

Appendix

Appendix 1: CalSWEC Title IV-E Graduate Hiring Options 2011 Cohort Only



CalSWEC Title IVE Graduate Hiring Options 2011 Cohort only

What was done to understand the child welfare job market?

- Meetings and information gathering sessions with county partners.
- On line survey with over 80% of the counties reporting and 75% of the project coordinators reporting.
- CalSWEC's Workforce Development Coordinator gathered county level information from around the state on hiring activity.

What was found about the child welfare job market?

- Variability across the state with regard to projected hiring in the county child welfare agencies.
- Some areas predicting no hiring and some areas predicting hiring.
- It is clear that there will be far fewer jobs available in the summer of 2011.

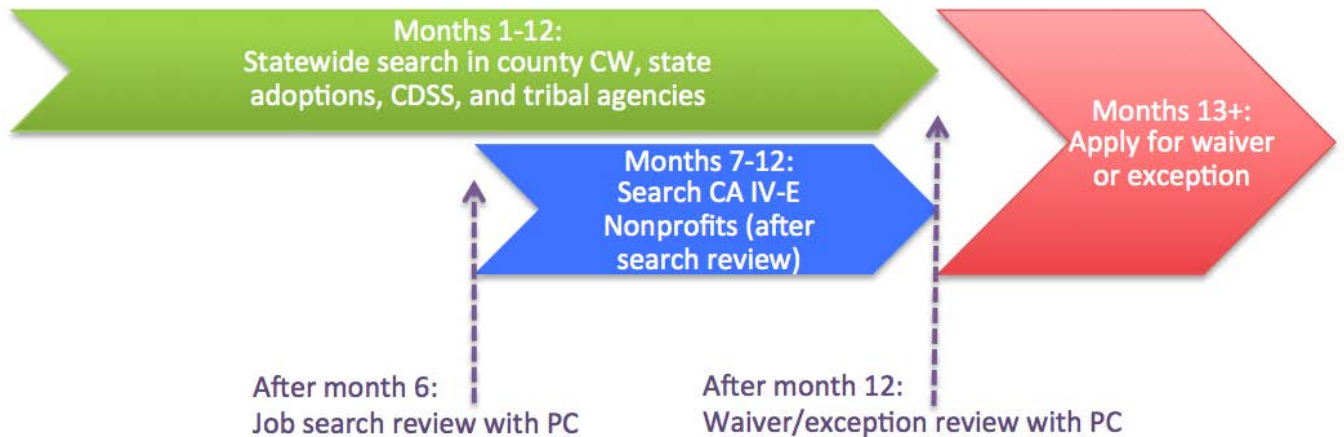
Title IV-E Hiring Projection

- The estimated number of CalSWEC IV-E full time students graduating in May/June is ~293.
- Los Angeles County will hire all IV-E graduates who have interned in Los Angeles County, approximately 60.
- In looking at recent trends, the 2010 IV-E cohort hiring slowed, with less hiring in the 1st trimester and hiring continued into the 2nd and 3rd trimesters of the year.
- At this point in time 84% of the 2010 IV-E cohort have been hired by either the county or qualified non-profit organizations.
- When compared with previous cohorts at the same timeframe, 94%, 89%, 88% of the 2007, 2008 and 2009 graduates respectively were hired.
- We expect this trend to continue, which means fewer graduates will be hired during the 1st trimester and hiring will continue throughout the year.

Hiring and Search Options for the 2011 Cohort only

- CalSWEC has attempted to strike a balance between the realities of the current labor market and the contractual obligations of the Title IV-E master contract as well as the IV-E student contract.
- The hiring and search options below allow more flexibility from the student standpoint while maintaining clear accountability to search for and secure employment in the target employment market—the public child welfare agencies.

Graduates from the 2011 cohort are expected to apply statewide to county child welfare, state adoptions, or CDSS. Graduates *may* also apply to tribal welfare agencies. If after six months the graduate is not hired in public child welfare services, the graduate may request to search in non-profit organizations that provide services to IV-E populations *in addition* to continuing search the public sector. Search documentation must be reviewed by the Project Coordinator before non-profit search can be approved. If after one year the graduate has not secured employment in public child welfare or an approved non-profit organization, the graduate may apply for waiver or exception.



Search:

- Reasonable search efforts are defined as making applications to all public CWS, state adoptions or CDSS. Graduates *may* also apply to tribal child welfare agencies during in the time frames set forth above.
- The search must be intensive, ongoing and documented in a coherent manner in order to present a reliable picture of employment search.
- Graduate must keep satisfactory documentation of the employment search and provide to Project Coordinator for review.

Employment:

- Approval to search in non-profit organizations is reviewed by Project Coordinator at 6 months and based on the graduate meeting the required search obligation.
- Qualifying employment in a non-profit organization is defined as those agencies contracted by the public child welfare system to deliver services to Title IV-E eligible children and families.

- Employment in a qualifying non-profit organization is approved after job search is successfully reviewed
- Qualified non-profit employment can fulfill the Title IV-E employment obligation from month 7 onwards.
- Graduate *may* apply and secure positions that do not require an MSW level degree in either public child welfare or public social services as meeting their employment obligation.