



# Child Welfare Capacity Building Collaborative



## The Children’s Bureau is committed to continuously improving its training and technical assistance.

Over the past 20 years, Children’s Bureau-funded services have adapted in response to new legislation and research, changes in standards of best practice, and emerging needs in the field of child welfare. Building on the prior successes of the National Child Welfare Resource Centers and Child Welfare Implementation Centers, the Children’s Bureau launched the new **Child Welfare Capacity Building Collaborative**. The Collaborative is a partnership among three centers—the **Center for States**, **Center for Tribes**, and **Center for Courts**. This new structure consolidates services that had previously been organized by topical area and geographic region in an attempt to increase coordination, leverage resources, and provide more strategic service provision.

All states, territories, and tribes that receive title IV-E or IV-B funds administered by the Children’s Bureau and jurisdictions with title IV-E waiver demonstrations are eligible for services from the Collaborative.

The purpose of the Collaborative is to build capacity.

Child Welfare Capacity Building Center	Service Recipients
 Capacity Building CENTER FOR STATES	State and territorial public child welfare agencies and title IV-E waiver demonstration jurisdictions
 Capacity Building CENTER FOR TRIBES	Tribal child welfare agencies
 Capacity Building CENTER FOR COURTS	State and tribal Court Improvement Programs

## Dimensions of Capacity

The Collaborative will support child welfare professionals and organizations to assess and enhance their capacity in several key areas:



**Resources:** concrete materials and assets (like staff, funds, information, and equipment)



**Infrastructure:** organizational structure and processes (such as policies and procedures, lines of authority, functional departments, programs, and service structures)



**Knowledge and skills:** expertise and competencies of staff (such as technical and analytic skills, cultural competency, and leadership)



**Culture and climate:** organizational norms, beliefs, values, and attitudes (like perceptions of agency effectiveness, institutional expectations of behavior, feelings about one’s role and value in the workplace)



**Engagement and partnership:** intra- and inter-organizational relationships (like internal teaming, community participation, inter-agency agreements, and shared authority with key stakeholders)

# Effective Capacity Building Requires Partnership

The Centers strive to develop and maintain productive partnerships with the professionals and jurisdictions they serve. To address national needs for resources and services, the Centers engage their federal partners and stakeholders in the field to share information, explore issues, and propose solutions. Similarly, each Center's jurisdiction-specific, or tailored, services are guided by a team, including representatives from the jurisdiction, Capacity Building Center, and Children's Bureau. They generate meaningful assessments and sound plans for capacity building activities together. Every state, territorial, and tribal child welfare agency and Court Improvement Program has a point of contact from the Collaborative to simplify access and facilitate this partnership.

**The Collaborative will deliver services that are innovative, outcome-driven, and informed by the best available data and evidence.**

The Centers will provide three general types of services:

## **Universal Services:**

increase awareness and understanding of current and emerging child welfare issues, and promote engagement among a broad audience of agency and court professionals

## **Constituency Services:**

enhance knowledge, skills, and relationships among groups of professionals and cohorts of jurisdictions

## **Tailored Services:**

help individual states, tribes, and territories assess their needs; develop the capacity to improve performance; and achieve positive outcomes for children and families

The Collaborative and its partners will design each capacity building service to achieve specific, measurable outcomes, and they will employ evaluation to identify what works. Each Center will seek information on proven and promising practices, capitalizing on the expertise of the jurisdiction as well as its own staff and consultants.

## Definitions

The Collaborative defines "capacity building" as an ongoing, evidence-informed process that is intended to develop a system's potential to be productive and effective. Capacity can be built by applying a child welfare system's human and organizational assets to achieve its current and future goals.

The Collaborative is designed to help child welfare agencies and courts enhance and mobilize the human and organizational assets necessary to meet federal standards and requirements, improve child welfare practice and administration, and achieve safety, permanency, and well-being outcomes for children, youth, and families.

