Hello fellow Wisconsin child and youth care workers,

The WACYCP was so excited to host an in-person Youth Worker Professional Training Event earlier this month in downtown Milwaukee. It felt so good to have a large group of youth workers back in one place for learning and networking together. Topics that were offered included Child and Youth Care Ethics, Supervision, Crisis Management, plus Diversity and Inclusion. We look forward to planning more of these trainings in 2024. Special thank you to UWM School of Continuing Education for hosting us, and the ACYCP national board members who provided the training sessions.

As always, this issue of the Badger Buzz is full of resources and information- enjoy and see you in 2024! I'll be back with you in the Winter edition of the Badger Buzz, Let us know what you would like to see more of and we'll get on it. Also, please share your CYC news, events, and announcements. The copy deadline is the first of every quarter. We really like to hear from you, so holler back any time.

Romero Ference

WACYCP Board President



Yes, You Can Make It Happen!  
**JOIN 3,000 COLLEAGUES IN 800 AGENCIES!**



**“Certification has helped me consolidate the many workshops, webinar, trainings and conferences I attend every year into one recognized professional document, without overloading my resume.”---Michael**

The Child & Youth Care Certification Board (CYCCB) provides an assessment process and certification to child and youth care practitioners who demonstrate their commitment to high standards of care and commitment to ongoing competence development. The CYC certification program is the most rigorous demonstration of competence in the field.

Steps in the Certification Process: CYCCB uses a multi-method approach to competence demonstration. Certification is awarded to candidates who successfully demonstrate their CYC competence through completion of all the steps listed below:

#### **STEP ONE – CHOOSE LEVEL**

Determine which certification level best describes your experience, training/education and level of competence. Choose the highest level at which you qualify. Practitioners can apply at any of the three CYC certification levels: Entry(CYC), Associate (CYC-A), and Professional (CYC-P). It is not necessary to complete certification at a lower level before applying at a higher level. The Entry and Associate Levels are not available in Canada.

#### **STEP TWO – TEST**

Schedule and complete testing with a passing score. Practitioners are typically able to pass the situational judgement exam at the highest level for which they qualify.

#### **STEP THREE – COMPLETE APPLICATION**

Complete an application form for the level chosen and provide supporting documentation. This includes documenting: 1) minimum requirements of education, experience & training; 2) provision of colleague references & supervisor assessment; 3) proof of membership in a professional association; 4) agreement to abide by ethical standards; and 5) confirmation of eligibility to work with children, youth & families.

#### **STEP FOUR – COMPLETE PORTFOLIO**

Complete a written portfolio (professional level only).

#### **STEP FIVE – RENEW CREDENTIAL**

Renew certificate on a two-year cycle.

**SEE BELOW FOR A WORKBOOK AND WEBINAR ASSISTANCE  
START TODAY! YOU’LL BE SO GLAD YOU DID!**

Illustration: rawpixel on Pixabay.com

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CYC Certification

**HIRE THE COMPETENCE YOU NEED**



## **Hire Smarter**

**3000+ Certified Practitioners**

**Over 800 CYC programs have Certified Practitioners**

**Hire CYC Certified Practitioners who are well prepared, committed, and seek employment working with young people.**

Many leaders in the CYC field are recognizing that the workforce crisis provides an opportunity to innovate. In the past, employers have most often hired staff who were untrained and not prepared for the rigors of work in the child and youth services field. This continues to lead to high turnover and significant rehiring costs.

A study conducted by the Society for Human Resource Management found that the average cost to hire an employee is \$4,129, with around 42 days needed to fill a position. According to Glassdoor, the average company in the United States spends about \$4,000 to hire a new employee, taking up to 52 days to fill a position.

In Youth and Family Services, turnover destroys relational gains and trust, two key ingredients in helping young people heal and thrive. Hiring for competence and demonstrated commitment is the new value proposition.

[For more information or to list a job](#)



Ready Resources

**MEETING BLACK WOMEN WHERE THEY ARE IN THE FIGHT AGAINST HIV AND OTHER HEALTH ISSUES**



The White House Office of Faith-based and Neighborhood Partnerships works to build bridges between the federal government and nonprofit organizations, both secular and faith-based, to better serve Americans in need. The Office advances this work through Centers in various Federal agencies.

[DOWNLOAD TOOLKIT HERE](#)

[FACT SHEET HERE](#)

**BONUS FEATURE**

[New PSA for Faith Leaders to Help Families Keep Their Medicaid Coverage](#)



[Legislation to Support Stillbirth Prevention Heads to House After Unanimous Senate Approval](#)

[Biden Administration Agrees to Settlement with ACLU in Family Separation Case](#)

Enjoy!

Special Feature!

## UNICEF's DISABILITY INCLUSIVE CHILD PROTECTION COMPETENCY FRAMEWORK (DICP) FOR THE SOCIAL SERVICE WORKFORCE [Webinar]



[Editor's Note: The following is reprinted with thanks to the Global Social Service Workforce Alliance and was posted October 13, 2023.]

7 November 2023

8-9:00 U.S Eastern Time | 13-14:00 GMT

The DICP Competency Framework complements and builds on the “Guidelines to Strengthen the Social Service Workforce for Child Protection”, developed by the Alliance and UNICEF, and on UNICEF’s broader work in supporting governments to strengthen the social service workforce and build inclusive and effective child protection systems. It is a practical and action-oriented tool that aims to support the social service workforce to deliver their child protection functions in a disability inclusive manner. During the webinar, we will provide an

overview of the tool and how it can be used in practice—such as in creating training workshops, mapping the social service workforce, developing inclusive child protection policies, and creating disability-informed child protection job descriptions.

[REGISTER HERE](#)

[Cómo participar en la administración Biden-Harris](#)

## BONUS FEATURES

[Census Bureau offers demographic data for the Hispanic community broken down by detailed groups](#)

[New PSA for Faith Leaders to Help Families Keep Their Medicaid Coverage](#)

Illustration: RosZie on Pixabay.com

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It's a Guy Thing

## DOMESTIC VIOLENCE AND CHILD WELFARE WORKERS



[Editor's Note: The following is reprinted with thanks to the Good Men Project and was first posted June 3, 2023.]

October is Domestic Violence Awareness Month.

Many families who experience domestic violence also come to the attention of the child welfare system. These families have complex needs. As child welfare workers, we should work in collaboration with domestic violence advocates as part of a single system focused on family well-being.

### [Domestic Violence: A Primer for Child Welfare Professionals](#)

offers an introduction to working with families who experience domestic violence, including its effects on children and promising practices in assessment and service provision. ◊

### **BONUS FEATURES**

[The Person You Don't Know is Also Really You](#)

[How To Raise A Child Who Feels At Home In Their Body](#)

[Why You Shut Down When You're Angry — And How To Stop](#)

[SAMHSA Provides Resources to Survivors During Domestic Violence Awareness Month](#)

[10 Tips to Cut Back on Your Drinking](#)

Illustration: PublicDomainImages on Pixabay.com

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**Be Aware With Self Care!**

**STUDY: PREDIABETES CAN PROGRESS IN JUST ONE YEAR**



[Editor's Note: The following is reprinted with thanks to the author and the NIH (National Institute of Health) News In Health and posted July 3,2023.]

By Korin Miller

People who are diagnosed with prediabetes are often warned that their condition can progress to diabetes. But a new study has quantified just how likely that is to happen within a year.

About one in 20 adults aged 65 and up with prediabetes will end up developing diabetes within 12 months, according to an analysis of data from the Longitudinal Epidemiologic Assessment of Diabetes Risk (LEADR) study. Researchers analyzed data from more than 2 million adults between January 2010 and December 2018.1

Of those, 14.3% of the 50,152 adults diagnosed with prediabetes progressed to diabetes within 2.3 years. That led to an estimated annual progression rate of 5.3%.

[READ MORE](#)

**BONUS FEATURES**

[When Money Is Tight, These 6 Resources Will Help Nearly Everyone \[New Resource\]](#)

[The Flu Vaccine Works—In a Way Most People Don't Appreciate](#)

[Taking This Many Steps a Day May Be the Key to Living Longer](#)

[Breast Cancer Awareness Month](#)

[What if Self-Care isn't the Answer?](#)

[How to Tell When It's Time to Quit Your Job to Protect Your Mental Health](#)

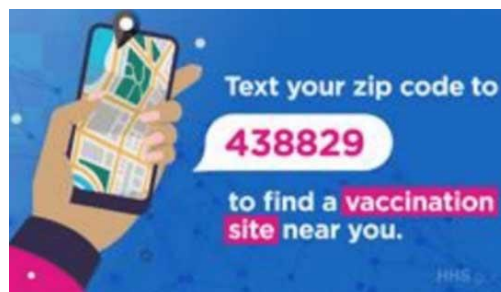
[Is Being a Night Owl Unhealthy?](#)

[How Many Stairs You Should Climb a Day for a Healthy Heart?](#)

[Listen to Latino LGBTQ Love Stories That Raise HIV Awareness](#)

Illustration: John Hain on Pixabay.com

[Editor's Note: ALSO...Everyone age 6 months and older is eligible to get the COVID-19 vaccine at no cost [THIS PROGRAM EXPIRES SOON!]. Remember, if you or a loved one are unvaccinated, you're at higher risk of getting seriously ill from the virus and spreading it to others. Although this editor was vaccinated and boosted, I still contracted COVID in the hospital while undergoing an elective procedure! Be aware with self care! ]



[GO HERE FOR PRINT RESOURCES](#)

Free COVID-19 Testing Kits

## PROFESSIONAL DEVELOPMENT



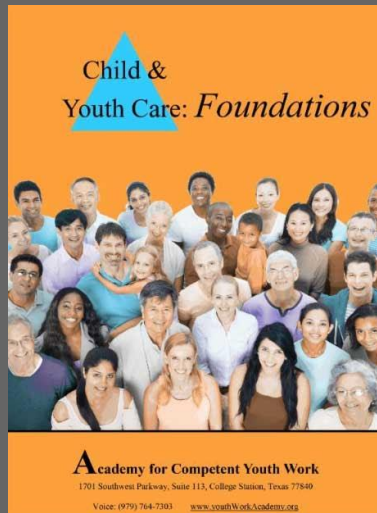
A virtual marketplace of professional development for Child and Youth Care Practitioners.

What our participants say:

There is an AMAZING range of relevant content available at CYC Source.

Buy the packages, they save money and make it easy to train groups.

Learn from the perspective of practitioners and field leaders.



## CYC: Foundations Course & Training of Trainers

*Most widely used course in the US to prepare staff for CYC Certification*

**Strengths-based**

**Asset focused**

**Trauma informed**

**Brain-based**

**Diversity inclusive**

**Relational**

**Evidence-informed**

**Live and virtual courses currently underway nationally**

**Newly released Spanish language version available**

**Contact Us To Register for Future Courses**

**or to Schedule Training at Your Organization**



## **RISE: Resilient Parenting**

**5 Hour Archived Training**

**The Resilient Parenting program is a core curriculum of the RISE: Wellness and Resilience Framework™. The information and resources offered through this program are for any parent, caregiver, or grandparent.**

[Learn more](#)



## **Emotional 1st Aid Techniques**

**1.5 Hour Archived Training**

**Explore 16 tried and true techniques that help young people stay in control and learn how to self-regulate.**

[Learn more](#)





## There's a spot for you in the November 15 LEADERSHIP WEBCAST + Q&A!

As an organizational leader you know how critical it is to:

...keep your leadership team engaged and empowered

...ensure your workforce is supported by effective leaders

...keep your own leadership perspective & understanding on the leading edge

### **This webcast is especially for:**

Executives who want to think more deeply about developing leaders in their organization

Leaders at any level who want to grow their understanding of working in a trauma-intense setting

### **What you'll get in just 45 minutes:**

Hear direct from Training Grounds founder James Freeman

Gain valuable leadership insights relevant to trauma-informed settings

Get your questions answered by submitting or asking it live

**Here's the details:**

Registration link: [www.training-grounds.net](http://www.training-grounds.net)

**Topic:** 3 Secrets of Trauma-Informed Leadership

**Location:** Online link sent when you save your spot

**Date:** Wednesday, November 15, 2023

**Duration/Time:** 45 minutes at your time zone listed below

9:00 am Pacific

10:00 am Mountain

11:00 am Central

12:00 pm Eastern

1:00 pm Atlantic

1:30 pm Newfoundland

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**HELP APPLYING FOR CERTIFICATION**

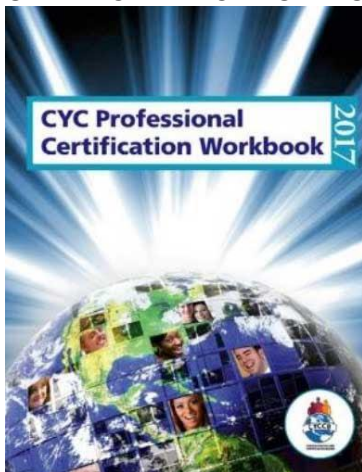


## CERTIFICATION HELP WEBINARS

CYCCB offers monthly webinar-based Certification Help. If you have questions about how to get started or need help completing your certification application, references, documenting your training and experience, or finishing your portfolio, [sign up for one of our webinars](#).

If you need immediate help, call the CYC Office (979) 764-7306 or email [CYCcertification@YouthWorkAcademy.org](mailto:CYCcertification@YouthWorkAcademy.org) or visit the website at [www.CYCCB.org](http://www.CYCCB.org)

## ORDER CERTIFICATION WORKBOOK



Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbook is available for \$30 (shipping cost included).

### [MORE INFORMATION & ORDER WORKBOOK](#)

**“If the only tool you have in your toolkit is a hammer, you tend to see every problem as a nail.”—Abraham Maslow**

## GET TESTED



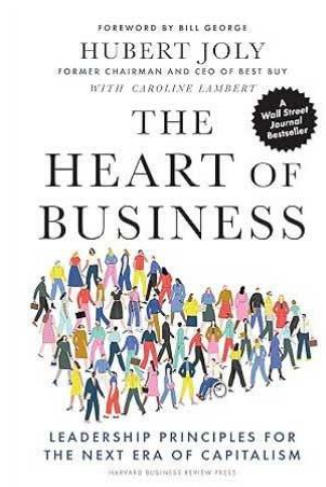
## [VIRTUAL CERTIFICATION TESTING](#)

Learn about the in-person and virtual testing programs

## [REGISTER FOR ONLINE TESTING](#)

When you are ready to proceed with virtual testing.

## From The Business Side Of CYC “IN THE HEART OF BUSINESS”



[Editor's Note: The following is reprinted with thanks to the author and Leading Right, and was first posted on October 7, 2023. To subscribe to Leadership Right go to: <https://www.linkedin.com/company/leadershipright/> ]

By Julia Danyal

Hubert Joly shares how leading with humanity transforms organizations. Here are some insights from Joly's book that resonate with the message of this newsletter

Takeaways:

- ♥Authenticity forges trust. Bringing our real selves to work, without pretense, builds stronger connections.
- ♥Vulnerability is courageous. Admitting we don't have all the answers takes confidence and creates safety.

♥Self-care enables us to show up fully. Honoring our humanity gives us energy to lead with heart.

Joly wisely reminds us that leadership is not a position, but a way of being true to yourself and caring for others. When we lead with heart, we inspire heart in those around us.

[PURCHASE ON AMAZON](#)

## **BONUS FEATURES**

[Mentoring Child Welfare Workers Should Be a Must, Not a Luxury](#)

[How to Stop Being Late](#)

[Finding Loans for Buying and Repairing Homes](#)

[What Is Wisconsin's 'Living Wage'?](#)

[4 Questions to Ask to Recruit Better Board Members](#)

[Dealing With Overtime \[scroll down\]](#)

[5 Tips For Black Americans To Consider Before Starting A Business](#)

[Honoring Three Plaintiffs Who Secured Protections For Millions Of LGBTQ+ Workers](#)

Enjoy!

Illustration: geralt on Pixabay.com

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Wisconsin in the Spotlight

# PURSuing HEALTH EQUITY THROUGH UPSTREAM PREVENTION



[Editor's Note: The following is reprinted with thanks to Resilient Wisconsin and was posted on their website. Go there to sign up for email bulletins.]

Many people must deal with a “broken bridge” in their life or community. That’s because health challenges can be like a strong current. They can quickly sweep us toward negative outcomes. When that happens, our ability to sink or swim can depend on our environment and experiences.

[DOWNLOAD GUIDE](#)

[SIGN UP TO RECEIVE THE MONTHLY "RESILIENT WISCONSIN: TRAUMA-INFORMED NEWS AND NOTES" BULLETIN](#)

[See More Resources On Our Website](#)

[Percentage And Total Number Of Child Population That Is AANHPI, By State](#)

**BONUS FEATURE**

[WI Hispanic Heritage Awards](#)

Illustration: Resilient Wisconsin

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## Getting Off The Sidelines

# IT'S NEVER TOO LATE TO INVEST IN WACYCP



**Did you know that WACYCP is an all-volunteer 501(c) (4) tax exempt organization?**

Every year those associated with WACYCP **donate hundreds of hours in service to the organization**, to benefit the Wisconsin child and youth care professionals, which it serves. Many also dig down into their own pockets to cover travel expenses, accommodations and other expenditures needed to complete strategic tasks, in service to our vision and mission.

In addition, there are the scholarships and awards, which WACYCP bestows annually to deserving recipients within WACYCP and across the Wisconsin profession at large. In trying to return maximum quality to our members, we try and keep agency dues as low as possible, while keeping membership value high.

We also need to contract with commercial services to help us with those technical and specialized skills, which we're unable to cover with our volunteer resources. Database management, website design and hosting, on-line publication distribution, and membership dues to allied organizations, are just a few of these many expenditures. This leaves little left over to cover daily operating costs or special projects.

That's where you can help us carry the financial load.

**Please donate to WACYCP today!**

You can give today or include WACYCP in your estate planning. You can make a donation on behalf of yourself, in honor of someone else, or on someone else's behalf (gift?)- your choice! Make your donation online (below) or send your check or money order to:

**WACYCP, Inc.  
PO Box 510423  
Milwaukee, WI 53203  
Phone: (414) 519-3130**

**Please feel free to share this information with other WACYCP and CYC colleagues.◇**

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## Ready Resources

# UNDERSTANDING AND PREVENTING YOUTH SUICIDE



[Editor's Note: The following is reprinted thanks to the National Institute of Mental Health (NIMH) was posted October 8, 2023.]

To mark its 75th Anniversary, the National Institute of Mental Health (NIMH) is hosting a new podcast series that explores the stories behind influencers and innovators in mental health research and takes you into the lives of people with mental illnesses.

In our first podcast episode, "Understanding and Preventing Youth Suicide," NIMH Director Dr. Joshua A. Gordon talks with Dr. Arielle Sheftall, an Associate Professor in the Department of Psychiatry at the University of Rochester Medical Center. Listen as they discuss who is at increased risk for suicide, how it's impacting the nation's youth, and most importantly, what NIMH is doing about this tragic and preventable issue.

[ACCESS PODCAST HERE](#)

Enjoy!

Illustration: geralt on Pixabay.com

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From Classroom to Career

**HEALTHY SCHOOLS CAN HELP ADDRESS RACIAL  
INEQUITIES**





[Editor's Note: The following is reprinted from Child Trends posted July 3, 2023, with a special thanks to Andy Schneider Munoz, Ph.D.]

Schools play a critical role in providing supports and services that promote healthy development and equitable outcomes for children and youth. Two new Child Trends briefs from Deborah Temkin, Kristen Harper, and Cassidy Guros explore the ways in which creating healthy schools can help address racial inequities in education and in broader society.

The first brief identifies existing racial inequities across health systems, public education, juvenile justice, environmental conditions, and family income and provides strategies for schools to improve the conditions, cultures, and practices that may exacerbate these inequities.

The second brief highlights several areas of education inequity linked to health and well-being, including chronic absenteeism, school violence and discipline, and school infrastructure. The brief also describes how reforms to increase access to health services, improve overall school climate, and prioritize teachers' needs can proactively address students' and educators' health needs to build healthier, more equitable schools.

[READ MORE](#)

## **BONUS FEATURES**

[Back-to-School Toolkit 2023. Selfies, Social, & Screens](#)

[Tips To Avoid Student Loan Repayment Scams](#)

En Espanol

University of Wisconsin System to change its name by 2024

Wisconsin: State of Education – 2023 Is a Hopeful Year!

UW-Milwaukee Launches 'Tuition Promise' To Cover Education Costs Up To 4 Years

Holocaust Education Under Threat

Diversity In Higher Education And Wisconsin McNair Scholars

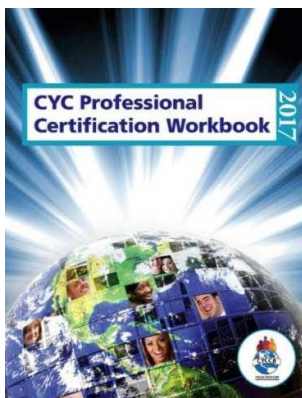
Applications Are Still Open For Disney's Dreamers Academy

Enjoy! ◇

Illustration: United Nations

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**CYC PROFESSIONAL CERTIFICATION WORKBOOK : GET IT NOW AND COMPLETE THAT CERTIFICATION TODAY!**



CYCCB is pleased to announce that the long awaited ***CYC Professional Certification Workbook*** is now available. The workbook is designed to help child and youth work practitioners prepare and apply for professional certification (CYC-P) offered by the Child & Youth Care

Certification Board.

It provides a wealth of information in an easy-to-use format. It includes information on the history of the CYC certification effort, characteristics of certified practitioners, the testing and application process, forms, costs, and sources for a wide variety of articles, publications, and professional development supports useful to CYC practitioners working in any setting. The sections on test preparation and the professional portfolio offer sample exam questions and portfolio responses. Information about the Entry, Associate, and Professional level certifications is included.

The workbook is in response to the need for a one-stop source of information that addresses applicant questions and needs. Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbook is constructed with tabbed sections to make it easy to find answers for whatever certification related questions you might have.

The workbook is available from CYCCB for \$30 (which includes shipping costs).

[Order a manual at this LINK](#)

## Around Wisconsin

# STUDENTS GRAPPLE WITH UNCERTAIN FUTURES AFTER LATEST DACA RULING



[Editor's Note: The following is reprinted with thanks to the Milwaukee Neighborhood New Service, and: was first posted October 18, 2023.]

Local college students are among hundreds of thousands nationwide who have faced uncertainty since a federal judge in Texas ruled last month that the Deferred Action for Childhood Arrivals, or DACA, program is illegal.

The ruling bars the government from processing new applications and puts those already enrolled in the program for young immigrants at risk.

Among them is Alma Sandoval, 21, a senior at Marquette University who is majoring in social welfare and justice.

She said she put her decision on whether to attend graduate school on hold.

[READ MORE](#)

## **BONUS FEATURES**

[Happy Down Syndrome Awareness Month](#)

[Report Explains Wisconsin Child Abuse Statutes](#)

[In Wisconsin Roughly 4,000 Enrollees Will Have Their \[Medicaid\] Coverage Reinstated By The End Of October](#)

[Wisconsin Celebrates National Disability Employment Awareness Month](#)

[Middle School Students Targeted In AI Nude Photo Scam](#)

[Judge Blocks Kettle Moraine School District Policy Allowing Students To Choose Their Pronouns](#)

[Evers Directs Another \\$170M In Federal Funds To Continue Child Care Counts Subsidies](#)

[Annual Report 2022 Children's Community Mental Health Services & Wraparound Milwaukee](#)

[Millions Approved For Another Juvenile Correctional Facility](#)

[Baldwin Leads Bill to Extend Vital Child Care Funding](#)

[Improving CHIPS and Youth Justice Conditions through the Tailored Dispositional Orders Project](#)

[Waukesha Teacher Fired After Miley Cyrus Song Controversy](#)

[Milwaukee Is Close To Ending Family Homelessness-Here's How](#)

[Juneau County Still Looking For More Foster Parents](#)

[Milwaukee Teens Give South Side Community Garden A New Life](#)

Enjoy! ◇

Illustration: Jtriones31 on Pixabay.com

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## As the Twig is Bent **PROTECTING CHILDREN FROM THE FLU**



“As The Twig Is Bent, So Grows The Tree”-

--Confucius

[Editor's Note: The following is reprinted with thanks to The Good Men Project and was posted July 2, 2023.]

Children younger than 5 years old—especially those younger than 2—are at higher risk of developing serious flu-related complications. Children of any age with certain chronic health conditions are also at higher risk; during the 2022-2023 flu season, 66 percent of children 0 to 17 years old hospitalized with flu had at least one underlying health condition, such as asthma, neurologic disease, obesity, or immune suppression. More information is available about children at higher risk of potentially serious flu complications.

While not at higher risk, children 5 years and older can spread flu to their higher risk family members, like infants younger than 6 months old and adults who are 65 years and older or people of any age who have certain chronic health conditions. It's important to vaccinate everyone 6 months and older in your family against flu each year to help protect those most at risk. A flu vaccine offers the best defense against flu and its potentially serious complications and also can reduce the spread of flu to others.

In children, annual flu vaccination has been shown to:

[READ MORE](#)

[And This For Everyone](#)

**BONUS FEATURES**

[The \[ ER\] Is Not the Place to Refer Kids With Mental Health Concerns](#)

[Are Obesity Drugs for Adolescents Cost-Effective?](#)

[When Foster Parents Don't Want to Give Back the Baby](#)

[Here Are Facts On Gender-Affirming Care And Trans Athletes](#)

[What Families Need To Know About The COVID-19 Eris Variant](#)

[Get Students Online Easily Using New Internet Discount Finder](#)

Enjoy

Illustration: Pixabay.com

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## Did You Hear? **ANTISCIENCE CONSPIRACIES HAVE BECOME A DEADLY, ORGANIZED MOVEMENT**



[Editor's Note: The following is reprinted in part with thanks to the author, MedPage Today, and the Scientific American, and was posted October 8, 2023.]

Peter Hotez is no stranger to scientific backlash. The esteemed pediatrician and vaccinologist has been working to develop vaccines for neglected tropical diseases for decades and has encountered fierce opposition to his work. But in recent years the backlash has gained momentum and spread beyond vaccines to science and scientists in general.

Hotez, who is dean of the National School of Tropical Medicine at Baylor College of Medicine, chronicles this movement in his new book *The Deadly Rise of Anti-Science*. The book traces Hotez's experiences battling the false belief that vaccines cause autism (a condition that his daughter has), the highly partisan backlash to the COVID vaccines (a low-cost version of which Hotez and his colleagues helped develop) and the authoritarian roots of the antiscience movement.

Scientific American spoke with Hotez about the book, the experiences he's had as a target of antiscience attacks and the things that should be done to combat such threats.

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Illustration: geralt on Pixabay.com

Did You Know?

## KENTUCKY HAD AN OUTSIDE-THE-BOX IDEA TO FIX CHILD CARE WORKER SHORTAGES- IT'S WORKING



[Editor's Note: The following is reprinted with thanks to the author, National Public Radio (NPR), and Wisconsin Public Radio (WPR), and was posted October 6, 2023.]

By Andrea Hsu

With most of the federal government's pandemic relief money for child care now spent, it's up to states to step in with new ideas to solve the many problems plaguing the sector.

A year ago, Kentucky came up with a creative solution that is already paying dividends.

The state made all child care employees eligible for free child care, regardless of household income.



"That is a beautiful incentive," says Jennifer Washburn, who owns and runs iKids Childhood Enrichment Center in Benton, Ky. "Any of my teachers who have children — they can work for me, and their children are paid for by the state."

Drop in low-income children in child care led to a discovery

The idea emerged after the state saw a sharp drop in the number of children accessing child care subsidies in the pandemic — from roughly 30,000 to just 17,000 children.

Sarah Vanover, who was then director of Kentucky's Division of Child Care, says that remained true even after the state raised the income eligibility threshold, making many more families eligible for subsidized care.

After a flurry of calls to child care centers, Vanover concluded there was no lack of need. In fact, many parents were desperate to get their kids into day care so they could return to work. They just couldn't find open spots.

One reason was Kentucky had lowered the child-to-teacher ratios in the pandemic to prevent the spread of COVID. Each class had to be smaller.

However, the bigger problem was staffing. Child care centers couldn't find anyone to work.

"They had empty classrooms with no teachers," says Vanover.

[READ MORE](#)

Illustration:geralt on Piuxabay.com

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Ready Resources

**TEACH TEENS ABOUT WORKERS' RIGHTS BECAUSE  
EMPLOYERS KEEP VIOLATING THEM**



Editor's Note: The following is reprinted with thanks to The Hustley and was first posted on October 10, 2023.]

Remember that job that said you were an independent contractor and didn't get benefits even though it kept you on a 40 hour/week schedule? Or wait, was that just me?

Anyway, California has a new law that requires public high schools, including charter schools, to teach students about their rights as employees.

"Workplace Readiness Week" will take place every April, educating students in grades 11 and 12 on labor law topics like:

The difference between employees and independent contractors

Wage and hour protections

Worker safety

How workers' comp, unemployment insurance, sick leave, disability insurance, and other programs work

Unionization

Why it matters

Fifty-five percent of young people (ages 16 to 24) are employed, per the Bureau of Labor Statistics. They're more likely to take lower-wage jobs, where wage theft is more prevalent, or to suffer on-the-job injuries.

And while California is expanding protections, some state lawmakers are proposing looser laws — allowing students to work on school nights or for 14-year-olds to serve alcohol — amid the labor shortage.

The number of children involved in labor violations...

... jumped 283% from 1k+ in 2015 to 3.8k+ in 2022, per USAFacts, including ~700 children who worked illegally in hazardous environments.

And several US companies have recently been fined:

A Minnesota food manufacturer paid a \$30.2k+ fine for having two teens, ages 16 and 17, operate meat-processing equipment.

Packers Sanitation Services was fined \$1.5m for employing 102+ children on overnight shifts at meatpacking plants, where children as young as 13 were using hazardous chemicals to clean dangerous equipment.

Last month, two Utah Chick-fil-As were fined \$187.4k+ for unpaid overtime and allowing 14- and 15-year-old employees to work too many hours and past permitted times.

California's new law may empower a new generation of workers, but there is a caveat.

Over 300k children have come to the US alone since 2021, some undocumented. The New York Times examined the difficulties they've faced working long hours in sometimes perilous conditions. Some tried to attend school, but others couldn't — meaning such lessons won't reach them. ◇

## **BONUS FEATURE**

[Court: End Illegal Child Labor](#)

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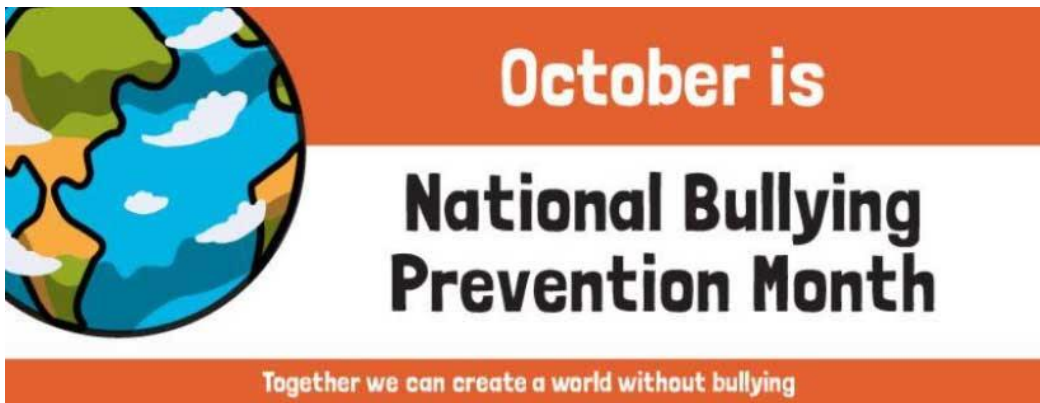
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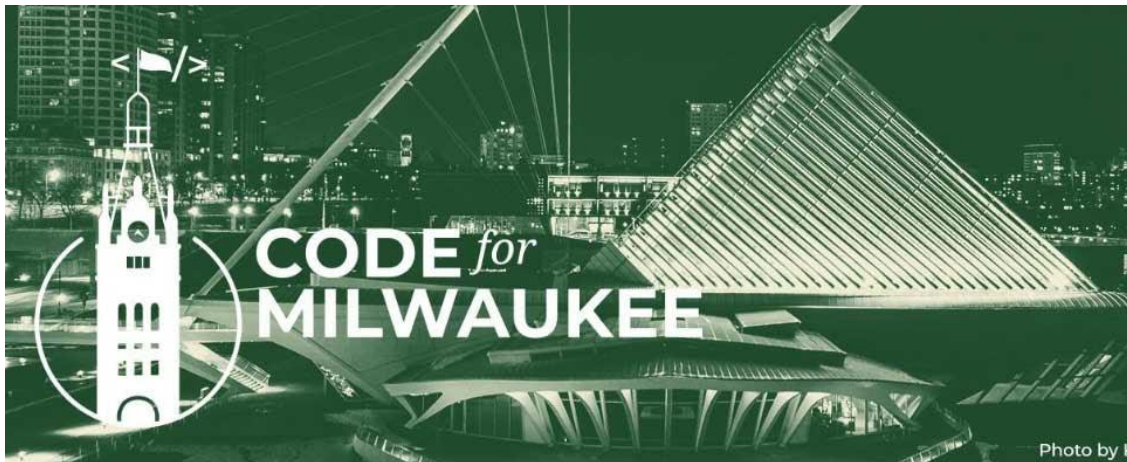
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We envision a bright future for Milwaukeeans of all backgrounds, where there is diverse representation and shared opportunities for growth and success. This future will be driven by a unified community of individuals involved in civic tech, activism, and community engagement that works to improve the delivery of public services.

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To contact us, please email [info@codeformilwaukee.org](mailto:info@codeformilwaukee.org).  
Or visit, <https://codeformilwaukee.org/>

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Think Ability Wisconsin is a statewide partnership network, powered by DSAW, formed to improve transition and employment outcomes for people with disabilities. DSAW staff and TAW partners will be attending several conferences and trade shows as TAW starting this month!

We are beginning our work with TAW by talking to employers about the benefits of hiring people with disabilities. Did you know that companies that include people with disabilities have 28% higher revenue and double the net income?!

If you're interested in learning more, reach out to us at [info@thinkabilitywi.org](mailto:info@thinkabilitywi.org).

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[988 Partner Toolkit](#)

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Hello,

Living and working in Melbourne, Australia, I train those working in OOHC with their mandatory qualification to work in the sector. My work here has highlighted the issues statutory OOHC workers face every day at work and I am curious to know if that is the same globally.

The intention is to conduct an international comparison (e.g. Austria, Canada, Israel, Kenya, New Zealand, Tonga, UK, USA) of OOHC workers and investigate how are they prepared and supported for their work with young people and children who are replaced in statutory out-of-home care, and identify the issues they face. This is a topic that has minimal, if any, available research to date. I anticipate the research will cover topics such as worker qualifications, government legislation and policies, established Commissioners or not, the organisations responsible for providing OOHC, the homes themselves (e.g. ratio worker: client) and the terminology used worldwide.

I am looking for connections/partners who would like to be part of this research. If you think it is something that interests you, or you want to discuss it further, please do not hesitate to reach out and ask at [brookerjen@gmail.com](mailto:brookerjen@gmail.com)

I hope to be heading to the US and Canada in the first half of next year, to conduct interviews and observe how things are done there. I will be in Europe in October and the Unity conference in Dublin in November, if anyone is going to be there.

**Dr Jennifer Brooker, Ph.D.**

**2023 ISS Fellow**

**Journey Fellow**

FICE Australia, President

[brookerjen@gmail.com](mailto:brookerjen@gmail.com)



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\*Professional Excellence

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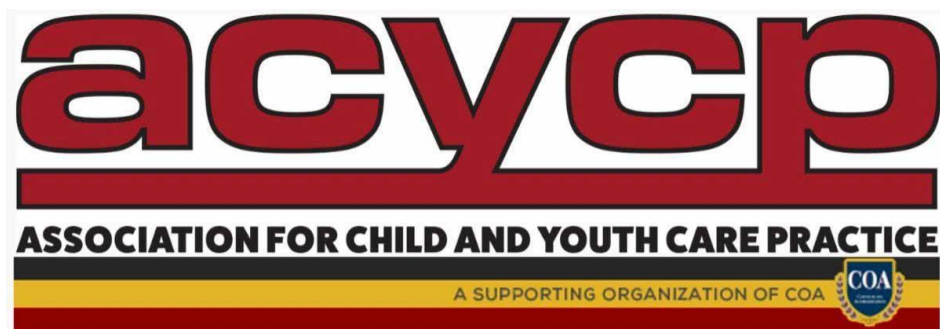
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