



## **CHILD WELFARE IN-SERVICE TRAINING PROGRAM**

The Child Welfare In-Service Training Program is a statewide collaborative for in-service training and continuing workforce development of public child welfare professionals. CalSWEC initiated the program, formerly known as the Regional Training Academy (RTA) Coordination Project, in 1997 through a contract with the California Department of Social Services.

Six coordinating partners, which includes the four regional training academies, the University Consortium for Children and Families/Los Angeles County Training Division, and the Resource Center for Family-Focused Practice, provide a continuum of training and workforce development to county staff across the state. This coordinated delivery model reduces duplication of training, increases consistency, promotes professionalism and competency, and supports child welfare staff retention in California's 58 counties.

### **PURPOSE**

The Child Welfare In-Service Training Program focuses on the development of the public social services workforce by (1) facilitating collaboration between the regional training academies and (2) providing technical assistance to improve training outcomes for public child welfare professionals.

Program staff are responsible for conducting statewide training needs assessments and curriculum development. They are also responsible for promoting statewide collaboration among all the regional training academies and coordinating partners, county staff development departments, and the County Welfare Directors Association (CWDA) of California.

The staff are supported by CalSWEC's Research & Development and Technology & Instructional Design teams.

The Child Welfare In-Service Training partners are:

- the Bay Area Academy
- the Central California Child Welfare Training Academy
- the Public Child Welfare Training Academy/Academy for Professional Excellence
- the Northern California Training Academy
- the University Consortium for Children and Families
- Los Angeles County Department of Children & Family Services Training Division
- The Resource Center for Family-Focused Practice

## MAJOR ACTIVITIES

The Child Welfare In-Service Training Program pursues a variety of activities to coordinate high-quality training and workforce development efforts for California child welfare social workers and supervisors and probation officers. They include the following:

- **Statewide coordination of curriculum development and standardization:** CalSWEC has coordinated the development and implementation of statewide Common Core training for child welfare direct services social workers and supervisors, as mandated by the federal Child & Family Services Review (CFSR). The In-Service Training Program also works to integrate best practices, technology, and research into curricula for use across the state as well as pre-service BASW/MSW education with in-service training. The 2017 release of Common Core training for the first time featured eLearning as a key component, bringing innovation and efficiency to the statewide deployment. To further the work in curriculum development and standardization, CalSWEC convenes strategic planning sessions for the coordinating partners.
- **Statewide training evaluation:** A national leader in the evaluation of human services training, CalSWEC has modified Kirkpatrick's Training Evaluation model and adapted it for its Common Core curricula for new hires including both line workers and supervisors. The Program sponsors the annual National Human Services Training Evaluation Symposium, a unique forum for training evaluators from around the country to present and discuss training evaluation issues.
- **Fairness and equity in child welfare services training:** The Program works to focus statewide efforts on developing and implementing effective training strategies to address inequities in the child welfare system based on race, ethnicity, economic status, or religion. CalSWEC has co-sponsored statewide events aimed at county leadership and provides funds for its coordinating partners to work on this issue regionally.
- **Quality Parenting Initiative (QPI) and Just In Time (JIT) Video Library:** CalSWEC supports resource parents through QPI, an approach to strengthening foster care by focusing on excellent parenting. It also supports the Just In Time Training, an online training service program designed to connect foster parents, relative caregivers, and birth parents with training resources and information.
- **Efforts to Outcomes™ (ETO):** In collaboration with the Child and Family Policy Institute (CFPIC), CalSWEC has coordinated the use of the ETO™ software solution to enable counties to track “gap” data not otherwise tracked in the statewide CWS/CMS system. ETO™ enables users to gather custom demographic information to evaluate outcomes within selected programs to satisfy state reporting, as well as allow counties some freedom to evaluate county-defined outcomes for the program selected for use. Programs currently offered through ETO™ are ILP, TDM, RFA Recruitment, and RFA Retention; CFT is under development.

### ***CalSWEC Mission***

CalSWEC facilitates and supports statewide partnerships for the education and training of social workers to ensure culturally responsive, effective, and high-quality health and social service delivery to the people of California.

### ***In support of its Mission, CalSWEC's Goals are to:***

- Prepare a diverse group of social workers for careers in human services, with special emphasis in the fields of child welfare, integrated behavioral health, and aging
- Define and operationalize a continuum of social work education and training
- Engage in evaluation, research, and dissemination of best practices in social work