

# CHILD WELFARE IN-SERVICE TRAINING PROGRAM

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

CalSWEC and the six coordinating partners—four regional training academies, Los Angeles County Department of Children and Family Services Training Division, and Resource Center for Family-Focused Practice—provide a continuum of training and professional education 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.

## OVERVIEW

The Child Welfare In-Service Training Program focuses on the development of the public social services workforce by facilitating collaboration between the regional training academies, and 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 of California (CWDA), with support from CalSWEC's evaluation/research staff and the Technology and Instructional Design team.

The Child Welfare In-Service Training partners:

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

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## CalSWEC's 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.

## OUR GOALS

- 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.



**CalSWEC**

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

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## HIGHLIGHTS

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

### Statewide coordination of curriculum development and standardization

CalSWEC coordinates the development and implementation of statewide Common Core training for child welfare direct services social workers and Supervisor Core for child welfare supervisors, as mandated by the federal Child and 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. Starting in July 2021 all state-standardized trainings with associated evaluations are delivered through the California Child Welfare Training (CACWT), a statewide learning management system intended to streamline, standardize, centralize, and improve the deployment of social worker training.

### 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 and Supervisor Core Curricula to evaluate the effectiveness of the continuum of training and professional education to county newly-hired public child welfare workers and newly-promoted public child welfare supervisors across California.

4,353

Individuals took the Common Core evaluations from 2019 to 2021

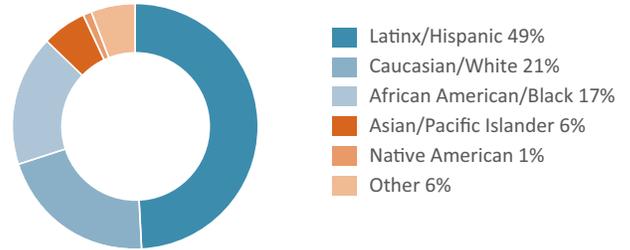
3,669

Individuals took the CSEC eLearning evaluations from 2019 to 2021

17

Online training courses

### Race/Ethnicity of trainees from 2019 to 2021



### 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 for county leadership and provides funds for its coordinating partners to work on the 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 of California (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 to allow counties some freedom to evaluate county-defined outcomes for the program selected for use. Programs currently offered through ETO™ are ILP, Family Teaming, RFA Recruitment, RFA Retention, and other custom programs as requested.