

August 12, 2024

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

EXECUTIVE SUMMARY

ALL COUNTY LETTER NO. 24-56

This letter is intended for all county child welfare workers and supervisors subject to the Continuing Training requirements in the Manual of Policies and Procedures Division 14 regulations for State Fiscal Year 2024-2025. The required Continuing Training Integrated Core Practice Model Behavior categories are Assessment, Engagement, and Teaming. Several state-standardized courses are available to fulfill this requirement. Please contact your Regional Training Academy for comprehensive course availability.



KIM JOHNSON
DIRECTOR

CALIFORNIA HEALTH & HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
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GAVIN NEWSOM
GOVERNOR

August 12, 2024

ALL COUNTY LETTER NO. 24-56

TO: ALL COUNTY WELFARE DIRECTORS
ALL COUNTY CHILD WELFARE DIRECTORS
ALL COUNTY STAFF DEVELOPMENT OFFICERS
ALL CHILD WELFARE SERVICES PROGRAM MANAGERS
ALL ADOPTION DISTRICT OFFICES
ALL COUNTY ADOPTION AGENCIES
ALL TITLE IV-E AGREEMENT TRIBES
ALL CHIEF PROBATION OFFICERS

SUBJECT: MANDATORY CONTINUING TRAINING TOPIC FOR CHILD
WELFARE SOCIAL WORKERS AND SUPERVISORS STATE
FISCAL YEAR 2024-2025

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; ALL COUNTY LETTER 23-36](#)

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 State Fiscal Year (SFY) 2024-2025. As outlined in [ACL 20-72](#), the California Department of Social Services (CDSS) uses a data-informed approach to standardize six of the 20 required annual Continuing Training hours. This approach is in alignment with principles of Continuous Quality Improvement and the Integrated Core Practice Model (ICPM).

Each Child Welfare Worker and Supervisor is required to complete six of their 20 Continuing Training hours in the identified ICPM Practice Behavior(s) each SFY. The Regional Training Academies (RTAs) are required to offer courses that align with that

practice area. To meet county needs, CDSS worked with the RTAs to develop a series of statewide courses that meet the SFY 2024-2025 requirement.

The required ICPM Practice Behavior categories this SFY are Assessment, Engagement, and Teaming. All courses available from the RTAs and Los Angeles County Department of Children and Family Services (LADCFS) have been categorized into ICPM Practice Behavior categories. Please contact your RTA or LADCFS to see which classes fulfill the Assessment, Engagement, and Teaming ICPM requirement. In addition, CDSS has partnered with the RTAs to create the following new courses, which also fulfill this mandate: "Quality Case Worker Visits," "The Heart of Social Work," "Best Practices for Emergency Response," "Engaging Families Experiencing Domestic Violence," "Child Abuse Central Index Overview," and "Emergency Response Fundamentals."

Counties that administer Continuing Training courses in-county will use the California Child Welfare Training (CACWT) system to deliver and track completion of the course. To receive credit for completing the course, trainees must complete the associated pre/post evaluation measure and the Statewide Satisfaction Survey via CACWT, whether the training is delivered by the county or through an RTA. All trainers must complete the associated Training for Trainers eLearning overview for the "Quality Case Worker Visits" curriculum prior to training the course. The eLearning overview is available in the CACWT system. The RTAs and LADCFS are available to answer questions related to scheduling and availability of courses that fall within the Assessment, Engagement, and Teaming categories.

Compliance with the 20-hours of continuing training must be reported in the Annual County Training Plan (ATP) Part III Survey. Please refer to [All County Information Notice \(ACIN\) No. I-15-24](#) for more information on this subject. Counties must track compliance with this mandate through the SFY to accurately report this information in the ATP survey. A 20-hour training report for staff is available in CACWT.

If you have any questions or need additional guidance regarding the information in this letter, contact the [Child Welfare Workforce Section general email box](#) or the [CACWT general email inbox](#).

Sincerely,

Original Document Signed By

ANGIE SCHWARTZ
Deputy Director
Children and Family Services Division

cc: All Federally Recognized Tribes
County Welfare Directors Association of California