

A New Focus on Workforce Development

Update and Scope of Work Proposal

November 15, 2015

Background

In the September review of the BAA concept paper “A New Focus on Workforce Development”, BASSC participants voiced the essential need to plan for a more comprehensive and coordinated system of In-Service Training for our county workforce. The discussion raised several issues regarding needed capacity building for BAA, including; structure, responsibility for new training, needed subject matter, delivery methods, collaboration and coordination linkages, funding and cost sharing. Members also validated the Concept Paper assumption that broader scope in-service trainings are needed but not well planned, developed or delivered in the Bay Area, and like the rest of California the training that is provided to our workforce varies greatly by county. BASSC County Directors acknowledged that current and future law and regulatory changes, community service delivery expectations, staff retention, and funding challenges, all demand an efficient, effective and equitable In-Service Training Structure in the Bay Area. The BAA offered that it must make changes to its structure, operations, and financing, in order to have the necessary capacity to plan, develop and deliver a broader range of in-service training offerings to member counties.

The County Directors within BASSC supported moving forward on a work plan to identify what is needed to improve the capacity of the BAA to provide a broad range of In-Service Training for county staff.

Update

Following the September BASSC guidance, the Contra Costa, Napa and BAA Directors, with input obtained from the Training Advisory Board, developed a proposal. In October BASSC was sent a three phase work plan to identify training structure(s), operational processes, and funding requirements that would enable BAA to broadly expand capacity to meet a wide range of training needs as well as continue its ability to meet customized training requests.

At the November 5th meeting of BASSC, the proposal was reviewed and an inventory of BAA contracts with individual BASSC counties was shared. After a productive discussion, County Directors asked that the initial scope of work be modified to focus on capacity building in the Child Welfare and Adult Service program areas, describing a model structure that would ultimately support a broader scope of in-services training requests beyond Child and Adult Services.

Revised Scope of Work

The work project proposal has been revised and is detailed below. Phase One of the project will focus on research, interviews and identification of In-Service Training structure(s) necessary to support broader scope service requests from member counties. Phase Two will

provide BASSC and BAA with a findings report including recommendations.

Phase One deliverables will be to identify:

- Interests in common of Bay Area Directors for specific Children and Adult Programs in-service training;
- Current BAA service delivery capacity, operational considerations and budget;
- Best Practice and alternate training delivery structures, methods and technology;
- Capabilities and collaborative interests of other Regional Training Academies to meet newly identified Bay Area Children and Adult training needs;
- Linkage opportunities with other regional and statewide Child Welfare and Adult Program training initiatives;
- Child and Adult In-Service funding resources by Fed, State, County, CalSWEC, Universities, and Foundations;
- Child and Adult Program training requirements by statute, regulations or partner interests;
- Support or interest from CDSS, CWDA and regional consortia (BASSC, etc) for the development of an In-Service Training approach that defines leadership oversight, financial resources, curriculum development, and training delivery activity across Academies statewide.

Phase Two of this project will:

- Prepare a Phase One 'findings' report for BASSC review and discussion; which will include recommendations for a model In-Service Training structure, operational components, and financial parameters, which are necessary for BAA to address new Child Welfare and Adult Programs In-Service Training needs, and, enable BAA to expand to meet broader scope training needs into the future.

Summary of Work

This overall effort will provide BASSC and BAA with information necessary to decide a course of action to address unmet regional in-service training needs, initially in the Child Welfare and Adult Programs areas. Material provided will also address the larger goal of identifying what steps could be taken to improve the overall structure and training delivery system so that county in-service training requests beyond Child and Adult Services can be routinely met.

Cost and Timeframe

The contract cost for staff for this project is estimated at \$50,000. Utilizing a part time contract person, and recognizing the schedule of people to be interviewed and the availability of information to be gathered, the work would take four to six months from contract start to completion. Resource staff from BAA and CalSWEC would also

contribute to this work plan. Funding for this project is proposed to be shared by BASSC member counties and BAA. This contract will be administered by the CSU Fresno Foundation. Project management responsibilities will be assumed by BAA, with regular updates provided to County Directors via BASSC meetings.

Next Steps

BASSC Directors from Contra Costa and Napa, who co-chair the Training Advisory Board, will work with the BAA Director to develop the project cost-sharing proposal for BASSC County Director approval.