



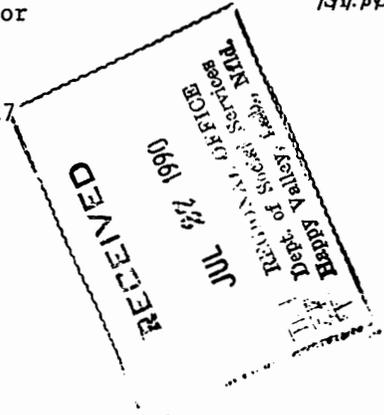
## GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

DEPARTMENT OF SOCIAL SERVICES  
District Office  
P.O. Box 29  
Sheshatshit, Labrador  
AOP 1M0

1990 07 27

ST. JOHN'S

Ms. Ethel Farrell  
Program Consultant  
Youth Corrections  
Department of Social Services  
Regional Office  
Happy Valley/Goose Bay  
Labrador



Dear Ethel:

Regarding Lyla Andrew's proposal of 10 July 1990 to assess the training needs of staff at Innuwass Group Home.

I support her proposal for several reasons:

- 1/. Our office and the Department in general have been unsuccessful in training staff.
- 2/. Lyla has a unique perspective. She married into the community and has a number of years living here learning how the community works. She is able to filter this information through her advanced social work training.
- 3/. She has said in her proposal that she will identify what is needed, who can do it and where the training should be offered. All this seems to be exactly the kind of information we need.

We must remember she has said, "the study has to be grounded in the Innu experience and proposals made must be viable to that experience". This means that we may not appreciate everything she suggests. But really what have we done on our own. We have been very unsuccessful in offering training. The children are coming to the Group Home with increasing difficulties in their lives. We must provide "useable" training to this staff. Therefore I recommend we use Lyla to suggest to us exactly how this should be done.

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I see only two difficulties:

1/. She says she will occasionally need a translator. Our office will be unable to provide this service. We have great difficulty doing it for ourselves.

2/. She wanted to start two weeks ago. I spoke with her on Wednesday the 25th. She said she didn't know if she could do this as she is going away in August. If necessary I would suggest we ask her to do this after she returns.

Sincerely,



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Joseph Wissler  
District Manager

/sdt

Proposal for Assessment of Training Needs  
of Staff at Innuanase Home, Sheshatshit

In my opinion this should be a very straightforward study. The training needs of the staff are very specific to the unique situation of the Innu who are both staff and users of the group home service.

Therefore the study has to be grounded in the Innu experience and proposals made must be viable to that experience.

Most of the work of this study would be fieldwork: interviews with staff, residents and others in the village who could be resources for the staff. The purpose of such interviews would be the following:

1. to determine what staff training has already taken place and its effectiveness

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as measured by how staff makes use of the training on a routine basis.

2. to determine what staff feels are their training needs in some order of priority.
3. to challenge those ideas of training which staff are trying to impose from the non-Innu experience onto their own experience
4. to determine what residents feel staff could provide to help meet their needs were training offered staff
5. to identify those resource people who are available in the village and to elaborate the way in which their resource would be appropriate and could be used to meet the identified training needs.
6. to outline such training needs as I see

important which may not otherwise be identified by staff, residents or resource persons.

Based on the fieldwork done through interviews I would prepare a written report. This report would be written for both staff and the sponsoring agency to read. It would highlight the information and opinion given in interviews as well as be specific about what training should be offered staff. This would include outlining specific training plans that would be goal oriented and recommend by whom, when and where such training would be offered.

I believe this assessment and report could be completed within three weeks and

I would be working <sup>4</sup> half time through the three weeks. I propose a start date of July 16, 1990 with the report submitted to the local sponsor office on August 3, 1990.

At times I would require the services of a translator and it would be the sponsor's responsibility to provide these services.

Remuneration would be paid through the group home at the sum of two thousand dollars for the completed field work and report.

I wish to emphasize that as a consultant in this area I would be drawing on my considerable first hand experience with the Innu and that the final recommendations in the report for

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specific training plans would be solely  
my responsibility and not necessarily  
be shared wholly by any individuals  
taking part in the study.

Respectfully,  
Kyla Andrew MSW

July 10, 1990.