

April 18, 2023

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

EXECUTIVE SUMMARY

ALL COUNTY LETTER NO. 23-36

This letter is intended for all county child welfare workers and supervisors to outline the Continuing Training requirements for Fiscal Years (FY) 2022-23 and 2023-24. For FY 2022-23 and FY 2023-24, the selected Continuing Training ICPM Practice Behavior is Engagement, and a state-standardized 6-hour “Working with Fathers in Child Welfare” training was released in July 2022. The state-standardized Engagement course and title for FY 2023-24 will be released in July 2023.



KIM JOHNSON
DIRECTOR

CALIFORNIA HEALTH & HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
744 P Street • Sacramento, CA 95814 • www.cdss.ca.gov



GAVIN NEWSOM
GOVERNOR

April 18, 2023

ALL COUNTY LETTER NO. 23-36

TO: ALL COUNTY WELFARE DIRECTORS
ALL COUNTY CHILD WELFARE DIRECTORS
ALL COUNTY STAFF DEVELOPMENT OFFICERS
ALL CHILD WELFARE SERVICES PROGRAM MANAGERS

SUBJECT: MANDATORY CONTINUING TRAINING TOPIC FOR CHILD
WELFARE SOCIAL WORKERS AND SUPERVISORS, FISCAL
YEAR 2022-23 AND 2023-24

REFERENCE: [CALIFORNIA DEPARTMENT OF SOCIAL SERVICES MANUAL OF POLICIES AND PROCEDURES STAFF DEVELOPMENT AND TRAINING, DIVISION 14](#); [ALL COUNTY INFORMATION NOTICE I-85-04](#); [ALL COUNTY INFORMATION NOTICE I-21-09](#); [ALL COUNTY LETTER 08-23](#); [ALL COUNTY LETTER 20-72](#); [ALL COUNTY LETTER 21-94](#)

The purpose of this All County Letter (ACL) is to identify the mandatory six hour Continuing Training category for all Child Welfare Workers and Supervisors for Fiscal Year (FY) 2022-23 and 2023-24. As outlined in [ACL 20-72](#), in alignment with principles of Continuous Quality Improvement and the Integrated Core Practice Model (ICPM), the California Department of Social Services (CDSS) is using a data-informed approach to standardize six of the 20 annually required Continuing Training hours. The CDSS, in collaboration with statewide stakeholders, selects one of the six ICPM Practice Behaviors (Foundation, Engagement, Assessment, Teaming, Service Planning and Delivery, and Transition) as the area of focus for each FY.

Each Child Welfare Worker and Supervisor is required to complete six of their 20 Continuing Training hours in the identified category each year and Regional Training Academies (RTAs) are required to offer courses that align with that practice area throughout the year. Additionally, the CDSS will identify one specific course within the required Practice Behavior that will be standardized statewide and will include a knowledge-based evaluation component. Therefore, six hours of training in the ICPM Practice Behavior of Engagement must be completed during each of the 2022-23 and 2023-24 fiscal years.

For both FY 2022-23 and 2023-24, the required ICPM Practice Behavior is Engagement. Therefore, six hours must be spent completing the ICPM Practice Behavior of Engagement training. The optional state-standardized Engagement course for the FY 2022-23, is “Working with Fathers in Child Welfare”, and was released in July 2022. The optional state-standardized Engagement course and title for FY 2023-24 will be released in July 2023.

The current Manual of Policies and Procedures Section 14-611.5 requires 40 hours of continuing training to be completed every two years. The pending regulation amendments modify the requirement to 20 hours of Continuing Training, annually. Six of those hours must be related to and reflective of a specific practice element of the ICPM designated for that fiscal year by the CDSS, in partnership with stakeholders. [ACL 20-72](#) is the interim directive as it relates to this requirement.

The “Working with Fathers in Child Welfare” training course and associated curriculum materials are available through the [California Child Welfare Training \(CACWT\)](#) Statewide Learning Management System. Details of the CACWT system can be found in [ACL 21-94](#). All counties that administer this statewide standardized Continuing Training course in-county will use the CACWT system to deliver and track completion of the course. Trainers must complete the associated Training for Trainers eLearning overview for the “Working with Fathers in Child Welfare” curriculum, available within the CACWT system, prior to training the course. To successfully complete the course for credit, trainees must complete the associated pre/post evaluation measure as well as the Statewide Satisfaction Survey via CACWT, whether the training is delivered by the county or through an RTA. All training evaluation components are accessed via CACWT. All RTAs will provide the above-mentioned state-standardized training in addition to a variety of other Continuing Training opportunities that fall within the Engagement category.

The annual six-hour ICPM Practice Behavior mandate must now also be reported in the Annual County Training Plan (ATP) Part III Survey. The survey has been updated to reflect these updates to the Continuing Training mandates, with a new set of questions added to the Training Compliance section. Counties must track compliance with this mandate through the Fiscal Year to accurately report this information in the ATP survey.

All County Letter No. 23-36
Page Three

If you have any questions or need additional guidance regarding the information in this letter, contact the [Training Support Unit general email box](#) or the [CACWT general email box](#).

Sincerely,

Original Document Signed By

ANGIE SCHWARTZ
Deputy Director
Children and Family Services Division