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September 15, 2023

US Department of Labor Proposes Overtime Threshold Increases

The US Department of Labor (DOL) has [published in the Federal Register a proposed rule that will](#) increase to the Fair Labor Standards Act's (FLSA's) annual salary-level threshold to \$55,068 from \$35,568 for white-collar exemptions to overtime requirements. The Department also is proposing automatic increases every three years to the overtime threshold. DOL describes the outcomes of the proposed rule to include:

- Restore and extend overtime protections to low-paid salaried workers.
- Give workers who are not exempt executive, administrative or professional employees valuable time back.
- Prevent a future erosion of overtime protections and ensure greater predictability. The rule proposes automatically updating the salary threshold every three years to reflect current earnings data.
- Restore overtime protections for U.S. territories.

To be exempt from overtime under the FLSA's "white-collar" executive, administrative and professional exemptions, employees must be paid a salary of at least the threshold amount **and** meet certain duties tests. If they are paid less or do not meet the tests, they must be paid 1 1/2 times their regular hourly rate for hours worked in excess of 40 in a workweek.

In addition to coordinating with its national partners on this change, PCCYFS will also be working through the upcoming fall Regional Council meetings, the Public Policy Committee, and the Human Resources Workgroup to gather member feedback and submit comments to DOL. Comments are due by November 7. For questions or to share your feedback on any of these upcoming meetings, check out our PCCYFS [calendar](#) or email us at hbgoffice@pccyfs.org.

Pennsylvania's Title IV-E Prevention Services Plan Approved by ACF

A message from the Office of Children, Youth and Families:

Pennsylvania Office of Children, Youth and Families (PA OCYF) is pleased to inform you that the [**Pennsylvania 5-year Prevention Plan for the Family First Prevention Services Act \(FFPSA\)**](#) was officially approved by the Administration for Children and Families (ACF) on August 15. This marks a significant milestone in our ongoing efforts to enhance and strengthen our state's child welfare and family support systems.

The approved Prevention Plan outlines the comprehensive framework that Pennsylvania will implement to fulfill the requirements and goals set forth by the Family First Prevention Services Act. This legislation seeks to prioritize family-based services aimed at preventing the unnecessary placement of children in foster care, promoting family stability, and improving overall outcomes for vulnerable children and families.

The effective dates of the Pennsylvania 5-year Prevention Plan for FFPSA will be from October 1, 2021, to October 1, 2026. As Pennsylvania moves forward with the implementation of this plan, Pennsylvania Department of Human Services (PA DHS) is excited about the positive impact it will have on the lives of Pennsylvania's children and families. PA OCYF acknowledges the collaborative efforts of various stakeholders, including our partner agencies, community organizations, and dedicated professionals who have contributed to the development of this comprehensive strategy.

Should you have any inquiries or require further information regarding the approved Prevention Plan, its strategies, or the implementation timeline, please do not hesitate to visit Pennsylvania's Family First website ([**Family First Home \(pa.gov\)**](http://pa.gov)) or submit an inquiry to the Pennsylvania Specific Family First Questions Form ([**Pennsylvania Specific Family First Questions \(office.com\)**](http://office.com)).

PCCYFS Legislative Updates



[Read the updates for end of August and beginning of September here.](#)

Trauma-Informed PA Resources

In 2019, Governor Wolf proposed PA become a trauma-informed state. As stated in the trauma-informed plan, it was developed to, “promote transdisciplinary collaboration across both public and private sectors to establish trauma-informed approaches as the norm in an effort to minimize trauma and help people who have experienced trauma access resiliency building supports and services to improve the physical, social, and emotional health and wellness of all Pennsylvanians.” As part of PA’s Trauma-Informed initiative, below are resources for Mental Health and Children and Youth providers regarding trainings, the Trauma-Informed PA Plan, and Department of Human Services website with information on this initiative.

[Lakeside Global Trauma-Informed Workshops – funded from the PA Care Partnership and office of Children, Youth and Families](#) – Registration information and free for participants that work with or are involved with youth and young adults ages 0-21 that have a behavioral health diagnosis and/or are involved with the child welfare system in PA.

[PA Office of the Governor, Office of Advocacy and Reform \(OAR\) – Trauma-Informed PA Plan \(TIPA\)](#) – PowerPoint presentation.

[Trauma-Informed Care In Pennsylvania](#) - Information relevant to the implementation of TIPA by Department of Human Services (DHS) Offices which share in the mission to promote and facilitate the development of Trauma-Informed Care (TIC) policies and practices across Pennsylvania (trauma-informed announcements, events, training and learning opportunities, communities of practice/workshops, useful links).

PA Specialized Provider Follow Up Session

PA DHS – Office of Children, Youth & Families (OCYF) is holding a one-hour Q&A follow-up session for PA specialized setting providers. Counties, while you are welcome to attend but the session is geared as a follow up to the PA Specialized Provider training.

Please prepare and submit questions related to the topics discussed during the training previously held on 8/31 (11:30 am – 12:30 pm). The learning objectives for the training were the following:

- Describe the types of human trafficking and potential risk factors
- Identify individual and environmental indicators of trafficking
- Utilize a trauma-informed, person-centered, multidisciplinary approach
- Articulate the role of child welfare in responding to human trafficking
- Identify key areas of the child welfare response to human trafficking

Find the registration link and description to the follow-up session on September 18 [here](#).

What is Mindfulness?

"Mindfulness is the awareness that arises when we deliberately direct our attention toward our inner experience, toward others, and toward the environment around us. But more than just focusing your mind, it's about your mindset — how you view the world."

-Cameron, L. (2018). *The Mindful Day*

Why Mindfulness?

Many of us go through our day on autopilot, without really being present in the moment. The benefit of mindfulness is that it is easily accessible and can assist so many people.

Studies show that mindfulness practices help people...

- manage stress,
- cope better with a serious illness,
- reduce anxiety and depression,
- increase ability to relax,
- have greater enthusiasm for life,
- improved self-esteem,
- encourages one to pay attention to thoughts, actions, and the body.

News in Health, a monthly newsletter from the National Institutes of Health, part of the U.S. Department of Health and Human Service,

21 One Minute Mindfulness Exercises

1. Yawn and stretch One of the easiest ways to bring yourself back to your body.	2. Sit and observe Sit down somewhere outside and simply watch the world around you.	3. Wash your hands Every time you wash your hands, use it as a reminder to come back to the present.
4. The STOP method Stand up. Tune in to your body. Observe physical sensations, imagine new Possibilities	5. Transition moments Take advantage of "transition moments," like walking across a parking lot. Do it with care.	6. Mindful breathing Take 60 seconds to notice your breathing. When your mind wanders, bring it back.
7. Loving kindness Loving kindness meditation is a practice to send warmth, kindness and peace to others.	8. Set an intention Take a one-minute pause in your day to decide how you want to move through the day	9. Self-compassion Remind yourself that it's common to be hard on yourself, but you need to be nurturing instead.
10. Mindful hug Ask a partner or friend for a hug. Take three deep breaths together. (Releases oxytocin)	11. Mindful eating When you catch yourself eating on autopilot, take 60 seconds to slow down and eat mindfully.	12. Morning meditation Take one minute right when you wake up to meditate before you begin your day.
13. Chair meditation When you're at your desk in the middle of your workday, take 60 seconds to meditate.	14. 4-7-8 breathing Breathe through your nose for 4 seconds, hold for 7 seconds, then breath out for 8 seconds.	15. Box breathing Visualize a square. Move along each side of the square, breathing, holding, and exhaling.
16. Do a door reset When you pass a door and enter a new space, use that as a chance to do a mindful reset.	17. Guided meditation Find a one-minute guided meditation for a quick mental reset.	18. Cloud watching Pick a cloud, or anything in your environment, and watch it for one minute.
19. Mindful listening Choose a piece of music you've never heard before. Listen to every element of it carefully.	20. Gratitude Carve out one minute of your day for a moment of gratitude.	21. Focus When you catch yourself multitasking, slow down and work on just one thing for one minute.

 mindfulnessbox



Total Wellness, Employee Wellness Blog

Act Now to Ensure Equitable Coverage of Mental Health and Substance Use Disorder Treatment

In July, the Biden Administration proposed new rules to advance parity — the basic idea that mental health and substance use disorder care are covered at the same level of care for physical health conditions. Now, the public has a chance to comment on the proposal. Mental Health America (MHA) developed a template for folks to submit a comment regarding these proposed regulations. Anyone can make a submission and can add their own stories to the pre-written template, so feel free to share this with anyone you

are providing treatment to in addition to any staff that may support this parity. Click [HERE](#) to access the MHA page and submit comments. The comment period is from August 3 to October 2.

PCCYFS Annual Business Meeting

PCCYFS will hold its annual business meeting, Friday, September 22, 2023 via Zoom. The meeting is open to provider, supporting and individual members.

The agenda is currently being developed and will highlight the work of the agency over the past year. The PCCYFS Board Chair and members of the leadership team will provide updates/presentations on various topics. The meeting is scheduled in accordance with PCCYFS by-laws as the annual meeting of the members of the Council.

Please RSVP if you plan to attend. After registering, you will receive a confirmation email containing information about joining the meeting.

PCCYFS Annual Business Meeting Friday, September 22 at 10 am

Register [here](#):

PCCYFS IS HIRING! - Searching for a Director of Membership Growth and Development

PCCYFS is currently accepting applications for its Director of Membership Growth and Development position. This is a part-time hybrid opportunity that has the ability to primarily work from home.

Consider joining the PCCYFS team. PCCYFS is the premier statewide association supporting child and family serving providers across Pennsylvania in the areas of child welfare, juvenile justice, mental/behavioral health, and education. PCCYFS and our members work tirelessly to make Pennsylvania a better, safer place to live.

This position focuses primarily on growing the membership of PCCYFS.

Read the job description [here](#).

Please contact hbgooffice@pccyfs.org with any questions or to submit a resume for consideration.

Virtual Tickets Now Available for the Education Summit!

PCCYFS 2023 Education Summit

October 17 • Child Welfare Resource Center, Mechanicsburg • 10am to 2pm



SPECIAL GUESTS



Laval Miller-Wilson
Deputy Secretary
for the Office of
Children, Youth &
Families in the PA
Dept. of Human
Services



Dr. Carrie Rowe
Deputy Secretary
for the Office
of Elementary
& Secondary
Education in
the PA Dept. of
Education



Maura McInerney
Legal Director,
for the Education
Law Center

FEATURING SESSIONS ON:

advocacy efforts
child welfare legislation
educating children in care

RELEVANT FOR:

county child welfare agencies, private provider agencies,
schools, colleges/universities, court personnel or anyone who
works with youth/students involved in the child welfare system



[Buy in-person and virtual tickets](#)

[Sponsor the Education Summit](#)

OCYF Deputy Secretary
Laval Miller-Wilson to
Meet With Parents Who
Have Lived Experience
With the Child Welfare
System



The PA Department of Human Services Office of Children, Youth, and Families in partnership with the Pennsylvania Child Welfare Resource Center is seeking parents to participate in an invitation only town hall style meeting on Tuesday, November 14 with Deputy Secretary Laval Miller-Wilson. The purpose of the meeting is to promote parents as leaders and strategic partners to inform policy and practice.

Deputy Secretary Miller-Wilson would like to meet with parents who have lived experience within Pennsylvania's child welfare system for a discussion about their views on the successes of our system as well as areas for improvement.

Please review this [link](#) and/or materials to see eligibility criteria regarding county residence, past involvement with the child welfare system, closed cases and no open cases at the time of application. Parents will receive compensation for time and travel. PCCYFS is asking that our members and providers provide this information to any eligible parent as this will help improve family engagement at all levels of the child welfare system. Any questions can be directed to Kimberly Hine at 717-605-0230 or PAParent@pitt.edu.

[Read the Family Voice letter](#)

[Read the Family Voice town hall flyer](#)



Governor Shapiro has proclaimed October 1-7, 2023 as Juvenile Justice Week

Please send stories of the positive work you do and any appreciation events you are holding during this time to abigailw@pccyfs.org.

[Read more](#)

PCCYFS Member: Institute For Human Resources & Services: CFO Search

Non-profit organization is seeking a Chief Financial Officer for its administrative offices. This person acts in the capacity of financial advisor to the non-profit organization, providing financial analysis, budget control, and accounting methods. The CFO also oversees the fiscal, payroll, accounts payable, and accounts receivable departments.

The ideal candidate will have strong written and verbal communication skills, experience working with local government funding, and experience working with QuickBooks Accounting Software. Degree in Finance and Accounting or other related field required combined with a minimum of 7-10 years of financial management experience. Certified Public Accountant (CPA) and Master's Degree in Finance and Accounting preferred. Equivalent combination of education and experience may be acceptable.

Please submit a letter of interest, resume, and salary requirements:
Institute for Human Resources & Services
250 Pierce Street, Suite 301
Kingston, PA 18704
570-288-9386 (phone)
570-288-9112 (fax)
sweiss@ihrser.com (email recruiter)

SAVE THE DATE!



Building Youth Wellness & Resilience

Hosted By: PA Dept. of Human Services, Office of Mental Health and Substance Abuse Services, Bureau of Children's Behavioral Health Services; PA Care Partnership

Mark your calendars for the next Children's Interagency Conference! The conference provides an excellent opportunity for providers, county administrators, youth, family members, practitioners, and educators to learn about changing trends, promising and best practices, resources and various system of care activities across Pennsylvania. The conference will also add a national perspective on a variety of issues including government, family peer, early childhood, youth leadership, and school-based mental health.

More information on the agenda, CEUs, registration, exhibiting and sponsorship information will be available soon.

www.childrensinteragencyconference.org

PCCYFS Member Voce: Register Now for the

Forum on Pennsylvania's Children

Registration is open for the second annual Forum on Pennsylvania's Children, a gathering of multi-disciplinary thought leaders seeking to advance trauma-informed care throughout the Commonwealth. Presented by Voce, the event will take place November 14th at the Penn State Conference Center, State College. Jesse Kohler, Executive Director of the Campaign for Trauma-Informed Policy and Practice, will present the keynote, *Building the Movement to Prevent Trauma and Foster Resilience*.

The Forum is specifically designed to facilitate learning and fuel collaboration among attendees who serve children and families who have experienced trauma. The agenda will facilitate action-oriented dialogue with thought leaders and change agents from human services, faith communities, law enforcement, and education.

The cost to attend this one-day event is \$185, including meals. Registration opens at 8 a.m. The program will begin at 8:45 a.m. and conclude at 4:30 pm.

[Read the forum schedule](#)

[Register here](#)

More about the

Presented by **VOCE**
vocetogether.org



**FORUM ON
PENNSYLVANIA'S
CHILDREN**

Who

Champions, change agents, any professional passionate about working collaboratively to heal trauma.

What

A one-day convening to learn, build connections and be inspired to transform our communities.

Where

The centrally located and amenity rich conference center, The Penn State State College, PA

When

Coming soon so plan ahead!
Tuesday, Nov. 14, 2023, 8am–4:30pm
Cost to attend: \$185 (includes 2 meals)

Why

Trauma experience reshapes the way a person perceives the world, creating a sense of lost hope and limited expectations. More than two thirds of children reported at least one traumatic event by age 16.*

How

The detrimental effects of trauma on children and families are best addressed collectively through trauma-informed, healing-center approaches. Voce believes everyone should be empowered to thrive. Together, we can do more!

"Everyone has a right to have a present and future that are not completely dominated and dictated by the past." - Karen Saakvitne



join the dialogue

LinkedIn

*[Understanding Child Trauma | SAMHSA](#)



Behavioral Health Updates

Community Behavioral Health (CBH) – Provider Staffing Vacancies Survey Reminder

CBH has requested that all providers of behavioral health services, with the exception of outpatient treatment, complete the ...

[Read more](#)

PCCYFS 2024 Annual Conference

Save the Date!
April 10 & 11, 2024
Best Western Premier

Support PCCYFS with a donation! [click here](#)



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OUR MISSION: PCCYFS is a leading, statewide membership organization serving as a united voice for our valued partners through education, data, resources and advocacy towards achieving a brighter future for children, youth and families.

PCCYFS | 3425 Simpson Ferry Road, Suite 201, Camp Hill, PA 17011

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