

California State University, Fresno Foundation

WORKFORCE DEVELOPMENT AND INNOVATION PROJECT MANAGER – **CENTRAL CALIFORNIA TRAINING ACADEMY** **JOB ANNOUNCEMENT #25-746**

POSITION SUMMARY:	<p>Full-time, benefited position with the Central California Training Academy through the California State University, Fresno Foundation. 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, through the Department of Social Work Education. The Academy provides classroom training, coaching, and organizational support to child welfare staff and other Title IVE eligible agencies for 12 Central California Counties.</p> <p>The Workforce Development and Innovation Project Manager plays a significant role in the CCTA training system by working with county child welfare programs to deliver workforce instruction and integrating system improvement at a county, regional, and state-wide level. These efforts support the development and direct application of skills and practice behaviors of the child welfare workforce, impacting outcomes for children and families. The Workforce Innovation Project Manager will partner with three (3) other Regional Academies. In addition, this position will collaborate with county staff, Central Academy staff, Universities, and Independent Contractors, while leading and facilitating workgroups, building improvements in program design and implementation, to deliver workforce development initiatives that meet instructional innovation goals, ensuring alignment and progress across initiatives.</p> <p>The Workforce Development and Innovation Project Manager is responsible for leading and managing complex projects that advance instructional innovation for the child welfare workforce, supporting the Central Academy region, as well as the statewide Regional Academy system for California child welfare services. This position involves close collaboration with instructional designers to develop high-quality deliverables that align with project goals and timelines, along with fostering and sustaining collaborative relationships with a diverse array of partners, such as the California Department of Social Services, county staff, universities, instructors, and individuals with lived experience. The Workforce Development and Innovation Project Manager oversees complex child welfare curriculum and workforce development innovation initiatives, managing detailed work plans with measurable objectives, analyzing qualitative and quantitative data to make strategic recommendations, and integrating best practices and technology to enhance learning experiences for child welfare professionals at both regional and statewide levels. In addition, the Workforce Development and Innovation Project Manager is an integral part of a team responsible for ensuring outstanding training service delivery, including Common Core, Supervisor Core, Children and Family Teams (CFT), Integrated Practice Child and Adolescents Needs and Strengths (IP-CANS), Child and Family Service Review (CFSR), Child Welfare Services-California Automated Response and Engagement System (CWS-CARES), Continuous Quality Improvement (CQI), Resource Family Approval (RFA), Continuum Care Reform (CCR), aspects of Assembly Bill 2083 (AB2083), Commercial Sexual Exploitation of Children (CSEC), Family First Prevention Services Act (FFPSA), and Complex Care. Extensive travel will be required within the region.</p>
ESSENTIAL JOB FUNCTIONS:	<ul style="list-style-type: none">• Responsible for the creation, development, and execution of strategic plans for counties in the central region that support and address integration of system practice and improvement efforts for children and family service programs.• Lead and manage the planning, development, integration and implementation of multiple instructional innovation projects focused on high-quality child welfare workforce training deliverables that align with project goals and timelines, fostering and sustaining collaborative relationships with a diverse array of partners.• Provide oversight and project management of initiatives identified in the statewide workforce development strategic plan, including developing work plans with concrete objectives and milestones.• Organize, lead, and facilitate workgroup meetings, including developing agendas, preparing meeting materials, and documenting outcomes and action items.

	<ul style="list-style-type: none"> • Create instructional materials and resources that support innovative practices in child welfare, which include simulation-based training, case-based learning, and interdisciplinary capacity building initiatives designed for instructional modality to achieve cohesive, accessible, trauma-informed, culturally responsive, well-paced, appropriately sequenced, and compelling workforce development experiences. • Revise or develop at least one and up to two courses with instructional design innovations, including existing Common Core or eLearnings. • Complete additional revisions needed to meet emerging properties and statewide workforce development goals. • Develop assessment tools that enable data collection, review, and analysis of outcomes, including desired practice changes, the intended outcomes of training events, and determine further steps for appropriate instructional design, pacing, and sequencing. • Research and prepare regular progress reports on training efforts and innovative efforts to integrate best practices in virtual workforce development from other child welfare jurisdictions and other disciplines. • Establish processes for gathering feedback from trainees on instructional effectiveness, identifying best practices and opportunities for improvement, and applying feedback to refine workforce development programs continuously to enhance effectiveness. • Build, coordinate, and sustain strong collaborative relationships with internal and partner organizations, including Regional Academies, CDSS, Independent Contractors, county staff, individuals with lived expertise, University partners, and CCTA staff to foster and support project goals. • Maintain clear and ongoing communication with all project collaborators, providing updates and addressing any challenges that arise. • Remain current on emerging workforce development trends and emerging child welfare initiatives and practices to use this knowledge to inform the evolution and implementation of statewide child welfare workforce development systems • Coordinate system integration and manage the training needs with county representatives, including directors, managers, supervisors, and staff development, based on targeted areas of practice. • Participate in meetings, including statewide training workgroups, internal staff meetings, workgroups, collaboratives, and statewide forums as assigned, and engage in activities to understand and implement necessary changes and trends in child welfare policies, best practices, training strategies, and implement a technology-based statewide project management system. • Perform other duties as assigned to support the mission, priorities, and emerging needs of the Academy and its partners.
POSITION REQUIREMENTS:	<p><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></p> <ul style="list-style-type: none"> • Bachelor's degree in social work or a closely related field. Master's degree in social work, counseling, or another related field preferred. • Five (5) years of progressively responsible professional experience in project management, particularly in the context of child welfare or social services • Two (3) years of experience in a public social service agency • Professional experience in developing, guiding, training, and implementing Social Service programs with a thorough understanding of complex project management. • Extensive knowledge of current child welfare practice, including understanding child welfare systems, Division 31 Regulations, Welfare and Institutions Code, policies, and best practices. • Demonstrated leadership experience in independently managing/directing a wide variety of complex projects for multiple stakeholders/collaborators, including leading and facilitating meetings, workshops, and collaborative discussions to achieve project goals. • Familiarity with instructional design software and educational technologies. • Experience in extracting, analyzing, and reconciling data, evaluating trends, and preparing reports for decision-making. • Strong organizational and planning abilities while fostering inclusive partnerships across

	<p>disciplines.</p> <ul style="list-style-type: none"> • Experience and knowledge on adult learning and the necessary supports to facilitate ideal learning environments • Demonstrated ability to be creative, receptive to feedback, and work across differences. • Fluency in computer skills, including spreadsheets, word processing, desktop Publishing, PowerPoint, Microsoft Office, and Adobe. • Demonstrated professional writing and speaking skills and ability to convey complex information clearly to diverse audiences. • Must possess a valid California driver's license, reliable vehicle, and valid insurance, as extensive travel is required within CCTA central and coastal regions
COMPENSATION:	\$7,333.33 - \$7,700.00 per month (\$88,000 - \$92,400 annually). Salary will be commensurate and competitive with experience and qualifications. Benefits include health, dental, vision, life and 401(k), vacation, sick leave, and holiday pay.
DEADLINE:	Application review begins October 6, 2025 ; open until filled.
TO APPLY:	<p>Please visit the Auxiliary Human Resources page at https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html for job announcement and application.</p> <p>E-mail completed application & resume to: auxiliary-hr@mail.fresnostate.edu</p>

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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