What is the National Child Welfare Workforce Institute?

Important positive changes are taking place in child welfare systems across the country, many prompted by the work of the Children’s Bureau and supported by the Child and Family Services Reviews (CFSRs). The Children’s Bureau believes that a key to sustaining and expanding these developments is building leadership capacity at all levels throughout the child welfare system. Leaders are needed to drive positive system change, successfully implement evidence-based and evidence-informed practice, and to create a culture of accountability.

To aid in building this capacity, in the fall of 2008 the Children’s Bureau created the National Child Welfare Workforce Institute (NCWWI) and renewed the funding in 2013 for an additional five years. The NCWWI is led by a national partnership among six Universities—University at Albany/SUNY, University of Denver, Michigan State University, University of Maryland, University of Southern Maine and Portland State University.

NCWWI is a project of the Children’s Bureau Training and Technical Assistance Network. Our purpose is to improve outcomes for children and families by building the leadership capacity of the nation’s child welfare workforce. To accomplish our goals we provide:

- A leadership forum for state or tribal child welfare agency directors/commissioners and deans/directors/chairs of social work programs;
- Preparation of social work graduates for employment in local child welfare systems;
- Training for middle managers and supervisors in developing leadership and change management skills;
- Support for transfer of learning through coaching and field education;
- Intensive organizational interventions (in selected sites);
- Web-enhanced platforms and technology to support communities of practice and peer coaching; and
- Resource identification, development and dissemination.

What is the Leadership Academy?

The Leadership Academy is part of the NCWWI, and provides leadership training for supervisors and middle managers to initiate and support organizational transformations that lead to improved outcomes for children, families, and communities. The Academy has three components:

- Leadership Academy for Middle Managers (LAMM)
- Leadership Academy for Supervisors (LAS)
What is the Leadership Academy for Deans & Directors?
The Leadership Academy for Social Work Deans/Directors/Chairs and Child Welfare Agency Directors (LADD) is a leadership enrichment program for experienced leaders that will create a learning community of agency-university partners to advance the preparation and support of an expert, culturally responsive and inclusive workforce that can effectively deliver high quality services.

What is the Leadership Academy for Middle Managers?
The Leadership Academy for Middle Managers is a national leadership development academy for middle managers in public, tribal and privatized child welfare systems. Based on the NCWWI leadership model, LAMM is a culturally responsive learning program for experienced state and tribal child welfare mid-level managers. Its goal is to enhance the ability of middle managers to apply leadership skills for implementation of sustainable systems change to improve outcomes for children, youth and families.

What is the Leadership Academy for Supervisors?
The Leadership Academy for Supervisors (LAS) is a web-based training program for supervisors based on a leadership competency model specific to child welfare. This training provides professional development to supervisors who want to be effective leaders in their current role or who are interested in preparing for advancement. All aspects of this Academy can be delivered online. Jurisdictions considering implementing the LAS can choose how best to deliver some components, e.g. face to face or telephone.

Who is the LAS designed for?
The LAS is designed for supervisors who

- Work in a public or tribal child welfare agency, or in a private agency that provides services traditionally provided by public child welfare, and
- Have been in their supervisory position for at least one year.

How much does it cost?
There is no cost for this training.

What topics are covered in the Core Curriculum?
The core curriculum is divided into an introductory module and five modules based on the NCWWI leadership model:

1. Introductory Module;
2. Foundations of Leadership;
3. Leading in Context: Building Collaboratives;
4. Leading People: Workforce Development;
5. Leading for Results: Accountability; and,
What is the time commitment for the Core Curriculum?
Courses in the core leadership program vary in length from 2-6 hours. The entire online core curriculum is 21 hours in length. Each core course is followed by a 90-minute session (a webinar or in person) for a total of 30 hours. Courses are designed so that learners can work at their own pace, coming in and out of the training as their schedule allows. Jurisdictions can develop a course schedule and provide support for supervisors to fit the coursework into their busy calendars.

What equipment is needed?
A computer with internet connection (high speed internet is preferred, but the training is also accessible through other connections) if necessary. If sessions between modules require telephone use, land lines work best.

Will certificates be provided?
Certificates of completion will be provided at the completion of each individual module and an overall certificate of completion will be provided at the end of the core curriculum.

Are there other learning resources available?
The *Take the Lead Series* consists of shorter, stand-alone modules that are open to all eligible supervisors, not just those enrolled in the LAS core leadership program. Four modules are currently online:

- *Coaching Strategies*
- *Diversity Leadership*
- *Recruitment Strategies*
- *Screening Strategies*

The *Take the Lead* modules are all about an hour in length.

Will certificates be provided for this additional series?
Certificates of completion are provided at the end of each *Take the Lead* module. In addition, CEUs are available through Michigan State University Continuing Education program. For more information or to access courses, click here: [https://socialwork.msu.edu/ceu/LeadershipAcademyforSupervisors.php](https://socialwork.msu.edu/ceu/LeadershipAcademyforSupervisors.php)

How can I apply?
The LAS is currently being offered in a select number of jurisdictions. Please visit the NCWWI website to find out if your jurisdiction is participating and how you can apply: [www.ncwwi.org](http://www.ncwwi.org)