

California State University, Fresno Foundation

SOCIAL SERVICES WORKFORCE DEVELOPMENT COACH - **CENTRAL CALIFORNIA TRAINING ACADEMY** **JOB ANNOUNCEMENT #25-745**

POSITION SUMMARY:	Full-time, benefited position with the Central California Training Academy through the California State University, Fresno Foundation. The time base for this position may vary between 50% (20 hour per week) to 100% time (40 hours per week) depending on county needs. This position requires an on-site presence in Merced three days per week. The Central California Training Academy (CCTA) is a program of the California State University, Fresno Foundation, under the auspices of the College of Health and Human Services, Department of Social Work Education. The Academy provides classroom training, coaching, and organizational support to child welfare staff and other IVE eligible agencies in 12 Central California counties. Under the direction of the Field-Based Coach Support Specialist, the Social Services Workforce Development Coach is responsible for providing a range of Field-Based Coaching and Training activities for public Child Welfare staff. This position will assist counties with their training needs as stipulated in the counties needs assessment. The Social Services Workforce Development Coach will work on the identified targeted areas and link training and service efforts to improving outcomes for children and families. This position will engage in and provide a range of educational activities and support, including but not limited to curriculum adaptation, Common Core, Safety Organized Practice, California Practice Model, training delivery, coaching, transfer of learning, and other trainings identified by CCTA's needs assessment processes and other related activities.
ESSENTIAL JOB FUNCTIONS:	• Prepare for and deliver an average of 7 training days and 8 hours of coaching per month; or 84 training days and 96 coaching hours per year. • Adapt existing curricula to fit the skill and knowledge of participants, including trainer and participant manuals and PowerPoint presentation. • Collaborate with CCTA Leadership and county staff development and independent contractors to identify further training needs to tailor training to county needs. • Work with the State, Cal Eval, and other Training Academies to refine and/or develop statewide curricula. • Maintain up to date knowledge of federal and California child welfare regulations, laws, policies and practices, and incorporate these requirements into field-based training and workforce support. • Collaborate with CCTA leadership to align field-based training and workforce support with Academy priorities, statewide initiatives and emerging county needs. • Coach and support child welfare staff in their respective role as leaders, coaches and trainers and provide transfer of learning and skill activities. • Provide in -the-field support in designated counties, fostering effective implementation, coaching, and alignment of workforce initiatives with county priorities. • Provide written and oral feedback on the process of planning, coordinating, and delivery of training in all CCTA training regions. • Provide on-site training coordination and planning on an as-needed basis. • Performs other related duties as assigned to support the mission, priorities, and emerging needs of the Academy and its partners.
POSITION REQUIREMENTS:	<i>To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</i> • Bachelor's degree from an accredited college or university in social work, counseling, psychology, sociology, human services, education, or a closely related field relevant to the position. Preferred Master's degree from an accredited college or university in one of the

	fields identified above. • Two (2) years experience in training child welfare services staff • Two (2) years experience in coaching • Five (5) years of full-time-equivalent, progressively responsible professional experience in a public child welfare agency or a public social services agency performing child welfare functions. • Formal coaching training or certification preferred • Experience developing and writing child welfare training curricula • Experience in program coordination and management • Demonstrated knowledge and application of current best practices in child welfare • Demonstrated understanding of “Transfer of Learning” research and strategies • Demonstrated understanding of facilitative and activity-based training methods • Excellent interpersonal, written and oral communication skills with the ability to edit and synthesize information and present to a wide range of constituent groups. • Demonstrated experience in working collaboratively with other child welfare professionals • Demonstrated organizational and multi-tasking skills • Proficiency with computer skills including word processing, spreadsheets, and PowerPoint • Proficiency with various methods (e.g., online, library research, etc.) for obtaining information on advances in child welfare theory, practice, and research • Familiarity with training and curriculum evaluation methods • Ability to work independently with minimal supervision and follow through on assigned tasks. • Ability to apply independent judgment, discretion, and initiative to address problems and develop solutions • Ability to maintain discretion and confidentiality when dealing with staff training issues. • Ability to communicate in a friendly and professional manner with all Academy and County staff • Must possess a valid driver's license, reliable vehicle, and valid insurance as the ability to travel within California - primarily Central Area Region, and Sacramento is required • Must attend all staff meetings and Leadership Team meetings
COMPENSATION:	\$6,250.00 - \$7,083.33 per month (\$75,000 - \$85,000 annual). Salary will be commensurate and competitive with experience and qualifications. Benefits include medical, dental, vision, life and 401(k), vacation, sick leave, and holiday pay.
DEADLINE:	Application review begins immediately. Position will remain open until filled.
TO APPLY:	Please visit the Auxiliary Human Resources page at https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html for job announcement and application. E-mail completed application & resume to: auxiliary-hr@mail.fresnostate.edu

RESUMES WILL NOT BE ACCEPTED WITHOUT A COMPLETED APPLICATION

California State University, Fresno is a smoke free campus. For more information, please click <http://fresnostate.edu/adminserv/smokefree/index.html> Employment for this position is by the California State University, Fresno Foundation. This is not a State of California position.

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