



# **Learning Forum Questions and Answers:**

## **Preparing the Workforce to Deliver Family First Prevention Services**

**December 2022**

This document is a compilation of questions and answers from the Comprehensive Prevention Plan Learning Forums and Q&A Sessions. These questions were submitted in writing or asked live by the participants and were answered by the presenters.

Recordings of the Learning Forums and Q&A sessions can be found on the Comprehensive Prevention Planning Learning Series website: [Comprehensive Prevention Planning Support Learning Series | \(caltrin.org\)](https://caltrin.org)

Thank you to our community of esteemed presenters for sharing their expertise and insight. We appreciate your time and commitment to this important work in support of California's children, families, and communities.



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## Community Pathway

- How can community-based organizations position themselves so they're not dismissed as an extension of the system by families who will then refuse services?
  - This will be the basis the Tier 2 training. This is ensuring that everyone working within the pathway understands that the goal of the community pathway, of whole prevention plan, is to provide families with the services they need and to keep families out of the system.
- Will CBOs be trained to conduct formal safety and risk assessments like structured decision-making (SDM)?
  - We are not planning to use SDM in the community pathway. Safety monitoring and risk assessment can utilize the tools and activities already embedded within the existing programs and EBPs to monitor and address families' safety and ongoing risks.
- Could you provide some more specifics on how safety and risk monitoring need to be done on all levels? Folks are looking for more information to determine what training might look like, particularly for those counties that are going to elect to have a community pathway which, just as a recap, is a is a pathway to services that has at least contact with the system.
  - The statewide training curriculum is expected to address safety monitoring and risk assessments and will build on existing curriculum already offered to local staff. In training the workforce, we need to utilize the EBPs themselves in how they address the needs of the family and support safety without prematurely contacting the child welfare agency. SBG funds can help to expand training to CBOs who will be delivering EBPs. The state's curriculum is expected to be tailored to meet the needs of diverse staff including child welfare, probation, and service provider agencies.
- Just to clarify, is this a county-driven process? And secondly, as a CBO, we have regular contacts with our county in trying to creatively collaborate. I'm curious if there are any pointers for determining what services we can offer and how we can extend ourselves to provide services that are close enough to what we have?
  - Yes, the development of the CPP is a county driven process. The state set requirements for who needs to be a part of the cross-sector collaboration necessary to develop a CPP. Because each county has different structures and needs, there is flexibility in what that structure looks like, or how those activities occur, but all counties must follow the basic expectations to include child serving agencies, lived experience and tribal partners.
- As a county using CBOs and tribes as part of our comprehensive prevention plan, how do we move toward increasing and developing their workforce?



- Broad information about prevention principles can be disseminated to the workforce through Tier One training (see more on Tier One training in this [slide deck](#)). You can access recordings of the trainings through the [CalTrin website](#), and additional training will be offered in 2023.

## Workforce Development

- **What are the training requirements, specifically for staff completing candidacy and monthly safety assessments?**
  - Documentation of candidacy and safety assessments will be included in the state’s FFPS Tier 2 training curricula. CDSS will be sharing drafts of the curriculum for review with county and tribal partners and encourages input into how these processes will be trained.
- **Will there be safeguards and training in place for the community pathway in the IV-E agency candidacy determination? We train folks so that we can avoid unintended consequences such as bringing more families into the system.**
  - The state expects the centralized training curriculum to address these issues. In training the workforce, we need to utilize the EBPs themselves in how they address the needs of the family and support safety without prematurely contacting the child welfare agency. In addition, we want to be thoughtful about oversight of the IV-E Agency, and how automation can be used to keep a barrier between the family and the IV-E agency until their involvement is truly warranted. The use of a unique identifier to communicate recommendations for candidacy assessment will help to protect a family’s privacy.
- **How might we move toward increasing and developing the workforce, from the IV-E and community pathway?**
  - California’s prevention plan includes training on the shift toward upstream prevention through the discussion of prevention principles and a focus on family wellbeing. Community engagement is critical to help highlight this important need. Involving staff, tribes, and community partners in these discussions will help ensure the CPPs are developed to meet community needs and that training reflects what the CPP aims to deliver. The state’s centralized curriculum will support this work as well. These activities are Title IV-E and SBG eligible.
- **Given the current timeline for the CPP and the pending curricula development process, counties may have additional planning to do in order to have robust training workforce development plan. Can the CPP include additional planning activities rather than a fully formed workforce development plan?**
  - Yes, the state training plan is still under development. Submission of the assurances include a workforce development and training assurance. You can include training activities in the plan, to the extent you know them, but there will be additional guidance on training from the



state, therefore you can sign the assurance indicating that you will participate in the state's program.

## Evidence-Based Practices

- **As states are starting to implement their prevention plans and implement FFPSA, is there anything to share about how EBPs will be funded?**
  - Some of these services fit within existing Medicaid/Medi-Cal categories, and as the EBPs are rolled out, Title IV-E requires that we get what we can by billing Medicaid/Medi-Cal. Funding for Medicaid/Medi-Cal-certified provider organizations will be a bit more straightforward than for those not so certified.
  - There's a lot still to figure out for state and county funding issues. And at the county level, my guess is it will take about a year of planning and preparation (after the county plans are approved) to identify, prepare for, staff up for, train in, and start delivering one of the well-supported EBPs. Lessons learned is that you would want to have a strong plan for implementing and informing stakeholders who are going to provide you with referrals.
- **What are strategies for training in smaller jurisdictions or counties?**
  - For many of the EBPs, the level of training and requirement required would require cross-county or regional collaborations to figure that out, together with others who have similar needs or who have identified a similar population that that you want to serve. Regarding staffing which I know rural counties (especially) worry about, we have had success by incentivizing or building in a paid supervision structure to bring folks in who are not yet licensed but can get licensed through the delivery of this EBP.
- **We use MI and we're at the point where we have trainers in our office, and they do the monitoring for fidelity. Are we going to be required to show that the original trainer was MI-certified?**
  - I believe the answer is no. What would be required would be the fidelity of the delivery and a clear plan for how MI is delivered as part of the county's larger comprehensive prevention plan. With MI, there are multiple ways of assessing fidelity – some involve audio tape recordings, coded interactions, or rating scales. It may help to work on long-term sustainability by ensuring that you have the capacity to provide different levels of training (front-line staff; supervisors; coders; and trainers), but I don't believe any specific trainer certifications will be required from existing counties/providers. That said, much of this is to be determined.
- **Are counties required to implement all 10 EBPs?**
  - No. CPPs must include at least one EBP; not all 10 are required.
- **Can you fund other things besides the 10 EBPs?**



- Yes. SBG funding gives the opportunity to include primary, secondary, or tertiary services outside of the federal Clearinghouse. SBG funds and other prevention funding sources can be used to fund those other services. SBG can also be used to fund EBPs until Title IVE reimbursement is available.

## Funding and Reimbursement

- **At least for Tier 1 and Tier 2, how are funding sources going to work? Who and what will pay for what?**
  - The CDSS is contracting for the statewide curriculum, which will be tailored for different audiences as well as the Training for Trainers Model, both funded with holdback dollars from the FFPS state block grant (SBG). Title IV-E agencies will need to use SBG and potentially existing Title IV-E dollars, where appropriate, to support the training needs of the local level staff. While Title IV-E reimbursement is not available until plan approval, we anticipate that counties will be able to start claiming for admin and training activities once the prevention plan is approved by the ACF. Back-claiming will likely be possible back to October of 2021 which is when CA became in compliance with part 4 of FFPSA. Funds may also be used to fund training for a community-based provider through contracts between local Title IV-E agencies and CBOs.
- **Will there be a format for claiming title IV-E funds for training?**
  - Counties will use existing claiming processes to access IV-E fundings, in accordance with the county fiscal letter instructions for those funds. If you are a contracted organization, then you will work with your local IV-E agency to get those funds passed through to you via a contract.
- **Will we be able to claim child-specific, direct, and administrative IV-E costs for the next two years?**
  - Title IV-E agencies may not claim child specific (case management) admin and services costs until CWS CARES is available. Federal reporting requires data which CWS/CMS is not currently capable of collecting therefore we must wait until a system with that capability is available.
- **Could they use a block grant for things that they can't claim?**
  - For costs that can't yet be claimed, counties can get started using their block grant funds. Obtaining IV-E funds can be part of a longer-term sustainability plan.
- **Does reimbursement for training and administrative costs that are part of the approval of the State plan include training costs for implementing the EBPs our county has selected to use?**
  - It does include training that is Title IV-E reimbursable. Referencing the CFL, you can claim those costs once the plan is approved. The back-claim date is expected to be October 2021, because that is when we were in compliance with FFPSA Part 4, which was a prerequisite.



- Nationally, there are a few other states that are starting to get into this stage. One of the things we're learning in other states, however, is that there is a real desire to start jumping in with training without doing the preliminary work, such as thinking about stages of implementation and implementation strategies, governance issues, and tools for collaboration (with other counties, stakeholders, referral sources, etc.). There are a few big issues that come up:
  - Workforce development, such as being able to recruit, hire, and train new staff. It's important to think through what certifications are needed for certain positions.
  - Data issues and data infrastructure issues that must be talked through
  - Identifying your target population and thinking about the referral-enrollment-engagement process? How would we make sure that we have an adequate number of appropriate referrals to that program to allow the provider to sustain the program over time.

## General Questions

- **How can counties integrate the state trainings into the CPP?**
  - The CPP template will include a number of assurances that counties and tribes must include when submitting their CPP. Signature on the workforce training and development assurance will be sufficient for CPP approval. Once the Training Plan and curriculum are further developed, CDSS will issue additional guidance.
- **What is the projected timeline for the rollout of CWS cares?**
  - A specific date has not been shared for the rollout of CARES v.1. It's likely going to be a couple of years before the first version will be available, however, activities for creation of the FFPS program are already in development.
- **Is it correct that CDSS intends to develop statewide training programs that would address many of the workforce development requirements for the CPPs? What are the specific requirements that will only be met at the county level and how does that impact the CPP?**
  - CDSS is contracting for the statewide curriculum, which will be tailored for different audiences as well as the Training for Trainers Model, both funded with holdback dollars from the FFPS state block grant (SBG). Title IV-E agencies will need to use SBG and potentially existing Title IV-E dollars, where appropriate, to support the training needs of the local level staff. SBG funds may also be used to fund training for a community-based provider through contracts between local Title IV-E agencies and CBOs. Submission of a signed workforce training and development assurance will be sufficient for CPP approval. Once the Training Plan and curriculum are further developed, CDSS will issue additional guidance.
- **Could you share a bit about the CPP template?**



- The optional CPP Template was released via email blast and was posted on the CDSS website. The template has guiding questions that will help counties to fulfill state and federal expectations for the CPP. It's not a required template and agencies may submit a CPP in another format. The template gives you the basic requirements to achieve state approval. In addition to the template, there are assurances that must be signed by Child Welfare, Probation and Behavioral Health.
- **Can an organization function at all or have services at all 3 prevention levels?**
  - Yes, agencies and programs can and do work at all 3 levels. In some cases, having resources at all three levels is what you need to be doing, so that you can reduce the need for tertiary services by building the primary prevention services.
- **How do you suggest we build systems thinking collective impact capacity to shift mindset?**
  - This type of mindset shift, or in some cases a culture shift within an organization towards prevention, takes revisiting. Revisiting the [OCAP Prevention Framework](#) can be helpful for members of the workforce to identify how they are involved in and support primary prevention even if their roles are focused in different level of prevention. It's not just about bringing information to the workforce, but also having them analyze it and apply it to themselves.

