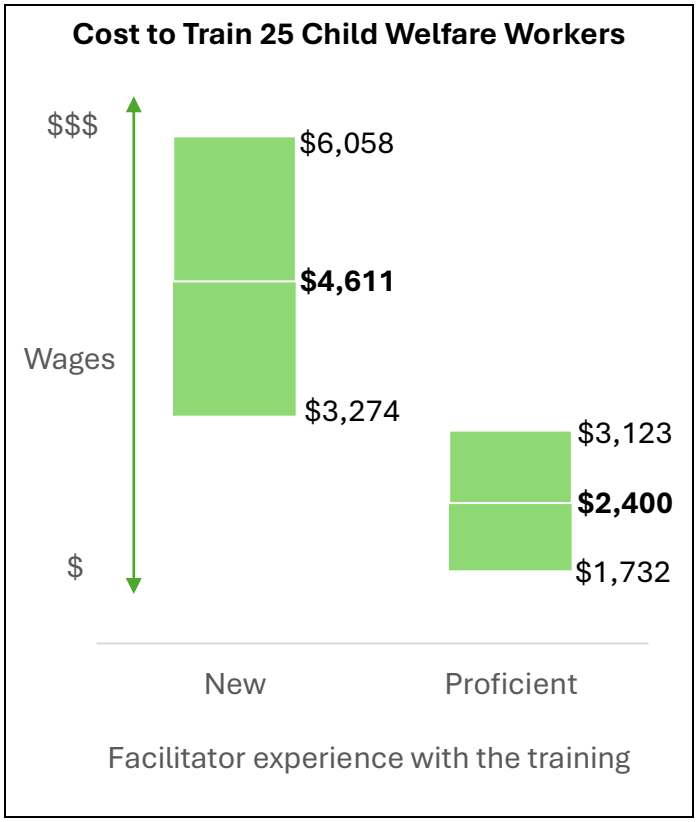
Quality Improvement Center on Engaging Youth in Finding Permanency:
Cost to Train a Cohort on the Workforce Training Curriculum

The QIC-EY's workforce training curriculum helps child welfare professionals engage children and youth effectively. Through 11 hours of content in seven dynamic modules, participants develop key attitude and knowledge competencies that:

- strengthen relationships;
- improve permanency planning;
- and amplify the voices of children and youth in decision-making.

The curriculum's training modules are led by two facilitators, and can be delivered virtually or in-person, with costs varying depending on the modality and the site.

The average cost of delivering training to a cohort of 25 child welfare professionals when facilitators are new is approximately $4,600. Sites with lower wages for child welfare professionals could expect their costs to be up to 30% lower than the average, while sites with higher wages could expect up to 30% higher costs. Costs include delivery and preparation time (33 hours, or 3 preparation hours per delivery hour) for two facilitators, facilitator and participant guides (based on in-house printing costs), binders, and key materials needed to execute the training exercises themselves.



As facilitators gain experience and proficiency, less time is needed to prepare (for example, 11 hours, or 1 preparation hour per delivery hour). Sites may be able to reduce budgets by 45-50% (as shown in chart at right).

The cost estimates do not include trainee release time. They also do not include costs associated with convening trainees or facilitators for in-person training. In-person training costs are likely to be highly variable depending on the site (potentially as high as triple the estimates shown). These additional considerations may include per diem meals, hotels, incidentals for facilitators and trainees, mileage reimbursement, transportation, snacks, audio-visual equipment, and space to conduct the training.

Assumptions and Data Sources

1. Costs include (1) wages and fringe benefits for 2 facilitators to prepare and deliver 11 curriculum hours, and (2) 2 facilitator guides, 25 participant guides, binders, supplies and materials needed to execute the exercises (i.e., soda cans, rocks, bucket).
2. Materials costs are from the QIC-EY demonstration project. Training may be delivered virtually or in-person. Materials needed regardless of delivery modality (virtual or in-person) total $189.12: Facilitator guides $21.90, facilitator binders $14.51, participant guides $31.50, participant binders $67.99, postage $12 (to mail facilitator guides), and rocks, soda cans, and buckets $41.22. When delivered virtually, an additional $150 is needed to mail guides and binders to participants. When delivered in-person, sites may need to budget an additional $275: approximately $100 for Post It notes, flip charts, markers, and card stock, $125 for crayons, colored pencils, markers, coloring books, and fidgets, and $50 for snacks.
3. If delivered in-person, several additional costs (not included in the current cost estimate) will be incurred, with specifics depending on the site: per diem meals, hotels, incidentals for facilitators and trainees, mileage reimbursement, transportation, snacks, audio-visual equipment, and space to conduct the training.
4. Cost estimate does not include the cost of trainee release time.
5. Estimates do not include the cost of facilitators receiving an optional Train the Trainer session for learning how to effectively deliver the training.
6. Facilitator and participant guide costs are based on in-house printing estimates. Printing externally or using color copies may increase the cost of materials. Choosing not to print – and instead using virtual materials only – would decrease the cost.
7. Facilitator wages are from the publicly available O*NET Online, which provides national and state level wage information for over 55,000 jobs. Facilitator costs are from job category 11-9151.00 - Social and Community Service Managers, 50th percentile; this category includes social work supervisors. Wages are from 2025, the latest available. The national median was $38.65 per hour. The wage range was $26.97-$51.30 per hour in a sample of 12 sites chosen to represent QIC-EY project sites and tribal nations, diverse geographies, and lower to higher cost states. Fringe benefits were estimated at 30% of wages.
8. If sites choose to contract with an outside training source, costs may differ.