Child Welfare Training System

Since 2013, Kempe has worked alongside the Colorado Department of Human Services (CDHS) to revolutionize the Child Welfare Training System (CWTS). Through leadership and learning, Kempe and CDHS are profoundly and positively impacting Colorado’s children and families by transforming the systems that serve them.

CWTS Annual Update

- CWTS rolled out the Foster Parent Learning Exchange; a healthy support system for foster, kin, and adoptive parents to connect through shared experiences.
- CWTS developed a web-based training to provide information on the purpose of Family First Prevention Services Act (Family First), how it impacts service provision and placements, and much more. With an emphasis on evidence-based and trauma-informed services and preventing out-of-home and out-of-family placements, Family First has implications beyond child welfare and into the juvenile justice system, courts, service providers, and community partners.

Spotlight: Diversity, Equity, Inclusivity and Justice Efforts

- In December 2021, the Training Steering Committee adopted a commitment to Diversity, Equity, and Inclusivity Efforts in child welfare learning and development.
- CWTS continues to provide 90-minute media circles with a focus on courageous conversations related to race equity. Media resources are viewed, and reflective questions are discussed for examination of biases in child welfare. Over 1,000 learners have participated since late 2020.
- New this fiscal year are learning opportunities that provide identity-affirming practice approaches for work with individuals that identify as Black or African descent. Standalone workshops currently offered include the following:
  - Trauma, Race and Engagement: How Experiencing Trauma Related to Anti-Black Racism Affects the Working Relationship
  - Building Collaborative Relationships with Black Communities and Black-Serving Organizations
  - Decentering Whiteness in Work with Black Families
  - Empowering Black Staff: Creating and Supporting Safety and Wellness for Black Workers

**By the Numbers**

- **69,334** in-service training hours completed by CWTS learners
- **43,219** pre-service training hours completed by new caseworkers and new supervisors
- **7,520** learning hours completed by foster parents

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