

Statewide Trainer Qualifications



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

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Purpose Statement

This document presents a summary of trainer qualifications for statewide standardized and state mandated courses to assist Regional Training Academies (RTA's) and LA DCFS with consistent communication to potential trainers facilitating these trainings.

In the spirit of continuous quality improvement, our shared mission is:

- To support trainers in connecting curriculum content with the practice skills needed for county social workers and supervisors to sustain a competent workforce, AND;
- To recognize that experienced and dynamic trainers help develop a qualified workforce, which leads to better outcomes for children and families.

General Requirements

Trainers of statewide standardized and state mandated curricula should have direct child welfare experience, which includes lived experience as a youth, parent, family member, tribal representative, resource parent, youth partner, parent partner, cultural broker, and/or social worker. Direct child welfare experience is required, with a few exceptions, for topics that necessitate specific subject matter expertise such as equity and inclusion, trauma informed practice, legal procedures, substance use, and behavioral health. Please consult with your RTA or county for specific qualifications related to trainer work experience and expertise by topic.

Trainers should be able to deliver content through the lens of cultural responsiveness, diversity, equity and inclusion - an example of a course that supports this knowledge and practice is the Culturally Responsive Practice Behaviors Assessment and Development Tool eLearning. Every other fiscal year, trainers should attend at least one child welfare related training for trainers (T4T), conference, or ongoing Skills-Based training for continued enhancement and growth of their facilitation skills and knowledge of emerging best practices.

Requirements before and after training ALL Statewide Standardized and State Mandated Curricula.

- Read through the course content, including the Trainer's Guide, Trainee's Guide, PowerPoint, and handouts (if applicable).
- Read through, from beginning to end, the evaluation instructions related to the respective course located in the latest version of the Statewide Evaluation Guide, found in CACWT.
- Provide feedback to CalSWEC about curriculum content using the CACWT Trainer Resource Community feedback links.
- Know how to facilitate virtual training via conferencing software.

Common Core 3.5

Course Title: Common Core 3.5.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Common Core trainers:

Within the first year of training Common Core (CC), trainers will:

- View all prerequisite eLearnings in the California Child Welfare Training (CACWT) statewide learning management system for classes they are teaching, these are available within the CACWT Trainer Resource Community.
 - Refer to the statewide [Passport and Course Description](https://calswec.berkeley.edu/sites/default/files/passport_and_course_descriptions_2022-01-13.pdf) to determine prerequisite eLearnings for each class (https://calswec.berkeley.edu/sites/default/files/passport_and_course_descriptions_2022-01-13.pdf).
- Attend the full-day CC3.5 Instructor-Led Skills-Based Training for Trainers (T4T).
 - Any trainer who trained Common Core 3.0 courses before the implementation of Common Core 3.5, and transitioned to training CC3.5 courses, will attend the CC3.5 Instructor-Led Skills-Based Training for Trainers (T4T) by June 30, 2025.
- At least every other fiscal year:
 - Attend one coaching/skills-based training to enhance your facilitation skills.
 - Any training skills course will complete this requirement.
 - *Contact your RTA/county or the CACWT Course Catalog for current offerings of skills-based coaching/training.
- Complete The [Culturally Responsive Practice Behaviors Assessment and Development Tool \(CRPB Tool\) eLearning](#). This eLearning is available through self-enrollment within CACWT. More resources are also available on the CalSWEC website at the following URL: https://calswec.berkeley.edu/about/deib.
- View the *four (4) T4T webinars, which cover the following topics:
 - Cultural Humility.
 - Assessment.
 - Trauma Informed Practice, and;
 - ICPM Common Core Overview.
 - Trainers should be able to facilitate conversations that help child welfare staff make connections to the webinar topics.

- T4T webinars are located in the CACWT Course Catalog for self-enrollment as self-paced eLearnings.

CANS User Certification is required to train the following *two classes*: Child and Family Teaming (1-day training) AND Structured Tools and Assessment Skills Lab (2-day training).

- CANS user certification requires a test score of .70 or higher and users must recertify annually.
- Current IP-CANS user certification through the Praed Foundation.
- For more information about CANS user certification, please visit the [Praed Foundation website](https://tcomconversations.org/TCOMtraining-faq/): <https://tcomconversations.org/TCOMtraining-faq/>.

SDM (T4T) completion is required to train the following class: Structured Tools and Assessment Skills Lab (2-day training).

- For more information about SDM T4T, please visit the [Evident Change website](https://www.evidentchange.org/assessment/structured-decision-making-sdm-model): <https://www.evidentchange.org/assessment/structured-decision-making-sdm-model>.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

No specific recommendations noted for this course.

Course Title: Field Advisor Training for Common Core 3.5.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements before training the Common Core 3.5 Field Advisor Training:

- Complete at least one coaching/skills-based training to enhance your facilitation skills. If a prospective trainer has completed the Supervisor Core Training series, this meets the required coaching/skills based training.
 - Contact your RTA or county for current offerings of skills-based coaching/training.
- Demonstrate *familiarity with Common Core 3.5 Field Activities by:
 - Attending Common Core 3.5 Field Advisor Training OR;
 - Reading the Common Core 3.5 Comprehensive Field Guide, which is located in the CACWT Curriculum Content Library.
 - Familiarity with the five Field Activities includes identifying the purpose of each Field Activity, strategies to complete each Field Activity, and resources needed to complete each Field Activity.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

No specific recommendations noted for this course.

Course Title: Common Core 3.5 T4T.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for CC 3.5 T4T trainers:

- Orient yourself to all Common Core 3.5 blocks in order to make links and dig deeper into skill building:
 - Foundation.
 - Engagement and Assessment.
 - Case Planning and Service Delivery.
 - Monitoring and Adapting.
 - Transition.
- *Resources for familiarization can be found on the [CalSWEC Common Core 3.5 webpage](https://calswec.berkeley.edu/programs-and-services/child-welfare-service-training-program/common-core/common-core-35) at: <https://calswec.berkeley.edu/programs-and-services/child-welfare-service-training-program/common-core/common-core-35>.*
- Read the Common Core section of the Evaluation Guide to familiarize yourself with facilitating pre/post evaluations, demographic surveys, embedded evaluations and satisfaction surveys.
- Familiarize yourself with the Integrated Core Practice Model (ICPM) linkage to Common Core by watching the T4T Webinar on ICPM and Common Core Overview.
 - *This webinar is located in the [CACWT Course Catalog](#), found at: <https://cacwt.dss.ca.gov/Registration2.aspx>.
- Complete The [Culturally Responsive Practice Behaviors Assessment and Development Tool \(CRPB Tool\) eLearning](#). This eLearning is available through self-enrollment within CACWT. More resources are also available on the CalSWEC website at the following URL: <https://calswec.berkeley.edu/about/deib>.
- Watch the other three T4T Webinars:
 - Cultural Humility and Cultural Responsiveness in Common Core.
 - Assessment.
 - Trauma.
 - *These webinars are located in the [CACWT Course Catalog](#), found at: <https://cacwt.dss.ca.gov/Registration2.aspx>.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for CC 3.5 T4T:

- Attend coaching skill-based trainings to enhance your facilitation skills.
- Contact your Regional Training Academy or county for current offerings of skills-based coaching/training.

* Contact your Regional Training Academy for any additional training preparation requirements that may be expected by your region and/or county. *

Supervisor Core

Course Title: Supervisor Core.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Supervisor Core trainers:

- Complete the Core for Supervisors Training for Trainers (T4T).
- Supervisory/leadership experience required for all 10 days of training (not necessarily in a child welfare agency).
 - No more than 5 years of time elapsed since said experience (Unless you've been consistently training and/or working in some leadership capacity within child welfare practice).
- Public child welfare agency experience required for all 10 days of training.
 - No more than 5 years of time elapsed since said experience. (Unless you've been consistently training and/or working in some leadership capacity within child welfare practice.)
- An *accomplished understanding of the Integrated Core Practice Model (ICPM).
 - Refer to the Shared Definitions section for the definition of accomplished.
- Facilitation/training skills (Must have taken facilitation class/training prior to content-specific T4T. If haven't, must take) AND demonstrated ability to train and facilitate well.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Supervisor Core trainers:

Observe each course, out of the 10-day series, that the trainer will be training.

Continuing Training

Course Title: CANS (Modules A & C) and The CANS: Overview and Preparation for Certification.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for CANS trainers:

(<https://www.cdss.ca.gov/Portals/9/Additional-Resources/Letters-and-Notices/ACLs/2021/21-27.pdf?ver=2021-03-12-092601-463>)

- Participate in a four-day, in-person CANS Training for Trainers workshop offered by the Praed Foundation.
- Obtain an IP-CANS certification passing score of .80 or higher.
- **Complete, submit and receive approval on required credentialing materials. Examples of credentialing materials include (but are not limited to): developing an original vignette with recommended action levels and rationale using the IP-CANS; developing a case plan using the rated IP-CANS of the trainer-developed vignette; developing examples that illustrate the Six Key Principles of a communimetric tool.**

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for CANS trainers:

A Master's Degree is strongly recommended to become a certified CANS trainer and is a requirement for RTA trainers.

Course Title: Child & Family Team Meeting Facilitation.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Child & Family Team Meeting Facilitation trainers:

Trainers must meet the following four (4) criteria:

1. CANS knowledge and experience as demonstrated by the completion of one of the following*:

- a. **Option 1:** The CANS: Overview, Case Planning and Preparation (Module B, Days 1 & 2).
 - b. **Option 2:** *Using the CANS in the California Integrated Core Practice Model* (former one-day CANS overview course previously offered from October 2018 to November 2019), **plus** *The CANS: Review and Case Planning (Module D)*.
 - c. **Option 3:** Current or previous IP-CANS user certification through Praed Foundation.
2. Knowledge and experience with Family Team Meetings as demonstrated by meeting one of the following criteria:
- a. **Option 1:** Current/prior TDM Facilitator.
 - b. **Option 2:** Current/prior CFT Facilitator.
 - c. **Option 3:** Current/prior Wraparound Facilitator.
 - d. **Option 4:** Practice Coach with experiencing facilitating mapping with social workers and/or families.
3. Attend the 4- or 5-day Facilitation Training as a participant or observer, *or* co-teach the class with an experienced trainer who has taught the class at least twice.
4. Participate in the CFT Facilitation Training T4T. *(Note: Exceptions may be made to this requirement on a case-by-case basis as approved by a Regional Training Academy. Additionally, co-training the class with an experienced instructor may substitute for the T4T.)*

* Does NOT apply to Probation CFT Facilitator Training/T4T.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Child & Family Team Meeting Facilitation trainer selection:

- Participate in or observe the training prior to training or co-training it; however, co-training with an experienced instructor may be a substitute.
- Possess knowledge and experience in the following practice areas:
 - Integrated Core Practice Model (ICPM).
 - Structured Decision Making (SDM).
 - Child and Family Teaming policies and best practice guidelines.
 - Safety Organized Practice (SOP) Overview.
 - Trauma Informed Practice.

Course Title: Effective Child and Family Teaming Meetings.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must meet the following **two** criteria:

1. Knowledge and experience with Family Team Meetings as demonstrated by meeting one of the following criteria:
 - a. **Option 1:** Current/Prior TDM Facilitator.
 - b. **Option 2:** Current/Prior CFT Facilitator.
 - c. **Option 3:** Current/Prior Wraparound Facilitator.
 - d. **Option 4:** Practice Coach with experiencing facilitating mapping with social workers and/or families.
 - e. **Option 5:** Current/Prior social worker or supervisor with significant experience coordinating and participating in CFT Meetings.
 - f. **Option 6:** Trainer with lived experience with the Child Welfare, Probation, or Behavioral Health systems with significant experience participating in CFT Meetings.
2. Have attended, observed, or co-trained this training OR attended a Trainer for Trainers for this course.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Effective Child & Family Team Meeting trainer selection:

1. CANS knowledge and experience as demonstrated by of one of the following:
 - a. Having attended the CANS: Overview, Case Planning and Preparation course (Module B, Days 1 & 2).
 - b. Current or previous IP-CANS user certification through Praed Foundation.
 - c. Trainer with lived experience with the Child Welfare, Probation, or Behavioral Health systems with experience informing or discussing the CANS tool.
2. Knowledge and experience in the following practice areas:
 - a. Integrated Core Practice Model (ICPM).
 - b. Child and Family Teaming policies and best practice guidelines.
 - c. Safety Organized Practice tools and strategies.
 - d. Trauma Informed Practice.
 - e. Structured Decision Making (SDM).

Course Title: Quality Caseworker Visits.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

No other specific requirements noted for this course.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Quality Caseworker Visits Trainers:

Have experience in on-going child welfare programs, including Family Reunification, Family Maintenance, Permanent Placement and/or Adoptions.

Recommendations for trainers to enhance knowledge of child welfare best practices:

Within 2 years of training Quality Caseworker Visits complete:

- Common Core 3.5 Instructor-Led T4T, including the four (4) T4T webinars.
- Safety Organized Practice (SOP) Overview.
- CC 3.5 Structured Tools and Assessment skills lab or attend SDM T4T.
- Child and Family Teaming Overview, and;
- CANS Overview.

Course Title: Sexual and Reproductive Wellness in Foster Care.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for SB 89 Trainers:

- Review the [California Foster Youth Rights Handbook](https://fosteryouthhelp.ca.gov/wp-content/uploads/sites/276/2020/11/EnglishHandbook_Final1.19.21.pdf). Full link text: https://fosteryouthhelp.ca.gov/wp-content/uploads/sites/276/2020/11/EnglishHandbook_Final1.19.21.pdf.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for SB 89 Trainers:

- Review the California Department of Education website's [Frequently Asked Questions about Comprehensive Sex Education](https://www.cde.ca.gov/ls/he/se/faq.asp). Full link text: <https://www.cde.ca.gov/ls/he/se/faq.asp>.
- Co-train with Foster Care Public Health Nurse and/or former foster youth.

Recommendations for trainers to enhance knowledge of child welfare best practices:

Within 2 years of training Sexual and Reproductive Wellness in Foster Care complete:

- Common Core 3.5 Instructor-Led T4T.
- Safety Organized Practice (SOP) Overview, and;
- Child and Family Teaming Overview.

Course Title: Psychotropic Medications.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Psychotropics Medications trainers:

- View the Psychotropic Medications in Foster Care eLearning, which is located in the CACWT Course Catalog.
- Review the [California Foster Youth Rights Handbook](https://fosteryouthhelp.ca.gov/wp-content/uploads/sites/276/2020/11/EnglishHandbook_Final1.19.21.pdf). Full link text: https://fosteryouthhelp.ca.gov/wp-content/uploads/sites/276/2020/11/EnglishHandbook_Final1.19.21.pdf.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Psychotropic Medications trainers:

- Observe a session of the Psychotropic Medications class (recording or live instructor-led) before training the class for the first time.
- Possess clinical experience related to behavioral health and psychotropic medication.
- Co-train with a Foster Care Public Health Nurse.

Recommendations for trainers to enhance knowledge of child welfare best practices:

Within 2 years of training Psychotropic Medication complete:

- Common Core 3.5 Instructor-Led T4T.
- Safety Organized Practice (SOP) Overview, and;
- Child and Family Teaming Overview.

Course Title: Father Engagement Series.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Working with Fathers in Child Welfare trainers:

- Complete the Self-Paced eLearning T4T Overview, available in CACWT for self-enrollment.

Requirement for Father Engagement Skills Lab:

- Complete the Self-Paced eLearning T4T Overview, available in CACWT for self-enrollment.

Series description:

- First course in series (launching FY 22/23): Working with Fathers in Child Welfare.
- Second course in series (launching FY 23/24): Father Engagement Skills lab.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for Father Engagement Series trainers:

- Review the [Father Engagement Toolkit](https://calswec.berkeley.edu/toolkits/father-engagement-and-father-involvement-toolkit) on the CalSWEC website
<https://calswec.berkeley.edu/toolkits/father-engagement-and-father-involvement-toolkit>.
- Have experience working with fathers with lived experience in child welfare.
- Have experience facilitating scenario-based activities for Skills Lab
- Co-training with a father with *lived-experience.
- *Refer to the General Requirements section for definition of lived experience.
- Proficiency with best practices in family engagement (Safety Organized Practice, Motivational Interviewing, and teaming skills).

Course Title: Concurrent Planning Series.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for Concurrent Planning Series trainers:

- Required to train Principles of Concurrent Planning:
 - Review Principles of Concurrent Planning T4T Overview, a self-paced eLearning available in CACWT for self-enrollment.
- Required to train Concurrent Planning: Conversations and Documentation:

- Review Concurrent Planning Conversations and Documentation T4T Overview, a self-paced eLearning available in CACWT for self-enrollment.

Series description:

- First course in series (launched FY 19/20): Principles of Concurrent Planning.
- Second course in series (launched FY 20/21): Concurrent Planning: Conversations and Documentation.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommended for Concurrent Planning Series trainers:

- Familiarity with both classes and what is covered in each class in order to make appropriate connections for trainees, this could include observing the courses.
- Review [Concurrent Planning Toolkit](https://calswec.berkeley.edu/concurrent-planning-toolkit) located in the CalSWEC website. <https://calswec.berkeley.edu/concurrent-planning-toolkit>.
- Have experience in Family Reunification, Family Maintenance and/or Adoptions.

Course Title: Resource Family Approval (RFA) Academy.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Requirements for RFA Academy Trainers:

- Read through, from beginning to end, the most recent version of the [RFA Written Directives](https://www.cdss.ca.gov/inforesources/resource-family-approval-program) located on the CDSS RFA website <https://www.cdss.ca.gov/inforesources/resource-family-approval-program>.
- Read through, from beginning to end, the most recent version of the RFA Background Assessment Guide (BAG) located on the CDSS website.
- Keep up-to-date with changes to RFA forms, located on the [CDSS forms website](https://www.cdss.ca.gov/inforesources/forms-brochures/forms-alphabetic-list), <https://www.cdss.ca.gov/inforesources/forms-brochures/forms-alphabetic-list>.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Recommendations for RFA Trainers:

- Possess knowledge of RFA legislation and RFA processes, including comprehensive assessment, background checks, Family Evaluations, and complaints investigations.
- Have experience working in a county or FFA RFA unit.

Recommendations for trainers to enhance knowledge of child welfare best practices:

- *Familiarity with [Quality Parenting Initiative \(QPI\)](http://www.qpicalifornia.org/), <http://www.qpicalifornia.org/>.
- *Familiarity with [Continuum of Care Reform \(CCR\)](https://www.cdss.ca.gov/inforesources/continuum-of-care-reform), <https://www.cdss.ca.gov/inforesources/continuum-of-care-reform>.
- *Refer to the Shared Definitions section for definition of familiarity.

Course Title: CFSR Case Review 4 Day Training.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must meet the following criteria:

- At least one trainer on the training team must attend the 1-day T4T with CDSS on the 4-day curriculum.
- At least one trainer on the training team must be certified in California's CFSR Case Review.
- All trainers must participate in quarterly webinars held by CDSS.

At least one of the following must be met:

- A Master's Degree in Public Policy, Social Work, Developmental or Clinical Psychology, or another relevant Human services field
- Three years of experience conducting case reviews and strong child welfare practice knowledge.
- A minimum of three years of experience training, teaching, or providing social work supervisions on child welfare concepts and practice principles. This includes but is not limited to assessment, outcomes, management, and the use of data in social work practice.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Knowledge and use of the Onsite Review Instrument (OSRI) as a reviewer or Quality Assurance staff in California.

Review updates to the OSRI tool by periodically checking the CFSR portal.

At least every 2 fiscal years:

- Attend one coaching/skills-based training to enhance your facilitation skills.
- *Contact your RTA or county for current offerings of skills-based coaching/training.

Course Title: CFSR Case Review 2 Day QA Training.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must meet the following criteria:

- At least one trainer on the training team must attend the 1-day T4T with CDSS on the 4-day curriculum.
- At least one trainer on the training team must be certified in California's CFSR Case Review.
- All trainers must participate in quarterly webinars held by CDSS.

At least one of the following must be met:

- A Master's Degree in Public Policy, Social Work, Developmental or Clinical Psychology, or another relevant Human services field
- Three years of experience conducting case reviews and strong child welfare practice knowledge.
- A minimum of three years of experience training, teaching, or providing social work supervisions on child welfare concepts and practice principles. This includes but is not limited to assessment, outcomes, management, and the use of data in social work practice.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Knowledge and use of the Onsite Review Instrument (OSRI) as a Quality Assurance staff in California.

Review updates to the OSRI tool by periodically checking the CFSR portal.

At least every 2 fiscal years:

- Attend one coaching/skills-based training to enhance your facilitation skills.
- *Contact your RTA or county for current offerings of skills-based coaching/training.

Course Title: Using SOP for Resiliency Building in Child Welfare Staff.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainer needs to be accomplished in these topics:

- Safety Organized Practice (SOP), including the tools, techniques, and application in social work practice.
- Compassion fatigue, secondary traumatic stress (STS), vicarious trauma and burnout, experienced by child welfare social workers.

- Compassion Satisfaction, Vicarious Resiliency, and Post Traumatic Growth (PTG)
- Stress awareness and management, and wellness planning.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Keep informed on updated research regarding social worker sustainability and building resilience in the workplace.

Course Title: The Heart of Social Work.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Required Prerequisites:

Completion of Common Core and ideally six months of case management experience.

Trainer need to be accomplished in these topics:

- Integrated Core Practice Model (ICPM)
- Child and Family Teaming
- Safety Organized Practice Tools and Strategies
- Structured Decision Making (SDM)
- Trauma Informed Practice
- Child Adolescent Needs and Strengths (CANS) in Case Planning

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Keep up to date on upgrades to the following tools: ICPM, SOP, CFTMs, SDM and CANS to ensure discussions reflect any recent upgrades.

Course Title: Engaging Families Experiencing Domestic Violence.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainer needs to have familiarity of these topics:

- Integrated Core Practice Model.
- Foundational principles to understand the dynamics of families experiencing domestic violence.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Keep informed on any updates to ICPM, and recent research on the dynamics of families involved with domestic violence.

Course Title: Working with Substance Use Disorders in Child Welfare.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainer needs to be accomplished in these topics:

- Substance Use Disorders including drug classifications, assessment of substance misuse, addiction, treatment, and effect on family functioning.
- Case planning for families involved with child welfare.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Keep informed on the current substance use trends, example - an increase in the use of fentanyl in 2023.

Course Title: Advanced Physical Abuse and Neglect for Child Welfare Workers.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

N/A for now as the course has not been developed.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

N/A for now as the course has not been developed.

Course Title: Best Practices for Court Family Maintenance.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers for this course must have experience working with families in court ordered Family Maintenance and using the SDM Family Risk Reassessment Tool. All trainers for this course must have a strong understanding of Safety Organized Practice, child welfare policies, Structured Decision Making, and the Integrated Core Practice Model.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

N/A.

Course Title: Best Practices for Emergency Response.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must have a solid understanding of Child Welfare Emergency Response, Safety Organized Practice and Diversity, Equity, Inclusion and Belonging best practices in child welfare to teach this course. This course is best taught by those with child welfare specific experience on a social worker practitioner level or a social work supervisor capacity.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

It is highly recommended to use a co-trainer model in teaching this course. Preferably, one trainer with child welfare lived experiences, and the second trainer having child welfare practitioner experiences.

Course Title: Best Practices for Voluntary Family Maintenance.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must have experience working with families in a voluntary capacity within Child Welfare Services.

Trainers must hold distinguished knowledge, training, and expertise in Safety Organized Practice (SOP) in order to apply SOP tools, techniques, and strategies to working with families in voluntary services.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

It is highly recommended for trainers to have experience utilizing SOP in direct practice with families in voluntary services.

Course Title: Civil Liability: Protecting a Family’s Fundamental Rights.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

This course is focused on legal liability and ensuring families’ constitutional rights are protected. Therefore, Trainers must have legal experience in civil liability for social workers and child protective agencies.

Recommendations for Trainers.

The following items are strongly recommended to support trainers’ continued development:

It is highly recommended that trainers have experience in public child welfare and have experience teaching Core 3.5 Legal Procedures or related legal classes. It is also recommended that trainers arrange to observe or co-train prior to teaching this course.

Course Title: Best Practices for Intake/Hotline Workers.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

All trainers for this course must have direct experience working in intake/hotline in child welfare, and have a strong understanding of Safety Organized Practice, intake/hotline best practices, child welfare policies, Structured Decision Making, and the Integrated Core Practice Model.

Recommendations for Trainers.

The following items are strongly recommended to support trainers’ continued development:

N/A.

Course Title: CACI (Child Welfare Central Index) Overview.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

This course is best taught by those with experience in child welfare and have familiarity with CACI reporting laws, procedures and with the CACI grievance hearing process.

Recommendations for Trainers.

The following items are strongly recommended to support trainers’ continued development:

N/A.

Course Title: Emergency Response Fundamentals.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

Trainers must have at least 3 years of experience working in an Emergency Response role within child welfare services.

Recommendations for Trainers.

The following items are strongly recommended to support trainers’ continued development:

Ideally, this training is trained by two trainers or a co-training pair.

Course Title: Trauma-Informed Practices for Emergency Response.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

This course is best taught by those with direct child welfare specific experience and a solid understanding of emergency response and trauma informed practice in child welfare.

Recommendations for Trainers.

The following items are strongly recommended to support trainers’ continued development:

N/A.

Continuing Training: CA FFPS Learning Series

Foundational Courses

Course Title: CA FFPS Overview.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

- FFPS knowledge as demonstrated by the completion of the following courses:
 - CA FFPS Overview
 - Shifting Mindset toward Prevention
 - Implicit Bias and Disproportionality
- Complete CA FFPS Overview T4T.
- Hold advanced knowledge of and experience training on topics of disproportionality, equity, and inclusion.
- Hold advanced knowledge of and experience participating in cross-system collaboration within child and family serving agencies.
- Experience working with children, youth, and families OR lived experience as a parent or youth served by Child Welfare or Juvenile Probation.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

- Experience working in voluntary service provision in any capacity, including within the community OR lived experience as a parent or youth served by Child Welfare or Juvenile Justice.
- Experience in supporting cross-system collaborative practice.
- Knowledge of the levels of prevention (primary, secondary, and tertiary)

Co-training:

- When it is not possible for one trainer to meet these requirements, it is recommended that two trainers collaborate to present this course. This would also model collaboration and provide a diverse point of view.

Course Title: Shifting Mindset toward Prevention.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

- FFPS knowledge as demonstrated by the completion of the following courses:
 - CA FFPS Overview
 - Shifting Mindset toward Prevention
 - Implicit Bias and Disproportionality
- Complete Shifting Mindset toward Prevention T4T.
- Hold advanced knowledge of and experience training on topics of disproportionality, equity, and inclusion.
- Hold advanced knowledge of and experience participating in cross-system collaboration within child and family serving agencies.
- Experience working with children, youth, and families OR lived experience as a parent or youth served by Child Welfare or Juvenile Probation.
- Holds advanced knowledge of the Social Determinants of Health and Protective Factors in relation to preventing child maltreatment.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

Same as CA FFPS Overview.

Co-training:

- When it is not possible for one trainer to meet these requirements, it is recommended that two trainers collaborate to present this course. This would also model collaboration and provide a diverse point of view.

Course Title: Implicit Bias and Disproportionality.

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

- FFPS knowledge as demonstrated by the completion of the following courses:
 - CA FFPS Overview
 - Shifting Mindset toward Prevention
 - Implicit Bias and Disproportionality

- Complete Implicit Bias and Disproportionality T4T.
- Is a distinguished trainer on the topics of disproportionality, structural racism, implicit bias, and culturally responsive practice within work with children, youth, and families.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

- Experience working with children, youth, and families OR lived experience as a parent or youth served by Child Welfare or Juvenile Probation.
- Co-training is highly recommended due to the heavy nature and potentially triggering nature of the content. Having a trainer available to attend to a participant if needed is recommended.

Course Title: ICPM Overview (for community partners).

Requirements for Trainers.

The following qualifications are required for trainers of Statewide Standardized and State Mandated courses:

Refer to and adhere to the General Requirements.

- FFPS knowledge as demonstrated by the completion of the following courses:
 - CA FFPS Overview
 - Shifting Mindset toward Prevention
 - Implicit Bias and Disproportionality
- Complete ICPM Overview T4T.
- Holds advanced knowledge and experience training the Integrated Core Practice Model.
- Has experience working within an agency that upholds the Integrated Core Practice Model.

Recommendations for Trainers.

The following items are strongly recommended to support trainers' continued development:

- Experience in supporting cross-system collaborative practice.
- Knowledge of the levels of prevention (primary, secondary, and tertiary).

Shared Definitions

Emergent:

Dictionary definition: In the process of coming into being or becoming prominent.

Suggested Definition for use in CC 3.5:

In the process of obtaining new and necessary skills, language and values.

Accomplished:

Dictionary definition: highly trained or skilled.

Suggested definition for use in CC 3.5:

Highly skilled, experienced and knowledgeable with a value set that is reflective of this internalized learning. Able to apply skills and abilities independently.

Distinguished:

Dictionary definition: Successful, authoritative, and commanding great respect.

Suggested definition for CC 3.5:

Embodies learned experience, skills, knowledge and values. A Master. Is successful at leading change and fostering new growth in others.

Familiarity:

Dictionary definition: Close acquaintance with or knowledge of something.

Context of this document (it was asked in relation to Field Activities).

Suggested definition for CC 3.5:

Has knowledge, practiced skills, and/or has lived experience as a recipient.