



**The Kinship & Foster Family
Network of Manitoba
Training Services Synopsis
Spring 2026**

**THE Kinship & Foster Family
Network of Manitoba
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Care Provider Skill Development

Our training focus is on a wide range of skill sets for parents providing care from within their home and their family. Each skill set requires the care provider to be able to assess and provide care for the best interests of a child and their family. To skillfully communicate their parenting strategies, tools, skills considering a wide range of the developmental needs which support best decision making and case planning.

Observation Skills	Parenting Skills	Assessing Outcomes	Documenting
Presenting Behaviours	Presenting Behaviours	Desired/Actual	What, Why, When, Where, Who
What, Why, When, Where, Who	Thinking Parent	Defined/Random	Authored/Co-Authored
Possible underlying causes	Consistent & Predictable	Recognizable	Factual
Duration, Frequency, Intensity	Environment & Personal	Achievable	Clear, concise
Biased/Unbiased	Proactive/Reactive	Measurable	Leave dignity intact
Cultural Lens	Teaching/Punitive		
Summary Labels	Strengths/Challenges		
The Whole Child	Steps, Strategies Tools, Skills		
Brain Differences			
Trauma related behaviours			

Introduction to Kinship and Foster Care and Pre-Services training.

The Introduction session presents experiences foster parents and clarity for roles and responsibilities associated with providing care. Participants are invited to attend 3 additional workshops to expand their understanding. These pre-service sessions are restricted to unlicensed care providers to protect confidentially.

Foundation Series

There are six sessions. A mentorship session starts with each series. This allows for settling any zoom connection issues and facilitates participant introductions with sharing expectations the series training. The 5 sessions introduce the skill sets presented above.

Workshops are available for care providers

Workshop topics provide care providers opportunities to explore and discuss subject-based topics related to providing care. Workshops are based upon current subject based information drawing from experts, legislation and information shared by kinship and foster care providers.

KFFNM continues to address the changes in the provisions for family needs while acknowledging the changes that will happen as each community creates its own child and family supports and services as per the scope of the Act Respecting First Nations, Inuit and Metis Children, Youth and Families.

To view when we are offering upcoming Introduction to Kinship/Foster Care sessions please view our website.

Website: kffnm.ca/calendar/

Care Provider Training Options



Our team has provided in-person group sessions for many years and participants identified great value with this approach. We continue to offer CFS agencies such training opportunities. However, the convenience of zoom sessions receives the largest number of registrations.

KFFNM provides skill development training resources through our Licensed ZOOM rooms. We offer opportunities to attend sessions from the comfort of a care provider's home. Individuals from all regions of the province are able to connect and discuss similarities and differences with providing care from their home. Early registration is necessary for Zoom session workbooks to arrive on time.

Go to kffnm.ca/calendar/ to find pre-registration dates.

Zoom Sessions

Participants can register for any KFFNM educational level or workshop sessions to attend through zoom. Find the time and date which works best for you, register through our office and you will receive a link to join.

In-Person Sessions

Participants work together, in groups, to explore, discuss and share understanding of information being presented. Person to person interactions strengthen individual learning experiences due to a level of comfort achieved with table conversations and development of relationships between participants. Group dynamics generate a sense of commonality with the challenges involved in providing care.

In Community Sessions

We have been providing this service for almost a decade. In-Person group sessions are offered within communities throughout Manitoba. Child and Family service agencies are invited to schedule trainings in a location within their community or in their office space.

Blended Sessions

We start a training series, in person, in your community or at your agency office and then complete the series sessions via zoom. This offers the best of both worlds. There is personal connection amongst the participants and facilitators which results in increased comfort levels for discussion and expression.

To view dates and times when sessions are being offered go to kffnm.ca/calendar/

PRINCIPLE OF ADDITION

**The birth family remains at the center of the circle.
Always add rather than subtract people from a child's life.
Adding people expands the circle of support.
Kinship/foster family can be a valuable complementary
addition to the birth family**



Training Schedules

To provide as much flexibility as possible KFFNM schedules training sessions in three seasonable blocks.

To reach as many communities as possible we provide Zoom and In-Person sessions.

- Zoom sessions provide participants with the benefits of participating from within their own home.
- In-Person provides participants with increased levels of engagement and the benefits of connecting directly with their peers.

Whenever possible we work to provide in-person sessions. We have traveled the highways of Manitoba to make that happen.

Foundation series can be started as in-person sessions and then transition to Zoom sessions. This approach facilitates initial connections which can remain throughout the sessions.

Register as early as possible to avoid missing training sessions of your choice. Training material will be sent to participants in PDF form via email. If participants are unable to follow the material on a device or cannot print it, materials can be requested to be mailed. In order to receive course or class material prior to the training date, registration needs to be confirmed 6 business days before training commences.

Annual Training Blocks	
Winter schedule	January to March
Spring schedule	April to June
Fall schedule	September to December

Zoom Session Training Group Size	
Minimum # participants	5 participants
Maximum # participants	15 participants
<i>Group size during sessions is limited to facilitate best possible participation.</i>	

In Person Sessions Training Group Size KFFNM Office or a Community Space	
Minimum # participants	10 participants
Maximum # participants	15 participants
<i>Group size during sessions is limited to facilitate best participation.</i>	

**Register as early as possible to avoid missing training sessions of your choice.
In order to receive course or class material prior to the training date:
registration needs to be confirmed 6 business days before training commences.**

KFFNM training is focused upon skill development for the unique challenges of providing temporary and complementary care.

- Understand system legislation, regulations and standards which impact the provision of kinship and foster care.
- Understand the responsibility of being complementary and temporary caregivers for children in care.
- Recognize the importance of exposure to and retention of a child’s family culture.
- Develop skills for supporting restoration for the family of origin.
- Clarify, demonstrate and communicate the what, why, when, where, and who of the care parenting provided.
- Manage parenting challenges to support the best interests of a child in care and their family.
- Engage as an effective member of the Child and Family Services team.
- Work with community resources as a valuable team member.
- Manage challenges to minimize the impacts of providing care.

Pre-Service Workshops



Designed to support non-licensed community members considering applying to become kinship or foster care providers.

Introduction to Kinship/Foster Care

Provides a general overview, from foster care providers, about the strengths and challenges involved with opening your home and family to help other children and families in need.

- Interested individuals register for this introductory session to make an informed decision on whether to continue through Pre-Service Workshops.
- It presents a broad overview of how and why families become involved with the Child and Family Services system.
- Designed to support understanding the role of kinship/foster parents as partners within the Child and Family system.
- Covers care expectations and responsibilities of becoming kinship or foster care providers.
- Awareness of intergenerational trauma and the connection to the percentage of Indigenous children in care.
- Focus is on concept of the 'Principle of Addition' to support awareness of the temporary and complementary aspect of kinship and foster care.
- Strengths and challenges of providing care from within a family home are discussed.
- Information on the licensing process.
- Individual agencies providing their unique Orientation specific to their service mandate is recognized and honoured.

To view when we are offering upcoming Introduction to Kinship/Foster Care sessions please view our website.
Website: kffnm.ca/calendar/

Non-Licensed community members can continue their Pre-Service learning process by attending the following **3 Workshops**.

Manitoba CFS Legislation	Historical Perspectives <i>Continuing Impacts of Colonialism on Indigenous Families</i>	Kinship/Foster Care Safe Practices
<ul style="list-style-type: none"> • Provides an overview of legislation which currently governs kinship and foster care. • General knowledge of the Child and Family Services Act, Regulations and Standards of Practice. • Current information about the Act Respecting First Nations, Inuit and Metis Children, Youth and Families is shared and discussed. • Participants discuss strategies for working as effective and valuable team members within the CFS system and community lead services under the Act. 	<ul style="list-style-type: none"> • Provides awareness of intergenerational historic impacts of settlers and colonization. Understanding the on-going impact of the 60's scoop, residential schools and the Indian Act. • To support reconciliation and restoration. Kinship and foster parents are called to be an active part of the solution for the challenges Indigenous families face in the province of Manitoba. • Discussion on the Act Respecting First Nations, Inuit and Metis Children, Youth and Families and the celebration of the return of the children. 	<ul style="list-style-type: none"> • Interactive discussions regarding providing care as kinship or foster providers. • Topics range from establishing healthy boundaries, what are safe practices, relevant documentation, and how to guide behaviours. • Best Practice sessions provide opportunities for discussions and exploration of care practices when parenting children in care.



Care Provider Skill Development

Foundation Series

Our **Foundation Series** offers 6 sessions. A mentorship session starts with each series. This allows for settling zoom connection issues, facilitates participant introductions, an overview of the series goals, and an opportunity for participants to share their expectations. The 5 remaining sessions identify important care provider skills for observing presenting behaviours, parenting responses to behaviours, measuring related outcomes and documenting changes in presenting behaviours. Subject-based information from exploring child development creates a baseline for understanding the unique care provider skills being recognized. Exploring further subject-based information, through the next sessions, suggests care provider challenges can develop from misunderstanding behaviours associated with attachment disruptions, neurodiverse brain differences, and impacts of trauma. The series focuses on developing skills for describing what is being observed, the parenting response, and what purpose/goal is that response directed to. Clarifying this pattern through documentation will strengthen skills for communicating the care being provided.

Child Development

Provides a basic understanding for commonly considered development expectations through the stages of child development. We explore developmental delays that can impact developmental progress and possible underlying causes associated with observed developmental delays. Possible underlying causes and parenting adaptive responses are discussed. We introduce the concept Presenting Behaviours are the observable actions of another. We link possible underlying causes, observable developmental delays with presenting behaviours. We identify Parenting Steps as parenting actions intended to support a child's healthy development. We then link presenting behaviours with parenting steps which can clarify adaptive parenting being provided.

Relationships & Attachment

The complexities surrounding providing 24/7, in-home, parenting care when considering the impacts of **attachment trauma**. We explore parenting steps which support the development of basic trust and create meaningful relationships. Summary labels again identified as umbrella terms which do not provide complete information of an individual's unique presenting behaviours. We discuss which parenting steps are consistent and predictable. The challenges associated with providing parenting steps which are responsive while being consistent and predictable are explored.

Misunderstanding Behaviours

This session explores the complexities which can arise when care providers misunderstand presenting behaviours. To offer increased clarification challenges around using summary labels for describing behaviour is discussed. This increased understanding widens individual perspectives regarding presenting behaviours. Seeing the whole child through a different lens brings increased focus on the need for responsive, accessible, consistent and predictable parenting steps. Thinking Parents consider their own presenting behaviours and their parenting triggers which impact the care they provide.

Parenting Neurodiversity

Complexities with providing parenting when considering the impacts of **brain differences** on presenting behaviours is discussed. Understanding FASD's global impacts increases parenting awareness of the importance for understanding brain differences and the connection to presenting behaviours. We discuss the complexity with determining links between underlying causes, developmental delays, and presenting behaviours. We further explore what consistent and predictable parenting steps are, personal and physical environmental influences, impact of parenting values, beliefs, approaches, and styles.

Strategies, Tools & Skills

We explore descriptive terms for providing accountable parenting care. Descriptive terms provide clarity for what parenting is being provided, why, when, where and who is providing it. We suggest parenting styles and approaches which support consistent and predictable parenting. We suggest parenting strategies are best designed from specific parenting steps which have demonstrated outcomes of strong and healthy development. We explore parenting tools and skills which support timely documentation of an individual's strengths and challenges.

Care Provider Skill Development Workshops



Manitoba CFS Legislation

Provides an overview of legislation which currently governs kinship and foster care. General knowledge of the Child and Family Services Act, Regulations and Standards of Practice. Current information about the Act Respecting First Nations, Inuit and Metis Children, Youth and Families is shared and discussed. Participants discuss strategies for working as effective and valuable team members within the CFS system and community lead services under the Act.

Historical Perspectives

Provides awareness of intergenerational historic impacts of settlers and colonization. Understanding the on-going impact of the 60's scoop, residential schools and the Indian Act. Discussion on the Act Respecting First Nations, Inuit and Metis Children, Youth and Families and the celebration of the return of the children. Kinship and foster parents are called to be an active part of the solution, to support reconciliation and restoration, in response to the challenges Indigenous families face in the province of Manitoba.

Best Practices

Best Practice sessions provide opportunities for discussions and exploration of care practices when parenting children in care. Discussions are facilitated about topics such as how your parenting establishes healthy boundaries, what are safe practices, what will be considered relevant documentation, and how to teach and guide behaviours?

Fostering Family Connections

Caring for children, in your home, from another family should be seen as being temporary and complimentary in support of restoration for a child's family. There are many approaches and steps a care provider can take to facilitate such a process. Family restoration can occur in many ways but recognizing the primary attachment with family of origin is important.

Caring Through Trauma

Understanding the impact of trauma on the mind, body, and spirit provides a care provider with the ability to relate to the what and why challenges of many presenting behaviours. Recognizing the connection between trauma-based response behaviours supports the development of empathetic, skilled parenting steps and offers solutions for developing self-care strategies.

Teaching Life Skills

We discuss the importance of developing relationships to facilitate teaching life skills. We identify teaching differences between concepts of concrete/operational and abstract/social skill development. We discuss the awareness of individual learning needs and the adaptive parenting approaches required. A strategy named the Geography of Support is suggested for developing teaching skill development and then assessing demonstrated skill levels. We discuss the importance of understanding skill development assessment based upon demonstrated life skills. This approach benefits adolescents and their resources. Time allowing a brief discussion is facilitated on how to create individual teaching plans.

Guiding Behaviours

The primary focus is to support care providers to understand the importance by clearly describing all aspects of the parenting they provide. When a care provider can connect presenting behaviours (a child's and theirs) with the outcomes of their parenting steps/strategies they clarify their role. They demonstrate an understanding that different parenting approaches create different responses. They can state the predictable and consistent parenting strategies they use. They understand the importance of a discipline strategy being predictable and consistent. They can describe differences between strength and challenge-based parenting.

Focused Documentation

Discussion is held on understanding the importance of keeping good records. Awareness of the 'Best Practices' for daily journaling and monthly reports is discussed. Recognizing that creating focused documentation can be a valuable piece with creating a child's story.



The Kinship & Foster Family
Network of Manitoba

FOSTERING CONNECTIONS

Kinship and Foster educational material is proudly developed in the province of Manitoba through KFFNM. Updates reflect current relevant subject material, theories, standards of practice and the input received from participants and CFS agencies.

The Kinship and Foster Family Network of Manitoba is a non-profit organization guided by kinship and foster parent community members.

We thank the kinship and foster parent board members for the expertise they provide in supporting the development of trainings, information sessions and forums. Their guidance and direction is invaluable.

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The following pages provide learning objectives and competencies associated with training sessions.



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FOSTERING CONNECTIONS

FOUNDATION SERIES

Mentorship

Zoom Session 2 Hours

Learning Objectives

- The first mentorship session is a meet & greeting time. It provides Zoom support for participants and a brief overview of the process and the modules to come.

Competency

- Ability to access the zoom meeting.
- Understanding importance of participating in zoom sessions with camera on and voice on or muted.
- Recognition of the importance for modes of communicating within a zoom group.
- Comfort with sharing and exchanging perspectives.

Child Development

Learning Objectives

- Basic understanding of child development.
- Basic understanding of the affects of maltreatment on child development.
- Awareness of delays which can occur during child development.
- Awareness of possible underlying causes which can create developmental delays.
- Introduction to the concept of parenting steps.
- Exploration with connecting presenting behaviours, developmental stages, possible underlying causes and parenting steps.

Competency

- Identify potential developmental delays.
- Identify and explore presenting behaviours potentially associated with developmental delays.
- Awareness of underlying causes for behaviour.
- Identify and discuss parenting steps used in response to developmental delays.

Misunderstanding Behaviours

Learning Objectives

- Awareness of differences involved in parenting as a temporary, complimentary care provider.
- Awareness of goals of misbehaviour.
- Awareness of behaviour markers thought to typify children in foster care.
- Awareness of presenting behaviours associated with sensory processing challenges.
- Understand challenges and complexities with identifying behaviour as misbehaviour.
- 'Miss' understanding of a child's behaviour, exploring possible causes, to parent with compassion.

Competency

- Recognition of underlying causes for behaviour.
- Ability to openly explore underlying causes for behaviours.
- Awareness of parenting steps which negatively impact behaviour.
- Identify beneficial parenting steps which consider underlying causes of behaviour.

Relationships & Attachment

Learning Objectives

- Awareness of the importance of attachment in providing foster/kinship care.
- Awareness of stages of attachment formation.
- Awareness of Circle of Security.
- Awareness of a negative working model.
- Exploration of essential caregiver skills in creating relationships.
- Awareness of the need for clarity with parenting strategies and skills.

Competency

- Identify presenting behaviours potentially related to attachment theory.
- Identify parenting steps in response to presenting behaviours associated with attachment trauma.
- Identify parenting steps which are consistent and predictable.
- Identify parenting first steps for establishing healthy and meaningful relationships.

Presenting Behaviours

Learning Objectives

- Awareness of fetal alcohol spectrum disorder as a global disability.
- Awareness of impact of FASD on brain domains.
- Awareness of presenting behaviours associated with brain differences.
- Awareness of physical, emotional and sexual abuse and neglect as described in the current Child Welfare Act.
- Awareness of impact of abuse and neglect.
- Awareness of presenting behaviours associated with abuse and neglect.

Competency

- Identify presenting behaviours potentially related to FASD (brain differences).
- Identify beneficial parenting steps in response to presenting behaviours associated with FASD (brain differences).
- Identify presenting behaviours potentially related to abuse and neglect.
- Identify beneficial parenting steps in response to presenting behaviours associated with abuse and neglect.

Guiding Behaviours

Learning Objectives

- Understand impact of your parenting beliefs and values in providing kinship or foster care.
- Understand impact of parenting styles in providing kinship or foster care.
- Awareness of benefits in developing clarity with predictable and consistent parenting.
- Understand how parenting steps become strategies.
- Understand how parenting tools can assist with parenting.
- Exploration of skills which support effective parenting.

Competency

- Identify personal parenting beliefs and values.
- Identify personal parenting style.
- Identify parenting steps and strategies followed in response to presenting behaviours.
- Identify parenting tools which support parenting.
- Identify parenting skills which support parenting.

CARE PROVIDER WORKSHOPS

The following workshops are designed for licensed care providers to support increased awareness of complex dynamics involved with providing temporary and complementary care within Child and Family Services.

Manitoba CFS Legislation

The Act Respecting First Nations, Inuit and Metis Children, Youth and Families

- Provides an overview of current legislation which governs kinship and foster care.
- General knowledge of the Child and Family Services Act, Regulations and Standards of Practice.
- Current information on the Act Respecting First Nations, Inuit and Metis children, youth and families is shared and discussed.
- Changes to the CFS Act made to incorporate standards established in the Federal Act for the welfare of the indigenous children.
- The focus of the Act is Family, Community, Culture, Traditions.
- The best interest of the Indigenous child is always the paramount consideration when it comes to placement priority and decision making for that child.
- Identifies new terms and their meanings found in legislation.
- Parenting practices, physical and safety requirements are discussed.
- Participants discuss strategies for working as effective and valuable team members within the CFS system.

Historical Perspectives

Continuing Impacts of Colonialism on Indigenous Families

- This information is guided by the 94 Calls to Action of the Truth and Reconciliation Commission.
- Provides awareness of intergenerational historic impacts of settlers and colonization.
- Understanding the on-going impact of the 60's scoop, residential schools and the Indian Act is discussed.
- Understanding the inter-generational trauma experienced by indigenous peoples and the impact on families and their children.
- To support reconciliation and restoration. Kinship and foster care providers can be part of the solution for the challenges Indigenous families face in the province of Manitoba.
- Calls to action, specific to children in care, are discussed in detail with the hopeful outcome of individual pledges by participants for action steps toward Reconciliation.
- TRC call to Action Responses are explored.
- Discussion on the Act Respecting First Nations, Inuit and Metis Children, Youth and Families and the celebration of the return of their children.

Kinship/Foster Care Best Practices

- Using questions which pose common challenges for providing care from a family home base; participants provide suggestions and action steps in response.
- Interactive discussions regarding providing care as kinship or foster providers.
- Topics range from establishing healthy boundaries, what are safe practices, relevant documentation, and how to guide behaviours.
- Participants share and exchange personal best practice strategies.
- Best Practice sessions provide opportunities for discussions and exploration of care practices when parenting children in care.
- Questions explored are modified or created based upon participant input.

CARE PROVIDER WORKSHOPS

Fostering Family Connections

Caring for children, in your home, from another family should be seen as being temporary and complimentary in support of restoration for a child's family. There are many approaches and steps a care provider can take to facilitate such a process. Family restoration can occur in many ways but recognizing the primary attachment with family of origin is important. This workshop explores the approaches and steps which can be taken.

- Awareness of the benefits of working with a child's natural family.
- Understand skills required for meeting with natural families.
- Steps for transferring parent-to-parent knowledge.
- Identify planning steps when meeting natural family members.
- Identify principle of addition in parenting approach to providing foster/kinship care.
- Causes behind a child entering care
- First connections with the natural family
- Developing Co-Parenting relationships
- Preparing for Family Times
- Parent to Parent Journaling
- Co-Parent Action Plan
- Parent to Parent Teaching Plan
- Benefits and barriers to returning children to their natural families.
- Preparing for a meeting with natural parents
- Considerations for saying hello to a new foster child
- The Principle of Addition in foster and kinship care

Caring Thru Trauma

Understanding the impact of trauma to the mind, body, and spirit provides a care provider the ability to relate to the what and why challenges of many presenting behaviours. Recognizing the connection between trauma based response behaviours supports the development of empathetic, skilled parenting steps and offers solutions for developing self-care strategies.

- Caring for children, in your home, from another family, requires skillful responses to separation, loss, grief, family trauma, or personal trauma the child has experienced.
- Recognizing members in the care providers' home; child in care, care providers family members, those in the child's family can all be impacted. Recognizing all members in the care providers home, the child in care, and those in the child's family are impacted by this history of trauma. Healthy parenting steps evolve from an understanding of impacts of trauma on the body, mind, spirit relationship.
- This workshop explores current subject based information on the impact of trauma on development, central and peripheral nervous system, shock trauma versus developmental trauma, and nervous system organization. Consideration for adaptive survival styles contributing factors and behavioural characteristics.
- The focus then turns to suggesting caring steps for modeling self regulation and increasing the capacity for attachment, connection and relationship.

Guiding Behaviours

Learning Objectives

- Understand the importance in clearly describing all aspects of parenting provided.
- Understand family homes have different rhythms.
- Recognize and describe patterns in presenting behaviours.
- Connect presenting behaviours with effectiveness of parenting steps/strategies.
- Understand strength and challenge-based parenting approaches.
- Understanding different parenting approaches create different responses.
- Understand the importance of predictable and consistent parenting strategies.
- Awareness of importance of a discipline strategy being predictable and consistent.

Competency

- Identify therapeutic benefit in their parenting values, styles, approach, and rhythm.
- Identify possible underlying causes to presenting behaviours.
- Identify parenting response to presenting behaviours.
- Identify predictable and consistent strategies used.
- Identify particular discipline strategy used.

Teaching Life Skills

Learning Objectives

- Understand the importance of developing relationships to facilitate teaching life skills.
- Differentiate between concepts of concrete/operational and abstract/social skill development.
- Recognize benefits with teaching life skills through tool-based approach.
- Understand the need for parenting tools to be adult driven and requiring specific skills.
- Awareness of individual learning needs and related parenting approaches required.
- Understand how to create individual teaching plans.
- Understand the Geography of Support for assessing demonstrated skill levels.
- Provide learning assessment based upon demonstrated life skills.

Competency

- Identify their parenting approach for relationship development.
- Identify their parenting pattern for teaching child/youth skills.
- Identify age appropriateness for teaching particular life skills.
- Identify learning styles for children/youth in their home.
- Identify their parenting steps for measuring outcomes.

Focused Documentation

Learning Objectives

- Understand the importance of keeping a good record.
- Awareness of the 'Best Practices' for daily journaling and monthly reports.
- Understand focused documentation can provide detailed social histories, identify behavior patterns and strengthen working relationships for Kinship/Foster families.
- Learning to enhance relationships through the exchange of information.
- Understanding of importance of documentation.
- Recognize the value of using tools in documentation.
- Understand the 3 stages of developmental change and apply in documentation.

Competency

- Ability to establish an effective recording system which honours a child's journey while maintaining an accurate record.
- Awareness of the various steps and timelines associated with allegations, appeals, and Alternative Dispute Resolution.
- Ability to write and submit accurate and timely documents which include parenting plans for change and behaviour management.