



National Child Welfare Workforce Institute (NCWWI) Leadership Academy for Supervisors Frequently Asked Questions

What is the National Child Welfare Workforce Institute?

The purpose of the National Child Welfare Workforce Institute is to build the capacity of the nation's child welfare workforce and improve outcomes for children and families through activities that support the development of skilled child welfare leaders in public and tribal child welfare systems, and private agencies that are contracted by the State to provide case management services that are traditionally provided by the public child welfare system. Our goals are to identify and deliver child welfare leadership training for middle managers and supervisors, administer BSW and MSW traineeships, facilitate national peer networks, support strategic dissemination of effective and promising workforce practices, and advance knowledge through collaboration and evaluation.

NCWWI's workforce development activities promote...

Learning: Fostering continuous learning that is interactive, reflective and relevant

Leading: Cultivating diverse leadership at multiple levels within public and tribal child welfare agencies and private agencies that are contracted by the State to provide case management services that are traditionally provided by the public child welfare system.

Changing: Supporting change through workforce development and organizational capacity building

We envision a committed, competent and stable child welfare workforce that is

- strengthened by professional education;
- sustained through leadership development;
- supported by organizational practices that mirror systems of care principles;
- skilled at delivering promising practices that improve outcomes for children and families.

Who administers the NCWWI?

NCWWI is funded through a cooperative agreement with the Children's Bureau, Administration on Children, Youth and Families under the U.S. Department of Health & Human Services. The Institute is a partnership of eight universities and the National Indian Child Welfare Association. We are committed to principles of collaboration. Our shared values are derived from a Systems of Care philosophy that is collaborative, community-based, inclusive and culturally proficient. Our consensus based approach models what we hope to achieve with others.

What does the NCWWI do?

Institute activities include regional training for middle managers, distance education for supervisors, peer networking, administering grants to colleges and universities for child welfare professional education programs, cross-site evaluations to derive knowledge and lessons learned, and a national dissemination plan.

What is the Leadership Academy for Supervisors (LAS)?

The LAS is a unique opportunity for supervisors to participate in leadership and other professional development activities in an interactive online environment. The program will help supervisors build new skills and prepare for advancement in the field.

What is the purpose of the Leadership Academy for Supervisors (LAS)?

The purpose of the Leadership Academy for Supervisors is to develop and implement a child welfare leadership training model for supervisors that will complement existing workforce and professional development initiatives in the field and promote transfer of learning to the workplace.

How much does this cost?

There is no cost for this online training. Funding is provided through the U.S. Children's Bureau. It is a free opportunity to gain new skills in leadership development.

Who is eligible to participate?

All supervisors in public and tribal child welfare agencies and in private agencies that are contracted by the State to provide case management services that are traditionally provided by the public child welfare system are eligible to participate.

How can I apply?

Enrollment is now available through the online Orientation Module. Please visit <http://www.ncwwilas.org/Orientation> to get started. You must meet the criteria for participation to be considered as a participant. Criteria for participation include: one year or more in a supervisory position; and permission from your supervisor if you are plan on taking the course during work time.

How is it delivered?

All training will be delivered via distance education on the internet.

What equipment do I need?

You will need a computer with high speed internet connection preferred but the training will be accessible through most internet connection speeds. To hear audio portions and to participate in the follow up peer to peer network you will need access to headphones and a microphone for your laptop or PC.

What is the time commitment?

The certificate program is divided into five core courses plus an introductory module. The courses are designed such that each learner can work at their own pace, coming in and out of the training as your schedule allows. Self-pacing makes it a little difficult to estimate the total time commitment, but the material is designed to take an average of 30 hours to complete. There is no time limit between when you start and when you finish.

Of course, you can also elect to enroll in only one or two of the modules rather than committing to the entire program. The design is intentionally flexible in order to fit into the busy schedules of child welfare supervisors.

Will I get a certificate?

Upon completion of each course, participants will receive a certificate with their number of contact hours. Upon graduation from the core curriculum (completion of 30 hours) participants will receive a certification of completion.

Will I get Continuing Education Credits (CEUs)?

Yes, Continuing Education Units (CEUs) will be available for those who complete the core curriculum and who wish to apply for CEUs. The process for awarding CEUs is being developed.

Who oversees the design of the Academy?

The Leadership Academy for Supervisors (LAS) Advisory Council oversees the content of the curriculum and assists in aspects of program development. The Council meets quarterly via web conferencing to advise the project management team on marketing, national relevance, training design, content, and training delivery.

Who are the Council members?

The Council is made up of subject matter experts in the field with specialties in curriculum development, distance education, child welfare, workforce development and adult learning. A complete list of our Council members is available on our website.

Is there follow up to the training to promote transfer of learning?

Follow up will be provided through instructor-led sessions and peer networking.

What is Peer Networking?

Upon completion of each course, participants will be invited to take part in interactive web-based activities and discussions with other supervisors and course instructors. Networks will encourage peer discussion and will be designed to enhance leadership skills and learning.