

TYPES OF TRAINING EVENTS

(Workforce development training events offered through CWDS)

The Academy offers a variety of training modalities for Child Welfare Services (CWS) staff. These include:

- ✓ Core (Line-Worker, Supervisor, and Manager)
- ✓ Advanced
- ✓ E-Learning/Micro-Learnings
- ✓ Coaching
- ✓ Simulations

Core Courses represent the essential knowledge and skills needed to perform the tasks in Child Welfare Services (CWS). The Academy/CWDS 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.

Line Worker and Supervisor Core curriculum is based on state-wide practice standards and child welfare competencies established by the California Social Work Education Center (CalSWEC). All classes are standardized throughout the State of California. The Consultant/Trainer is required to deliver these courses in a fully standardized manner as the curriculum was developed by collaboration among representatives from California Department of Social Services (CDSS), Regional Training Academies (RTA's), and Child Welfare representatives across the state.

Advanced Courses may build upon the topics offered as part of Core training. These classes are developed for staff that have the fundamental CWS skills and knowledge, but want/need to enhance their basic skills, knowledge or practice in a particular area.

Other advanced level classes may be requested and/or required by the counties based on their individual needs and developed specifically to address a county's need. These advanced classes may relate to a newly adopted initiative, regulation or practice.

E-Learning Courses are offered as an alternative to classroom learning. We offer an array of distance learning options including self-paced modules and live and recorded webinars. We also develop mobile APPS for use in the field on cell phones and computers. **Micro – Learnings** Micro-learnings refers to bite size training aspect that provides a micro-perspectives of learning, education, training and skill development. The approaches followed for assessment of micro learning are multidimensional and holistic in nature and need based in particular cases. Micro-learnings are ideal for when learners need extra time spent on a step of a process or additional development in a specific area.

Coaching

Coaching is recognized as a key learning strategy for professional development as well as overall program implementation. Coaching allows staff the opportunity to learn how to integrate the best skills, theories and abilities into practice. Coaching is a learner led process.

Simulations:

Simulation training is a technique that offers guided, real world experiences that replicate aspects of the work day and other professional experiences in a fully interactive environment.

New Worker Core Training

Examples of Child Welfare New Worker Core training topics provided through CWDS include (but are not limited to) the following:

Common Core for Child Welfare Workers (100 and 200 Level)*

- ✓ Orientation to Child Welfare Practice and Common Core 3.0
- ✓ Values and Ethics in Child Welfare Practice
- ✓ Trauma-informed Practice
- ✓ Introduction to CWS/CMS
- ✓ Key Issues in Child Welfare: Social Worker as Practitioner
- ✓ Legal Procedures and Responsibilities
- ✓ Fairness and Equity
- ✓ Teaming, Collaboration, and Transparency
- ✓ ICWA and Working with Native American Families and Tribes
- ✓ Trauma Informed Practice and Key Issues in Child Welfare Practice Knowledge and Skill Reinforcement Lab
- ✓ Engagement and Interviewing
- ✓ Engagement Knowledge and Skill Reinforcement Lab
- ✓ Critical Thinking and Assessment
- ✓ Child Maltreatment Identification Skills Lab
- ✓ Structured Decision Making (SDM) Skills Lab
- ✓ Assessing for Key Child Welfare Issues
- ✓ Assessment Knowledge and Skills Reinforcement Lab
- ✓ Writing Behavioral Objectives
- ✓ Case Planning in a Team Setting
- ✓ Case Planning and Service Delivery Knowledge and Skills Lab
- ✓ Managing the Plan: Supporting Safety, Permanency and Well-being
- ✓ Managing Change Knowledge and Skills Reinforcement Lab
- ✓ Managing Transitions Knowledge and Skill Reinforcement Lab

*The Core 3.0 courses listed above were developed by the state for new social worker core training and each includes standardized curricula that was developed to be trained as written across the state. The training content has been approved by the California Department of Social Services (CDSS) and implementation began in February 2017. The content of the training is revised on an ongoing basis to meet the needs of the CWS workforce.

Supervisor Core:

The California statewide standardized Supervisor Core will include 10 full days of classroom training and an online resource portal for CWS Supervisors. The current goal is to have the standardized version of Supervisor Core roll out across the state by January 1, 2020. The Courses in Supervisor Core Include:

- Days 1-2: Leading in Child Welfare: The Role of the Supervisor
- Days 3-4: Creating an Organizational Learning Environment
- Day 5: Data Informed Supervision
- Day 6: Supervising for Accountability
- Days 7-8: Case Consultation and Critical Thinking
- Day 9: Navigating Ethical Responsibilities in Supervision and Supporting Professional Development
- Day 10: Teaming and Transfer to Practice