

LEVELS OF TRAINING

The Academy offers three basic levels of training for Child Welfare Services (CWS) staff. These include:

- ✓ Core
- ✓ Advanced
- ✓ E-Learning

Core courses represent the essential knowledge and skills needed to perform the tasks in Child Welfare Services (CWS). The Academy offers Core training in Child Welfare Social Work Practice, Supervision, and Management. Core courses are designed for newly hired or newly promoted staff, but are also useful to those who are transitioning into new job functions and/or those who are seeking to update their knowledge and skills in the ever changing field of child welfare.

Advanced classes build upon those offered as part of Core training. These classes are developed for staff that have the fundamental CWS skills and knowledge, but want to enhance their basic skills, knowledge or practice in a particular area. Other advanced classes may be requested by the counties based on their individual needs and developed for them. These advanced classes may relate to a newly adopted initiative, regulation or practice. Other advanced classes may be requested by the counties based on their individual needs and developed for them. These advanced classes may relate to a newly adopted initiative, regulation or practice.

E Learning courses are now being offered as an alternative to classroom learning. We offer an array of distance learning options including self-paced modules, live and recorded web conferencing and phone conferencing/training opportunities. We also develop mobile APPS for use on cell phones and computers.

Line Worker core curriculum is based on state-wide practice standards and child welfare competencies established by the [California Social Work Education Center \(CalSWEC\)](#). Some of these classes are standardized throughout the State of California. The trainers deliver, in these fully standardized classes, a curriculum that has been developed by collaboration among representatives from Regional Training Academies and Child Welfare representatives across the state. There are seven of these classes in line worker core. The balance of line worker core is standardized in the objectives and competencies of each class. Individual trainers develop curricula in these classes while staying true to the defined curriculum objectives and competencies.

Since FY 03-04, we have responded to State Training Initiatives based on the Federal Audit of California and resulting Performance Improvement Plans, County System Improvement Plans, AB 636 Work Plan and Family to Family initiatives.