

**ILLINOIS
COLLABORATION ON
YOUTH**

THE FY26 PROGRAM NEEDS ASSESSMENT



Illinois
Collaboration
on Youth

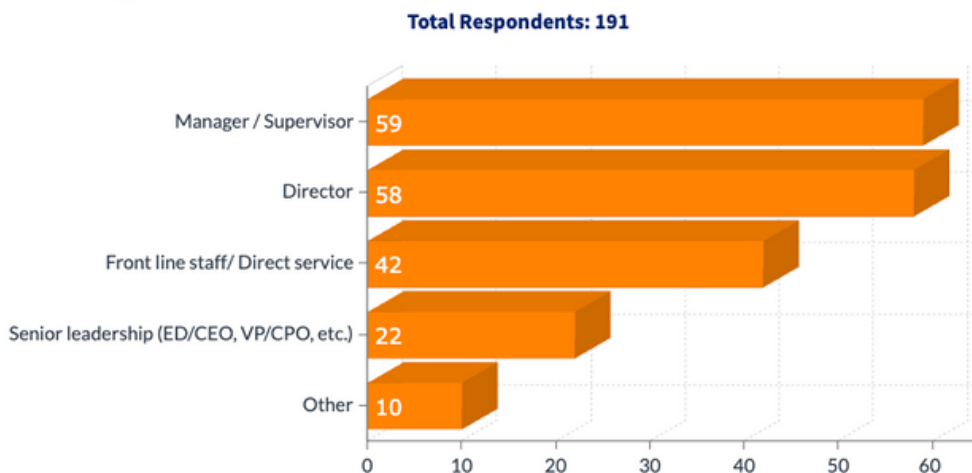
Partnering to build brighter futures



INTRODUCTION

The Illinois Department of Human Services (IDHS) requires ICOY to administer a training needs survey given to IDHS-funded program providers. The survey opened on February 21, 2025, and closed on April 4, 2025. This annual survey is to help create the upcoming training calendar and assess programming and capacity building with feedback and guidance from youth service providers and each program's Training Advisory Boards. The survey was provided to Senior Leadership, Managers, Supervisors, and frontline Staff. Participation has increased from the previous year, with 191 participants this year.

Participation Breakdown by Role:



ICOY MEMBERS

The assessment provided specific questions for member organizations to analyze their agencies' and professional needs. Based on the information provided by the assessment, approximately 97% of ICOY members were also identified as having IDHS-funded programming.

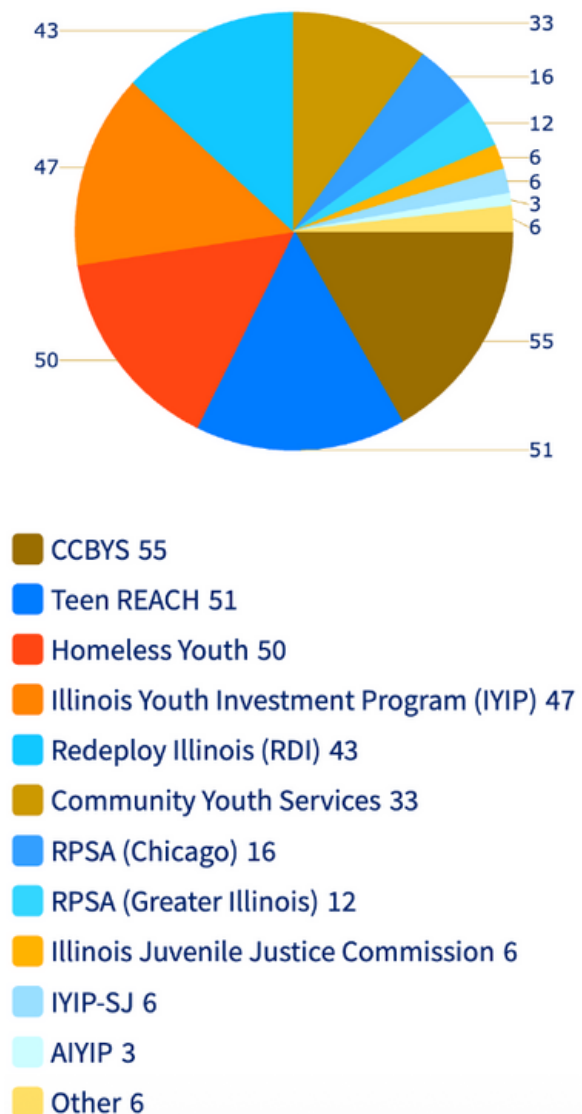
This graph shows the programs represented by participants

The Program Needs Assessment helps to identify the breakdown of IDHS-funded programs supported by ICOY during FY25. This information is used to plan for program specific trainings for FY26.

Not an ICOY Member but interested in becoming one?
[Click here!](#)

IDHS Funded Youth Services

Total Respondents: 191



RETURNING TO IN-PERSON

Participants provided feedback on ICOY's training and meeting formats. Overall, a combination of both virtual and in-person would be ideal. Participants were interested in attending trainings, management meetings, trauma events, networking opportunities, and special events hosted by ICOY. However, some reported several barriers associated with attending in-person management meetings, including the distance to the meeting, conflicting meetings/court hearings, and the length of the management meeting.

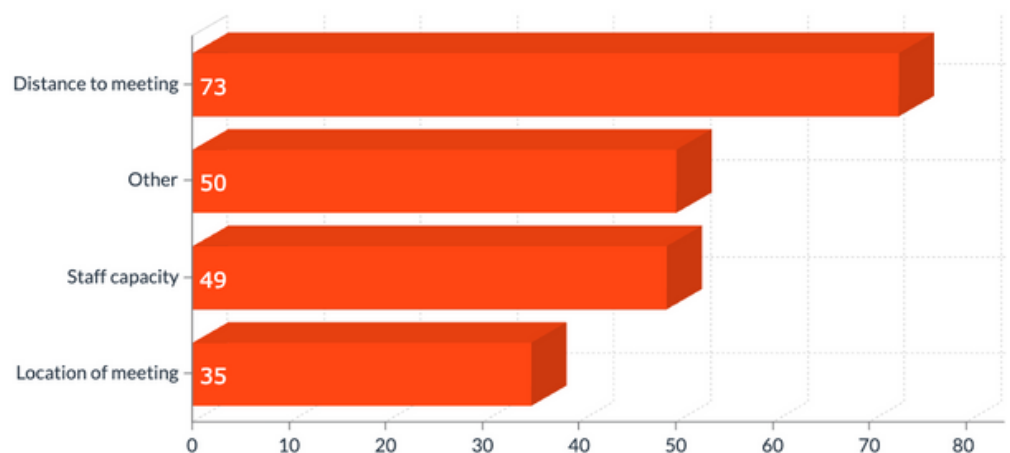
Additional feedback from survey participants:

“Continue to keep an online webinar platform for training. This is beneficial for our organization, and we will not be able to make all in-person meetings.”

“Often times I have to be available for services provision or staff guidance on-site and cannot do so when 3+ hours away.”

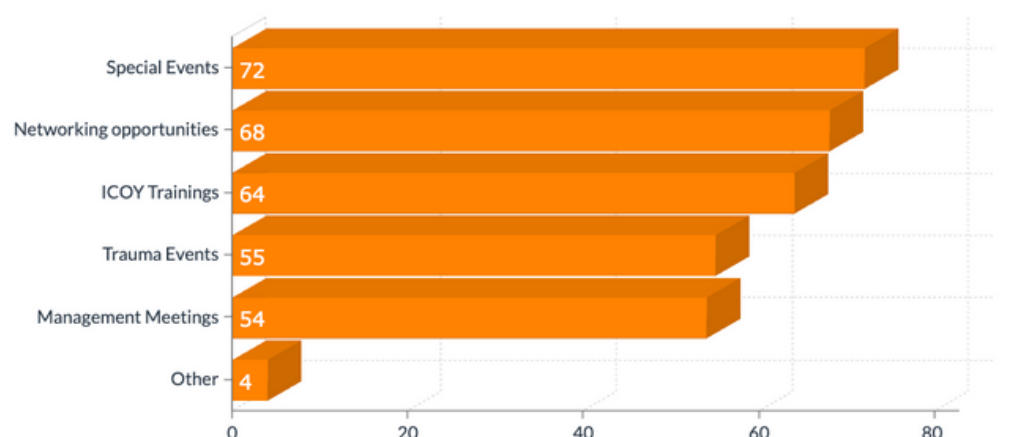
Biggest Barrier to Attending Management Meetings

Total Respondents: 171



What Types of Events Are You Most Interested in Attending In-Person?

Total Respondents: 133

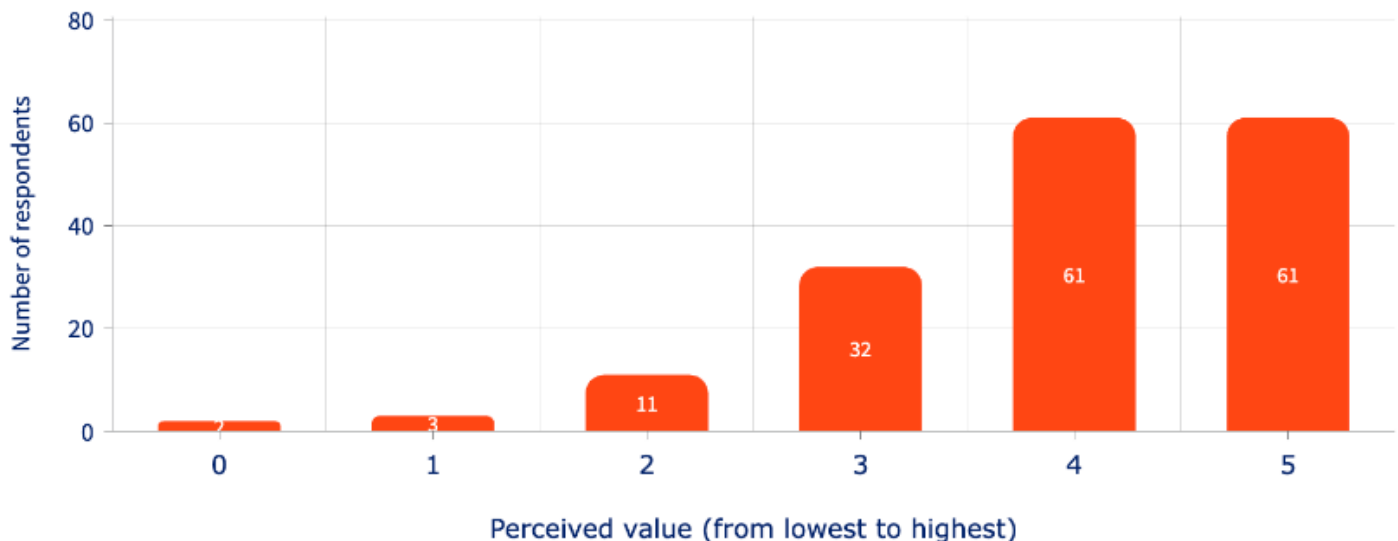


QUARTERLY MANAGEMENT MEETINGS

Participants voiced the need for advance notice of meeting agendas to plan for the appropriate staff to attend. Approximately 81.2 % of the providers who took this survey said they attended the management meetings. Attendees think making management meetings shorter, and more like an hour or an hour and a half and having them start after 3 pm for workers in the school system. If the management meetings are expected to be day-long, having more space for discussions and resource sharing is important. Others also felt the length planned for the meeting was good, but meetings have run shorter lately. Providers feel the online format works perfectly and saves time while gaining access to and receiving resources.

How valuable/important are management meetings to your role? Please rank!

Total Respondents: 170

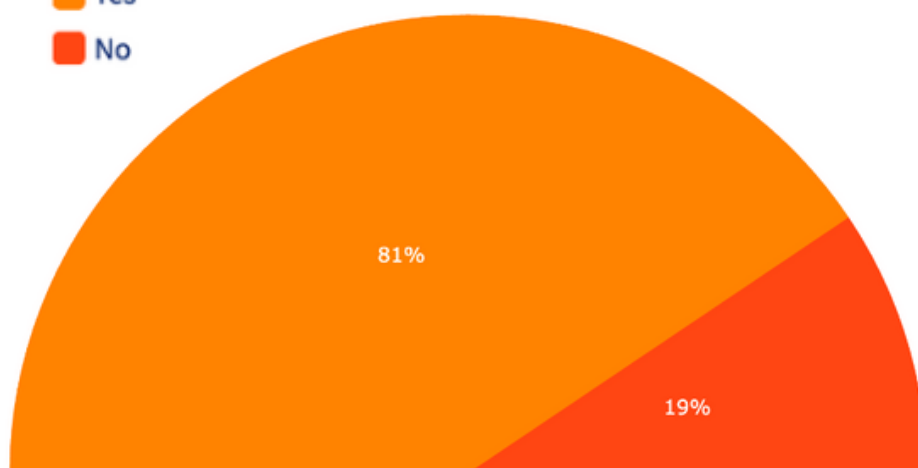


QUARTERLY MANAGEMENT MEETINGS

Do you attend Quarterly Management Meetings?

Total Respondents: 170

Yes
No



Additional suggestions include:

More time during meetings to collaborate with others and provide support/resources for more difficult or unique cases

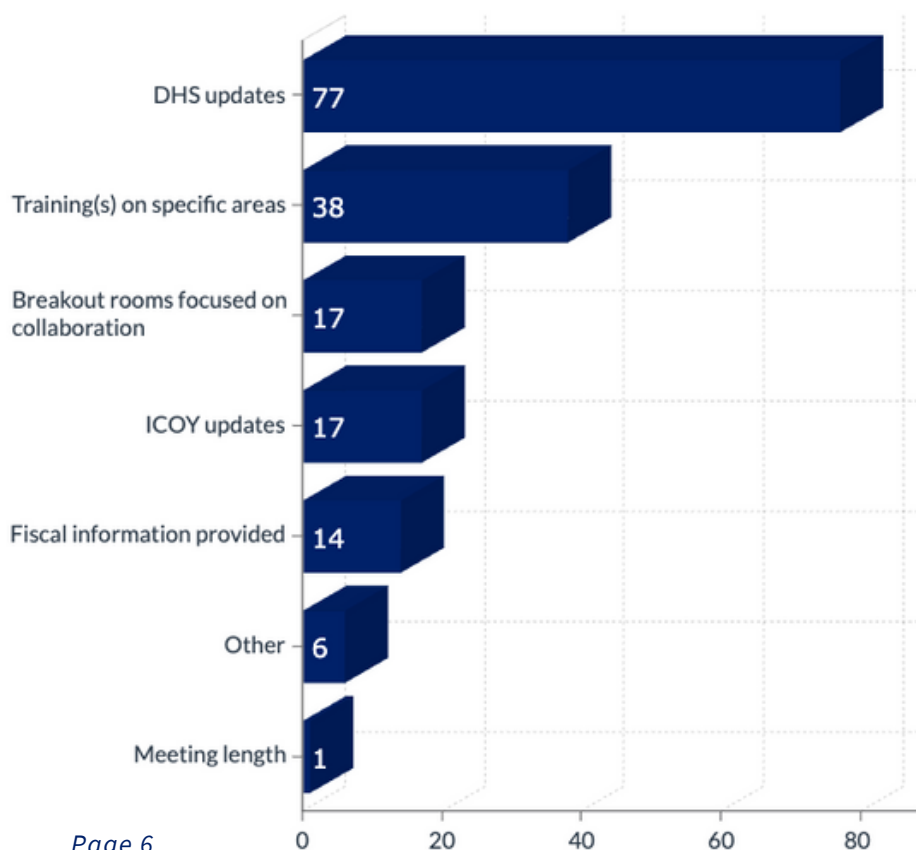
Using meetings only for important updates, continuation application information, reporting concerns/issues

Continuous communication of information on the grant programs and mission

More specific trainings during meetings for rural providers with fewer resources

What Do You Feel is Most Beneficial About Management Meetings?

Total Respondents: 170



QUARTERLY MANAGEMENT MEETINGS

Trending topics providers would like to learn about more in meetings:

Finance - compliance and fiscal management

Program design and proven practices

Limited custody, legal issues, host home recruiting strategies

Behavioral health and neurodivergence

The majority of providers expressed that virtual meetings are preferred due to staff capacity, travel time, and meeting length. Many view DHS updates and Q&A as the most beneficial part of management meetings, along with the training session during the meeting. Providers would like the training topics to be more specific to their programs and less generalized. While many do enjoy the breakout rooms and speaking with other providers on issues, they also want ample time to get through DHS updates and ask questions without being rushed.

DIVERSITY, EQUITY, & INCLUSION (DEI)

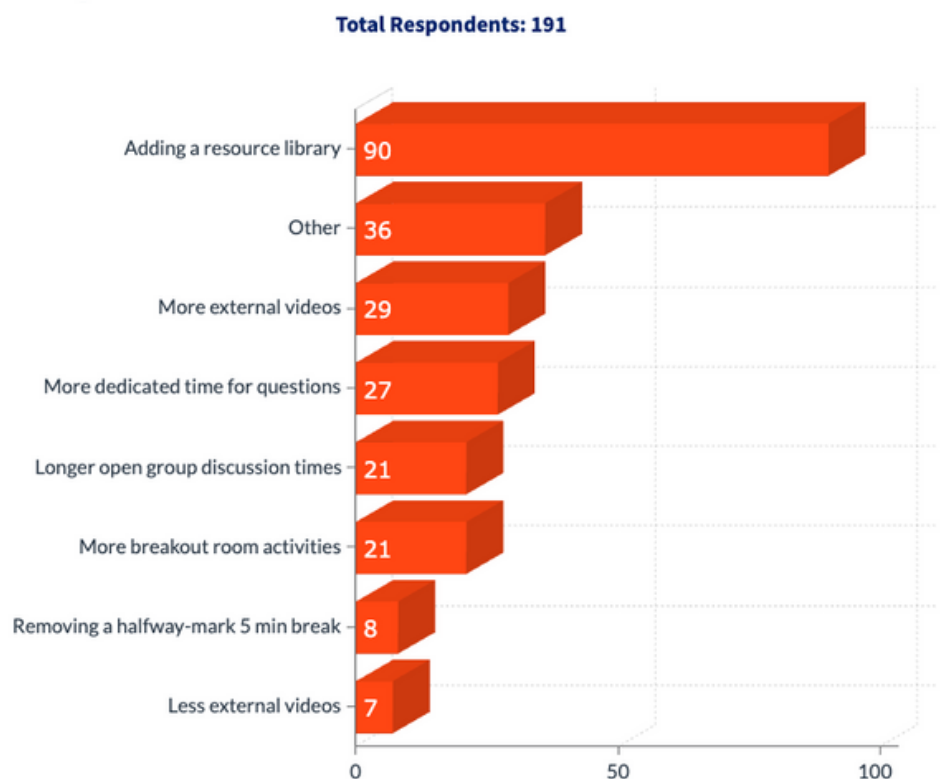
ICOY continues to work to expand our virtual DEI training offerings, recorded resources, and internal DEI initiatives to support systematic change and examine the systems of inequity in our social and professional landscapes. During FY26, the ICOY DEI 4-part training series will feature new topics on a newly developed platform. For FY26, ICOY has offered new virtual DEI training topics, including "Understanding Identity," "Intersectionality and Cultural Awareness," "Positive Workplace Culture," and "Understanding Diversity and Inclusion using Emotional Intelligence."

Additional feedback from survey participants:

"DEI Trainings would be helpful and adding additional trainings would helpful."

"The training provides real-world strategies for embedding DEI principles into organizational policies, leadership decisions, and direct service work."

Are There Any Specific Areas in the Current DEI Trainings That You Believe Should Be Revised or Improved?



DIVERSITY, EQUITY, & INCLUSION (DEI)

FY26 DEI TRAINING OPPORTUNITIES:

For this upcoming calendar year, ICOY will continue to offer the Diversity, Equity, & Inclusion toolkit. This learning lab will be serviced through Coaching Imperatives, a team experienced in offering a variety of DEI topics and workshops. This toolkit will offer topics that more closely align with the climate of our current systems, including Coalition Building Against Systems of Oppression, Immigration, Love/ violence interruption, Restorative Care, and Bias Impacting Underserved Community Development.

Understanding Identity, Intersectionality, and Cultural Awareness - This training is designed to provide participants with a comprehensive understanding of identity, intersectionality, and cultural awareness. By exploring these concepts, participants will gain valuable insights into the diverse experiences and perspectives of individuals and communities. This knowledge is essential for fostering an inclusive and respectful environment with supports program participants.

Positive Workplace Culture - This training is designed to help organizations cultivate a positive workplace culture that enhances employee satisfaction, productivity, and overall organizational success. Participants will learn the key components of a positive work environment, strategies to foster a supportive and inclusive culture, and practical tools for maintaining a healthy workplace.

Managing Unconscious Bias - This training is designed to help individuals recognize, understand, and manage unconscious bias to create a more diverse, equitable, and inclusive (DEI) workplace. Participants will explore the nature of unconscious bias, its impact on decision-making and behavior, and strategies to mitigate its effects.

Understanding Diversity and Inclusion Using Emotional Intelligence - This training is designed to help individuals enhance their understanding of diversity and inclusion through the application of emotional intelligence (EI). Participants will learn how to use EI to navigate and embrace diversity, foster an inclusive environment, and improve interpersonal relationships within the workplace.

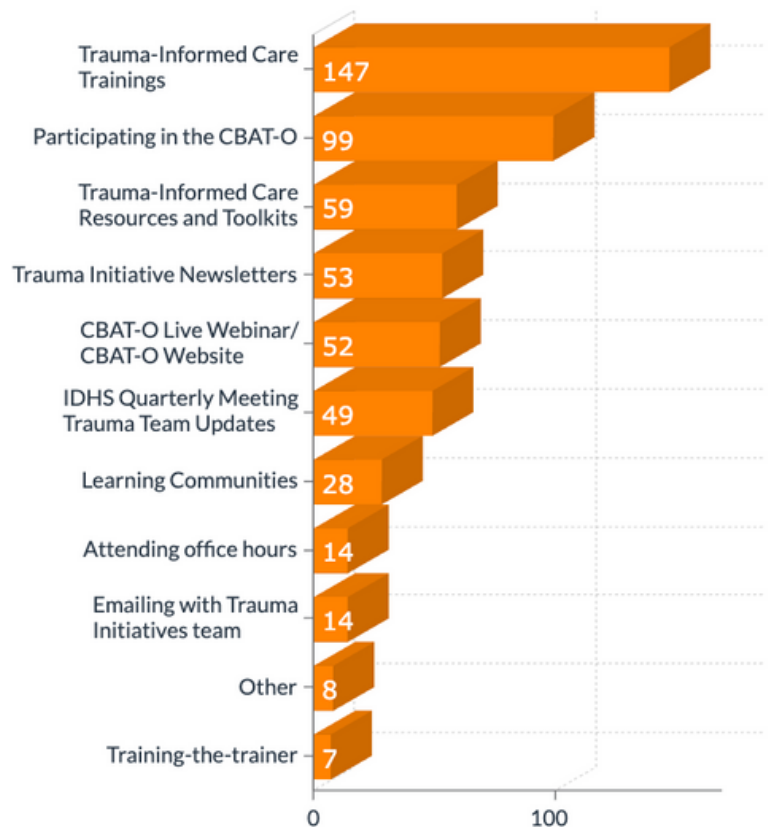
TRAUMA-INFORMED TRAINING OPPORTUNITIES

Since 2019, IDHS has contracted ICOY to implement a trauma-informed assessment, the Capacity Building Assessment Tool for Organizations (CBAT-O), to IDHS-funded youth service organizations. This assessment is completed by agency staff on all levels to gauge the level of Trauma-Informed Care within the organization. Participating agencies receive a detailed report with their scores and averages. In addition, the Trauma Training Series is designed to complement CBAT-O growth areas for participants to become Trauma-Informed Organizations.

The training content and resources are a vital part of the organizations ability to provide and continue to improve trauma-informed platforms for participants, families, and community as a whole!

What ICOY Trauma Initiatives Opportunities Have You Benefitted From This Past Year?

Total Respondents: 191



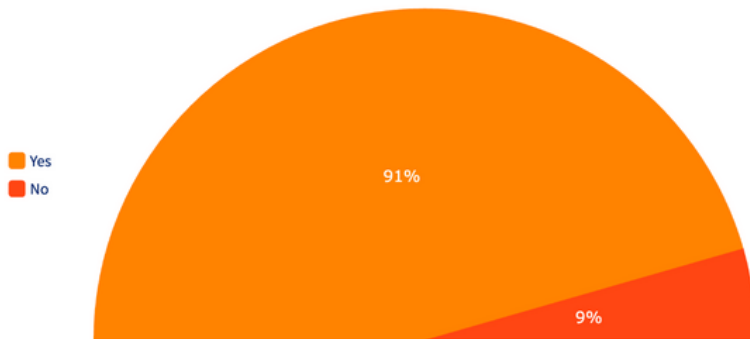
Purpose of the CBAT-O

1. To help organizations assess their ability to provide trauma informed services.
2. To identify an organization's strengths in trauma informed care
3. To identify an organization's areas of growth in trauma informed care

TRAUMA-INFORMED TRAINING OPPORTUNITIES

Are you aware that the Trauma-Informed Care training series is required for all IDHS-funded organizations on a fiscal year basis?

Total Respondents: 191



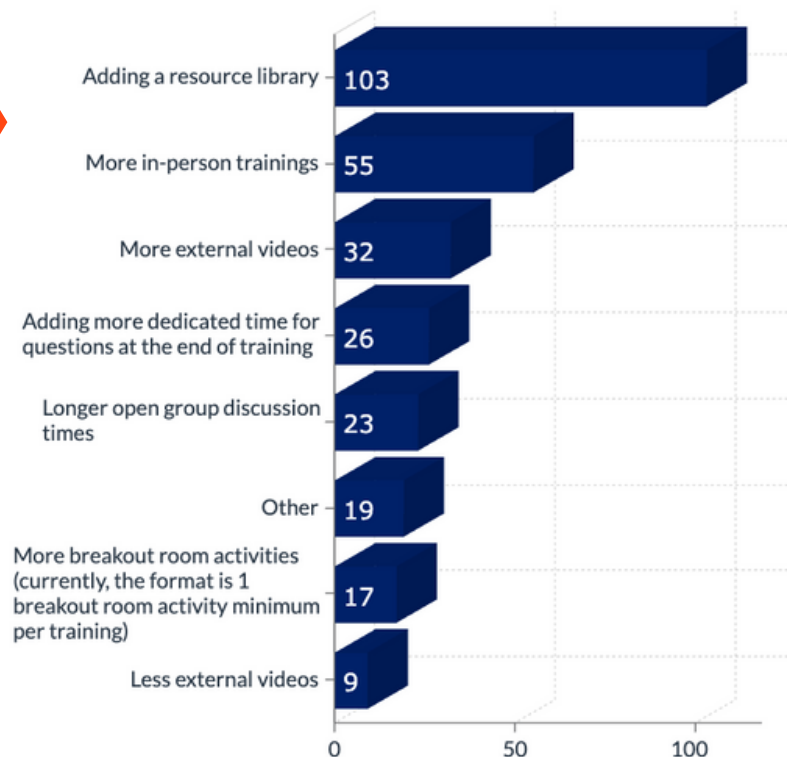
“Love the breakout room discussions. It gives me an opportunity to meet others and learn different perspectives.”

“I think the content and resources provided have been really helpful. It’s always nice to go back to a toolkit to help support during situations when you don’t know what to do or say. You can use it as reference. So having takeaways and the one pagers go a long way.”

[Click Here to Explore ICOY’s Online Trauma Informed Care Resources!](#)

Are there any specific areas in the current Trauma-Informed Care training format that should be revised or improved?

Total Respondents: 191



TRAINING TOPIC DEMAND & INTEREST

The ICOY capacity building training department aims to align our training curriculum with the needs and demands of the child welfare sector. Participants expressed an interest in topics based on grant writing, violence/conflict de-escalation, crisis intervention, and DEI practices. In FY26, ICOY has designed a training curriculum that reflects these demands.

ICOY's FY26 Training offerings:

ICOY is developing a training library of pre-recorded trainings, do you feel this resource would be beneficial to you?
Total Respondents: 133

Yes
No

Grant Writing 101

Grant Writing 201: Setting Your Organization Apart from Other Grant Applicants

Grant Writing Workshops: Federal Grants: Taking it Step by Step & The Needs Statement

98%

2%

NEW DEI Training Topics:

Coalition Building Against Systems of Oppression
Immigration

Love/Violence Interruption, Restorative Care,
Bias Impacting Underserved Community
Development

De-Escalation, Community Building and Crisis Intervention:

Conflict Reconciliation

Community Asset Mapping: Building Partnerships for Sustainable Impact
Violence Interruption

ICOY Pre-recorded Training Library
Providers also stated that they would like more pre-recorded content. ICOY has worked to make our content more accessible to our providers. The training library consists of various topics, including:

Problematic Sexual Behavior in Adolescents

eCornerstone Tutorials (by provider)

Understanding the Impact of Human Trafficking on Youth

Youth Suicide Prevention

FEEDBACK AND FUTURE PLANNING FOR IDHS

“Where can DHS provide additional help or information to providers?”

73.7% of survey participants stated that they would be interested in more grant writing resources and trainings.

Survey participants stated that they would like IDHS to provide more resources around NOFO applications, emergency shelter support, funding opportunities, EDF walkthroughs, and budgeting.

Providers reported wanting more information/training on how to complete their quarterly/annual reports and to know who they should reach out to for questions.

Providers would like more information on funding changes and requirements, as well as step by step instructions on program management.

General Feedback

“Continued training and updates on how federal budget impacts the sustainability of nonprofit state funded program”

“If it was possible for clinician training separated out from non-clinical staff training may be beneficial to go more in depth but I don’t know if this is something DHS or ICOY can do.”

“IDHS payment delays shorten the timeframe available to deliver a successful program, which can negatively impact youth by forcing them to absorb a large amount of information in a limited period.”

Impact of delayed payment(s) on the ability to provide services:

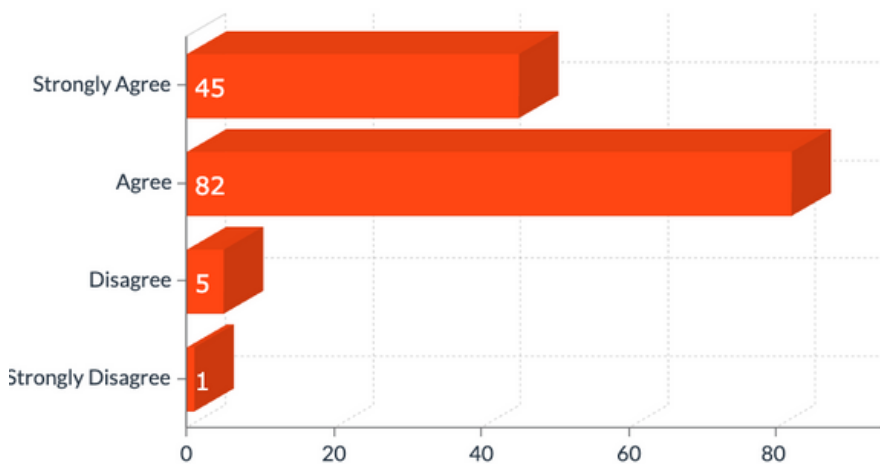
“Delayed payments significantly impact our ability to provide services by disrupting cash flow, limiting our capacity to meet operational expenses, and hindering the execution of our programs. As a nonprofit, we rely on timely funding to pay staff, secure resources, and maintain program consistency. Delays can result in postponed services, reduced program availability, and difficulties retaining qualified personnel. Additionally, it forces us to divert time and energy toward managing financial gaps rather than focusing on service delivery and community impact. In worst-case scenarios, delayed payments can weaken trust with stakeholders and beneficiaries who depend on our programs for stability and support.”

TRAINING DEMAND AND PROVIDER SATISFACTION

A total of 191 participants completed the Program Needs Assessment. There were 133 responses to the question “In your opinion, how do you feel ICOY meets your training needs?” A total of 45 providers stated that they **strongly agree** that ICOY meets their training needs, while another 82 providers **agreed** that ICOY meets their training needs. A total of 127 providers, or 95 percent, are satisfied with the ICOY Program Department.

In your opinion, do you feel ICOY meets your training needs?

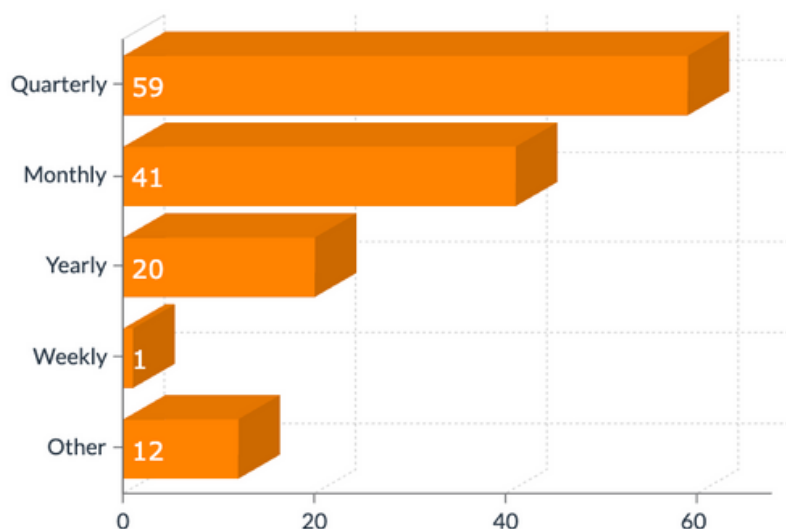
Total Respondents: 133



30 percent of ICOY training participants attend at least one training per month.

How frequently do you participate in ICOY trainings?

Total Respondents: 133



Provider statement:
“I like the format and how often training are offered monthly”

FY26 PROVIDER APPRECIATION

Feedback and comments from PNA participants:

ICOY values the feedback gained from our IDHS providers. The Program Needs assessment is designed to gain information and data on the needs of our providers to improve our Prevention and Intervention, Trauma, and Capacity Building departments. ICOY uses this information to plan for the following calendar year. The information gathered helps determine the type and number of trainings offered, the location and frequency of in-person trainings and meetings, new and relevant training topics, the level of understanding around IDHS requirements, and the resources made available to providers.

“I love the trainings and feel well supported by ICOY!”

“Thank you for providing us with great resources!”

“You all are great!”

“I love the variety of trainings offered. Keep it up!”

“The trainings are great”

WHAT TO EXPECT IN FY26

In FY26, there will be several changes and improvements made to the ICOY training curriculum. The department will be adding new training topics, updating online resources, and rolling out a new assessment based training!

**Recorded Resource
Library Updates**

**More Grant Writing
training offerings**

**Updated DEIB
Toolkit**

**Adding Violence
Prevention
Training Topic**

**Planning for
more in-person
trainings and
meetings**

**YASI 2.0 Case
Planning and
self-paced
option**

**Restorative Justice
101 & 201**

**New Pre-Recorded
DEI Topics & 4 new
virtual offerings**

**Updated Assesement
Trainings**

MONTHLY TRAINING NEWSLETTERS



MONTHLY IDHS TRAININGS

July Calendar

IDHS Training Calendar Overview for the Week of July 21st, 2025

Distributed in partnership with the Illinois Department of Human Services (IDHS)

UPDATED POLICIES & PROCEDURES

YASI CASE PLANNING REGISTRATION UPDATES

Please be aware that all participants must register at least two weeks in advance for the 4-day YASI training. This training requires physical materials to be sent to the participant. The training team needs ample time to confirm participation, mailing addresses, and receipt of materials.

YASI CASE PLANNING PRIVATE REVIEW SESSION

All YASI Case Planning participants have the option of a 90-minute private review session with the sessions' trainer, Diana Wavra, or your agency to go over specific client cases or additional questions you may have. These sessions are free for your agency, so if you are interested, please email Rachel Monroe at rmonroe@icoyouth.org to schedule.

UPDATED POLICIES & PROCEDURES ON REQUESTING CEUs

ICOY has updated our Continuing Education Unit (CEU) process! Participants will now submit all CEU-related information during the training evaluation process. Once participants complete training, they will be asked to complete our online training evaluation form. In the evaluation, there will be an opportunity to request CEUs and submit their license information. As a reminder, ICOY only offers CEUs for participants with active **Social Work** and **Professional Counseling** licenses. All CEU requests must be made in the evaluation form, and each participant must provide the following:

- **Correct name as it appears on the license**
- **The license type** (LSW, LCSW, LPC, LCPC)
- **The full license number**
- **Proof of active license either through upload or screenshot**

We appreciate your patience and know this new system will help us streamline CEU processing and delivery time. Those who submit their information for CEUs can expect to receive them no later than the **end of the fiscal quarter requested**. We appreciate your cooperation and look forward to continuing to learn together! If you have any other questions or concerns, please contact [ICOY's Training Team](#).

ILLINOIS LICENSE RENEWAL

As a reminder, this is the year for license renewal for license holders of LSW, LCSW, LPC, and LCPC. With this being a renewal year, we want to ensure we are mindful of CEU turnaround time. **Providers should expect CEU certificates no later than a month after the submission of the request.** Please [email ICOY's Training Team](#) with any delays or issues if you have not received your CEU hours.

LSW and LCSW- Must be renewed by November 30th of each odd year. LSW and LCSW are required to take 30 online or in-person continuing education hours every two years.

LPC and LCPC- Must be renewed by March 31st of each odd year. LPC and LCPS must take 30

The Capacity Building training team offers both a weekly and a monthly newsletter subscription. Providers find these resources to be beneficial. These newsletters provide access to training news updates, resources, ICOY training policies, and the upcoming week's training schedule. Providers are now better able to stay up-to-date on all the resources ICOY has to offer!

Providers interested in subscribing to the Monthly Training Newsletter can sign up via the Typeform linked below.

[CLICK HERE TO SIGN-UP FOR THE MONTHLY TRAINING NEWSLETTER](#)

**Capacity Building Initiatives Contact
Information:**

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Contact

Capacity Building Training Team

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For more information on ICOY
and training opportunities,
click the link below!

**Check Out
ICOY's
Upcoming
Events!**



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