



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. Six coordinating partners—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.

CalSWEC initiated the Child Welfare In-Service Training Program (formerly known as the Regional Training Academy (RTA) Project) in 1997 through a contract with the California Department of Social Services (CDSS). CalSWEC was created in 1990 to ensure effective, culturally competent service delivery and leadership to alleviate negative human conditions, such as racism and poverty, for the people of California, by:

- Promoting the preparation of social workers for employment in public child welfare systems;
- Upgrading the professional background of some already-employed public welfare workers interested in gaining additional skills in child welfare;
- Increasing diversity in public social welfare positions to reflect the populations served; and
- Opening the doors to innovation by integrating university research with county services and graduate social work curriculum development.

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 RTA Project 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 training and workforce development efforts and to ensure child welfare social workers and supervisors, and probation officers in California receive high-quality training and workforce development. Current activities 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 Program also works to integrate best practices, technology, and research into curricula for use across the state, and to integrate pre-service BASW/MSW education with in-service training. CalSWEC convenes strategic planning sessions for the coordinating partners to further this work.
- **Statewide training evaluation:** A national leader in the evaluation of human services training, CalSWEC has developed the Framework for Training Evaluation, a common approach to evaluation that can be used to evaluate child welfare training across the state. The Program also 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:** Well known for the variety of relevant resources on the website, CalSWEC is supporting resource parents through QPI, an approach to strengthening foster care by refocusing on excellent parenting. CalSWEC 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):** CalSWEC, in collaboration with the Child and Family Policy Institute (CFPIC), has coordinated the use of the ETO™ software solution to allow counties to track “gap” data that is 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.

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