



CalSWEC

California Social Work Education Center

A partnership for Education, Student Support, Training, Evaluation, and Research

Education
CalSWEC)
School of Social Welfare
University of California, Berkeley
<http://calswec.berkeley.edu/>

Title IV-E Program Final Report

California Social Work Education Center (CalSWEC)
School of Social Welfare
University of California, Berkeley
<http://calswec.berkeley.edu>

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Statistical Report

Academic Year 2011–2012 marked the graduation of the 20th cohort from CalSWEC’s Title IV-E Stipend Program. A total of 1014 students were projected to be served in the original budget presented to the California Department of Social Services (CDSS). While recruitment efforts were largely successful with our partner counties, the contract enrolled a total of 848 students for the academic year—758 MSW, 64 BASW, and 26 Pathways students—16% below our original projection.

Of the 848 students enrolled, 332 MSW and 53 BASW—were in their final year of study and graduated in June 2012. Another 10 MSW students were due to graduate but must complete their theses, classes, or exams. Two (2) of the Pathway students completed their preliminary coursework and entered the BASW program.

The numbers for this academic year are reflected in the tables below, broken out by full- and part-time status, and first-, and second- or third-year students, as well as the number of graduates and those with graduation pending.

Pathway 2011–2012 Enrollment				
University	Status			Total
	1 st Year	2 nd Year	Completed Coursework	
CSU, Chico	3	5	2	10
CSU, Humboldt	3	7		10
CSU, San Bernardino	2	4		6
Grand Total	6	18	2	26

Note: All Pathway students are part-time.

BASW 2011–2012 Enrollment					
University	Status			Sub Total	Grand Total
	Full/Part	1 st Year	Graduates		
CSU, Chico *	full	2	4	6	8
	part	2		2	
CSU, Fresno	full		17	17	24
	part	7		7	
CSU, Humboldt	full		2	2	2
CSU, Long Beach	full		11	11	11
CSU, San Bernardino	full		13	13	13
San Diego State Univ.	full		6	6	6
Subtotals	Full	2	53	55	64
	Part	9		9	
Grand Total		14	53	64	

* Includes the 2 Pathway students who had completed their preliminary coursework and entered the BASW program mid-year.

MSW 2010–2011 Enrollment							
University	Status					Subtotal	Grand Total
	Full/Part	1st Year	2nd or 3rd Year	Graduates	Pending* Graduation		
CSU, Bakersfield	AP**			1		1	46
	Full	13		9		22	
	Part	5	4	14		23	
CSU, Chico	Full	8		4		12	26
	Part	2		12		14	
CSU, Dominguez Hills	Full	8		8		16	16
CSU, East Bay	Full	22		15		37	39
	Part				2	2	
CSU, Fresno	Full	18		23		41	62
	Part	8	4	9		21	
CSU, Fullerton	Full	14		16		30	39
	Part	2	6	1		9	
CSU, Humboldt	Full	9		10		19	19
CSU, Long Beach - Distance Ed.	Part		21			21	21
CSU, Long Beach –home campus	AP	4		4		8	51
	Full	7		8		15	
	Part	19		9		28	
CSU, Los Angeles	Full	14		8		22	44
	Part	9	5	8		22	
CSU, Northridge	Full	11		5		16	29
	Part	4		9		13	
CSU, Sacramento	Full	15		15		30	37
	Part		1	6		7	
CSU, San Bernardino	Full	16		15		31	47
	Part	3	3	10		16	
CSU, Stanislaus	Full	19		14	3	36	43
	Part	2	4	1		7	
Loma Linda University	Full	17	1	10	2	30	38
	Part	1	2	5		8	
San Diego State Univ.	Full	17		18	3	38	58
	Part	6	11	3		20	
San Diego State - Imperial Valley	Part	6				6	6
San Francisco State Univ.	Full	13		3		16	16
San Jose State Univ.	Full	13		16		29	39
	Part	1	6	3		10	
UC Berkeley	Full	16		19		35	35
UCLA	Full	13		10		23	23
USC	Full	13		11		24	24
Totals	AP	4	0	5	0	9	758
	Full	276	1	237	8	522	
	Part	68	67	90	2	227	
Grand Totals		343	68	332	10	758	

Note: Numbers do not include students who were on leave or withdrew during the year.

* Some students are from earlier cohorts.

** Advanced placement

Employment of AY 2011–2012 Graduates

Due to the state's continuing weak economy that curtailed hiring in county public child welfare, the Board of Directors approved offering an alternative to the 2012 graduates known as the Hiring Option 2012. If the graduates chose the option, they could search statewide in county public child welfare agencies for the first six months post-graduation. If they completed a thorough and comprehensive statewide search (as approved by their Project Coordinators), they could then request permission to search for and accept a social work position in a qualifying IV-E non-profit agency which would fulfill their employment obligation. The graduates could also choose to stay with the original contract agreement.

The Workforce Development Coordinator (WFDC) continued to support students and graduates in their preparation and transition into public child welfare. This included completing a quarterly hiring scan of counties, meeting with the IV-E staff on the campuses, visiting with county child welfare staff, attending team meetings in the various regions for feedback on the preparation of the students, presenting information at school job fairs throughout the state, and assisting with the development of the Hiring Option for the 2012 graduates.

During the period, the WFDC accomplished the following:

- Prepared the County Hiring Scan by making contact with the counties to track expected hiring of BASW and MSW graduates and presented this information at quarterly CalSWEC board meetings in September, February, and May;
- Helped develop the Hiring Option 2012, which was presented to all Student Day attendees along with material on preparation and expectations for the hiring process;
- Made presentations to the BASW and MSW students at six universities and the Los Angeles Student Job Fair on preparing for the job search process and being a professional in the workforce.
- In an effort to work more closely with the Merit System counties, made regular contact with the staff at Merit Services Systems to better understand their screening and hiring process;
- Served on a committee, formed from the 20 Small Committee to review operational and technical issues related to hiring, that is making recommendations to the State Personnel Board and CDSS to improve the efficiency of the hiring process and to ensure that the smaller counties have access to the best qualified candidates for child welfare social workers; if adopted many of these changes should benefit the IV-E graduates by providing them better employment opportunities in public child welfare.

As of September 2012, 186 (56%) of the 2012 MSW graduates and only 5 (9%) of the BASW graduates are currently confirmed as employed. We will update this report in February 2013 to give CDSS an updated count of the status of the 2012 graduates. The tables below display the hiring status over the last three years by region. The hiring of the graduates will continue to be monitored over the year to determine program adjustment for the coming year.

Title IV-E MSW Graduates' Hiring Status by School & Region —As of August 2011																			
	2010							2011							2012				
Universities	Total Grads	Signed Addend	Not Hired	Hired				Total Grads	Signed Addend	Not Hired	Hired				Total Grads	Hiring option	Not Hired	County hires	
				NP	Count	Total					NP	Count	Total				Total		
Northern Region																			
Chico	11	0	0	0	9	9	82%	10	0	0	0	7	7	70%	16	0	1	15	94%
Humboldt	11	0	0	0	8	8	73%	10	0	1	0	9	9	90%	10	0	1	9	90%
Sacramento	27	13	1	6	19	26	96%	23	15	1	9	11	21	91%	21	0	6	15	71%
Totals	49	13	1	6	36	43	88%	43	15	2	9	27	37	86%	47	0	8	39	83%
Bay Area Region																			
Berkeley	20	0	0	1	19	20	100%	16	0	0	1	13	13	81%	19	0	8	10	53%
East Bay	22	11	1	7	12	19	86%	19	7	4	2	13	15	79%	15	7	4	11	73%
San Francisco	13	0	4	2	7	9	69%	14	2	3	2	9	11	79%	3	0	0	3	100%
San Jose	16	15	2	6	8	14	88%	18	18	1	1	16	17	94%	19	12	7	11	58%
Totals	71	26	7	16	46	62	87%	67	27	8	6	51	56	84%	56	19	19	35	63%
Central Region																			
Bakersfield	15	3	1	5	9	14	93%	27	0	4	1	19	20	74%	24	0	9	15	63%
Fresno	21	21	5	2	14	21	100%	22	22	2		20	20	91%	32	32	6	26	81%
Stanislaus	21	13	1	6	13	19	90%	13	0	1	0	9	9	69%	15	5	9	6	40%
Totals	57	37	7	13	36	54	95%	62	22	7	1	48	49	79%	71	37	24	47	66%
Los Angeles Region																			
Dominguez Hills	8	0	0	0	8	8	100%	8	1	0	0	7	7	88%	8	0	7	1	13%
Long Beach	21	7	0	0	21	21	100%	29	2	1	0	28	28	97%	21	0	10	11	52%
Long Beach DE	16	0	0	0	15	15	94%							NA				NA	
Los Angeles	15	0	0	0	15	15	100%	19	0	0	0	19	19	100%	16	1	8	8	50%
Northridge	6		0	0	6	6	100%	13		1	0	12	12	92%	14		13	1	7%
UCLA	12	0	0	1	10	11	92%	12	0	0	1	10	11	92%	10	0	10	0	0%
USC	11	5	0	0	10	10	91%	13	2	0	2	11	13	100%	11		10	1	9%
Totals	89	12	0	1	85	86	97%	94	5	2	3	87	90	96%	80	1	58	22	28%
Southern Region																			
Fullerton	NA						NA	11	10	1	1	9	10	91%	17	0	7	10	59%
Loma Linda	14	6	1	2	11	13	93%	19	10	2	0	17	17	89%	15	1	14	1	7%
San Bernardino	22	10		3	18	21	95%	20	12	0	1	19	20	100%	25	14	10	15	60%
San Diego - IVC	NA						NA	5	0	0	0	5	5	NA	NA				NA
San Diego	23	11	0	1	19	20	87%	12	0	1	0	11	11	92%	23	0	6	17	74%
Totals	59	27	1	6	48	54	92%	67	32	4	2	61	63	94%	80	15	37	43	54%
Grand Totals	325	115	16	42	251	299	95%	333	101	23	21	274	295	93%	334	72	146	186	56%

NOTES: Graduates in monetary repayment or waived due to special circumstances are not included in the numbers.

Numbers include graduates hired by county or Tribal agencies, and those who had been hired but then laid off. One MSW is volunteering

NP = Non-profit agency

2012 Graduates have until June of 2013 to find employment, and are still searching for county positions.

Title IV-E BASW Graduates' Hiring Status by School & Region —As of August 2011																			
	2010							2011							2012				
Universities	Total Grads	Signed Addend	Not Hired	Hired				Total Grads	Signed Addend	Not Hired	Hired				Total Grads	Hiring Option	Not Hired	County Hires	
				NP	County	Total	NP				County	Total							
Northern Region																			
Chico *	1	0	0	0	1	1	100%	NA					NA	4	0	0	2	50%	
Humboldt	2		1	0	0	0	0%	4	0	0	0	4	4	100%	2	0	1	1	50%
Central Region																			
Fresno	15	2		0	9	9	60%	15	12	9	0	6	6	40%	17	16	15	2	12%
Los Angeles Region																			
Long Beach	9	0	0	0	8	8	89%	9	0	0	0	7	7	78%	11	0	10	0	0%
Southern Region																			
San Bernardino	14	0	2	10	2	12	86%	10	10	4	0	6	6	60%	13	13	13	0	0%
San Diego	10	7	0	1	9	10	100%	7	1	3	0	4	4	57%	6	2	6	0	0%
Totals	51	9	3	11	29	40	78%	45	23	16	0	27	27	60%	53	31	45	5	9%

NOTES: Graduates in monetary repayment or waived due to special circumstances are not included in the numbers.

NP = Non-profit agency

2011 Graduates have until June of 2012 to find employment, and are still searching for county positions.

* 2 of the grads in 2012 were granted a waiver to enter the MSW Program and postpone employment.

Hiring Trends

Except for the problems in the economy, which affected the hiring of the graduates in 2003 and 2008–2011, more than 95% of the IV-E MSWs have found work since 1993. Among the IV-E BASWs, 71% have been hired since that program's inception in 2004. The recent recession has taken its toll on the graduates looking for county employment. For those graduates unable to secure county employment, the option to fulfill the repayment obligation at IV-E-eligible non-profits has kept the overall hiring percentages at reasonable levels. The graphs below depict the hiring trends over the years.

Figure 1. Percentage of CalSWEC IV-E MSW Graduates Hired by Cohort and Trimester of Hire in the First Year and Total Hired as of August 2012

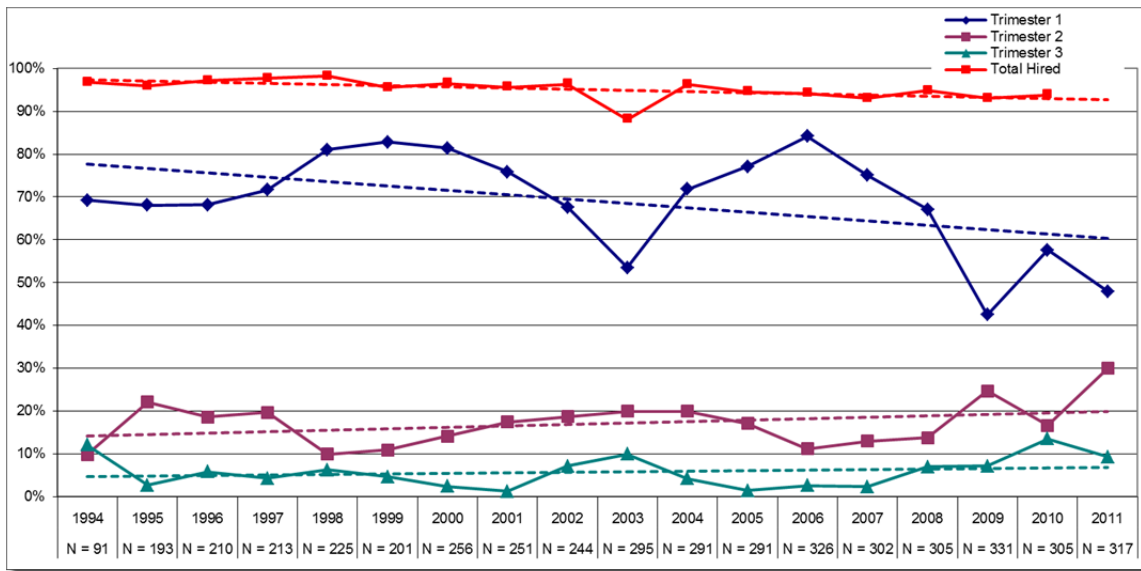
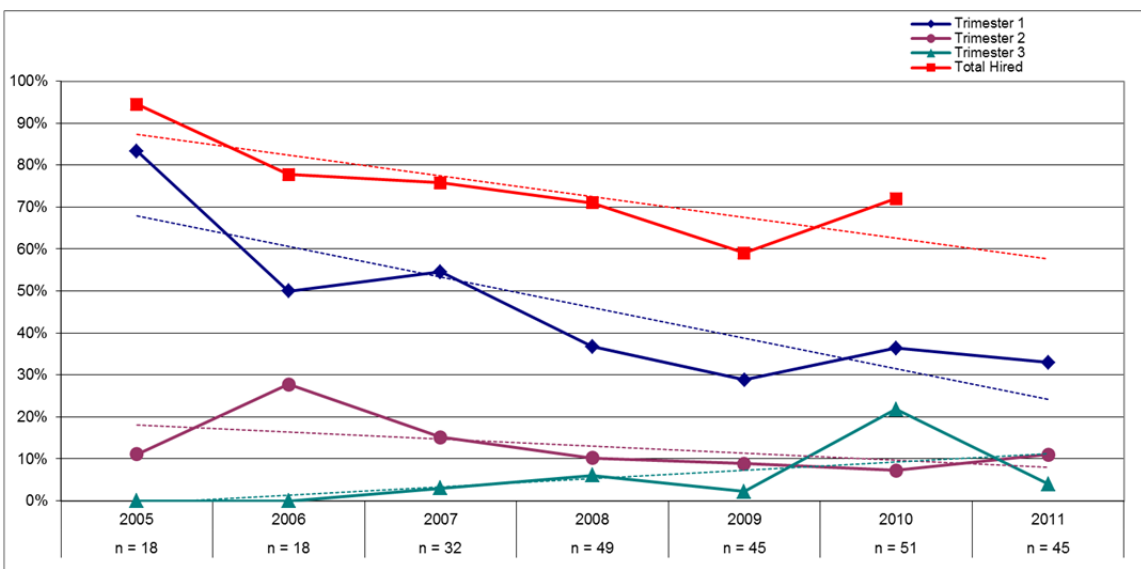


Figure 2. Percentage of CalSWEC IV-E BASW Graduates Hired by Cohort and Trimester of Hire in the First Year and Total Hired as of August 2012

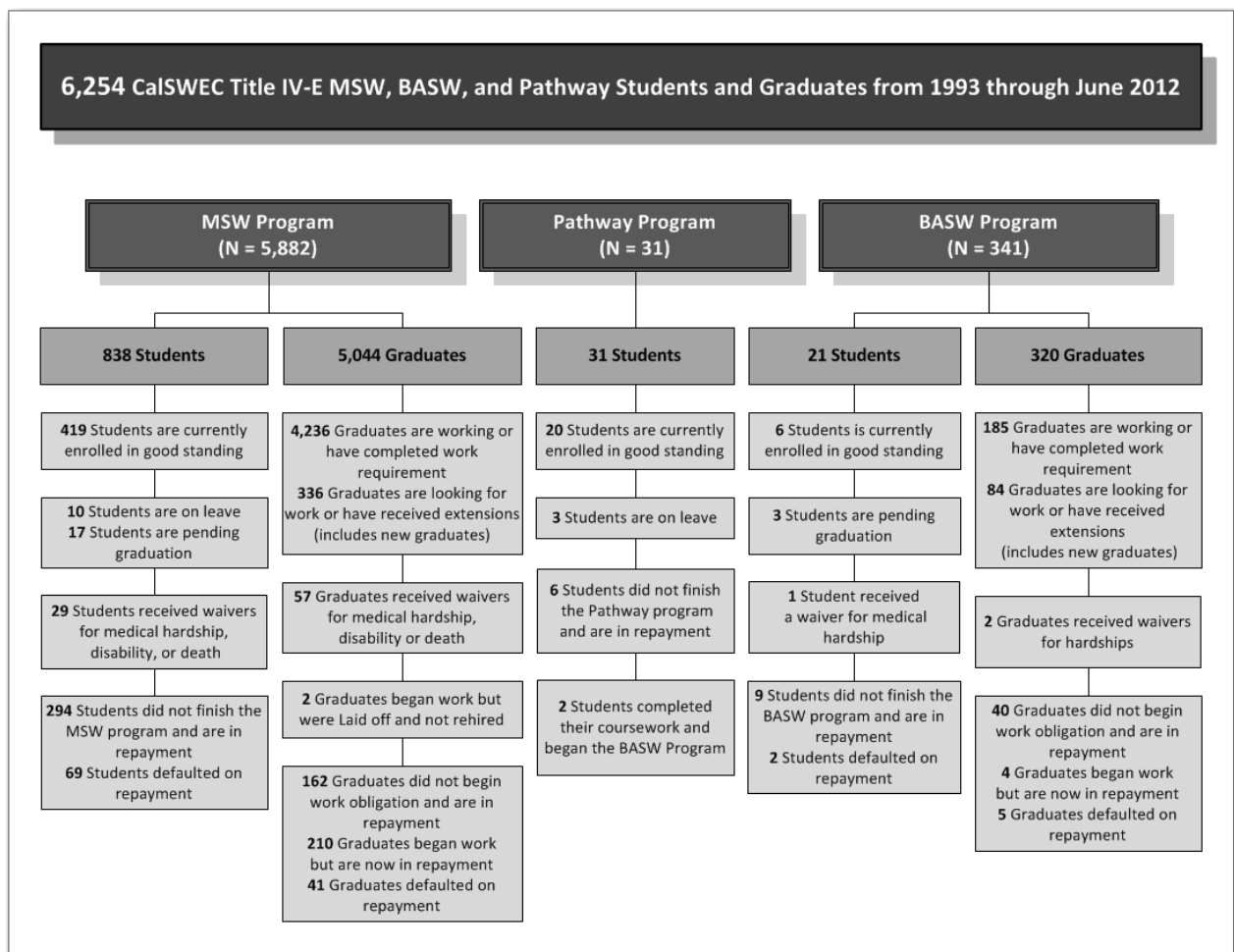


Total Population of CalSWEC Title IV-E Students and Graduates

Since the inception of the Title IV-E Stipend Program, CalSWEC has tracked all student participants. CalSWEC's Student Information System (CSIS) tracks Title IV-E students and graduates from their initial enrollment in the MSW/BASW programs through the final year of their contract obligation in public child welfare and beyond. CalSWEC's central office receives and merges quarterly data from each participating school. As of June 30, 2012, the database has information on 6,254 students and graduates: 5,882 MSW, 341 BASW, and 31 Pathway students and graduates.

An overview of the entire Title IV-E student/graduate population is presented below.

Figure 3. Title IV-E MSW Students and Graduates, 1993–June 2012



Retention of Title IV-E Graduates

CalSWEC research specialists annually survey graduates of the Title IV-E Stipend Program about one year after they have completed their employment obligation in public child welfare services. This survey is intended to track the completion of work obligation and the retention of the graduates in public child welfare services.

The overall retention rate of professionally trained graduates who have participated in CalSWEC's Retention Study has remained high, at 82%, over the course of the ongoing study. Now entering its 15th year, the study aims to determine the factors that contribute to that high rate.

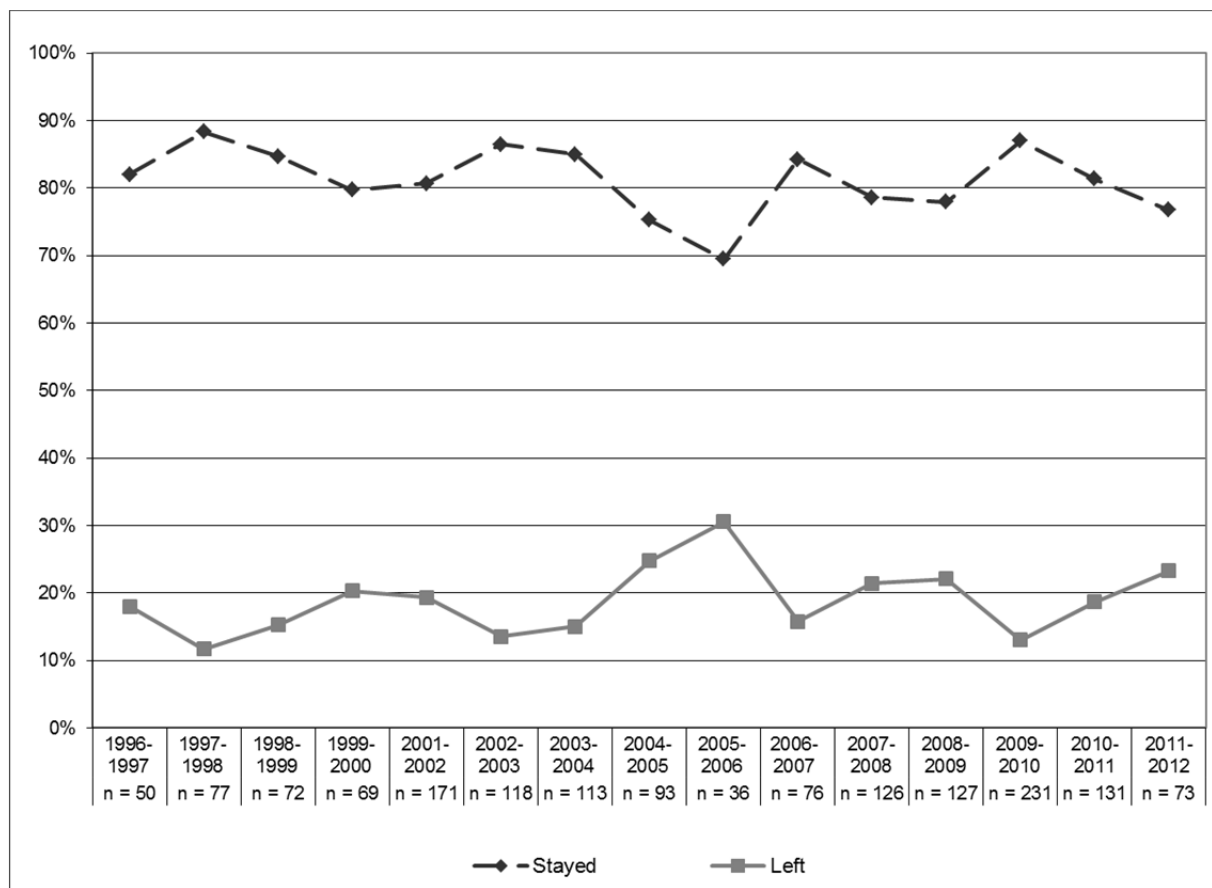
Highlights of the Survey for Fiscal Year 2011–2012

A total of 263 Title IV-E MSW graduates had completed their work obligation, became eligible for the study, and were sent surveys in late spring 2012. For the just-completed study:

- 255 were sent email invitations to participate; 8 other MSWs did not have current emails.
- 73 MSWs completed the survey online for a response rate of 29%.
- Of those who completed the survey, 56 (77%) reported they were still with their payback agency following the completion of their contractual obligation.
- Among the 17 who were no longer with their payback agency, 1 had been laid off. The 17 reported the following:
 - 6 (35.3%) worked in Public Child Welfare
 - 3 (17.6%) worked in Child Welfare (non-profit or private)
 - 4 (23.5%) worked in Mental Health
 - 1 (.9%) worked in Aging/Adult Services
 - 1 (5.9%) worked for a homeless youth services agency
 - 2 (11.8%) were unemployed
- With the additional 6 who continued to work in public child welfare after leaving their payback obligation, the percentage working in child welfare is 85%.

CalSWEC will attempt to determine the employment status of the non-responders to ascertain a more accurate picture of the retention of the MSWs.

Figure 4. Percentage of Title IV-E MSW Retention Survey Respondents Remaining with Their Payback Agency after Completion of Their Contractual Work Requirement by Retention Status and Year of Survey



Overall Findings of the Retention Study from 1996 to 2012

With the addition of the 73 survey participants from FY 2011–2012, the findings from the Retention Study from 1996–2012 are as follows:

- To date, the total number of MSWs who completed their payback obligation and became eligible for the study is 3,479.
- The number of graduates who have participated in the Retention Study thus far totals 1,568.
- 1,214 (81%) of the survey participants stayed with their payback agency after completing their work obligations.
- Of the 296 survey respondents who left their agency after completion of their work obligation in public child welfare:
 - 57 (52.3%) were working in a different public child welfare agency;
 - 30 (27.5%) were at nonprofit agencies serving child welfare populations; and

- ☐ 22 (20.2%) were practicing in schools.
- 55 (18.6%) were at mental health agencies;
- 34 (11.5%) were working in other agencies such as aging, chemical/alcohol abuse, criminal justice, disabilities, policy/planning or occupational/industrial;
- 28 (10.1%) were working in the medical field;
- 25 (9.5%) went to work in “other” than the choices listed, including those who left the social work profession;
- 20 (6.8%) reported they were either retired, parenting, back in school, or “not working” for an unspecified reason;
- 5 (1.7%) indicated some combination of categories for their new jobs;
- 2 (0.7%) indicated they were private practitioners;
- 3 (1.0%) had been laid off from their county positions;
- 13 (4.4%) were missing this information.

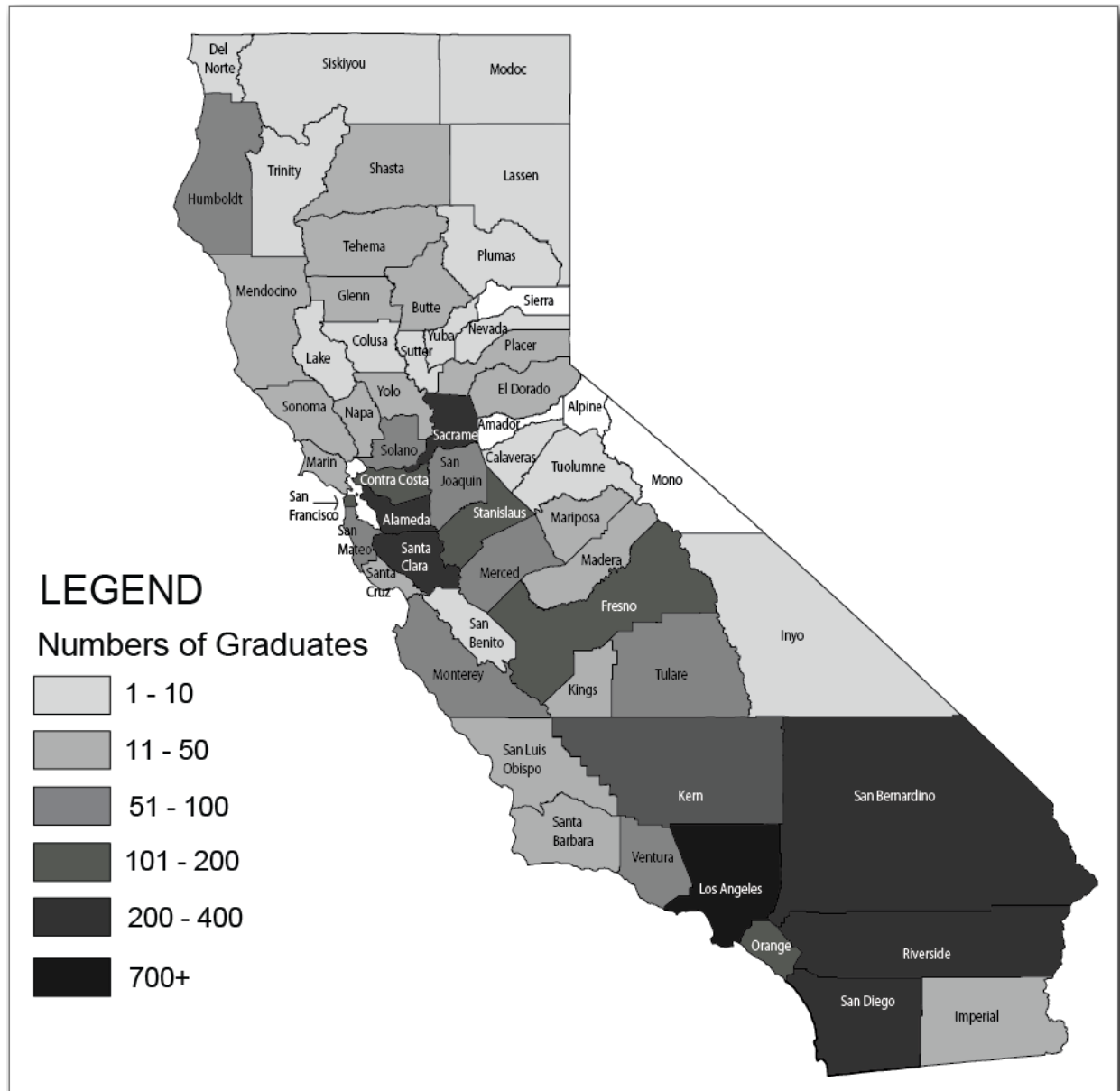
Geographic Dispersion of the Title IV-E Graduates

Nearly all of California’s 58 counties have employed Title IV-E graduates—evidence of the program’s successful efforts to reprofessionalize the state’s public child welfare agencies, and ultimately to enhance the quality of professional services for the children and families they serve.

Below is the hiring status of the graduates:

- Collectively, the MSWs and BASWs have been employed in 54 of California’s 58 county child welfare agencies.
- Counties that have not employed IV-E MSWs or BASWs are Alpine, Amador, Mono, and Sierra.
- 16 graduates have worked in California State Adoptions.
- 18 have worked for Tribal agencies.

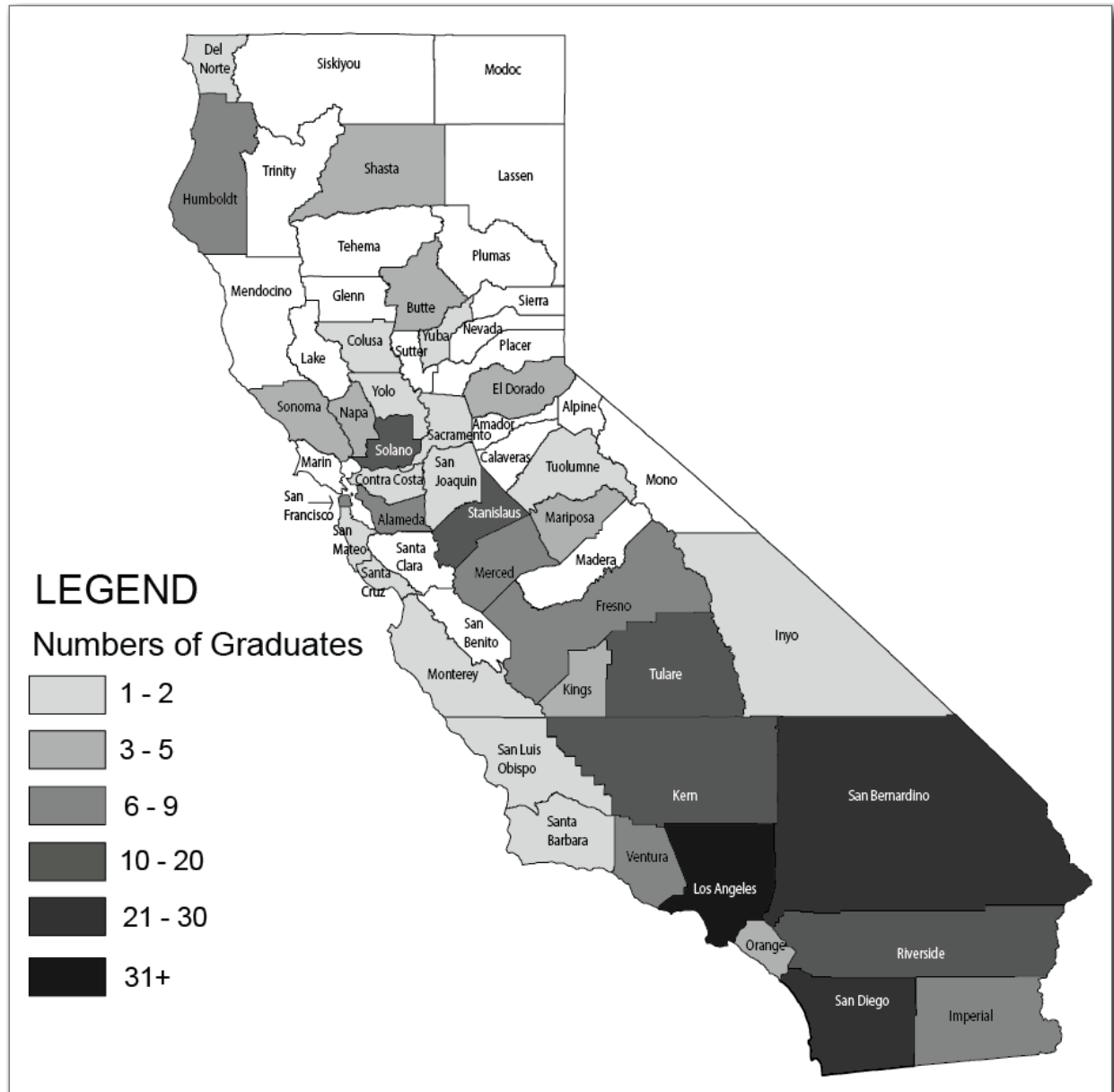
Figure 5. Density of Title IV-E MSWs and BASWs Employed by California Counties



The geographic dispersion of the 2012 MSWs and BASWs is documented below.

- 257 (87%) of the 317 Title IV-E MSW 2011 graduates were hired in 36 California counties.
- 27 (33%) of the 45 Title IV-E BASW 2011 graduates were hired in 9 California counties.
- 20 of the 2011 graduates were hired by IV-E-eligible non-profits and 3 were hired by Tribal agencies.

Figure 6. Density of Title IV-E 2012 MSW and BASW Graduates Employed by California Counties

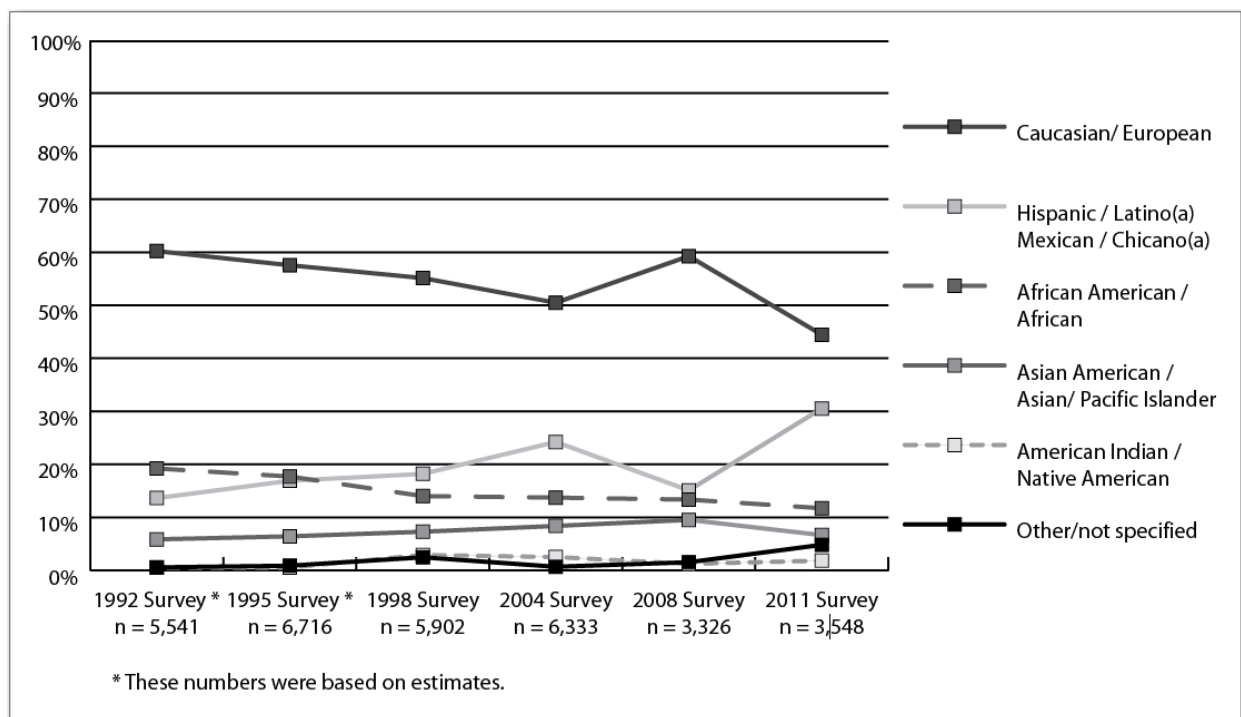


Increased Diversity

California's public child welfare workforce has become increasingly more representative of the system's clients than they were in the past—a goal of CalSWEC when the unique organization was conceived more than a decade ago. Figure 7 below represents CalSWEC's Workforce Survey data from 1992, 1995, 1998, 2004, 2008, and 2011. The 1992 and 1995 data were based on estimates.

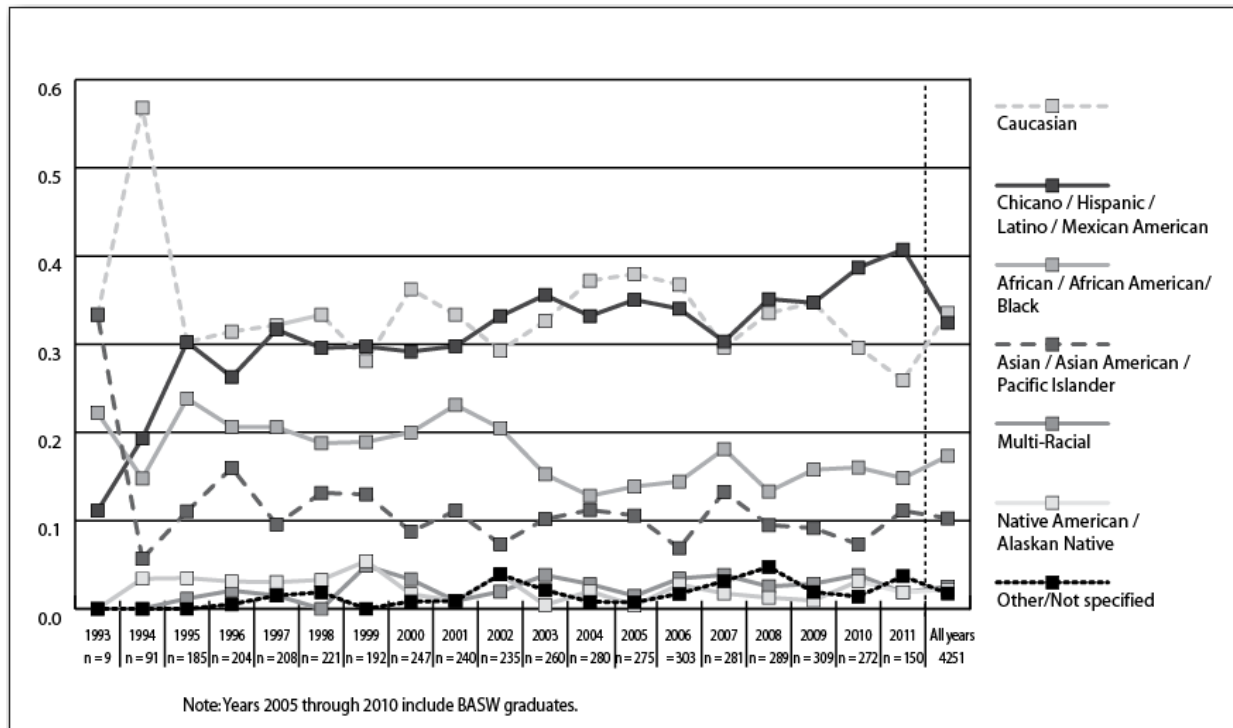
The 2011 study was administered and completed during this academic year.

Figure 7. Child Welfare Workforce by Race/Ethnicity and Year of Survey



As the Title IV-E MSW and BASW graduates continue to join the state's public social services agencies, they add substantively to the diversity of the workforce, as evidenced by Figure 8 below; each new CalSWEC Title IV-E cohort adds to the diversity of the workforce. In 2005 the first CalSWEC BASW graduates entered the workforce.

**Figure 8. Title IV-E MSWs & BASWs Who Entered the Workforce
by Race/Ethnicity and Year of Graduation**

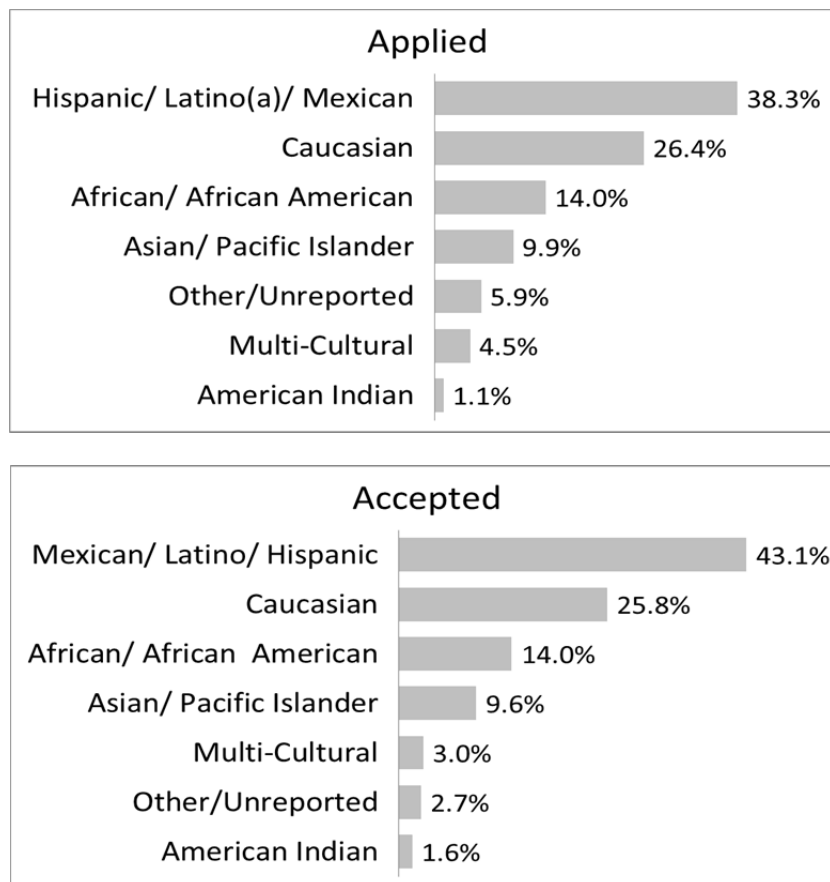


The MSW Applicants and New Students

In AY 2011–2012, the CalSWEC Title IV-E Stipend Program continued to attract a diverse student body. A total of 716 students applied to the MSW program; of these applicants, 364 first-year students were accepted. The number of applicants and students accepted for fall 2011 by race/ethnicity are as follows:

Race/Ethnicity	Applied	Accepted
African/ African American	100	51
American Indian	8	6
Asian/ Pacific Islander	71	35
Caucasian	189	94
Mexican/ Latino/ Hispanic	274	157
Multi-Cultural	32	10
Other/Unreported	42	11
TOTALS	716	364

Figure 9. Racial/Ethnic Composition of Applicants and Students Accepted For the Fall 2011 Title IV-E MSW Program

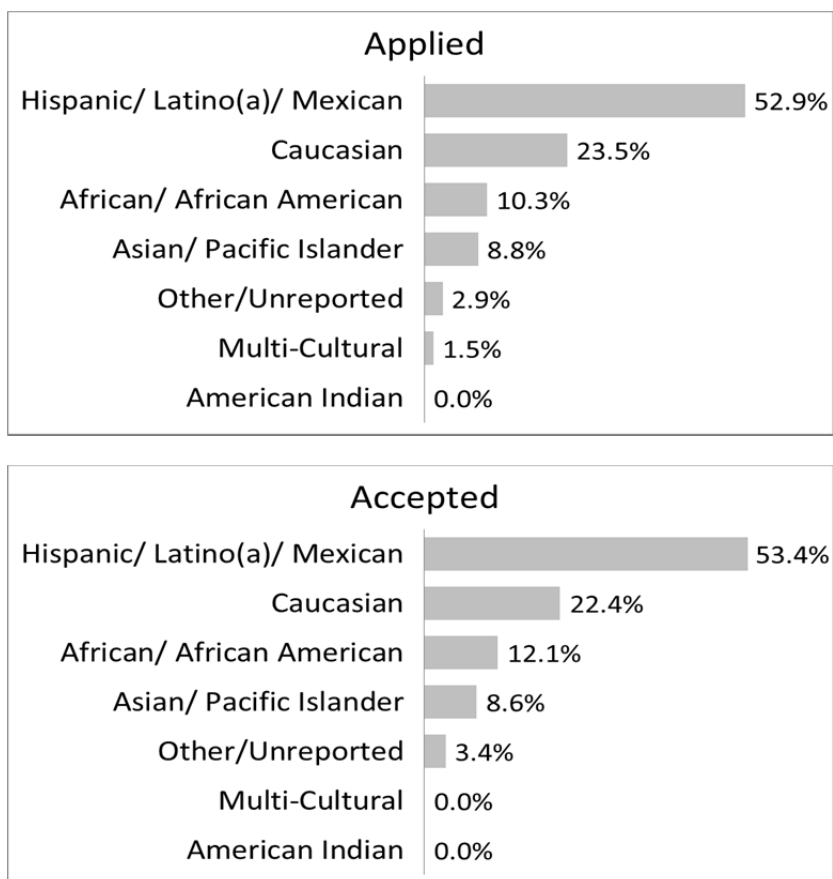


The BASW Applicants and New Students

Now in its eighth year, the Title IV-E BASW program has six participating schools. The programs received a total of 68 applications for the fall 2011 semester and accepted 58 new students. The 2011 BASW applicants reflect the diversity of the Title IV-E Stipend Program, as evidenced in the chart below. The numbers of applicants and students accepted for fall 2011 by race/ethnicity are as follows:

Race/Ethnicity	Applied	Accepted
African/ African American	7	7
American Indian	0	0
Asian/ Pacific Islander	6	5
Caucasian	16	13
Mexican/ Latino/ Hispanic	36	31
Multi-Cultural	1	0
Other/Unreported	2	2
TOTALS	68	58

Figure 10. Racial/Ethnic Composition of Applicants and Students Accepted for the Fall 2011 Title IV-E BASW Program

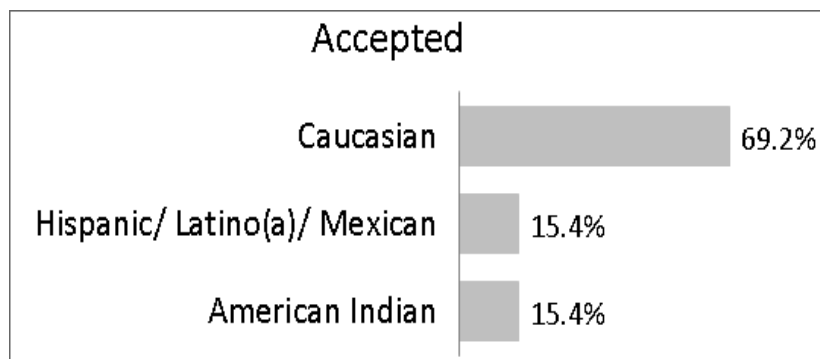


The Pathway Program's New Students

The year 2011 marked the second year in which students were enrolled in the Title IV-E Pathway Program at three California State University campuses: Chico, Humboldt, and San Bernardino. The program, a distance education social work program that supports students at different phases of their education, addresses the needs of child welfare and Tribal agency employees in isolated areas. Students, who must be employees of a county or tribal agency, had to be accepted into the educational institution prior to being considered for the program. In this second full year of the program, 25 students were accepted. The numbers of students accepted for fall 2011 by race/ethnicity are as follows:

Race/Ethnicity	Enrolled
American Indian	2
Caucasian	9
Hispanic, Mexican, or Latin heritage	2
TOTAL	13

Figure 11. Racial/Ethnic Composition of Students Enrolled In the Fall 2011 Title IV-E Pathway Program



Strong Multilingualism

The Title IV-E MSW, BASW, and Pathway students and graduates who speak languages other than English facilitate communication with the state's diverse child welfare client population, which includes a many non-English-speaking clients. Among the 6,241 Title IV-E students and graduates:

- 2,632 (42%) speak, write, or sign a language other than English;
- 252 (4%) speak 2 or more additional languages; and
- 83 different languages are spoken in addition to English.
 - 75% of the bilingual students and graduates speak Spanish; and
 - 16% of the bilingual students and graduates speak Vietnamese or some other Southeast Asian language. This included 49 students who speak at least 2 Southeast Asian languages.

The bilingual students and graduates meet the needs of the majority of the non-English-speaking child welfare clients, especially those who speak Spanish, Vietnamese, and other Far East and Southeast Asian languages.

Figure 12. Number of New Languages Spoken Each Year by Title IV-E Students and Graduates By Year of Enrollment (1993–2012)

