



The California Training Institute

NEEDS ASSESSMENT

2022 Summary



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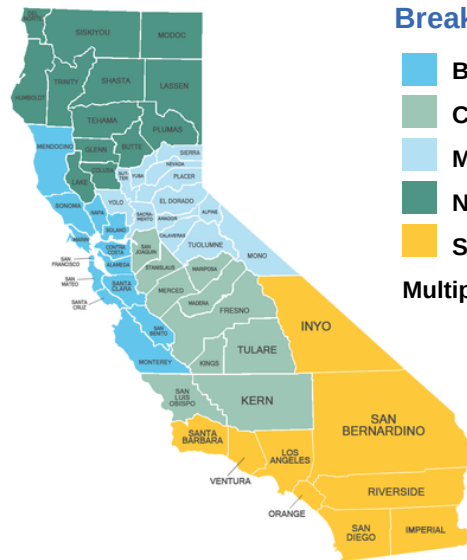
In February 2021, CalTrin began delivering free professional development and training for staff engaged in child abuse prevention work in California. Since then, we have regularly made improvements and added training topics based on thoughtful feedback. We want to share key highlights about the training we have delivered so far, the results from our December 2022 Needs Assessment, and how we plan to use what we've learned.

Summary of CalTrin Training in 2021-2022

- 176 trainings
- 13,932 learners
- 62.6% webinar/large group
- 1,768 LMS course enrollments
- On average, Knowledge Check scores improved by 20 points
- To read our complete Project Overview, [click here](#).

Here's a Little About you!

We received survey responses from more than 200 professionals in 47 counties. More than 50% of professionals providing input work for family resource centers, other community-based organizations, and County Child Welfare. We heard from both leadership and direct service staff, as well as the many different roles vital to serving children and families.



Who Do you Primarily Work For?

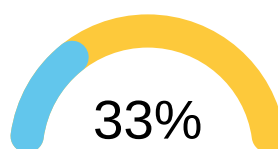
Community-Based Organization	23.1%
County - All Other (Probation, Public Health, Other)	19.3%
County - Child Welfare	15.6%
Family Resource Center	13.2%
Early Childhood Ed, Child Care, 0-5 Program	11.8%
State Agency	5.2%
Child Abuse Prevention Council	3.8%
School, School District, COE	3.8%
Tribal Organization	0.9%
Other	3.3%

Primary Role

Direct Services Staff	35.3%
Manager/Program Manager	17.4%
Director, Deputy/Assistant Director, Executive Director	15.5%
Supervisor	12.1%
Administrative Staff	8.2%
Trainer/Training Staff	7.2%
Parent or Peer Partner	2.4%
Volunteer	1.4%
Other	2.4%

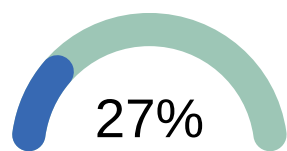


20% of survey participants had been with their current organization for less than two years.

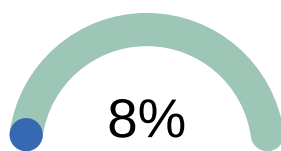


One-third of survey participants had been in their current roles for less than two years.

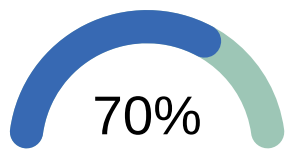
We asked leaders from FRCs, CBOs, CAPCs, early childhood programs, education programs, and Tribal organizations to tell us a little more about their organizations.



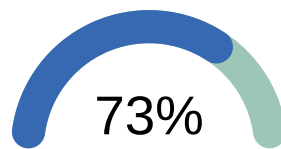
27% of these organizations have fewer than 10 paid staff.



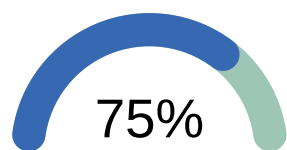
8% of leaders said their organization is involved in their county's Comprehensive Prevention Planning team, but **27%** reported that they weren't sure.



70% of leaders reported that their organization uses outcome measures, while **22%** said they weren't sure.

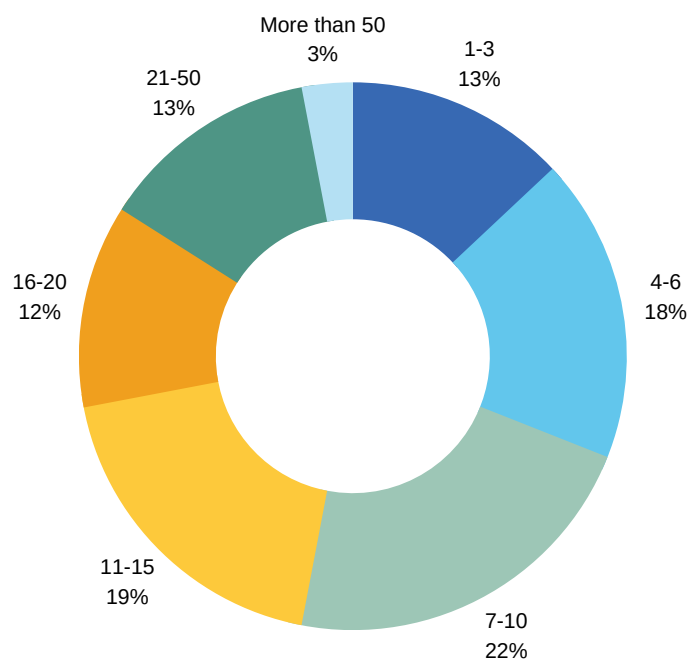


73% reported that their organization routinely administers a satisfaction survey, while **19%** indicated they do not use this type of measure.



More than **75%** of leaders indicated that their organization uses the Strengthening Families Protective Factors Framework; primarily to train staff, build and improve programs, and as part of family education and community outreach.

What Did Professional Development Look Like for Child- and Family-Serving Professionals in 2022?



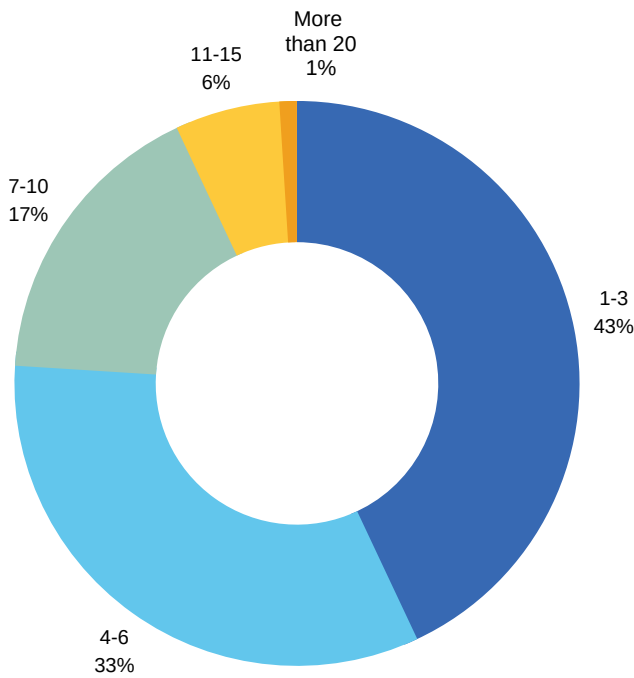
Virtual training has become essential in the professional development landscape in California – more than 95% of survey participants reported attending at least one virtual training in 2022.

Of those, almost 30% indicated they attended virtual training more than once per month.

Top 10 Organizations Through Which Participants Attended Virtual Training

- [California Training Institute \(CalTrin\)](#)
- [California Department of Social Services Office of Child Abuse Prevention \(OCAP\)](#)
- [Strategies TA](#)
- [The Child Abuse Prevention Center \(CAP Center\)](#)
- [California Family Resource Association \(CFRA\)](#)
- [National Family Support Network \(NFSN\)](#)
- [California's Regional Training Academies](#)
- [Comprehensive Prevention Planning Learning Series \(Casey/Implematix\)](#)
- [U.S. Administration for Children and Families Children's Bureau](#)
- [Children's Trust Fund Alliance](#)

Survey participants who used CalTrin for training and professional development were likely to have attended more than three CalTrin training events in 2022.



We asked participants about the most valuable virtual training they attended in 2022. The responses were highly varied, but the most mentioned topics could be broadly categorized as leadership and management, Protective Factors training, trauma-informed care/systems, DEI and culturally responsive approaches, and learning events for Comprehensive Prevention Planning and FFPS/FFPSA. Just as important, respondents told us the most valuable trainings:

- Enabled them to explore and use new skills and tools
- Were consistently scheduled
- Offered practical solutions and strategies to better directly serve families
- Provided timely and relevant information for complex issues

What are Professionals Saying About CalTrin Trainings?



CalTrin training allowed me to explore my leadership skills and style to support me in being an effective leader.



I really appreciate your library of recorded trainings.



Supervising for Success [had] a lot of great tips for supervisors and the continued follow-up meetings have been great.



I appreciated the in-depth approach to understanding each of the factors/sessions I was able to attend in the Protective Factors Series.



Really appreciate the follow-up emails after a training, as it allows me to review the material again and further solidify the skills that were taught.



Really appreciate the comprehensive training platform CalTrin provides. The small continuous cohorts have helped build a more interactive training environment on an ongoing basis.

What We're Doing Based on Your Feedback

- We deliberately plan and design training that asks, “How can I use this information in my work?” or “What are my next steps?”
- CalTrin’s interactive workshop options emphasize participant engagement, skill building, and critical thinking about how the training content can be applied in your practices and programs.
- We provide routine communications through CalTrin Connect about our upcoming schedule and maintain a training calendar on our website so learners can more easily plan for professional development.
- Valuable partnerships with CDSS, Casey Family Programs, Implematix, and many others have broadened our capabilities to support prevention-focused training for professionals working in child, family, and community well-being systems across California.

- Although much of our training calendar is planned in advance to ensure thorough coverage of topics, we continue to add trainings throughout the year to address timely issues, such as training to support the CPP process.

A Shift to Virtual Training

While the shift to virtual training has brought many opportunities, more than 60% of survey participants also reported challenges with this training mode. Not surprisingly, the most commonly reported issue with virtual training is finding or making time to attend!

Top Challenges with Virtual Training

1. Finding/Making Time
2. Internet Connection/Technical Issue
3. Attention/Focus
4. Participant Interaction/Engagement
5. Promotion/Communications/Invitations

What We're Doing to Support Virtual Learners

- Our team is intentional about scheduling training on various days of the week and times of day to help learners find live virtual training options that work for their schedule.
- Trainings are advertised eight weeks in advance so that you can hold time on your calendar. All training promotions include a description, the training's learning objectives, and information about who should attend.
- In 2023, we are expanding our selection of self-paced courses so that you can engage in an interactive training experience at your convenience.
- In 2022, we spent a lot of time thinking about interaction and engagement and how to meet the needs of professionals with different learning styles, commitments, and environments.
 - We've more clearly defined our [webinar- and workshop-format](#) training to indicate the expectations for interaction and engagement in each training.
- Whenever possible, we make the training recordings and related materials available on our website or Learning Management System so that you can watch later if something comes up or you experience technical issues. We consistently provide these training resources through follow-up communication with participants within two days of each training.

A Look Forward

We asked survey participants to select their top five professional development needs within each of our four training domains: Direct Service Delivery Skills, Evidence-Based/Evidence-Informed Service Delivery, Management & Leadership Development, and Trauma-informed Systems. Participants also identified Management & Leadership Development as the domain with the greatest current training and development needs overall. When reflecting on management and leadership topics, participants in non-leadership roles were asked to consider topics that would most benefit their organization.



Direct Service Delivery

- Race, equity, and implicit bias
- Cultural competency/humility
- Engaging caregivers
- Behavioral health topics
- Supporting diverse populations



Evidence-Based/ Evidence-Informed Service Delivery

- Parenting education models - what works to prevent child abuse and neglect
- Assessment of client needs
- Protective Factors
- Review of specific evidence-based/informed programs (e.g., home visiting, substance abuse, mental health)
- Motivational interviewing



Management & Leadership

- Creating a culture of continuous improvement
- Creating accountability
- Engaging the community
- Building partnerships
- Supervisory skills



Trauma-Informed Systems

- Trauma and parenting
- Secondary traumatic stress and compassion fatigue
- Addressing adverse childhood experiences (ACEs)
- Historical and racial trauma
- Reflective supervision

In addition to these topics, participants indicated an interest in training on social-emotional learning and related evidence-based practices for teaching families these skills.

What We're Doing in FY23-24

- We will use this information, along with feedback from our Program Advisory Committee and training evaluation data, to develop the FY23-24 training calendar. This approach will ensure we offer training on topics that learners want most and can apply in their work. This section of our Needs Assessment also helps us understand which topics should be presented by multiple speakers and in various formats.
- We will offer our eight-month Emerging Leaders Development Program again to support the needs of newer leaders in child abuse prevention organizations.

How We Engage With You

Accessible Training

More than 15% of survey participants indicated that closed captioning enhances their experience with virtual training. In 2022, we began offering this feature in all CalTrin training and will continue to explore how to improve the quality of this service.

In addition, almost 15% of participants reported they would use a Spanish-language audio channel for training presented in English and/or attend training offered in Spanish. In 2023, we will offer live Spanish interpretation for our Protective Factors monthly webinars and begin piloting Spanish-language training options.

Connecting With You Between Trainings

Our CalTrin Connect newsletter now reaches more than 9,000 child- and family-serving professionals twice per month. Over half of the survey participants reported they read CalTrin Connect to learn about upcoming training and professional resources. In 2023, we are exploring the best way to deliver timely updates on specific topics, such as Comprehensive Prevention Planning, to ensure you receive relevant information in formats that work for busy schedules and full inboxes. [Subscribe here!](#)

We [started a blog](#) in 2022 – but only 15% of survey participants know about it. A focus of our work in 2023 will be sharing this “secret” resource, which includes insights and updates for the CalTrin community on topics we know you can use in your daily work. [Look here](#) for easily accessible – and easily digestible – information on everything from racial equity in family-serving systems to Spanish-language resources, child development, secondary traumatic stress, and much, much more.

Using the Data to Grow CalTrin's Impact

The CalTrin Needs Assessment provides a snapshot of the CalTrin community, how they are engaging in professional development, and their current training needs and interests. What other evaluation tools does CalTrin use to plan training and gauge success?

- In 2022, we conducted specific surveys of the CalTrin community to refine our twice-monthly CalTrin Connect newsletter and better understand the services and features most critical to increasing accessibility for learners during training.
- Following each of our trainings, we ask participants to complete an evaluation survey, and we're continually impressed with the high completion rates! We regularly review this data as a team and use it to select new training and improve existing training. In 2022, we collected information through this survey method over several months to inform our decision to pilot continuing education credits for LCSWs, LPCCs, LMFTs, and LEPs for certain trainings in 2023.
- Finally, we believe measuring more than how many people attended or whether they liked a training is important. If you've taken a CalTrin training, you've noticed that we typically ask several “Knowledge Check” questions during registration and then ask the same questions in the evaluation following the training. Responses to these questions show us what participants learned about specific information related to the

training's objectives and can, therefore, often provide more information about how well the training content was designed and delivered. For some trainings, we ask participants to provide additional feedback via a brief survey two months after the training. We do this to gain insight into how training is being used in your day-to-day work, the barriers and challenges you face in using new skills or making changes to programs and services, and how we can provide more support.

CalTrin is a Community of Learners

Like you, CalTrin is committed to our own professional development and growth. We will use the key takeaways from this survey to develop learning experiences that meet (and we hope exceed!) the needs of child- and family-serving professionals throughout California.

- Virtual learning is here to stay. We aim to make it informative, accessible, and engaging.
- Provide learners with more choices to fit different learning styles, commitments, and environments.
- Offer more training on leadership and management, child development, and family skill-building topics.
- Encourage access to the wealth of information and resources available to learners outside of live training, including CalTrin's newsletter, blog, YouTube channel, and Learning Management System.

The CalTrin team is grateful to everyone who completed the 2022 Needs Assessment Survey and those who have supported our growth over the past two years. We want to keep hearing from you about what you need and how we can better serve you and your communities.

If you have questions about the 2022 CalTrin Needs Assessment Survey, please [contact us](#).

Connect with us!
Visit caltrin.org to learn more.



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