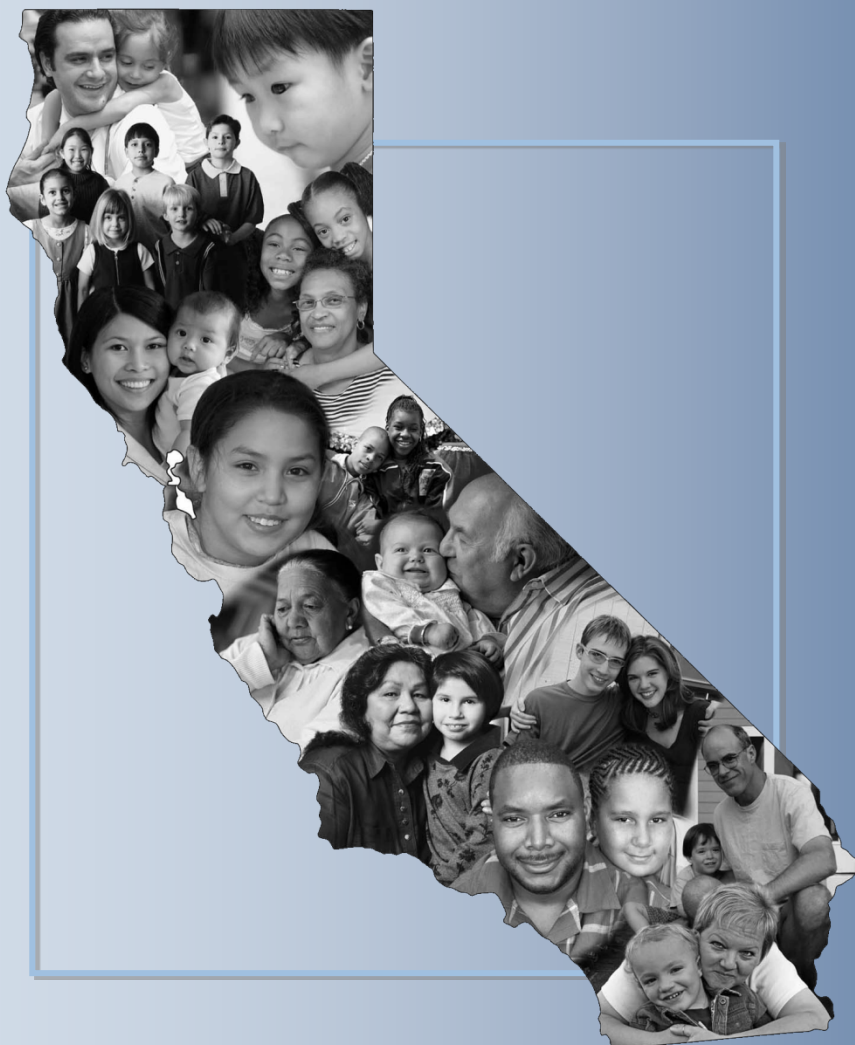




California Social Work Education  
Center (CalSWEC)  
School of Social Welfare  
University of California, Berkeley  
<http://calswec.berkeley.edu/>



---

# *Title IV-E Program Final Report*

---

July 1, 2010–June 30, 2011

## Table of Contents

<b>Statistical Report.....</b>	<b>1</b>
Number of Students from AY 2010–2011 Already Working.....	3
Total Population of CalSWEC Title IV-E Students and Graduates .....	7
<b>Program Report .....</b>	<b>19</b>
Program Enhancements .....	19
Curriculum Enhancement Activities .....	26
Research-Based Curriculum Development Projects.....	31
Program Evaluation.....	33
<b>Appendix.....</b>	<b>37</b>
Appendix 1: CalSWEC Title IV-E Graduate Hiring Options 2011 Cohort Only .....	37
Appendix 2-1: CalSWEC/CSSR Collaboration: Developing Research Coursework for Title IV-E Students .....	40
Appendix 2-2: Background and Overview of Piloted Course .....	42
Appendix 2-3: IV-E MSW Research Curriculum .....	46
Appendix 2-4: Title IV-E Research Course Outline .....	51
Appendix 2-5: Results of MSW Student Survey: Attitudes toward Research .....	53
Appendix 2-6: Lunch Discussion Questions .....	57
Appendix 2-7: (DRAFT) Research Project Abstracts Arising from IV-E Research Sequence.....	58
Appendix 2-8: Sample Materials—IV-E Research Course.....	64
Appendix 2-9: Disparity Indices .....	78
Appendix 2-10: Curriculum Development Discussion Points .....	79
Appendix 3-1: CalSWEC Field Instruction Framework.....	80
Appendix 3-2: Title IV-E Social Work Field Instruction Initiative.....	83
Appendix 3-3: CalSWEC Title IV-E Field Instruction Initiative .....	85
Appendix 3-4: Field Instruction Initiative Implementation Phases.....	89
Appendix 3-5: Request for Proposals Title IV-E Stipend Program Field Instruction Initiative .....	91
Appendix 3-6: Model Selection Tool.....	95
Appendix 3-7: Partnership Enhancement/Development .....	96
Appendix 3-8: Field Instruction Initiative Graphic.....	100
Appendix 3-9: Implementation Planning Tools—Individual Supervision Model .....	101

Appendix 3-10: Implementation Planning Tools—Intern Unit/Group Model .....	105
Appendix 3-11: Implementation Planning Tools—Rotation Model .....	109
Appendix 3-12: Staffing and Program Set-up.....	113
Appendix 3-13: Field Instruction Pilot Budget Justification.....	115
Appendix 3-14: Budget Template .....	117
Appendix 3-15: Resource Exchange Grid .....	118
Appendix 3-16: CalSWEC Field Model Implementation Guide .....	119
Appendix 4-1: CalSWEC's Role in E-Learning: Two Approaches.....	136
Appendix 4-2: CalSWEC Title IV-E Distance Education Symposium Summary .....	137
Appendix 4-3: Pathway Program Elements.....	142
Appendix 4-4: Title IV-E Pathway Program Financial Support and Payback Parameters.....	143
Appendix 4-5: Field Education in a Distributed Learning Mode .....	144
Appendix 5-1: Curriculum Enhancement Plan .....	147
Appendix 5-2: Save the Date: Webinar™ on Enhancing the Title IV-E Curriculum....	149
Appendix 5-3: Competencies Framework.....	150
Appendix 5-4: CalSWEC Integrated Foundation Competencies FINAL, January 25, 2011.....	151
Appendix 5-5: Integrated Foundation & Advanced Competencies 6.21.11, Child Welfare.....	156
Appendix 6: 2011 Student Day Program.....	167
Appendix 7: American Indian Recruitment Logic Model .....	175
Appendix 8: Dissemination Planning Tool.....	176

## Statistical Report

---

Academic Year 2010–2011 marked the graduation of the 19<sup>th</sup> cohort from CalSWEC’s Title IV-E Stipend Program. A total of **974** students were projected to be served in the original budget presented to CDSS. While recruitment efforts were largely successful with our partner counties, the contract enrolled a total of 832 students for the academic year: 761 MSW, 46 BASW, and 25 Pathways students—15% below our original projection.

Of the 832 students enrolled, 364 were in their final year of study and graduated in June 2010: 319 MSW and 45 BASW graduates. Another 16 MSW students were due to graduate but must complete their theses, classes, or exams.

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

<b>Pathway 2010-2011 Enrollment</b>	
University	Total
CSU, Chico	11
CSU, Humboldt	10
CSU, San Bernardino	4
<b>Grand Total</b>	<b>25</b>

Note: All Pathway students are part-time, and they were all in their first year of the program.

<b>BASW 2010-2011 Enrollment</b>					
University	Status			Sub Total	Grand Total
	Full/Part	1 <sup>st</sup> Year	Graduates		
CSU, Fresno	full		14	14	16
	part	1	1	2	
CSU, Humboldt	full		4	4	4
CSU, Long Beach	full		9	9	9
CSU, San Bernardino	full		10	10	10
San Diego State Univ.	full		7	7	7
<b>Subtotals</b>	<b>Full</b>		<b>44</b>	<b>44</b>	<b>46</b>
	<b>Part</b>	<b>1</b>	<b>1</b>	<b>2</b>	
<b>Grand Total</b>		<b>1</b>	<b>45</b>	<b>46</b>	

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	2	57
	Full	11		14		25	
	Part	3	14	13		30	
CSU, Chico	Full	4		10		14	25
	Part	1	10			11	
CSU, Dominguez Hills	Full	8		7	1	16	16
CSU, East Bay	Full	19		15		34	41
	Part		7			7	
CSU, Fresno	Full	22	1	18		41	58
	Part	4	9	4		17	
CSU, Fullerton	Full	14		9		23	34
	Part	8	1	2		11	
CSU, Humboldt	AP			2		2	20
	Full	10		8		18	
CSU, Long Beach - Distance Ed.	Part		19			19	19
CSU, Long Beach—home campus	Full	10		8		18	51
	Part	6	6	19	2	33	
CSU, Los Angeles	Full	8		8		16	41
	Part	8	6	11		25	
CSU, Northridge	Full	8		8		16	37
	Part	12	5	4		21	
CSU, Sacramento	AP			1		1	46
	Full	15		16	3	34	
	Part		7	4		11	
CSU, San Bernardino	Full	15		13		28	45
	Part	9		6	2	17	
CSU, Stanislaus	Full	16	1	7	2	26	36
	Part	4	1	4	1	10	
Loma Linda University	Full	9	1	11		21	37
	Part	2	5	9		16	
San Diego State Univ.	Full	21	4	11	2	38	48
	Part		10			10	
San Diego State - Imperial Valley	Part			4	1	5	5
San Francisco State Univ.	Full	4		13	1	18	18
San Jose State Univ.	Full	16		19		35	44
	Part	6	3			9	
UC Berkeley	Full	20		16		36	36
UCLA	Full	11		12		23	23
USC	Full	11		13		24	24
Totals	AP	1	0	3	1	5	761
	Full	252	16	236	9	504	
	Part	63	103	80	6	252	
Grand Totals		316	110	319	16	761	

\* Some students are from earlier cohorts. \*\* Advanced placement

## Number of Students from AY 2010–2011 Already Working

---

A statewide fiscal crisis in FY 2008–2009 that resulted in layoffs and hiring freezes among the state agencies prompted the CalSWEC Board of Directors to take steps to temporarily modify the job search and employment obligation requirements for three groups of Title IV-E graduates: (1) those laid off from qualified positions while still completing the employment obligation, (2) those in the 2008 graduation cohort, and (3) those in the 2009 graduation cohort. These temporary Title IV-E contract addenda were designed to support recent graduates in their efforts to complete contractual requirements. The addenda provisions and the current hiring situation were reviewed by the CalSWEC Board throughout the year to determine what changes would need to be made for the graduates in 2011.

In order to better support students and graduates in their transition into the public child welfare workforce, a Workforce Development coordinator was hired in November 2010 to work more closely with the project coordinators (PCs) and counties to address the employment conditions impacted by the economic downturn. Her role is to (1) complete the county hiring scan on a regular basis, tracking any trends in hiring or lack of hiring; (2) meet with the IV-E staff on the campuses to provide support to the students as they prepare to begin the employment search in public child welfare and the nonprofit community; (3) assist with the formulation of the hiring option for the 2011 graduates; and (4) provide technical support to the PCs in tracking the graduates in their search.

During the period from November 2010 to June 2011, the Workforce Development coordinator prepared the County Hiring Scan for the CalSWEC Board meetings in February and May. This was done by making contact with the public child welfare directors across the state to track each county's expected hiring of BASW and MSW social workers. In April 2010, a Hiring Option was constructed and approved which allowed graduates of 2010 to move up their statewide search to the first six-month period post-graduation. (*See Appendix 1.*) If their search is thorough and documented, and then approved by their PC, graduates may begin searching for work in a qualifying IV-E nonprofit agency. Two workshops were conducted at the 2011 Student Day for students and PCs describing the Hiring Option and inviting questions from the students. Later, a Frequently Asked Questions document was prepared and sent to each PC to clarify the Hiring Option and the Employment Obligation policy. The Workforce Development coordinator also conducted seven Employment Preparation workshops at five universities for IV-E BASW and MSW students.

As specified in their contract, the graduates of AY 2010–2011 have until December 2011 to secure employment in a county child welfare agency; thus, the number of students already employed is preliminary.

As of August 2011, 145, or 45%, of the 2011 MSW graduates and only 4, or 9%, of the BASW graduates are currently confirmed to be employed. We will update this report in September 2011 and February 2012 to give CDSS an updated count of the status of the 2011 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**

	2008							2009							2010							2011		
Universities	Total Grads	Signed Addend	Not Hired	Hired			Total Grads	Signed Addend	Not Hired	Hired			Total Grads	Signed Addend	Not Hired	Hired			County hires only					
				NP	County	Total				NP	County	Total				NP	County	Total	Grads	Hired				
Northern Region																								
Chico	12	0			12	12	100%	18	18			17	17	94%	13	0			13	13	100%	10	7	70%
Humboldt	8	2		1	7	8	100%	11	0		2	8	10	91%	9	0		1	8	9	100%	10	6	60%
Sacramento	23	19	1		22	22	96%	23	15	5	9	9	18	78%	27	17	2	6	19	25	93%	21	3	14%
Bay Area Region																								
Berkeley	18	0			17	17	94%	18	17	1	8	9	17	94%	20	2	3		17	17	85%	16	2	13%
East Bay	21	7		4	17	21	100%	22	19		10	12	22	100%	19	11		6	13	19	100%	15	1	7%
San Francisco	17	0	1	3	12	15	88%	15	15	1	9	5	14	93%	13	5	5	1	7	8	62%	13	5	38%
San Jose	15	3		3	12	15	100%	21	18	3	8	9	17	81%	16	15		6	10	16	100%	19	10	53%
Central Region																								
Bakersfield	25	12	2	4	19	23	92%	32	22		6	25	31	97%	17	0	7	3	7	10	59%	27	13	48%
Fresno	21	11	1	8	11	19	90%	18	18		6	12	18	100%	20	6	3	5	12	17	82%	22	8	36%
Stanislaus	18	14		5	13	18	100%	16	16	3	8	5	13	81%	19	0	6	3	10	13	68%	11	0	0
Los Angeles Region																								
Dominguez Hills	NA						NA	NA					NA	8	0			8	8	100%	7	6	86%	
Fullerton	NA						NA	NA					NA	NA						NA	11	5	45%	
Long Beach	18	0			18	18	100%	29	10		2	26	28	97%	20	0	1		19	19	95%	27	7	26%
Long Beach DE	NA						NA	NA					NA	11	0			11	11	100%	NA	NA	-	
Los Angeles	28	0			27	27	96%	17	9			17	17	100%	15	0			15	15	100%	19	12	63%
Northridge	5	0			5	5	100%	9	1		1	7	8	89%	6	0	1		5	5	83%	12	9	75%
UCLA	12	0	1	1	10	11	92%	12	12			12	12	100%	12	0	2		10	10	83%	12	10	83%
USC	12	0			12	12	100%	13	0			13	13	100%	11	5			11	11	100%	13	10	77%
Southern Region																								
Loma Linda	14	0	1		13	13	93%	16	2	3		13	13	81%	12	6	3		9	9	75%	20	16	80%
San Bernardino	17	0	1		16	16	94%	22	16		7	15	22	100%	22	10	5		17	17	77%	19	4	21%
San Diego - IVC	NA						NA	NA					NA	NA						NA	5	5	100%	
San Diego	20	0	1		17	17	85%	21	18	1	6	13	19	90%	22	11	2	1	19	20	91%	11	8	73%
Totals	304	68	9	29	260	289	95%	333	226	17	82	227	309	93%	312	88	40	32	2240	272	87%	319	150	47%

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

Numbers for graduates hired by counties include MSWs who had been hired but then laid off and one who is volunteering

NP = Non-profit agency

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

**Title IV-E BASW Graduates' Hiring Status by School & Region—As of August 2011**

	2008							2009							2010							2011		
Universities	Total Grads	Signed Addend	Not Hired	Hired			Total	Total Grads	Signed Addend	Not Hired	Hired			Total	Total Grads	Signed Addend	Not Hired	Hired			County hires only			
				NP	County						NP	County						NP	County		Grads	Hired		
Northern Region																								
Chico	8	0			5	5	63%	3	2			2	2	67%	3	1			3	3	100%	0	0	0
Humboldt	2	0			1	1	50%	2	1	1			0	0	2	0	2			0	0	4	1	25%
Central Region																								
Fresno	13	13			7	7	54%	16	13	2	1	7	8	50%	15	15	2		8	8	53%	15	1	7%
Los Angeles Region																								
Long Beach	10	0			10	10	100%	11	7	1		8	8	73%	10	0			8	8	80%	9	2	22%
Southern Region																								
San Bernardino	9	0	3	1	5	6	67%	12	6	5	7	0	7	58%	14	0	3	10	2	12	86%	10	0	0
San Diego	10	9	3	2	5	7	70%	7	6	3		3	3	43%	10	7	2	1	7	8	80%	7	0	0
Totals	52	22	6	3	33	36	69%	51	35	12	8	20	28	55%	54	24	9	11	28	39	72%	45	4	9%

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

NP = Non-profit agency

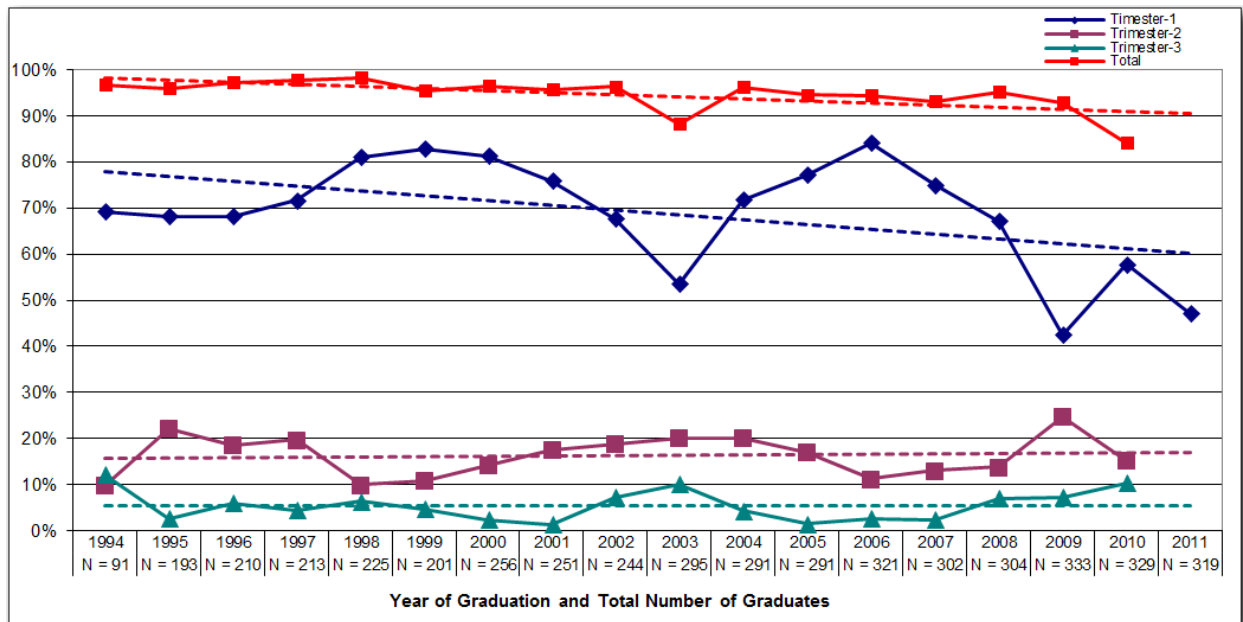
2011 Graduates have until June of 2012 to find employment, and are still searching for county positions.



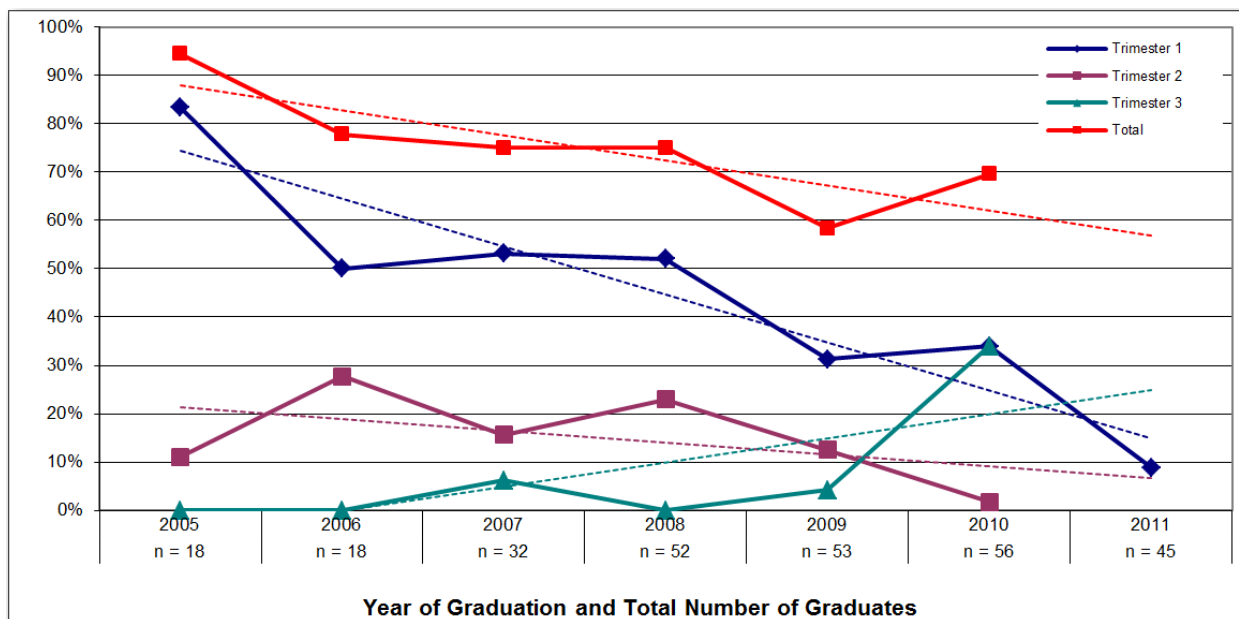
## *Hiring Trends*

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 and 81% of the IV-E BASWs found work since 1993. The recent recession has taken its toll: From 2008 to 2011 the hiring rates dipped by more than 6% for IV-E MSWs and 33% for IV-E BASWs. These 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, 2011**



**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, 2011**

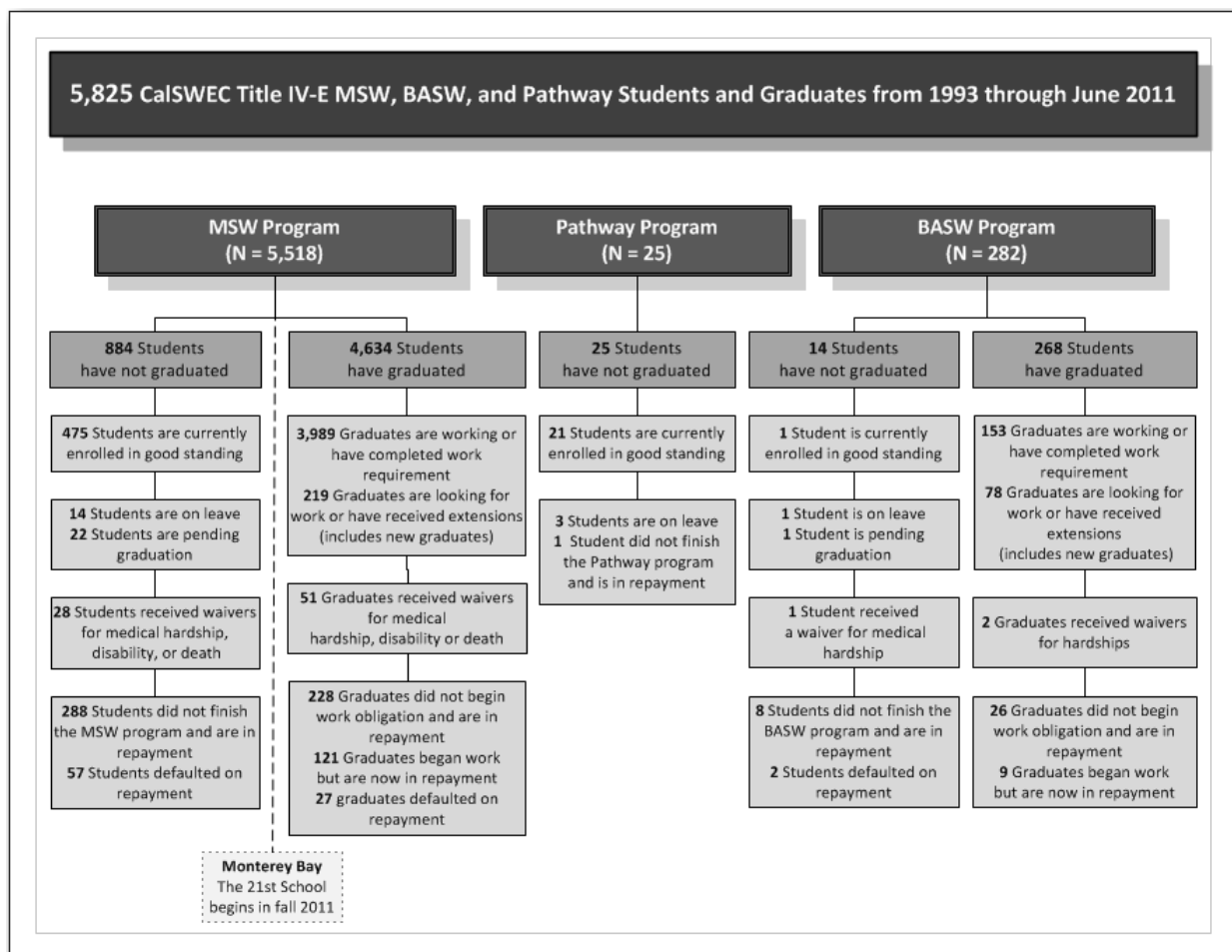


## Total Population of CalSWEC Title IV-E Students and Graduates

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 2011, the database has information on 5,825 students and graduates: 5,518 MSW, 282 BASW, and 25 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 2011**



### ***Retention of Title IV-E Graduates***

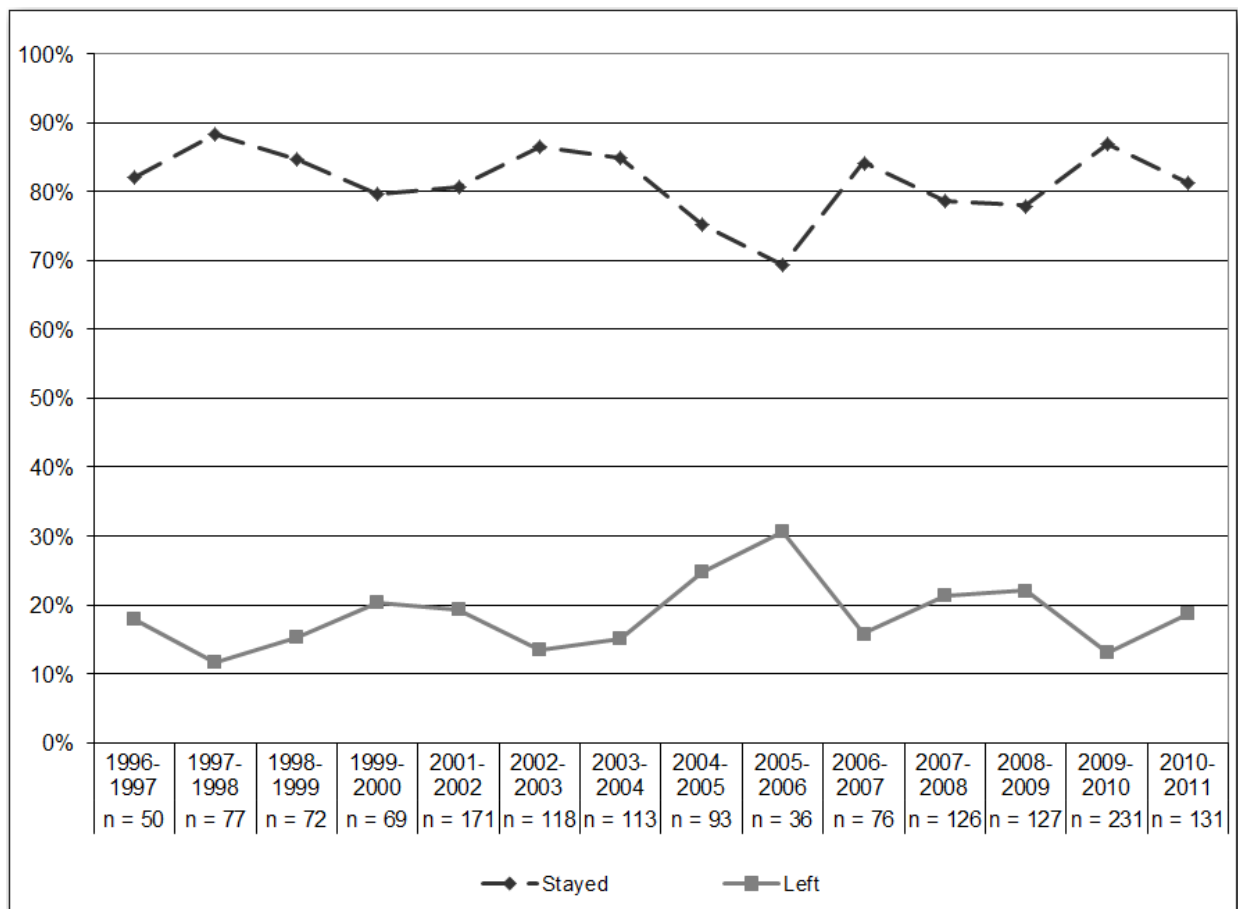
CalSWEC research specialists annually survey graduates of the Title IV-E Stipend Program about one year after they have completed their employment obligation in public child welfare services. This survey is intended to track the completion of work obligation and the retention of the graduates in public 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 2010–2011**

- 268 Title IV-E MSW graduates had completed their payback obligation, became eligible for the study, and were sent surveys in late spring 2011.
- The study is still in progress, with hard copies of the survey still being returned, but to date 101 of those surveyed have completed the survey online, and 30 have completed the booklet form of the survey for a total response rate of 49%.
- Of those who completed the survey, 90 (69%) reported they were still with their payback agency following the completion of their contractual obligation.
- The next cohort will be sent a survey in January or February.

**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**



Note: 2010-2011 surveys are still being returned.

### Overall Findings of the Retention Study from 1996 to 2011

With the addition of the 131 survey participants from FY 2010–2011, the findings from the Retention Study from 1996–2011 are:

- To date, the total number of MSWs who completed their payback obligation and became eligible for the study is 3,037.
- The number of graduates who have participated in the Retention Study thus far totals 1491.
- 1,214 (81.3%) of the survey participants stayed with their payback agency after completing their work obligations.
- Of the 279 survey respondents who left their agency after completion of their work obligation in public child welfare:
  - 101 (36.3%) continued to work in other public or nonprofit child welfare agencies or worked in schools:
    - 51 (50.5%) were working in a different public child welfare agency;

- ❑ 27 (26.7%) were at nonprofit agencies serving child welfare populations; and
- ❑ 22 (21.8%) were practicing in schools.
- 51 (18.3%) were at mental health agencies;
- 32 (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 (9.0%) went into work “other” than the choices listed, including those who left the social work profession;
- 19 (6.8%) reported they were either retired, parenting, back in school, or “not working” for an unspecified reason;
- 5 (1.8%) indicated some combination of categories for their new jobs;
- 2 (0.7%) indicated they were private practitioners;
- 2 (0.7%) had been laid off from their county positions;
- 13 (4.7%) were missing this information.

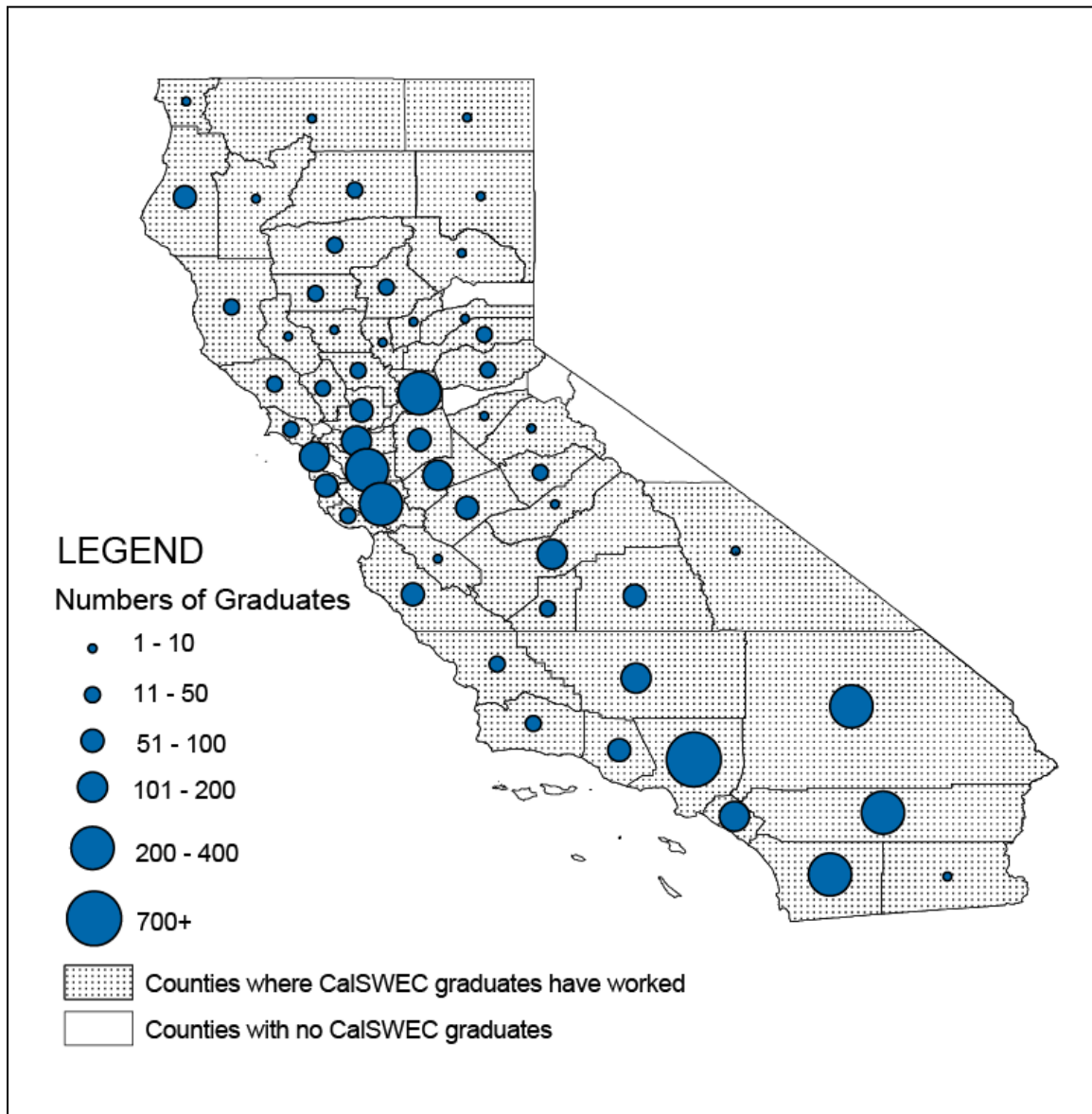
### ***Geographic Dispersion of the Title IV-E Graduates***

Nearly all of California’s 58 counties have employed Title IV-E graduates—evidence of the program’s successful efforts to re-professionalize 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.
- 15 have worked for Tribal agencies.

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

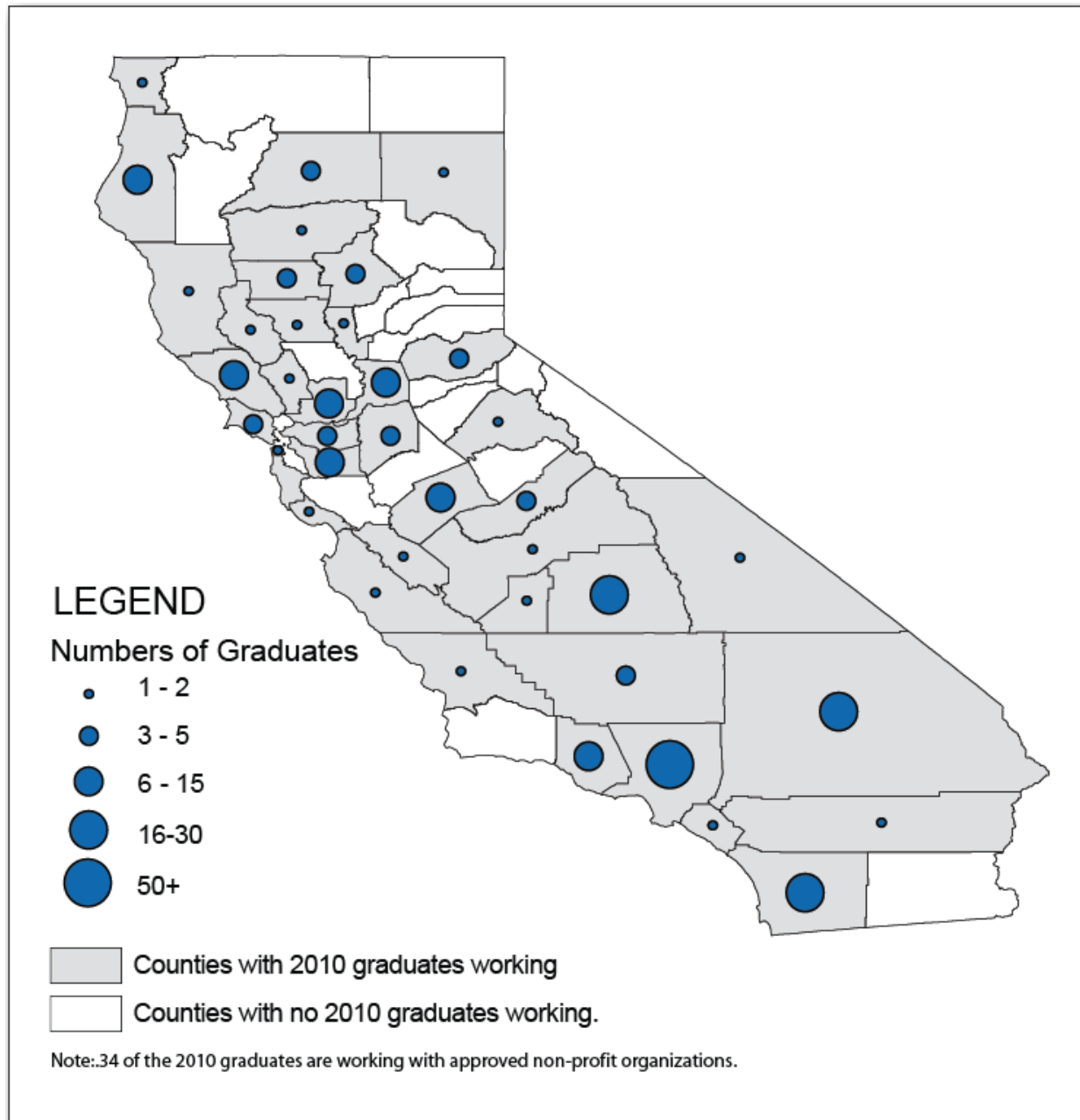




The geographic dispersion of the 2010 MSWs and BASWs is documented below.

- 284 (87%) of the 324 Title IV-E MSW 2010 graduates are employed in 40 California counties.
- 15 (33%) of the 46 Title IV-E BASW 2010 graduates are employed in 8 California counties.

**Figure 6. Density of Title IV-E 2010 MSW and BASW Graduates Employed by California Counties**

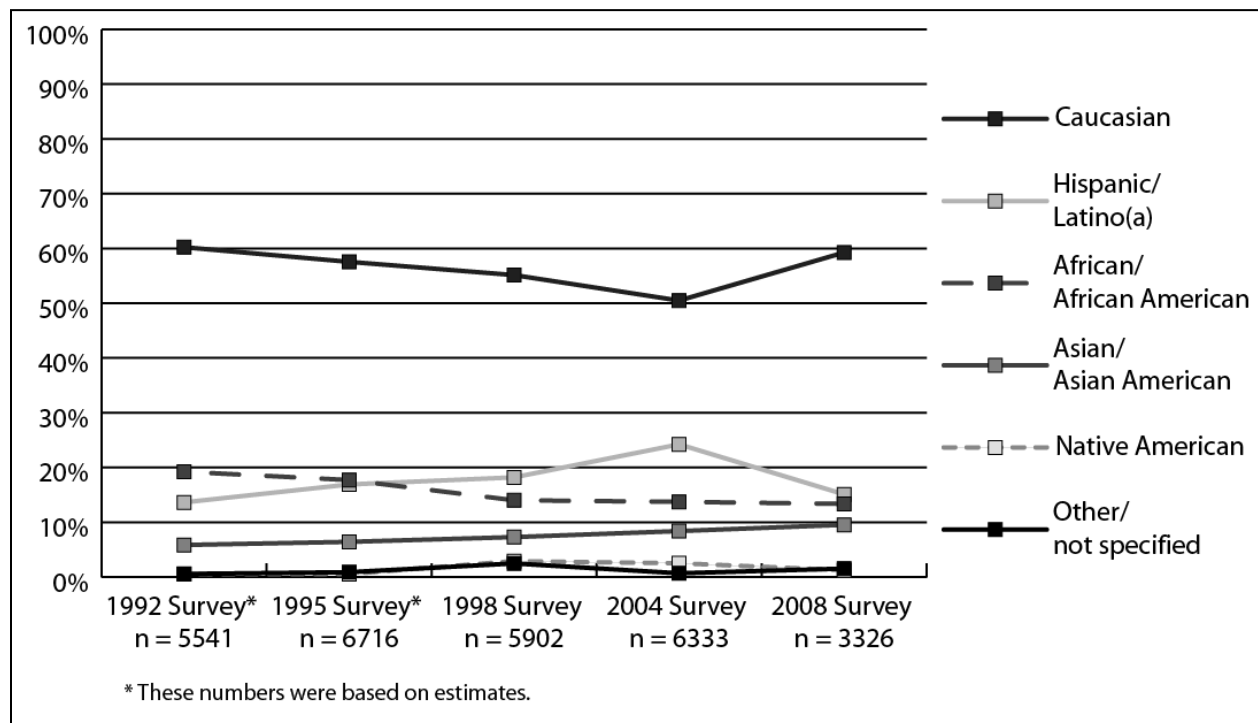


## Increased Diversity

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 is based on CalSWEC's Workforce Survey data from 1992, 1995, 1998, 2004, and 2008. The 1992 and 1995 data were based on estimates.

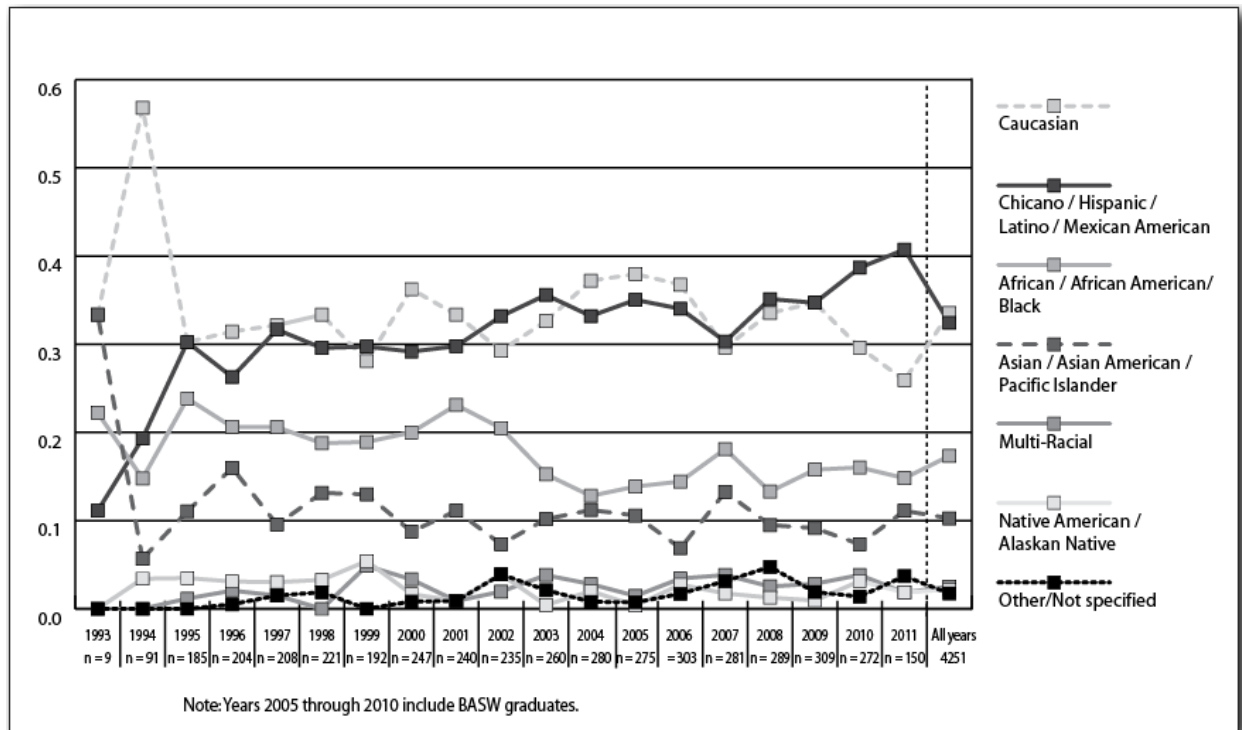
The 2011 study is being developed and will be administered later this year.

**Figure 7. Child Welfare Workforce by Race/Ethnicity and Year Surveyed**



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 greater diversity to 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**

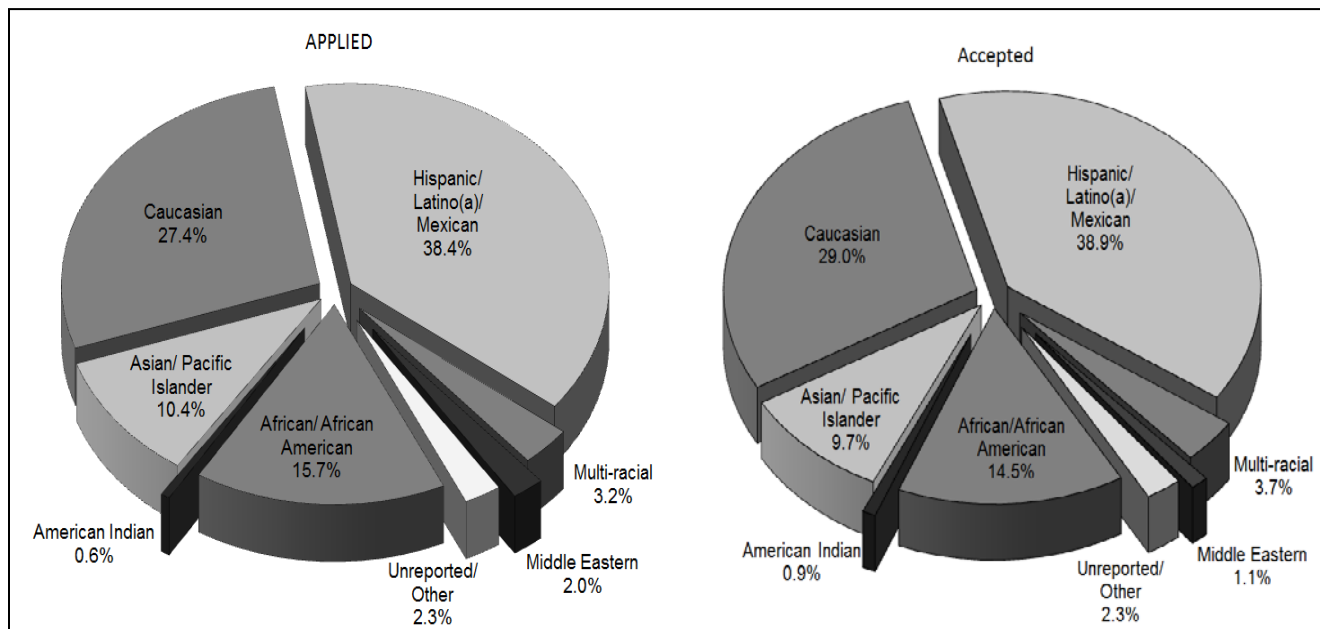


## The MSW Applicants and New Students

In AY 2010–2011, the CalSWEC Title IV-E Stipend Program continued to attract a diverse student body. A total of 693 students applied to the MSW program; of these applicants, 352 first-year students were accepted. The number of applicants and students accepted for fall 2010 by race/ethnicity are:

Race/Ethnicity	Applied	Accepted
African/African American	109	51
American Indian	4	3
Asian/Asian American	72	34
Caucasian	190	102
Hispanic, Mexican, or Latin heritage	266	137
Middle Eastern	14	4
Multiracial	22	13
Unreported/Other	16	8
TOTALS	693	352

**Figure 9. Racial/Ethnic Composition of Applicants and Students Accepted for the Fall 2010 Title IV-E MSWs Program**

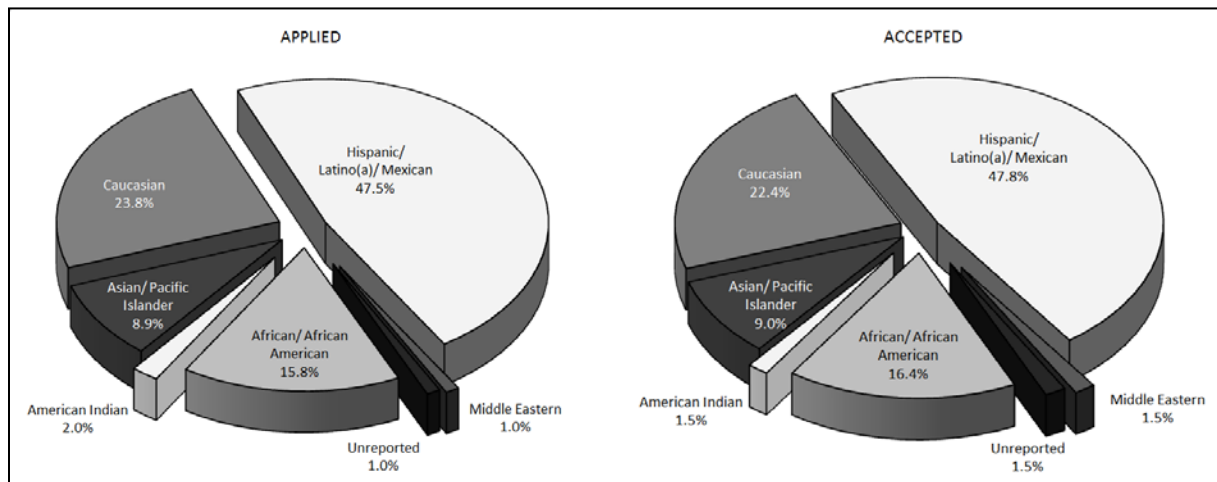


## The BASW Applicants and New Students

Now in its seventh year, the Title IV-E BASW program has six participating schools. The programs received a total of 101 applications for the fall 2010 semester, and accepted 67 new students. The 2010 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 2010 by race/ethnicity are:

Race/Ethnicity	Applied	Accepted
African/African American	16	11
American Indian	2	1
Asian, Southeast Asian, or Pacific Islander	9	6
Caucasian	24	15
Hispanic, Mexican, or Latin heritage	48	32
Middle Eastern	1	1
Unreported	1	1
<b>TOTALS</b>	<b>101</b>	<b>67</b>

**Figure 10. Racial/Ethnic Composition of Applicants and Students Accepted for the Fall 2010 Title IV-E BASWs Program**

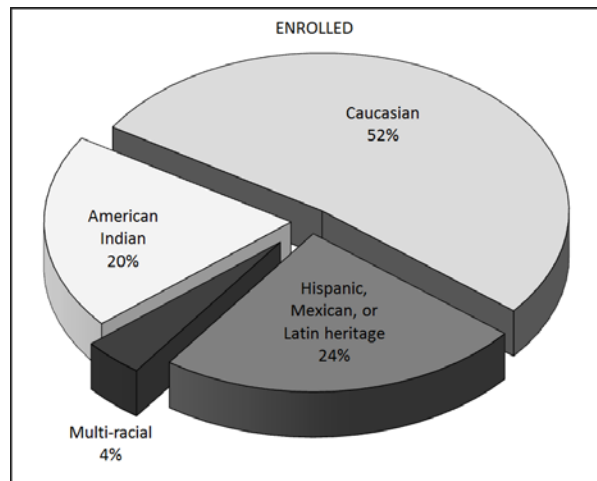


### The Pathway Program's New Students

The year 2010 marked the first year in which students were enrolled in the Title IV-E Pathway program in three of CalSWEC 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 first full year of the program, 25 students were accepted. The numbers of students accepted for fall 2010 by race/ethnicity are:

Race/Ethnicity	Enrolled
American Indian	5
Caucasian	13
Hispanic, Mexican, or Latin heritage	6
Multi-racial	1
<b>TOTAL</b>	<b>25</b>

**Figure 11. Racial/Ethnic Composition of Students Enrolled In the Fall 2010 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 population, which includes a many non-English-speaking clients. Among the 5,825 Title IV-E students and graduates:

- 2,427 (42%) speak, write, or sign a language other than English;
- 230 (4%) speak 2 or more additional languages; and
- 81 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 47 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 Graduation (1993–2011)**

