



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

Key Results

In 2011 the county child welfare agencies reported fewer public child welfare social workers and supervisors than in 2008. The public child welfare staff is ethnically and racially diverse. Overall social workers and supervisors report holding their current positions for 6.1 years, have worked in the county for 10.5 years working for the county, and in the field of child welfare for 11.3 years on average. Title IV-E participants were more diverse and younger as a group.

60% of the respondents to the individual worker survey report holding a master's degree of some kind. Those holding MSWs in the public child welfare system constitute 40.6% of all respondents, a change from pre-Title IV-E days when the estimate was 20.5%.

The CalSWEC Title IV-E program supplies the majority of MSWs to the California public child welfare system. Many MSWs are supervisors, managers and administrators. In 2011, 57.6% of a sample of 1230 MSWs in all positions report they have participated in a CalSWEC IV-E program. These findings strengthen the case for continuing workforce development in public child welfare.

In collaboration with the County Welfare Directors Association and the California Department of Social Services, CalSWEC has surveyed the state's public child welfare workforce every three to five years since 1992 to determine the extent to which the state is meeting its requirements for Master's-level social workers among child welfare social work staff.

The data for this 2011 study were gathered between August 2011 and February 2012 using two online survey instruments. The first was the *Agency Administrative Survey* aimed at gathering administrative data about agency staffing such as the number of staff, vacancies, need for bilingual workers, turnover and the effects of the economic downturn on hiring. The second was the *Individual Worker Survey*. This survey was designed to obtain a more detailed perspective on the workforce by having individual child welfare staff complete it.

As a result of the statewide participation of county child welfare agencies and public child welfare staff, we were able to gather substantial information on the demographics of the workforce, service assignments, education, professional licensure, experience level, interest in further training and further education.

Suggested citation: Clark, S.J. (2012) *The 2012 California Public Child Welfare Workforce Study*. Berkeley CA: University of California Berkeley, School of Social Welfare.

I. The Population³

- There were 10.7% more child welfare social workers and supervisors overall in 2008 than there were in 2011 in California’s 58 counties.
- The numbers did not decrease similarly over all positions.
 - There are 7.2% fewer supervisors and 21.4% fewer case-carrying social workers in 2011, when compared to 2008 levels.
 - There are 52.8% more non-case-carrying social workers. This may be a response to increased teaming and coordination demands, new ways of organizing and prioritizing the work, and/or additional documentation associated with regulations.
- Although the 2918 responses from the individual worker sample constituted only 28.4% of the 2011 population,⁴ the sample distribution by position generally reflects the population distribution by position as reported by the counties, with slightly fewer case-carrying social workers responding and slightly more supervisors responding.

2011 Population of California public child welfare workers⁵ as compared to 2008 Population

Year	Case-Carrying Social Workers	Non-Case Carrying Social workers⁶	Supervisors	Total
2008 Population	8772	1027	1813	11612
<i>Proportion in the 2008 Population</i>	<i>75.5%</i>	<i>8.8%</i>	<i>15.6%</i>	<i>99.9%</i>
2011 Population	7225	1569	1691	10485
<i>Proportion in the 2011 Population</i>	<i>68.95%</i>	<i>14.96%</i>	<i>16.1%</i>	<i>100%</i>

2011 Sample of California public child welfare workers as reported by individual workers compared to 2008 Sample

Sample	Case-Carrying Social workers	Non-Case Carrying Social workers	Supervisors	Total
2008 Sample	2027	527	564	3118
<i>Proportion in the 2008 Sample</i>	<i>65.0%</i>	<i>16.9%</i>	<i>18%</i>	<i>99.9%</i>

³ Three small counties did not report on the population of child welfare staff; so their 2008 numbers were substituted for the missing data.

⁴ The proportion of respondents to population in 2008 was 26.9%.

⁵ Full-time, part-time, and extra hire staff included.

⁶ Non-case-carrying social workers include trainers, and other professional social workers who provide indirect services such as licensing, facilitating TDM meetings, planning, implementing policies such as inter-county transfers, and evaluation.

2011 Sample	1901	456	561	2918
Proportion in the 2011 Sample	65.1%	15.6%	19.2%	99.9%

II. Sample demographics. Race/ethnicity: All respondents compared to IV-E participants

Staff Age and Ethnicity

The IV-E participants are more diverse as a group and younger than the entire sample. For all professional staff, Whites make up 51.6% of the sample. For IV-E participants who responded to the survey and who identify as White, the proportion is 37.9 percent.

On average IV-E social work participants who responded to this survey are younger than non IV-E participants. The average age for social workers (case- and non-case-carrying), supervisors, managers, and administrators is nearly 43 years; for IV-E participants from the same positions it is almost 39 years.

Demographic information on Social Workers, Supervisors, Managers, & Administrators

Race/Ethnicity	All Respondents		IV-E MSW Respondents Only	
	Proportion n= 2358 (%)	Average Age (years)	Proportion n = 837 (%)	Average Age (years)
African American	9.9	42.77	10.3	40.87
American Indian	0.9	47.67	2.2	44.69
Asian American/Asian	5.0	39.36	7.9	35.98
Hispanic/Latino(a)	14.0	40.29	17.6	37.82
Mexican American/Chicano(a)	10.7	39.31	15.0	36.78
Native Hawaiian/other Pacific Islander	0.03	36.43	1.2	38.86
White/Caucasian	51.6	45.72	37.9	40.17
Biracial/ethnic	4.5	40.62	1.8	33.07
Multiracial/ethnic	2.3	41.43	3.5	38.38
Other	0.08	45.11	2.7	39.59
Total Percentage/Grand Mean	99.9% (error due to rounding)	42.66	100.1% (error due to rounding)	38.89

III. Staff Ethnicity compared to the Children with Substantiated Allegations and First Entries into Foster Care

One of CalSWEC’s goals is to help diversify the workforce. Consequently CalSWEC’s mission has been to actively recruit students who represent the children and families in the child welfare system.

The next table compares the racial/ethnic make-up of the children with their proportion of substantiated allegations of child abuse/neglect and first entries into foster care for the year ending on June 30, 2011, to the racial/ethnic make-up of the child welfare staff.⁷ The number of allegations was reported by 90% of the counties for the year ending on June 30, 2011. This table does not include American Indian children in care of the Tribes.

The proportion of *White IV-E child welfare workers* is less than that of the *White non IV-E child welfare workers*. The proportions of IV-E educated workers who identify as *Hispanic/Latino/Mexican American/Chicano, American Indian/Native American, or Asian American/Pacific Islander* are greater than the proportions of those ethnicities in the non IV-E sample of child welfare workers.⁸

The corresponding *IV-E* and *non-IV-E* staff proportions are still below the proportions of *Black* and *Hispanic* children in care. The workforce implications are that there is still work to be done to provide workers who reflect the child welfare population, particularly the *Black* and *Hispanic* populations. Workers identify as *Bi-Multi-racial and Other* but there are no such categories in the Child Welfare Services Reports data at this time.

Staff Ethnicity compared to the Children with Substantiated Allegations and First Entries into Foster Care (as of July 1, 2011)

Child Racial/Ethnic Group	Proportion of children with substantiated allegations (n= 89,766)	Proportion of children with first entries into foster care (n = 25,140)	Proportion of NON IV-E child welfare social workers & supervisors	Proportion of IV-E child welfare social workers & supervisors
Black/African American	.14	.18	.13	.12
White	.25	.27	.47	.41
Hispanic	.54	.51	.30	.36
Asian/P.I.	.03	.03	.06	.09
American Indian/Native American	.01	.01	.02	.02

⁷ Needell, B., Webster, D., Armijo, M., Lee, S., Dawson, W., Magruder, J., Exel, M., Cuccaro-Alamin, S., Putnam-Hornstein, E., Williams, D., Simon, V., Hamilton, D., Lou, C., Peng, C., Moore, M., King, B., Henry, C., & Nuttbrock, A. (2012). *Child Welfare Services Reports for California*. Retrieved 8/13/2012, from University of California at Berkeley Center for Social Services Research website. URL: http://cssr.berkeley.edu/ucb_childwelfare

⁸ Respondents were allowed to check more than one ethnicity/race and about 5.3% of them did.

Missing	.03	.00		
Bi-racial, Multi-racial, and Other			.07	.08
Total	1.0	1.0		

IV. Educational Degree by Job Position

Educational levels for child welfare staff are not consistent throughout California counties. However, those with general baccalaureates and those with specialized master's degrees (MSWs) are the most numerous.

Educational Level by Job Position 2012

Level of education	Other?	Social Work Assistants/Clerical	Case-carrying Social Worker	NON-case carrying Child Welfare Worker/Trainer	Supervisor	Manager/Administrator	Total
Other	1	1	6	2	2	1	13
High School	2	40	3	2	3	1	51
A.A. degree	5	46	33	10	11	3	108
Some College	8	125	18	15	15	8	189
B.A., B.S.	18	82	568	166	91	19	944
B.S.W., B.A.S.W.	3	4	133	25	16	5	186
M.A., M.S.	4	15	314	89	144	41	607
M.S.W., M.S.S.W.	3	6	764	124	254	79	1230
Ph.D. or other doctorate	1	1	21	9	10	3	45
Total	45	322	1860	442	546	160	373

V. Service Assignments & MSW degrees

State regulations (see Section VIII below) focus on educational level standards for case-carrying social workers and supervisors in emergency response and family maintenance services.

Regardless, it is not common for counties to assign workers to emergency response cases only or family maintenance only. Additionally, the 24 hour/7-days a week coverage precludes that division of work. Most workers reported having several service assignments. The conclusion we draw is that there is no one-to-one relationship between service assignment and worker.

Social Workers', Supervisors', Managers' & Administrators' Current Assignments

Department	All Respondents	MSW Respondents
	Frequency	Frequency
Intake/Information/Referral	453	240
Differential Response	140	97
Emergency Response	681	449
Dependency Investigation/Court Services	404	279
Family Maintenance	666	437
Family Reunification	679	398
Forensic Interviewing	77	54
Permanency Planning	534	408
Adoptions	139	229
Family Preservation	177	96
Licensing	77	41
School-based Services	80	27
Wraparound Services	128	81
Team Decision Making	333	209
A specialized unit such as one serving "medically fragile babies"	314	188

The tables below shows the proportion of MSW degrees held by the case-carrying social workers and supervisors by region, comparing 2004, 2008, and 2011. In 2011, among case-carrying social workers statewide, 41.1% (764 out of 1860) hold MSWs. Among supervisors for 2011, 46.5% hold MSWs.

Proportionate distribution of MSW degrees for public child welfare case-carrying social workers and supervisors, by region, 2004, 2008 & 2011

Case-carrying Social Workers	2004	2008	2011
Region	MSWs	MSWs	MSWs
Northern	33.6%	30.9%	46.1%

Bay area	55.9%	57.7%	69.0%
Central	23.5%	24.2%	33.6%
Los Angeles	25.3%	27.0%	42.2%
Southern	35.4%	29.9%	31.9%
CDSS	n/a	81.0%	n/a
Entire State	36%	33.9%	41.1%

Supervisors	2004	2008	2011
Region	MSWs	MSWs	MSWs
Northern	46 %	56.1%	56%
Bay area	58.3 %	64.1%	58.8%
Central	35.1%	42.7%	48.3%
Los Angeles	49.4 %	30.7%	38.2%
Southern	27.6%	43.4%	40.7%
CDSS	n/a	100%	n/a
Entire State	45.1%	45.1%	46.5%

2011 Other master's degrees: When other positions are included in the analysis, among case-carrying social workers, non-case-carrying social workers, supervisors, managers, and administrators, the main findings are that 60.1% (1221 have MSWs, plus 588 have other master's degrees out of 3008 reporting) of the Individual Worker Survey respondents hold some type of master's degree.

VI. Title IV-E Participation

The CalSWEC Title IV-E program supplies the majority of MSWs to the public child welfare system. In 2011, 57.6% of the 1230 MSWs in all positions report they have participated in a CalSWEC IV-E program; another 4.5% report they have participated in an LADCFS IV-E degree preparation program at the university level.

Newly Hired. Among the respondents to the Individual Worker Survey who have been in their current jobs for one year or less, 40.1% have participated in a IV-E MSW or BASW program.

VII. Age & Experience

Non-IV-E case-carrying social workers and supervisors are older, on average, than IV-E respondents in the same positions.

Age (in years) for Case-Carrying Social Workers and Supervisors: IV-E compared to Non IV-E

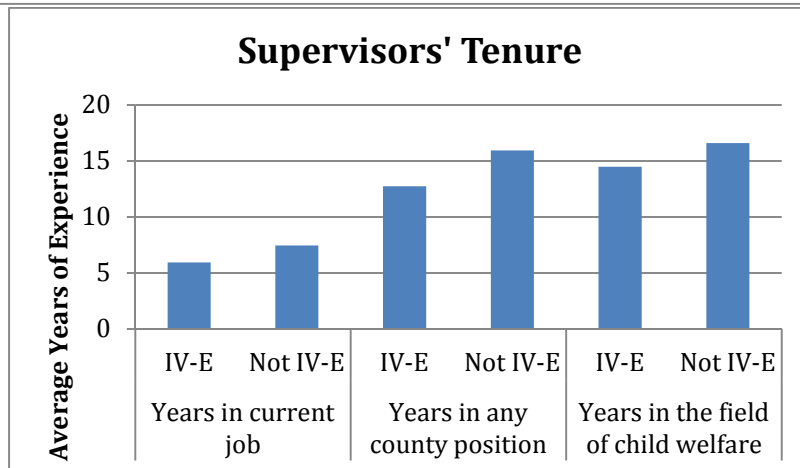
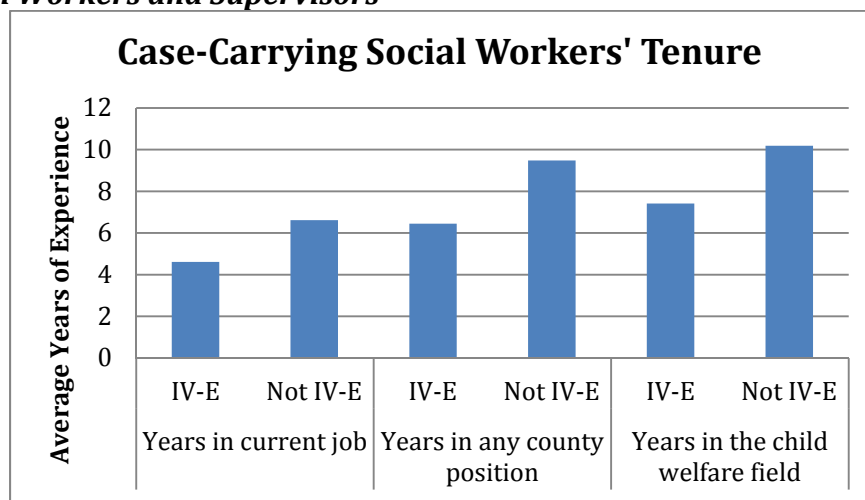
Age (years)	All	Non IV-E	IV-E
Case-carrying social workers	40.6	42.3	37.
Supervisors	46.9	48.4	43.2

Tenure in the child welfare system is seen as an important stability factor, providing continuity of care to the families in the system and by inference, decreasing time in care.

For all professional respondents (case-carrying social workers, non-case-carrying social workers, trainers, supervisors, managers and administrators) the average tenure in the current position is 6.1 years; for time in the child welfare field it is 11.3 years; for time working at the county in any position it is 10.5 years.

Tenure for IV-E participants⁹ is slightly less than all others: For example, the average tenure for case-carrying social workers who were IV-E participants is 4.6 years working in their current public child welfare positions, compared to 6.6 years for non IV-E case-carrying social workers in their current positions. Tenure for IV-E educated supervisors in their current positions is 5.9 years; for non IV-E supervisors, it is 7.4 years. It should be noted that having less experience is correlated with younger age on average. (See charts below)

Comparing Average Years of Experience for IV-E Social Workers and Supervisors to non IV-E Social Workers and Supervisors



⁹ IV-E participants participated in either the CalSWEC IV-E program (as part- or full-time students) or the Los Angeles Department of Family and Children's Services IV-E program. The CalSWEC IV-E program did not graduate MSWs until 1993.

VIII. Appendix

Methodology

Although the methodology for this study has changed since 1992, the basic questions are: “How many social workers and other professional staff work in public child welfare agencies in California? What proportion of the professional staff hold master’s degrees in social work/welfare?” Two online surveys were used to gather the data.

First, the 58 counties were asked to provide census information about the population of professional active/encumbered child welfare staff positions, needs for MSWs, vacancies, and proportion of bilingual workers among the staff population. 55 counties responded with administrative census data. Three counties that declined to participate were located in the northern region of the state and have small populations. Since those counties responded in 2008, their 2008 data was substituted for the 2011 missing data when the proportions of MSWs were calculated. The missing data amounted to 0.457% of the total population.

Second, a web-based survey was sent to all individual workers in 55 counties¹⁰ by their child welfare or human resources departments to provide educational level, service assignment, position, race/ethnicity, age, years of service, needs for additional education, and training experiences. 3496 responses were received from workers from 54 counties. When matched to the proportionate distribution reported in the census data there were not significant differences. This means that the sample responses are representative of the distribution of child welfare positions in the state.

In all but four counties, all public child welfare social work assistants, social workers, supervisors, managers/program managers, and administrators were given the opportunity to respond to the individual worker survey. Social work assistants were included in this study because they can be a source of “home grown” social workers, and we wanted to gauge their interest in seeking additional degree education. Where appropriate, they were enumerated.

The application and approval letters are on file in the CalSWEC Office and the University of California Berkeley Office for the Protection of Human Subjects. Copies of the surveys are available upon request.

California State Educational Qualifications for Child Welfare Staff

The Manual of Policies and Procedures, Division 31 Child Welfare Services Program, Regulation 31-070 states that “County staff who provide emergency response and family maintenance services shall meet the following qualifications:

“.11 At least 50 percent of the professional staff providing emergency response services, and at least 50 percent of the professional staff providing family maintenance services, shall possess master’s degree in social work, or its equivalent in education and/or experience as certified by the State Personnel Board or a county civil service board.”

“.12 One hundred (100) percent of the supervisors of staff providing emergency response and family maintenance services shall possess a master’s degree in social work, or its equivalent in education and/or experience as certified by the State Personnel Board or a county civil service board.”

¹⁰ One county declined to send the individual worker survey to its workers but did complete the census survey. Three counties declined to participate in the study.

The standards for MSW social workers in Adoptions are located in the Community Care Licensing Manual Sections 89152-89155.



For further information please contact Dr. Sherrill Clark, sjclark@berkeley.edu

Suggested citation:

Clark, S. J. (2012). *The 2011 California public child welfare workforce study*. Berkeley CA: University of California Berkeley, School of Social Welfare, California Social Work Center.

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Workforce Survey for Individual Child Welfare Workers 2011

1. Workforce Survey Invitation to Participate in Research

September 2011

Dear Child Welfare Staff:

We are inviting you to participate in our child welfare workforce study. Over the past 20 years, the California Social Work Education Center, the California Department of Social Services, and the County Welfare Directors' Association have collaborated to provide financial and other support opportunities for child welfare workers to obtain B.A.S.W. and M.S.W. degrees. Every three years the state's child welfare staff are surveyed to determine the need and interest for pursuing bachelors' and masters' degrees in social work.

To that end, we would appreciate it if you could complete the attached survey. It should not take more than 5 to 7 minutes to complete. By doing so you will help ensure that we have the best information possible upon which to guide resources for meeting the short and long term educational needs for child welfare workers in California.

You are free to choose not to answer any of the questions that we ask, except if you choose to continue, we need to know the answers to the starred questions: the county you are working in, your job position, and your highest educational level completed (questions #1, #2, and #13).

We do hope that all child welfare staff will complete the survey. Our results will be much stronger and our recommendations more reliable if most or all child welfare staff respond to the survey.

If you have any comments or questions about the survey, feel free to contact the lead researcher, Sherrill Clark at CalSWEC – UC Berkeley at 510-642-4480, or by e-mail at sjclark@berkeley.edu. Your thoughts and opinions are important to us and we appreciate your help with this statewide workforce survey. The final aggregated report will be available after December 31, 2011. Thank you in advance for your cooperation.

Sincerely,

Sherrill Clark
Program Evaluation Specialist

Maria Hernandez
U C Berkeley, Doctoral Candidate

*** 1. What COUNTY do you work for? (If you work for CDSS, that is option #59 on the drop down menu.)**

Workforce Survey for Individual Child Welfare Workers 2011

***2. Which of the following best describes your current position? Check only one answer.**

- Clerical Staff
- Social Work Assistant
- Front-end or Intake Case-carrying child welfare social worker
- Back-end or Ongoing Case-carrying child welfare social worker
- Combined Front-end AND back-end case-carrying child welfare worker
- NON-case carrying child welfare social worker
- Trainer/Staff development
- Supervisor
- Manager
- Administrator
- Other?

Workforce Survey for Individual Child Welfare Workers 2011

2.

3. If you are a supervisor or manager, do you carry cases?

YES

NO

If so, please describe them here.

Workforce Survey for Individual Child Welfare Workers 2011

3. Workforce Survey

4. How many years have you been working in your CURRENT JOB? Please indicate the number.

5. How many years have you been working in ANY POSITION FOR THIS COUNTY?

6. Before you came to child welfare, which departments did you work for in this county?

- Adult services
- CALWORKS
- Child welfare
- Eligibility
- Licensing
- Mental health
- Probation
- Staff development or training

Other (please specify)

7. How many years have you worked in the FIELD OF CHILD WELFARE (at any agency)?

Workforce Survey for Individual Child Welfare Workers 2011

4. Workforce Survey Service Assignment

The purpose of these questions is to find out what you do on the job, whether your job has changed this past year, and whether you expect it to change in the coming year.

8. Please check ALL the service areas in which you are currently assigned to work.

- Intake/Information/Referral
- Differential Response
- Emergency Response
- Dependency Investigation/Court Services
- Family Maintenance
- Family Reunification
- Forensic Interviewing
- Permanency Planning
- Adoptions
- Family Preservation
- Licensing
- School-Based Services
- Wraparound Services
- Team Decision-Making (TDM)
- A specialized unit such as "Medically Fragile"(please specify)

9. Has your service assignment (noted above) changed within the past fiscal year (July 2010 through June 2011)?

- YES
- NO

If YES, how has it changed?

Workforce Survey for Individual Child Welfare Workers 2011

5.

10. Please answer ONLY if you began a new position this year. When did you BEGIN to receive Common Core Training (Supervisor or Child Welfare line worker) for your new position?

- Don't know
- Have not received it
- Before I started work (pre-service)
- Within one month of starting
- Within 3 months of starting
- Within 6 months of starting

Other (please specify)

Workforce Survey for Individual Child Welfare Workers 2011

6.

11. Do you expect your service assignment to change in this fiscal year (July 2011 through June 2012)?

- YES
 NO
 DON'T KNOW

If YES, how will it change?

Workforce Survey for Individual Child Welfare Workers 2011

7.

12. Please answer ONLY if your service assignment changed this year. When will you BEGIN to receive Common Core Training (Supervisor or Child Welfare line worker) for your new position?

- Don't know
- Before I start work (pre-service)
- Within one month of starting
- Within 3 months of starting
- Within 6 months of starting

Other (please specify)

Workforce Survey for Individual Child Welfare Workers 2011

8. Workforce Survey--Education

This section asks questions about your educational degrees, licensure, and interest in pursuing advanced degrees.

***13. What is the highest educational degree you have attained? Check only one answer.**

- High School
- Community College degree (A.A.)
- Some College
- B.A., B.S.
- B.S.W.
- M.A., M.S.
- M.S.W., M.S.S.W.
- Ph.D. or other doctorate
- Other (please specify)

Workforce Survey for Individual Child Welfare Workers 2011

9. Licensure

14. If you are in the process of obtaining a license or hold a license, which one is it?

- M.F.T. (Marriage and Family Therapist)
- M.F.T. Intern
- L.C.S.W.(Licensed Clinical Social Worker)
- A.S.W. (Associate Social Worker in the active process of obtaining an L.C.S.W.)
- Licensed Clinical Psychologist
- None
- Other (please specify)

Workforce Survey for Individual Child Welfare Workers 2011

10. Education (continued)

15. Did you participate in any IV-E stipend program?

YES

NO

Workforce Survey for Individual Child Welfare Workers 2011

11.

16. Did you participate in the Title IV-E Child Welfare Financial Aid Program in which you received a stipend or financial support to acquire an educational degree? Check all the options that apply.

	CalSWEC FULL TIME Title IV-E Program	CalSWEC PART TIME Title IV-E Program	LADCFS Title IV-E Program
Bachelor's degree in Social Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master's degree in Social Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Did you or are you now participating in the CalSWEC Pathway Program?

- YES
 NO

Workforce Survey for Individual Child Welfare Workers 2011

12. Personal Information

18. What is your present age?

19. How do you identify yourself in terms of ethnicity? Please check the appropriate button(s) below. Check all that apply.

- African American or Black
- American Indian/Native American/Alaska Native
- Asian American or Asian
- Hispanic/Latin(o)a
- Mexican/Chican(o)a
- Native Hawaiian/other Pacific Islander
- White/Caucasian
- Biracial/ethnic
- Multiracial/ethnic
- Other

20. If you regularly use any other language(s) besides English on the job, please list them here.

Workforce Survey for Individual Child Welfare Workers 2011

13. Workforce Survey Interest in Further Education & Training

In this section we would like to:

1. Survey your experience with and interest in further training for child welfare, and
2. Survey your interest in BSW and MSW education and Title IV-E Financial Aid Program.

21. Have you received any training for your child welfare job this year?

YES

NO

Workforce Survey for Individual Child Welfare Workers 2011

14. Training Interest and Experience

22. Have you completed the Common Core Training for Child Welfare Workers?

- YES
- I am in the process of completing.
- I don't know.
- NO
- Not applicable.

Other (please specify)

23. Have you completed the Common Core Training for Supervisors?

- YES
- I am in the process of completing.
- I don't know.
- NO
- Not applicable.

Other (please specify)

24. Do you have a way or ways of keeping track of the training you receive?

- The staff development department tracks training
- My supervisor
- Myself
- None

Other (please specify)

25. Including Core, and thinking back to the beginning of this year (January 2011), how many days of training have you attended?

Number of days

Workforce Survey for Individual Child Welfare Workers 2011

26. If you have missed any Common Core Training (Line worker or Supervisor) what was (were) the reasons?

- Not applicable to me
- Lack of coverage
- Training cancelled
- Emergency--called away
- Workload concerns
- Personal emergency (family, illness, etc.)

Other reason?

Workforce Survey for Individual Child Welfare Workers 2011

15.

27. Would you be interested in further training for your child welfare job?

- YES
- YES, but not at this time
- NO

If yes, please describe the topics which interest you.

Workforce Survey for Individual Child Welfare Workers 2011

16. Interest in further degree education

28. Would you be interested in pursuing an educational degree?

	No	Yes but with no public child welfare work obligations	Yes with CalSWEC Title IV-E financial support	Yes with Los Angeles DCFS IV-E financial support
A Bachelor's Degree in Social Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A Master's Degree in Social Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The CalSWEC educational degree program is available in schools of social work statewide, including Los Angeles. As a requirement for accepting financial support, the Title IV-E educational program requires that you work in a California public child welfare agency, with the California State Department of Social Services, or with an Indian tribal agency after graduation. For more information visit the CalSWEC website: <http://calswec.berkeley.edu>

The Los Angeles DCFS educational degree program is available to Los Angeles County employees who attend school in Los Angeles County and who agree to work in LADCFS after graduation.

The post-graduation work obligations vary among programs.

Workforce Survey for Individual Child Welfare Workers 2011

17. Workforce Survey

Thank you for completing this survey

Your input is very important to us and we appreciate your help with this statewide workforce study. The final aggregated report will be available this winter 2011-2012.

If you have any questions about this survey or about the study, please feel free to contact Dr. Sherrill J. Clark, Program Evaluation Specialist, at sjclark@berkeley.edu or 510-642-4480.



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

Key Results: BASWs in the California child welfare system are primarily case-carrying social workers, assigned in similar ways as the MSW social workers. They are more likely to be found in the Central, Southern and Los Angeles regions. There is still strong interest in further education via the Title IV-E program.

Sherrill J. Clark, MSW, LCSW, PhD.

In collaboration with the County Welfare Directors Association and the California Department of Social Services, CalSWEC has surveyed the state's public child welfare workforce every three to five years since 1992 to determine the extent to which the state is meeting its requirements for Master's-level social workers among child welfare social work staff.

The data for this 2011 study were gathered between August 2011 and February 2012 using two online survey instruments. The first was the *Agency Administrative Survey* aimed at gathering administrative data about agency staffing such as the number of staff, vacancies, need for bilingual workers, turnover and the effects of the economic downturn on hiring. The second was the *Individual Worker Survey*. This survey was designed to obtain a more detailed perspective on the workforce by having individual child welfare staff complete it.

As a result of the statewide participation of county child welfare agencies and public child welfare staff, we were able to gather substantial information on the demographics of the workforce, service assignments, education, professional licensure, experience level, interest in further training and further education.

The CalSWEC Board's Workforce Development Committee has taken up the BASW program for discussion on its agenda. Due to evidence that hiring trends for the BASW program have been trending downward. BASWs have been hit especially hard by the economic downturn of the past three years.

Suggested citation: Clark, S.J. (2012) *The 2012 California Public Child Welfare Workforce Study*. Berkeley CA: University of California Berkeley, School of Social Welfare.

I. The California Public Child Welfare Staff Population¹¹

- Compared to 2008, the public child welfare workforce has gotten smaller. There were 10.7% more child welfare social workers and supervisors overall in 2008 than there were in 2011 in California's 58 counties.
- The proportions did not decrease in similar ways over all positions.
 - There are 7.2% fewer supervisors and 21.4% fewer case-carrying social workers in 2011, when compared to 2008 levels.
 - There are 52.8% more non-case-carrying social workers. This may be a response to increased teaming and coordination demands, new ways of organizing and prioritizing the work, and/or additional documentation associated with regulations.
- Although the 2918 responses from the individual worker sample constituted only 28.4% of the 2011 population,¹² the sample distribution by position generally reflects the population distribution by position as reported by the counties, with slightly fewer case-carrying social workers responding and slightly more supervisors responding.

2008 – 2011 Comparison of the Population of All California public child welfare workers¹³

Year	Case-Carrying Social Workers	Non-Case Carrying Social workers¹⁴	Supervisors	Total
2008 Population	8772	1027	1813	11612
<i>Proportion in the 2008 Population</i>	75%	9%	16%	100%
2011 Population	7225	1569	1691	10485
<i>Proportion in the 2011 Population</i>	69%	15%	16%	100%

2008 – 2011 Comparison of the Sample of All California public child welfare workers

Sample	Case-Carrying Social workers	Non-Case Carrying Social workers	Supervisors	Total
2008 Sample	2027	527	564	3118
<i>Proportion in the 2008 Sample</i>	65%	17%	18%	100%
2011 Sample	1901	456	561	2918
<i>Proportion in the 2011 Sample</i>	65%	16%	19%	100%

II. BASWs by job position and by geographical region

¹¹ Three small counties did not report on the population of child welfare staff; so their 2008 numbers were substituted for the missing data.

¹² The proportion of respondents to population in 2008 was 26.9%.

¹³ Full-time, part-time, and extra hire staff included.

¹⁴ Non-case-carrying social workers include trainers, and other professional social workers who provide indirect services such as licensing, facilitating TDM meetings, planning, implementing policies such as inter-county transfers, and evaluation.

Job Position

Within this population there are social workers with different levels of education. Although those with general BAs or BSs and those with MSWs are the most numerous, there are some with BASW degrees.

A BASW degree is the undergraduate degree with a specialization in social work. Some California BASW programs are accredited by the Council on Social Work Education (CSWE), some are not. We do not distinguish between those who are accredited and those who are not in this report.

Since 2004, the CalSWEC Title IV-E program has supported undergraduates who are pursuing their BASWs in 6 accredited programs in the state: Humboldt State University, Chico State University, Fresno State University, Long Beach State University, San Bernardino State, and San Diego State University, members of the California State University System. These programs follow a competency-based BASW curriculum for Title IV-E BASW students, in accordance with CSWE standards.

Educational Level by Job Position

Level of education	Other?	Social Work Assistants/ Clerical	Case-carrying Social Worker	NON-case carrying Child Welfare Social Worker/Trainer	Supervisor	Manager/Administrator	Total
Other	1	1	6	2	2	1	13
High School	2	40	3	2	3	1	51
A.A. degree	5	46	33	10	11	3	108
Some College	8	125	18	15	15	8	189
B.A., B.S.	18	82	568	166	91	19	944
B.S.W., B.A.S.W.	3	4	133	25	16	5	186
M.A., M.S.	4	15	314	89	144	41	607
M.S.W., M.S.S.W.	3	6	764	124	254	79	1230
Ph.D. or other doctorate	1	1	21	9	10	3	45
Total	45	322	1860	442	546	160	3733

In 2011, 186 BASWs constitute 5.5% of the sample. This is virtually unchanged from 2008 when BASWs made up 5.7% of the population.

Region BASWs are assigned differently by region. BASWs are more likely to be found in Los Angeles, the Central and Southern regions, less likely in the Northern and Bay area regions. Most BASWs responding have not participated in a IV-E educational program.

BASW: non-IV-E & IV-E Participation by Region

Region	Did you participate in any IV-E stipend program?		Total BASWs by region
	YES	NO	
Northern	7	11	18
Bay Area	0	6	6
Central	11	17	28
Los Angeles	20	39	59
Southern	9	24	33
Total	47	97	144

II. BASW Sample Demographics: Race/Ethnicity and Age: All respondents compared to IV-E participants

One of CalSWEC’s goals is to diversify the workforce. Consequently CalSWEC’s programs have actively recruit students who represent the families and children in the child welfare system. The BASW workers are in general a diverse group; only 37% are White.. Proportionately more non-IV-E BASW workers are members of minority groups than IV-E BASWs.

BASWs’ Ethnicity/Race

Race/Ethnicity	All BASW Social Workers, Supervisors, Managers & Administrators n = 186	IV-E BASW Participants Only n = 52 ¹⁵
African American /Black	31	8
American Indian/Native American/Alaskan Native	2	0
Asian American or Asian	8	1
Hispanic/Latino(a)	44	13
Mexican/Chicano(a)	19	7
Native Hawaiian/other Pacific Islander	2	1
White/Caucasian	76	26

¹⁵ Respondents were allowed to indicate more than one race/ethnicity.

Biracial/ethnic/Multiracial/ethnic	3			0
Other	11			0

Languages We asked, “If you regularly use any other language(s) besides English on the job, please list them here.” About 33% of the BASW respondents replied that they do speak another language on the job; most of them speak Spanish.

Languages other than English used by BASWs on the job

Language	Frequency	Percent
No other language besides English	123	66
Hmong	1	.5
Lao	1	.5
Minimal/Some Spanish	2	1
Spanish	57	31
Tagalog (Filipino dialect, Bisaya)	2	1
Total	186	100 %

III. Service Assignments: What do BASWs do in the child welfare system? BASWs are assigned to more than one service area. IV-E trained BASWs generally follow the same distribution of service assignments as all the BASWs.

BASW Social Workers’, Supervisors’, Managers’ & Administrators’ Current Assignments

Department	All BASWs	IV-E BASW Participants Only
	Number	Number
Intake/Information/Referral	47	18
Differential Response	12	5
Emergency Response	78	26
Dependency Investigation/Court Services	37	9
Family Maintenance	75	20
Family Reunification	72	24
Forensic Interviewing	8	1

Permanency Planning	51	15
Adoptions	5	1
Family Preservation	15	7
Licensing	5	0
School-based Services	7	0
Wraparound Services	6	3
Team Decision Making	35	11
A specialized unit such as one serving “medically fragile babies”	30	9

In addition, BASWs report working in/with: DEC-Drug Endangered Children, the relative approval unit, Intensive Services, Out-of-Home Investigations, Policy, Probate (Guardianship) cases, relative approval. ICPC, pre-licensure HV for LCL, stand by, court worker, ICT courtesy home studies, scheduling and supervising visitations, and with Signs of Safety.

Previous Department

Some BASWs indicated they have worked in the county previous to working as child welfare social workers. The following table shows which county departments they came from for all the BASWs and for the IV-E participant BASWs. This may indicate that BASWs are recruited from within the county human services agency.

Distribution of BASW Social Workers, Supervisors, Managers & Administrators by Service Assignment

Department	All BASWs	IV-E BASW Participants Only
	Frequency	Frequency
Adult Services	10	1
CALWORKS	9	3
Child welfare	20	7
Eligibility	14	2
Licensing	1	1
Mental health	5	1
Probation	3	0
Staff development/training	2	0
Total	64	15

Age & Years of Experience

Years of experience, or how long a worker has held a position, has worked in the field of child welfare or has worked in a county agency, are important stability factors in child welfare services, providing continuity of care to the families in the system and by inference, decreasing time in care.

For all professional respondents (case-carrying social workers, non-case-carrying social workers, trainers, supervisors, managers and administrators) the average tenure in the current position is 6.1 years; for time working at the county in any position it is 10.5 years; for time in the child welfare field it is 11.3 years.

Average age and tenure for BASW staff in the child welfare system is less on average than that of the general population. Average age and tenure for the IV-E BASW child welfare workers is less than non-IV-E BASWs.

The first cohort of CalSWEC IV-E BASW students graduated in 2005 from three universities across the state.

Average Age & Years of Experience for BASWs: Comparing all BASWs to IV-E BASWs

	Mean # Years All BASWs (n = 186)	IV- E BASWs only Mean # Years (n= 52)
How many years have you been working in your CURRENT JOB?	6.0	3.6
How many years have you been working in ANY POSITION FOR THIS COUNTY?	9.9	5.6
How many years have you worked in the FIELD OF CHILD WELFARE (at any agency)?	10.6	6.2
What is your present age?	40.0	34.8

IV. Education and Training

Training

California provides a Common Core Curriculum, a series of modules about child welfare practice, for all newly hired child welfare workers. The Common core is administered by the regional training academies and the Interuniversity Consortium in Los Angeles. Seventy-five percent (75% of 156 respondents) have completed the Common Core training for child welfare workers; another 5.1% (n=8) are in the process of completing it; 18.6% (n = 39) say they either don't know or have not completed the Common Core.

Eighty-nine percent (89% of 181 respondents) say they have received some training this year.

Desire for More Education

At least 57% (106 of the 186) responding BASWs indicated they want to pursue an MSW with CalSWEC Title IV-E support. In addition to CalSWEC's Title IV-E programs, the Los Angeles Department of Children and Family Services (LADCFS) has its own one-year MSW title IV-E program for county employees. Both CalSWEC and LADCFS have title IV-E programs for Los Angeles County.

Respondents' Interest in Further Education 2012¹⁶

	Want BASW			Want MSW		
	With CalSWEC	With LADCFS	No child welfare	With CalSWEC	With LADCFS	No child welfare
Current Ed Level						
High School	12	0	3	3	0	0

¹⁶ They were allowed to indicate more than one choice.

AA	44	5	23	28	3	10
Some college	66	10	28	40	8	13
BA, BS	14	2	5	498	146	139
BASW	--	--	--	106	39	42
MA, MS	--	--	--	114	46	24
Total	136	17	59	789	242	228

In 2008, 159 child welfare staff indicated they would like to pursue a BASW degree with CalSWEC support. In 2011 the number has diminished somewhat to 106.

Challenges remain

In 2010 the CalSWEC Board’s Workforce Development Committee took the BASW program evaluation under consideration. Challenges to county employee participation in the program include,

- Recruitment
 - Non-child welfare county employees may not be supported by their home departments because they will not return to their home departments upon graduation.
 - With the current lack of jobs, workers are not willing to quit their jobs to return to school.
- Academic issues
 - The lack of availability of general education classes in the community colleges.
 - Conflict between work and class schedules for part time students. (Source: CalSWEC Annual Report, 2010).

With respect to academic issues, the California legislature passed AB 868 (Pérez) in 2010 which requires “every community college district to develop and implement an online degree audit system to provide students and counselors the ability to monitor student progress toward completion of a degree, a certification, or the credits required to transfer to the California State University or the University of California.” The intention is that this focus on articulation will help address the lack of class availability noted above.

The BASW schools are aware of the recruitment and academic issues and to address them, CalSWEC is planning to gather information about their experiences on the job from the BASW graduates in fiscal year 2012-2013.

V. Appendix

Methodology

Although the methodology for this study has changed since 1992, the basic questions remain: “How many social workers and other professional staff work in public child welfare agencies in California? What proportion of the professional staff hold master’s degrees in social work/welfare?” Two online surveys were used to gather the data.

First, the 58 counties were asked to provide census information about the population of professional active/encumbered child welfare staff positions, needs for MSWs, vacancies, and proportion of bilingual workers among the staff population. 55 counties responded with administrative census data. Three counties that declined to participate were located in the northern region of the state and have small populations. Since those counties responded in 2008, their 2008 data was substituted for the 2011 missing data when the proportions of MSWs were calculated. The missing data amounted to 0.457% of the total population.

Second, a web-based survey was sent to all individual workers in 54 counties¹⁷ by their child welfare or human resources departments to provide educational level, service assignment, position, race/ethnicity, age, years of service, needs for additional education, and training experiences. 3496 responses were received from workers from 54 counties. When matched to the proportionate distribution reported in the census data there were not significant differences. This means that the sample responses are representative of the distribution of child welfare positions in the state.

In all but four counties, all public child welfare social work assistants, social workers, supervisors, managers/program managers, and administrators were given the opportunity to respond to the individual worker survey. Social work assistants were included in this study because they can be a source of “home grown” social workers, and we wanted to gauge their interest in seeking additional degree education. Where appropriate, they were enumerated.

The application and approval letters are on file in the CalSWEC Office and the University of California Berkeley Office for the Protection of Human Subjects.

Copies of the surveys are available upon request.

California State Educational Qualifications for Child Welfare Staff

The Manual of Policies and Procedures, Division 31 Child Welfare Services Program, Regulation 31-070 states that “County staff who provide emergency response and family maintenance services shall meet the following qualifications:

“.11 At least 50 percent of the professional staff providing emergency response services, and at least 50 percent of the professional staff providing family maintenance services, shall possess master’s degree in social work, or its equivalent in education and/or experience as certified by the State Personnel Board or a county civil service board.”

“.12 One hundred (100) percent of the supervisors of staff providing emergency response and family maintenance services shall possess a master’s degree in social work, or its equivalent in education and/or experience as certified by the State Personnel Board or a county civil service board.”

¹⁷ One county declined to send the individual worker survey to its workers but did complete the census survey. Three counties declined to participate in the study.



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