



CalSWEC Aging Initiative

*Progress Report
February 2006*



*BUILDING A COMPETENT SOCIAL WORK WORKFORCE TO MEET
THE NEEDS OF AGING CALIFORNINIANS AND THEIR FAMILIES*

CalSWEC Aging Initiative

Second Annual Progress Report

February 2006

Dedication

The second annual Aging Initiative (AI) Report is dedicated to the memory of Jeff Jue, a long time CalSWEC Board member and social worker. Jeff left an indelible mark in the field of Social Work and was instrumental in building the initial success achieved by the Aging Initiative consortium.

Executive Summary

The nation's Baby Boomers will begin to turn 65 years of age in 2011 and by the year 2030, this population will range in age from 66 to 84, representing one of five Americans. (Bader, 2004, in Berg, 2004). California has the largest older adult population in the nation and its aging population is expected to increase significantly over the next 40 years. In addition, California's aging population represents a wide array of human diversity. In particular, the extensive racial and ethnic diversity and older adult immigration status leads to opportunities and challenges for creating equitable aging policies and practices.

Social workers are uniquely trained to work with this diverse and changing population. They provide clinical, social, and case management services to individuals, families, and communities. They also facilitate systems-level change in their roles as administrators, advocates, and policy analysts. Social workers are specifically qualified to meet the challenges and opportunities inherent to our rapidly increasing aging population. Unfortunately, there is a significant shortage of social workers prepared to take up the work.

The social worker shortage and shortcomings in higher education in gerontology are recognized by advocates and academics. Expansion of geriatric social work education and training efforts launched by the John A. Hartford Foundation and Archstone

Foundation have provided a catalyst to address this issue and these initiatives serve as a model for building capacity and enhancing awareness.

Since 1990, California has succeeded in increasing the number of qualified social workers in public child welfare through the efforts of the California Social Work Education Center (CalSWEC). CalSWEC is a nationally recognized model for social work education and training. This unique collaboration has led to the training of over 2000 professional social workers in the field of Child Welfare services. The CalSWEC leadership has committed its experience, expertise and unique partnerships to replicating its success to social work labor force development for aging.

To this end the Aging Initiative (AI) was formed with an overarching mission to develop a competent social work workforce to meet the needs of aging Californians and their families. This mission will be met through the goals, activities and achievements of the Aging Initiative in the areas of curriculum development, workforce development and capacity development and sustainability. The Aging Initiative consists of 40 members with balanced representation of leaders from schools of social work, county social service agencies and private non-profit organizations. The Aging Initiative is co-chaired by Dr. Margaret Tynan, Director, California State University, Stanislaus, Master of Social Work Program and Mr. Ken Patterson, Director, Stanislaus County Community Services Agency. The AI has established long term goals.

Aging Initiative Goals

1. Create and maintain a partnership of key stakeholders, both public and private, from the education and service provider communities, appropriate state and local agencies, and private foundations for the purpose of developing a common vision for a statewide workforce development strategy for social work.
2. Develop a statewide plan with specific strategies to address the need for building capacity, creation of incentives for attracting students, and improving on the diversity of the workforce.
3. Expand gerontological curriculum and specialization in schools of social work throughout the state.
4. Develop or strengthen the partnerships between local agencies serving aging persons and schools of social work for the purpose of the creation of pilot programs.
5. Stimulate the development of a full continuum of gerontology training and education programs at every level of education.
6. Form a broad-based statewide coalition to advocate for and seek sustainable funding for aging workforce training.

Significant progress was made during 2005 in several key areas. Brief summaries of each workgroup's achievements are described below. A detailed account can be read further in the report.

Curriculum Development Workgroup

The CalSWEC Aging Competencies are completed and were adopted by the CalSWEC Board of Directors in February 2006. Plans for dissemination to the schools of social work are being finalized. The Aging Competencies have gone through numerous reviews and revisions in order to produce a document of high caliber.

Students who acquire the specific competencies will be better equipped to practice, advocate and set policy for the impending "age-boom" in California. They will be able to

practice within their area of competence and expertise utilizing the values and ethics from which the profession of social work has grown.

A survey of the seventeen schools of social work is being created to assess current aging curriculum and adoption of the CalSWEC Aging Competencies.

Capacity Building and Sustainability Development Workgroup

Three regional collaborative pilot sites have been identified in northern, central and southern California to develop claiming strategies for allowable Medicaid/MediCal reimbursement costs for training in aging services. Almost a third of the universities with social work MSW programs are involved—five overall out of seventeen; and almost one in five of the fifty-eight counties are involved—eleven in all.

This was accomplished through a request for proposals developed to recruit the university and county agency collaboratives. A bidder's conference was held to answer questions and solicit interest. Applications were competitively scored by CalSWEC Executive Board appointed reviewers and the three well-developed submissions were selected. Stipends for students in aging will be established through Archstone Foundation funding with match contributions from Collaborative partners.

Workforce Development Workgroup

The focus of the Workforce Development Workgroup is to create an infrastructure conducive to building a labor force of geriatric social workers capable of providing needed human services for elderly Californians. In collaboration with the Curriculum Development Workgroup an initial draft survey document has been prepared to administer to all accredited California MSW Social Work programs to gather various aging related data regarding curriculum content, field placement, faculty specialization, aging programs, etc. Anticipated data collection for the survey is Spring, 2006.

Currently the methodology for a statewide workforce survey designed to identify geriatric social work jobs within human service settings, plus current and future labor force needs is being planned and developed.

Communication and Infrastructure

Other areas of success and development have been in the area of communication and infrastructure. The first Annual Aging Initiative Progress Report was produced and distributed to over 500 key stakeholders. The Aging Initiative recognized the need to develop internal processes to communicate effectively with all members. Several strategies were implemented to insure communication and continued involvement of members. The Strategic Planning Group was formed to allow the opportunity for workgroup leads to communicate and set direction for the AI between the tri-annual meetings. An Aging Initiative Coordinator was hired to create a supportive infrastructure for the development of the AI and works directly for the Co-Chairs of the AI. The Coordinator also serves as a clearinghouse for documents, communications, policies and resources for members.

Archstone Foundation Funding

As a result of the groundwork laid during the 2004 October Summit the Aging Initiative was invited to submit a proposal to the Archstone Foundation and in July 2005 received a three-year \$655,000 grant to further many previously established AI goals. The Archstone Foundation has provided funding for the competency project, the university survey, development of collaboratives, and the statewide workforce survey.

Even as these accomplishments are acknowledged continuing challenges must be addressed and opportunities seized in order to build a more competent social work workforce to serve aging Californians and their families.

Demographic Imperative

The first of the Baby Boomers turns 60 this year. Because of advances in medical, technological and lifestyle knowledge and practices we can expect this cohort to live much longer than past generations. Indeed, in 2000, 13 percent of the population was 65 or older but by 2030, more than 20 percent will be older than 65 (U.S Census, 2000). The greatest increase will be in the group known as the “old-old” – persons 85 years and older. (U.S. AOA, 2002)

Furthermore, in the next 15 years, by 2020, the number of Californians who are age 65 or older is expected to nearly double to more than 6.5 million persons. California also has the largest older adult population in the nation: 3.5 million adults 65 years or older. This figure is expected to increase over the next 40 years by 172% with most growth taking place between 2010 and 2030 due to the aging of Baby Boomers. The oldest Californians, those aged 85 years and older, are projected to increase 200% through 2040 (Scharlach, Torres-Gil & Kaskie, 2001).

The older adult population is also becoming more racially and ethnically diverse. While the large majority of today’s older people are non-Hispanic whites (70%), by 2040 their numbers will decline to less than half (46%). Older Hispanics will have more than tripled to nearly a third, and Asian and Pacific Islanders will also have increased substantially (Lee & Villa, 2001). The diversity of older adults extends to other life experiences and orientations, with growing numbers of older adults being immigrants, refugees, persons with developmental disabilities, adults living alone, adults in domestic partnerships and incarcerated elders.

Except for Hawaii, California is the most racially and ethnically diverse state in the nation. California leads the nation in the number and percentage of older recent immigrants, the majority of which are of Latino, Asian, or Pacific Island origin. Recent immigrants are more likely to be socially and economically disadvantaged as compared to native-born U.S. residents. These disadvantages are often cumulative and affect immigrants’ health status, access to care services and providers, and social, psycho-emotional, and economic well being into old age. (Scharlach et al., 2001)

These factors add up to what is commonly referred to as the “demographic imperative”- information so compelling that it demands a response.

The Need for Social Work Education

Social workers are uniquely trained to work with this diverse and changing population. They provide clinical, social, and case management services to individuals, families, and contribute to organizing community services. They work with older adults, their family members and other service providers to optimize elders' independence and well being. They also facilitate systems-level change in their roles as administrators, advocates, and policy analysts (Rosen, 2001). In sum, social workers are uniquely qualified to meet the challenges and opportunities inherent to our rapidly increasing aging population.

In addition, the profession of social work has long been guided by a core set of values. The implementation of these values is fundamental to the continued professional development of social work practice.

The core values are interrelated and complex, and encompass service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence. The social work profession insists upon ethical decision making and a set of standards. Social workers are asked to take responsibility to achieve professional knowledge and expertise, particularly in areas where they are lacking (NASW, Code of Ethics, 1999). It is a responsibility and a value of the social work profession that social work practitioners be knowledgeable in their field of practice.

Social workers in the aging and adult services departments in the public sector serve the most vulnerable elderly, a population that continues to grow. The rapid growth of service needs will tax the abilities of private agencies as well. Social workers will need gerontological skills at all levels of practice, micro, mezzo and macro, in order to meet the challenge of our changing demographics. Indeed, 62% of NASW members indicate that gerontological knowledge is required in their positions but only about 5,000 of the 155,000 members state that gerontology is their primary area of practice. (Peterson & Wendt, 1990; Rosen & Zlotnik, 2001).

A survey of California public aging services departments found that in Adult Protective Services, an area where advanced skills are essential, only 42 percent of workers had MSW degrees; 36 percent of other case managers had an MSW; 4 percent of In-Home Supportive Services providers had an MSW; 6 percent of Information and Referral workers had an MSW; and 12 percent of workers in various other programs had an MSW. (Scharlach, Simon, Dal Santo, 2002).

In aging services this shortage will become greater as the population grows older. Social workers are not hired in adequate numbers in aging services positions due to a number of barriers including lack of qualified, well-educated applicants, low pay in the profession, and a lack of ethnically diverse MSW applicants among other factors. (Scharlach et al., 2002).

That there is a significant shortage of social workers prepared to take up the work has been well documented in the 2004 Master Plan for Social Work Education in the State of California (<http://calswec.berkeley.edu/CalSWEC/MasterPlan.pdf>). In fact, there are troubling indicators that current social work education and training is inadequate to meet the needs of an aging constituency. Recent studies report that only about 3 percent of MSW students are enrolled in aging or gerontology programs. Even more disconcerting is that of the remaining 97 percent, fewer than 2 percent had any coursework in aging. (Berkman & Harootyan, 2003; Scharlach, Damron-Rodriquez, Robinson, Feldman, 2000;

Damron-Rodriquez, Villa, Tsent & Lubben, 1997). In addition, the majority of BSW and MSW educational programs provide little direct or infused gerontology content (Scharlach et al, 2000). In spite of a demonstrated and growing need for social workers with geriatric knowledge, less than 10 percent of faculty members in 117 master's programs have formal training in aging (Hartford Foundation, 2004).

However these barriers must be overcome because the projected population growth for the coming "aging boom" in California is truly staggering. These demographic changes will impact every aspect of public and private life including housing, transportation, health care, social services and economic growth (Berg, 2004). Complex political and ethical decisions regarding medical research, social policy and the allocation of resources will be critical (Holosko & Feit, 1996). A well-trained social work labor force will have the necessary skills to engage in finding solutions for these complex issues.

National Initiative: John A. Hartford Foundation Leadership

Few government or philanthropic organizations have acted to address this gap. Recognizing this unmet need, the John A. Hartford Foundation has provided leadership and a financial commitment of \$35.5 million (since 1998) to fund programs designed to strengthen geriatric social work education and prepare aging-savvy social workers for practice with older adults and their families. Hartford Foundation initiatives include the Faculty Scholars Program, the Practicum Development project, the Doctoral Fellows program, and the Council of Social Work Education/SAGE-SW project. These initiatives have strong links to public and nonprofit community-based organizations. California social work schools and programs are well represented within the network of Hartford Geriatric Social Work Initiative projects. As a result of the CalSWEC Aging Summit, 12 California schools of social work applied for faculty development support with the Hartford CSWE GeroED Center and California is the only state to be designated as its own GeroEd region. Hartford's commitment has demonstrated how the academic and practice areas of social work can focus for results with geriatric populations.

The demographic realities of an increasingly diverse aging population and the recognition that graduate level gerontological training is inadequate compel the social work profession to advocate for change.

A Model for Social Work Practitioner Preparation

Since 1990, the California Social Work Education Center (CalSWEC) has served as a catalyst, convener, and partner to increase the number and quality of social workers in California. CalSWEC was developed to meet the significant shortfall in the number of social workers prepared to work with children and their families in public Child Welfare programs. CalSWEC championed social work curriculum and field experience integration, and the development of resources that enable a learning and career "ladder" for social work graduates in public child welfare agencies.

CalSWEC is composed of 17 schools of social work, the California County Welfare Directors and the California Mental Health Directors Association. Other CalSWEC partners include the California Department of Social Services, the California Chapter of

the National Association of Social Workers and private foundations. The work of CalSWEC includes the development of statewide competencies, research initiatives to advance best practices, recruitment strategies to enlist students that reflect the diversity of the population served, and a program of stipends for student education.

The CalSWEC Board of Directors recognized the significant unmet need for similar social work education, training, and employment opportunities for social workers serving aged adults and their families. The CalSWEC Board of Directors established the Aging Initiative in February 2004 under the auspices of the CalSWEC Curriculum Committee. The intent of the Aging Initiative is to build upon successes and lessons learned through the CalSWEC Child Welfare initiative, and apply them to building the capacity for workforce development in geriatric social work.

CalSWEC Aging Initiative

The overarching mission of the Aging Initiative is the development of a competent social work workforce to meet the needs of aging Californians and their families. This mission will be met through the goals, activities and achievements of the Aging Initiative in the areas of curriculum development, workforce development and capacity development and sustainability.

The Aging Initiative is co-chaired by Dr. Margaret Tynan, Director, Master of Social Work Program, California State University, Stanislaus and Mr. Ken Patterson, Director, Stanislaus County Community Services Agency. The Aging Initiative consists of 40 members with balanced representation of leaders from schools of social work, county social service agencies and private non-profit organizations. Members participate in one of three Workgroups: Curriculum Development; Workforce Development; or Capacity Development and Sustainability. The Workgroups are facilitated by two “leads” one each from an academic institution and a private or public social service organization. The Workgroups meet as needed, from a minimum of three times annually to weekly or monthly, depending on the tasks to be accomplished.

Aging Initiative Goals

- 1.** Create and maintain a partnership of key stakeholders, both public and private, from the education and service provider communities, appropriate state and local agencies, and private foundations for the purpose of developing a common vision for a statewide workforce development strategy for social work.
- 2.** Develop a statewide plan with specific strategies to address the need for building capacity, creation of incentives for attracting students, and improving on the diversity of the workforce.
- 3.** Expand gerontological curriculum and specialization in schools of social work throughout the state.
- 4.** Develop or strengthen the partnerships between local agencies serving aging persons and schools of social work for the purpose of the creation of pilot programs.

5. Stimulate the development of a full continuum of gerontology training and education programs at every level of education.
6. Form a broad-based statewide coalition to advocate for and seek sustainable funding for aging workforce training.

2005 Progress and Outcomes

Building on the accomplishments of the first year, with the success of the Aging Summit and the development of the Aging Initiative goals, significant progress occurred in 2005. (See Appendix A and B). A copy of the Aging Initiative First Annual Progress report can be obtained at http://calswec.berkeley.edu/Aging_About.html.

First Annual Progress Report

The first Annual Progress Report was completed in February of 2005 and copies were distributed to over 500 stakeholders including the California Department of Health and Human Services, the California Department of Social Services, all county social services and mental health directors, deans and directors of California schools of social work, other governmental associations on aging, the NASW, private, non-profit organizations and foundations, 2004 Summit participants and community stakeholders. The first Annual Progress Report is available on the CalSWEC Aging website at <http://calswec.berkeley.edu/>.

Archstone Foundation Funding

As a result of the groundwork laid during the 2004 October Summit the Aging Initiative was invited to submit a proposal to the Archstone Foundation and in July 2005 received a three-year \$655,000 grant to further many previously established AI goals. Dr. JoAnn Damron-Rodriquez of UCLA and Dr. Catherine Goodman of California State University, Long Beach are the Co-Principal Investigators of the Archstone grant. The **California Welfare Directors Association** and **California State University, Long Beach** provided match funds. (See Appendix C)

Communication Network and Infrastructure

One priority established in 2004 was the necessity for a strong communication network and infrastructure to engage members and stakeholders in the process of building consensus and cohesive strategies for geriatric social work education and practice. The groundwork for the network was begun at the Summit and has been strengthened in the past year.

Communication Processes

The Aging Initiative recognized the need to develop internal processes to communicate effectively with all members. Several strategies were implemented to insure communication and continued involvement of members.

- The **Strategic Planning Group** was formed consisting of the Co-Chairs of the AI, a lead from each workgroup, the principal investigators of the Archstone grant

and the AI coordinator. The purpose of the Strategic Planning Group is to allow the opportunity for workgroups to communicate and set direction for the AI between the tri-annual meetings. One accomplishment of the group was the preparation of an initial draft of the CalSWEC Grant Proposal Protocol. This document was later amended and adopted by the CalSWEC Board in order to standardize the grant-seeking process. (See Appendix D)

- An Aging Initiative **Coordinator** was hired in May, 2005 to create a supportive infrastructure for the development of the AI and works directly for the Co-Chairs of the AI. The Coordinator also serves as a clearinghouse for documents, communications, policies and resources for members.
- An **electronic-newsletter** is distributed twice a year (summer and winter) to update members on activities and items of interest. (See Appendix E)
- **Minutes** from various meetings are sent to the AI Sub-Committee as another mechanism to keep members informed and engaged.
- In September 2005, CalSWEC redesigned their **website** providing an opportunity for expansion of the AI site as well. The website development improved the ability for outreach to the greater aging community. Aging information and resources are located on the CalSWEC Aging website at <http://calswec.berkeley.edu/>. Click on Aging. Highlights of materials found on the site include:
 - Aging Initiative February 2005: Year One Progress Report
 - October 2004 Aging Initiative Summit: Executive Summary
 - Master Plan for Social Work Education in the State of California
 - CalSWEC II AI: California Labor Force Development in Geriatric Social Work *Executive Summary*
 - Links to over 50 Aging Resources with an annotated bibliography
 - Aging Initiative Purpose and Goals
 - Aging Initiative Sub-Committee Members
 - Contact Information

Sub-Committee Meetings

The AI Sub-Committee meets three times a year, in February, May and September and varies meeting locations throughout the state to allow access for all members. Meetings provide an opportunity for members to come together to strategize and build consensus regarding AI goals and objectives. The various workgroups also utilize the time to conduct face-to-face meetings and collaborate with other workgroups whose goals are interrelated. New members are encouraged and welcomed and membership has grown from 30 to 40 since our last annual report. (See Appendix G)

Aging Initiative Workgroup Reports

The AI has three workgroups who plan and implement the activities associated with the goals of the Aging Initiative. These subgroups are Curriculum Development; Workforce Development; and Capacity Development and Sustainability. Each workgroup has two “leads” from academic and social service organizations. The workgroup leads facilitate

their group. Frequency of group meetings varies depending on the tasks to be accomplished. Individual workgroup reports are provided below.

Curriculum Workgroup:

Statement of Goals:

The primary goal of the Curriculum Workgroup is to develop and disseminate competency-based geriatric/gerontological social work curriculum throughout California. This workgroup is chaired by Dr. Jong Won Min of California State University, San Diego.

Progress to Date:

Based on a census-building approach, a refined version of the CalSWEC Aging Competencies was distributed to approximately 209 community stakeholders for their inputs and comments on the competencies in September, 2005. The community stakeholders include the 2004 Aging Summit delegates, County Welfare Directors' Association (CWDA), Deans and Directors of Schools of Social Work, and CalSWEC AI committee members. A total of 80 community stakeholders provided comments and suggestions. A comprehensive review of all stakeholder responses was compiled and analyzed. This led to further refinement of the CalSWEC Aging Competencies in November, 2005. After the incorporation of all stakeholders' comments, a final version of the Competencies was submitted to CalSWEC AI Committee members for its review and approval in December, 2005. With minor comments from the AI which the CalSWEC AI Committee members addressed, the CalSWEC Aging Competencies were finalized at the end of December, 2005. The Competencies were submitted to the CalSWEC Curriculum Committee in January, 2006. Following approval from the Curriculum Committee the Aging Competencies were submitted to the CalSWEC Board for final approval and were adopted at the February 2006 meeting.

Outcomes:

A major outcome in the second year for the Curriculum Workgroup was the development and adoption of the CalSWEC Aging Competencies. The development of the Aging Competencies is partially supported by a grant from the Archstone Foundation. (See Appendix F)

Next Steps:

1. Convene Curriculum Workgroup to discuss strategies for dissemination of the CalSWEC Aging Competencies to the Schools of Social Work/Welfare in California and for effective adoption of the Competencies by the schools, following the approval of the CalSWEC Aging Competencies by the CalSWEC Board of Directors.
2. Publicize availability and distribute the Aging Competencies widely through CalSWEC, Aging Initiative, Aging Summit participant organizations, and other aging and social work organizations'/networks' communication channels.
3. Continue to work in partnership with the Council on Social Work Education (CSWE) National Center for Gerontological Social Work Education and other national and state organizations to develop and disseminate resources (e.g., educational modules, training curriculum, strategies for initiating and managing institutional change processes) to facilitate geriatric/gerontological infusion and specialization into education and training

throughout California.

4. Conduct the statewide survey of Schools of Social Work in California
 - a. To describe the current status of geriatric/gerontological social work education and curriculum in Schools of Social Work in California.
 - b. To provide baseline data for the dissemination of the CALSWEC Aging Competencies
 - c. To assess the extent to which Schools of Social Work in California adopts competency-based geriatric/gerontological social work curriculum with regards to infusion and aging specialization before dissemination of the Competencies.
 - d. To provide on-going database on geriatric/gerontological social work education and to compare results with findings from the previous surveys.

Capacity Building and Sustainability Workgroup:

Focus of the Workgroup:

The focus of the workgroup is to develop a broad-based statewide coalition to advocate for and seek sustainable funding for aging workforce training. June Simmons, CEO of Partners in Care Foundation and Ken Patterson, Director of Stanislaus County Community Services Agency are co-chairs of this workgroup.

Statement of Goals:

Goals include the development of funding strategies that leverage and blend funds from different sources, and continued foundation support for the initiative's infrastructure and work plans. Long-term strategies targeting training funds from Medicaid and legislation to support training in geriatric social work are being pursued.

Progress to Date / Outcomes:

This workgroup has made significant progress toward sustainability. The group focused on Medicaid claiming strategies as a potential funding stream. Members contributed considerable resources and expertise into identification of potential claiming models and in educating other members as to how these models might be implemented. A decision was made to seek foundation funding to further develop this goal. The workgroup was successful in obtaining funding.

In July 2005 the Aging Initiative received a \$655,000 three-year grant from the Archstone Foundation to further the goal of seeking sustainable funding for geriatric social work education. A request for proposals was developed seeking county agency and university collaborative pilot sites within three geographic areas (northern, central and southern California) to develop funding strategies for improved geriatric social work training.

The primary goal is to develop a sustainable funding source for improving the training of geriatric social workers through supportable claiming of available state and federal funds and other regional strategies. Additional goals are to develop sites which may serve as distributions points for Archstone funded stipends for social work students, be delivery points for in-service training, and provide entry to agencies for a planned labor market survey of social workers in aging.

The proposals were released on September 12, 2005 with a due date of October 28. A bidder's conference was held on September 23 in Sacramento in conjunction with the CalSWEC meeting. About thirteen people attended representing universities, county agencies, and private agencies. Submissions were reviewed and ranked by an appointed committee of CalSWEC board members and the three sites were selected.

The goal of attaining collaborative pilot sites in three areas of the state—southern, central, and northern—has been achieved. In fact, both northern and southern California collaboratives have involved complex associations of agencies and universities. The **Southern California Collaborative** consists of the Department of Social Work, California State University, Long Beach, Orange County, Ventura County and Santa Barbara County, in partnership with eight other agencies. The **Northern California Collaborative** consists of Santa Clara County Department of Aging and Adult Services (lead), along with Mendocino County Adult Services, Monterey County Office of Aging and Adults, San Francisco County Department of Aging and Adult Services, Santa Cruz County Adult and Long Term Care Services, San Mateo County Health Department, and Contra Costa County Aging and Adult Services. Universities in the Northern California Collaborative are San Jose State University (lead) along with San Francisco State University, and University of California at Berkeley. The **Central California Collaborative** consists of California State University, Bakersfield, Department of Social Work and Kern County Aging and Adult Services Department (see Appendix I).

Almost a third of the universities with social work MSW programs are involved—five overall of seventeen; and almost one in five of the counties are involved—eleven in all of fifty-eight.

A national macro level consultant and a state micro level consultant have been hired to work with the Regional Collaborative Pilot Sites to develop a state and federal claiming process to drawdown funds for social work training in aging. The goal is to develop a claiming process for funds that can be replicated by other counties for future use.

The first meeting between the pilot sites, the consultants, Aging Initiative representatives and the Archstone principle investigators took place in January, 2006. That meeting laid the groundwork to build cohesiveness, review the purpose of the project, discuss general goals, present a basic concept of potential claiming strategies, and allowed the sites to conceptualize how their own work may develop.

The Archstone Foundation will provide a total of 12 stipends per year for students seeking education in aging during the second and third year of the grant funding. The Collaboratives will match the stipends one-to-one during the first year of distribution and two-to-one during the second year of stipend distribution.

Next Steps:

- Consultants work with pilot sites to develop model claiming strategy for allowable federal and state funds
- Aging Initiative members work with the California Department of Social Services to support the pilot claiming models
- Encourage pilot sites to bring additional local funders into their collaboratives
- Target marketing of the Aging Initiative achievements thus far to additional potential foundation, corporate or government funders

- Seek a legislative forum for dissemination of Aging Initiative progress as a precursor to seeking state general fund support

Workforce Development Workgroup:

Focus of the Workgroup:

The focus of the Workforce Development Workgroup is to create an infrastructure conducive to building a labor force of geriatric social workers capable of providing needed human services for elderly Californians. Consisting of a statewide collaborative of key stakeholders (i.e., educators, geriatric practitioners, foundations, legislators, and consumers), the infrastructure will enhance the attractiveness of geriatric social work practice as a career choice, and expand the knowledge base on current and future human service workforce needs, challenges and opportunities. Dr. John Oliver, Director of the Department of Social Work at California State University, Long Beach, chairs the Workforce Development Workgroup.

Statement of Goals:

The California Social Work Education Center's (CaISWEC) Aging Initiative Workforce Development Workgroup has two major goals. They are:

1. Development of a professionally educated, highly skilled, geriatric workforce capable of addressing current and future human service needs of California's aging populations.

It is anticipated that this goal will be advanced by completing tasks and activities related to the following objectives.

- In collaboration with the Aging Initiative Curriculum Workgroup, develop and administer a survey of all accredited California School (MSW) of Social Work programs to gather data on curricular structure, aging content, geriatric field placements, geriatric social worker graduation rates, number of faculty employed with geriatric specializations, specialized aging programs, organizations, and other information that has a bearing on achieving goal number one.
 - Development and implementation of a statewide labor force survey designed to identify geriatric social work jobs within human service settings, plus current and future labor force needs including skill demands, facilitator, and barriers to professionalizing services provided for elderly consumers.
2. Development and implementation of a marketing and advocacy plan designed to promote a positive image of elders, the profession of social work, and geriatric social work practice as a desirable career choice.

The second goal emerged from discussion at the statewide Aging Summit. Specific objectives have not yet been developed to achieve this goal.

Progress to Date / Outcomes:

The curriculum and workforce workgroups have produced an initial draft of the instrument that will be used to survey accredited social work (MSW) programs. Members of both workgroups will be provided an opportunity to review the initial draft of the survey instrument, and provide input regarding the focus and substance of the product as it moves toward completion. It is expected that this task will be finalized during the early phase of the spring term, 2006.

Professor Ailee Moon (UCLA) and Professor Steve Wilson (CSULB) have begun the process of working with the Co-Principal investigators of the Archstone Grant (Cathy Goodman, JoAnn Damron-Rodriguez), and the Chair of the Workforce Workgroup (John Oliver) to plan and develop a draft methodology for the statewide workforce survey. The current sampling methodology will be to select 6-8 counties based on geographic location, urban versus rural, proportion of older adults in the population, proportion of ethnic minority elders, and economic characteristics of the county. The survey will focus on demand for social workers, definition of social workers and will address current demand for social workers to fill existing positions as well as projections of demand in the future.

Next Steps:

The curriculum and workforce workgroups will continue their joint efforts to produce additional iterations of the draft survey instrument that will be used to gather information from MSW programs on their degree of involvement in educating geriatric social workers. At the workforce workgroup meetings on February 2, 2006, procedures for reviewing drafts of the survey instrument will be discussed and approved. The method and time-line for gaining the support of the California Association of Deans and Directors (CADD) will also be determined at the meeting on 2/2/06.

The Archstone labor force group (Damron-Rodriguez, Goodman, Moon, Wilson, Oliver) discussed the importance of the workforce workgroup: (1) Reviewing drafts of the labor force survey instrument, (2) Identifying a representative group of stakeholders to review and provide input on the draft instrument, and (3) Developing a plan for a teleconference meeting to discuss ideas for the survey research plan and questionnaire.

Summary

Since its inception in 2004, the Aging Initiative has grown from a conceptual idea to an organization. Membership has increased in the past year and includes social work educators, researchers, gerontology practitioners, and both public and private agency administrators. The organization is developing an infrastructure and communication network to support its growth.

During 2005, the Aging Initiative has made progress toward its goal of building a social work workforce that will meet the needs of aging Californians and their families. Accomplishments of note include the completion of the CalSWEC Aging Competencies and their approval by the CalSWEC Curriculum Committee and adoption by the CalSWEC Board of Directors. In the coming year, as adoption and integration of the Competencies within the schools of social work is pursued, gerontological social work education will advance.

In addition, the establishment of the three Regional Collaborative Pilot Sites and progress toward the development of a strategy for claiming available state and federal

funds for aging workforce training, advances the AI toward sustainability. Additional funding strategies will be developed through local, state and foundation support as the AI continues to meet its goals.

Along with the goal of seeking sustainable funding the Aging Initiative will work in the coming year to develop and administer two surveys. One survey will examine a number of factors related to gerontological education in all MSW schools of social work in California. The second survey will examine the social work labor force to identify geriatric social work jobs within human service settings, and current and future labor force needs.

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