



CALIFORNIA SOCIAL WORK EDUCATION CENTER

Berkeley Social Welfare, University of California, Berkeley

# CalSWEC @ 25

## Past, Present, Future



# CalSWEC

## Celebrating 25 Years!

### CalSWEC in Emerging Adulthood

*Dean Jeffrey L. Edleson, Berkeley Social Welfare*



It is only three years since I became the Principal Investigator of the California Social Work Education Center (CalSWEC) grants. I knew little of CalSWEC when I inherited this role as Dean of Berkeley Social Welfare. I have, however, come to understand that CalSWEC really matters in this state and our world. Thousands of students have benefited from the education and financial support that CalSWEC has provided in partnership with the California Department of Social Services and many other organizations. More importantly, tens of thousands of our state's citizens have directly benefited from the improved capacity that better trained child welfare and mental health social workers bring to our county and non-profit agencies across California.

No one could have predicted the fragile alliance formed in the early 1990s would blossom over 25 years to become the most significant model in our country of a statewide collaboration between state and county governments and schools of social work. Efforts to split CalSWEC into north and south projects have been proposed in the past and luckily rejected. CalSWEC is a stronger collaboration as a result of being a comprehensive, statewide partnership. It has continued to mature beyond an initial mission to now serve as an important convener of statewide interests focused on our citizens' wellbeing and safety as well as an incubator for training in emerging areas of practice that promise to greatly challenge our society in the near future.

As a mature organization, CalSWEC must ensure its operational base is secure and sustainable given the constant financial constraints in our state, county and higher education systems. CalSWEC also has the potential to become an even stronger voice for change as a convener and innovator in partnership with a broader set of constituencies for individual, family and community wellbeing. My hope is that CalSWEC's next phase of development – as it emerges into adulthood – will necessarily focus on sustaining and expanding its core missions to truly lead the way to a more humane and just society.



CalSWEC

California Social Work Education Center



*“CalSWEC is an innovative and bold program. If it is successful, it may establish a significant new pattern for professional social work in the United States.”*

– Harry Specht and Mark E. Courtney, *Unfaithful Angels: How Social Work Has Abandoned its Mission*



With the founding of the California Social Work Education Center in 1990, led by Dean Harry Specht, early supporters and visionaries were hopeful that generations of social workers could better serve vulnerable and disadvantaged members of our society. We have succeeded in fulfilling this vision in concert with California’s accredited schools of social work by educating students in child welfare and mental health services. Following graduation, these committed professionals advance their skills and knowledge through in-service training in the counties and regional training academies. The foundation of outstanding social services rests with the quality of its workforce, an important contribution by CalSWEC throughout its 25-year history.

This steady progress has not always been easy, particularly with government cutbacks of social work positions during recessionary times. Stipend students worried about their ability to fulfill Title IV-E or mental health job obligations after graduation. Despite these challenges, the commitment to public services by employers and students prevailed, as illustrated by the more than 8,000 graduates who have made careers in child welfare and mental health since CalSWEC’s inception.

In the face of today’s increasingly complex population needs and greater emphasis on service integration, CalSWEC continues to adapt. Our goal is to develop new patterns for professional social work education and training and to remain an “innovative and bold program” in keeping with our founding vision. We cannot do this without the support, guidance, and partnership of the universities, counties, and countless stakeholders.

– Rodger Lum, PhD







# The California Social Work Education Center (CalSWEC)

## Where we came from...

When Dr. Harry Specht became Dean of the School of Social Welfare at the University of California, Berkeley in 1977, only one of some 200 students in the school's Master of Social Work (MSW) program was performing field work in a public social service agency. Most were training to be clinicians, with many intending to become private practitioners of psychotherapy. Moreover, county social service agencies were suspicious of schools of social work, perceiving little connection between their needs and what was being taught in the graduate programs. Dean Specht and the teaching staff set out to change that course and revised the school's mission: to produce professionals for careers in the publicly supported services and to serve vulnerable and disadvantaged populations. By the late 1980s, schools of social work, professional organizations, and public agencies began exploring possibilities for collaboration, precipitated by changes facing society and the social work profession.

## CALSWEC TIMELINE, 1990-2015

### 1987

The Bay Area Social Services Consortium (BASSC) is created, becoming the model for CalSWEC.

*“Congratulations CalSWEC for leading the effort in California to recruit, educate, and place professional social workers in public sector child welfare, mental health, and aging programs. You are the nation’s premiere partnership organization dedicated to furthering the professionalization of public sector service delivery. Best wishes for your continued work and positive impact on the lives of California’s children, families and adults.”*

– John Cullen, Executive Director of CalSWEC, emeritus

*“Congratulations to CalSWEC on its 25th anniversary!”*

– NASW California Chapter

In 1990, when the academic community and public social services joined forces to create the California Social Work Education Center (CalSWEC), the primary goal was to improve the commitment of social workers to work in the public sector with children and families. The Title IV-E Child Welfare Stipend Program, funded by the California Department of Social Services (CDSS) with federal pass-through monies, focuses on both training new MSWs and offering degree programs to current public child welfare workers. It existed at CalSWEC for 10 years before being joined by the Mental Health Program in 2005, which also offered stipends. The Regional Training Academy Coordination Project, also funded by CDSS, provides training goals and modules for newly-hired social workers, as well as a forum for ongoing collaboration and continuing education for social workers at all levels of experience. When CalSWEC was formed, it was considered the most ambitious such collaboration in the country. Today, 25 years later, CalSWEC continues to serve as a national model of leadership in school/agency partnerships. Even as a national model, CalSWEC is challenged to fulfill its current mission, revamped since 1990 to reflect evolving social policy and service demands: to provide a continuum of education for social work students and public practitioners towards building a stable, well-prepared, culturally competent, diverse, and committed social service workforce to serve Californians.

## Who we are...

CalSWEC is a statewide consortium of 22 accredited graduate schools of social welfare, all 58 county social service and local mental health agencies, funders such as CDSS and the Office of Statewide Health Planning and Development, private foundations, non-profit social service agencies, and professional organizations such as California’s chapter of the National Association of Social Workers, the California Behavioral Health Directors Association, and the County Welfare Directors Association of California.

### 1989

All 58 California county social service departments and all 10 schools of social work collectively publish a mission statement: to prepare social work students for a wide range of professional practice and leadership roles and to enlarge and enhance knowledge for social work practitioners in public supported services.

CalSWEC is the nation's largest coalition of its kind providing professional education, student support, in-service training, and workforce evaluation research—all directed towards developing effective, culturally competent public service delivery to the people of California.

Representatives of its constituent organizations, who serve on its Board of Directors and its committees, help to identify trends in the area of social work education and set the organization's training, research, and evaluation priorities.

CalSWEC is currently a unit of the School of Social Welfare at the University of California, Berkeley, which hosts the consortium. CalSWEC's central office administers the Title IV-E Stipend Program, Regional Training Academy Coordination Project, Mental Health Program, and Aging Initiative. It provides stipends to schools of social work for Bachelor's- and Master's-level students, develops curricular tools for faculty and in-service trainers, coordinates statewide in-service training activities, and conducts research and evaluation about the effectiveness of its programs.



*Phyllis Jeroslow speaks at the Fairness & Equity Symposium 2011*

#### • 1990

The County Welfare Directors of California (CWDA) identifies Title IV-E of the Social Security Act as a potential source of stipend funding for social work students interested in public child welfare.

The California Center for Graduate Social Work Education for the Public and Non-Profit Social Services is born. Dean Harry Specht renames it the California Social Work Education Center (CalSWEC).

Professor Bart Grossman, field director at UC Berkeley's School of Social Welfare, is named CalSWEC's first Executive Director.



*“UC Davis Extension’s Center for Human Services congratulates CalSWEC on 25 years of outstanding service to the field of social work. CalSWEC has been an important leader and partner in workforce development, and is instrumental in supporting students and expanding MSW education across California. We look forward to many more years of productive partnership!”*

## Where we are...

CalSWEC’s success over the past 25 years in building relationships between social work educators and practitioners has been critical to improving the alignment of social work education practices with the needs of public social workers in California. This is evidenced in the development of curriculum competencies for child welfare, mental health, and aging; improved experiential field placements for students; powerful training modalities for new and continuing public social workers; and partnered research and evaluation of the social welfare workforce. Today, CalSWEC continues its strong collaboration with its partner institutions.

CalSWEC and its Board of Directors seek to fulfill its mission through activities that fall under three broad roles: capacity builder, protector of quality social work, and research and evaluation leader. The activities are described in the following pages.

## Where we are going...

CalSWEC is currently involved in a strategic planning process to bring increased focus to its future goals and objectives. By the end of 2016, a five-year plan is expected to be in place, including short-, medium-, and long-range goals and strategies for implementation. In addition to maintaining its pre- and post-service missions, CalSWEC expects to expand its workforce evaluation to improve identification of practitioner needs and expectations. It plans to continue to collaborate on, develop, and test best-practice models for public social workers. It also intends to increase funding and educational opportunities to accommodate an increasing demand for public social workers.

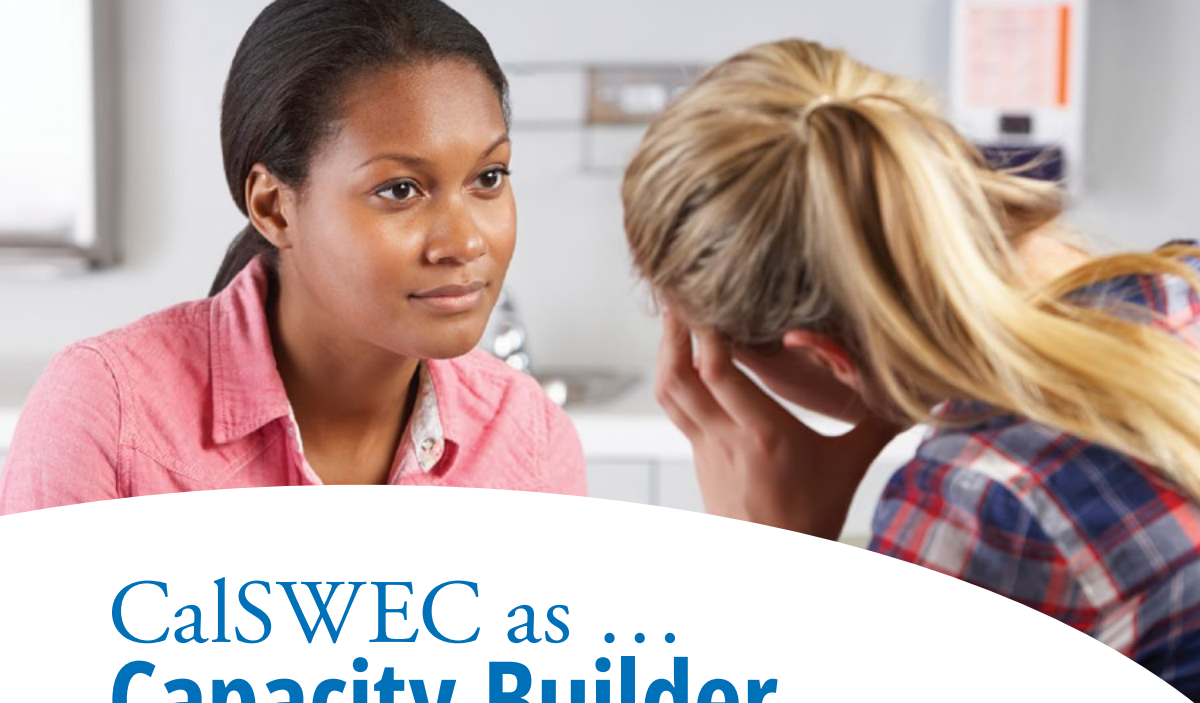
### 1991

CDSS, ACF, CWDA, and NASW—CA sign the California Child Welfare Education Partnership Agreement creating the structure for the Title IV-E MSW Stipend Program.

The first set of CalSWEC Curriculum Competencies for Public Child Welfare is adopted for use in California’s schools of social work.

CalSWEC wins a five-year Interdisciplinary Child Welfare Education contract from ACF to help re-professionalize child welfare services.





# CalSWEC as ... Capacity Builder

## Distance Education

Potential social work students do not always live near urban centers or universities. To accommodate learners outside the traditional classroom and in rural and remote regions of the state, CalSWEC initiated efforts to provide technical assistance to support distance and distributed education at schools in its consortium.

CSU, Long Beach established a Distance Education Program in 1995. This distributed learning program allows students with a BA to enter the MSW program at that university using videoconferencing technology in the classroom. The first cohorts were located on a variety of CSU campuses statewide, some of which have since established their own social work departments and now participate in the Title IV-E program directly. Others continue with Long Beach's Distance Education program. Thus far, nearly 300 MSWs have graduated from the Distance Education Program. The current cohort is located at Sonoma State University and Ventura College.

The Pathway program is intended to address the educational needs of social workers in county child welfare agencies in remote, rural, and/or not in proximity to a university that has a BASW and/or MSW program. The program, which began in late 2008, is a distance education program designed to support students at different phases of their education, from the BA in social work to the MSW.

### 1994

The first cohort of MSW students enters the Title IV-E stipend program.

*“The County Welfare Directors Association of California (CWDA) deeply values the partnership and support of the CalSWEC Board and its staff to help counties accomplish its work in delivering effective public social services in support of children, youth, families, and older adults. CalSWEC and counties have continuously engaged in a collaborative process, with other important stakeholders, to address the professional and educational needs of our workforce. CalSWEC has been a leader in California in identifying emerging practices, facilitating needed research, and coordinating training curriculum that has allowed California to be a national leader in the areas of child welfare and adult and aging services. We congratulate CalSWEC on 25 years of outstanding service to California’s county welfare agencies.”*

Located at CalSWEC’s central office, Distance Education staff in consultation with consortium members and stakeholders build digital educational media from development to testing, and implementation through evaluation. CalSWEC then shares the educational media with county agencies, Regional Training Academies, and universities for instruction or training.

Staff have also developed and released distance education modules of Common Core Curricula training content and a writing skills course for social work students and practitioners; identified the technology needed to deliver Common Core 3.0 e-learning courses; and worked with stakeholders to develop CalSWEC’s Network Hub, an online space for sharing, reusing, and remixing educational content created by consortium members and stakeholders. These projects touch thousands of child welfare, mental health, and aging professionals throughout the state, bridging geographic distances and opening up opportunities to collaborate in new, exciting ways.

## **Title IV-E Social Work Training Program**

Funded through CDSS by federal Title IV-E child welfare pass-through funds, CalSWEC’s Child Welfare Stipend Program was first implemented in 1993 to train graduate social workers for work in county child welfare offices. It was designed to both improve the professionalism of currently employed social workers by drawing them back to the university to earn an MSW as well as to increase the representation of ethnic minority social workers to more accurately reflect the populations they served.

The stipend program began with a core of 10 California graduate social work programs: UCLA, UC Berkeley, the University of Southern California, and the California State University (CSU) campuses at Fresno, Long Beach, Sacramento, San Bernardino, San Diego, San Francisco, and San Jose. Over the following 20-plus years, CalSWEC added 11 more schools to its consortium: CSU campuses at Bakersfield, Chico, Dominguez Hills, Hayward (now East Bay),

### **1995**

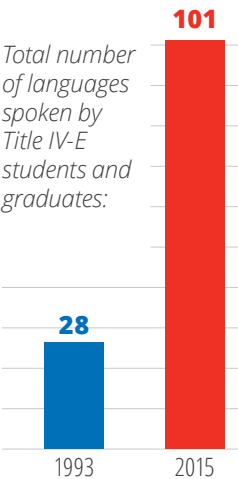
Dr. Nancy Dickinson is named CalSWEC’s second Executive Director.

Fullerton, Los Angeles, Northridge, Monterey Bay, Stanislaus, and Humboldt, in addition to Loma Linda University. In 2015, CalSWEC welcomed its 22nd school—CSU, San Marcos.

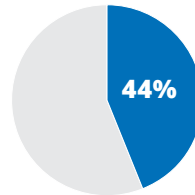
Over the last decade, several options have been added to the original full-time MSW stipend program to make social work education more broadly available to both current and future practitioners. Students are now able to enroll in one of six undergraduate social work programs at CSU campuses, and current county social workers may undertake their MSW studies on a part-time basis at 15 CSU campuses as well as at Loma Linda University. To reach students in underserved areas of California, CSU campuses at Chico, San Bernardino, and Humboldt now offer the Pathway Program, an online, distance education program that grants students either the BASW or MSW.

*“Students, faculty, and North Coast community members involved with Humboldt State University’s Social Work programs thank CalSWEC for over a decade of partnership. Our collaborative efforts to improve wellbeing for individuals, families, and communities have been meaningful and demonstrate genuine results. Public and Tribal human services look different now than they did a decade ago in part because of our work together. We look forward to continuing to change the world in cooperation for many generations.”*

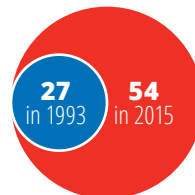
– The Humboldt State University Department of Social Work



Percentage of graduates who speak, write, or sign a language other than English:



The total number of California’s counties which employ Title IV-E graduates has doubled:



## 1996

CalSWEC contracts with CDSS to fund the California Public Social Services Training Academy project to provide in-service training and education for public agency staff. This is now called the Regional Training Academy Coordination Project.

*“The CalSWEC mental health stipend program has proven to be a major vehicle in preparing diverse MSW students to be successful facilitators of change in our rapidly transforming mental health systems that advance recovery, cultural competency, individualized care, and strong partnerships with clients, families, and other service providers”*

– Alfredo Aguirre, San Diego County Director of Behavioral Health Services

## Title IV-E Workforce Development Coordinator

CalSWEC in 2010 created the staff position of Workforce Development Coordinator to support graduates in their transition to public child welfare social work professionals and to assist in increasing hiring opportunities for graduates.

The Workforce Development Coordinator works closely with the IV-E Project Coordinators (PCs) and counties to address changing employment conditions, regularly tracking counties' hiring trends; meeting with the IV-E staff on the campuses to provide support to the students as they prepare to begin the employment search; and providing technical support to the PCs in tracking the graduates in their job search. The coordinator's employment preparation workshops for IV-E BASW and MSW students to acquaint them with the county hiring process reportedly have resulted in more successful hiring outcomes for graduates.

Among other innovations, the coordinator assisted in developing alternative hiring options during the economic turndown when MSW social work positions were scarce and also worked closely with the California Merit System to initiate a plan to increase hiring opportunities for IV-E students in the state's rural counties.



CalSWEC Graduate Student Researchers are celebrated, 2011

### 1998

Dr. Sherrill Clark becomes CalSWEC's third Executive Director.

CalSWEC hosts the first National Human Services Training Evaluation Symposium.



## The Mental Health Social Work Stipend Program

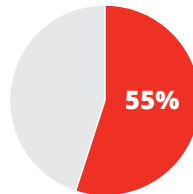
The Mental Health Program (MHP) was launched in 2005 when an Interagency Agreement was signed between the California Department of Mental Health and the Regents of the University of California. Funded by the Office of State Health Planning and Development since 2014 and administered through CalSWEC, first 17, and now 21, accredited schools of social work participate in the program. The MHP provides stipends and programmatic support to prepare culturally and linguistically competent graduate social workers for professional practice in California's community mental health system. Students follow a prescribed curriculum in community mental health based on a strengths and recovery model. In addition to academic coursework, students complete a field practicum in county mental health agencies or non-profit agencies contracting with local counties. Stipends are awarded to full-time MSW students who have completed the foundation year of the MSW curriculum.

Since 2005, 1806 MSW social workers specializing in mental health care have graduated from the Mental Health Program.

1806



Percentage of Mental Health Program graduates who speak, write, or sign a language other than English:



Total number of California counties where Mental Health graduates are employed has increased from 17 in 2005 to 43 in 2015.

*“The idea of CalSWEC grew out of a discussion among the county social service directors participating in the Bay Area Social Services Consortium (BASSC) when Dean Harry Specht (UCB), with the support of Ed Nathan (Zellerbach Family Foundation), urged the group in 1988-89 to pursue a Ford Foundation grant to provide the start-up resources for CalSWEC in 1990. The goals included the development in child welfare and this goal has sustained the growing organization that I have watched flourish over the past 25 years.”*

– Mike Austin, BASSC Director

### 1999

The American Indian Recruitment Program (AIR) is transferred to CalSWEC from UC Berkeley's School of Social Welfare; the program grows into a statewide effort.

*“It has been an honor to serve as the President of CalSWEC during a time of transition as we remain relevant and central to Social Work education, not only in California, but as a model around the globe.”*

– Scott Gruendl, Assistant Director, San Mateo County Health Systems

*“CalSWEC has been instrumental in assisting the California State University, Long Beach School of Social Work in meeting its mission of educating and training the future child welfare social workers of California. We have appreciated this very productive partnership for the past 25 years.”*

## The Aging Initiative

California is being challenged to accommodate the needs of its growing, increasingly racially and ethnically diverse aging population. Although estimates are that 10% of the state’s current 60,000 social workers are necessary to assist adults age 65 and older, only 4–6% of social work students select geriatrics.

Recognizing the dearth of social workers for older adults and their families, as well as their need for ongoing education and training, CalSWEC’s Board of Directors in 2004 established the Aging Initiative (AI). Applying principles from CalSWEC’s successful child welfare initiative, the AI established priorities to: (1) create a statewide coalition to promote geriatric social work workforce development; (2) develop Geriatric Social Work Core Competencies; (3) develop workforce development strategies; and (4) develop strategies for capacity building and sustainability.

To date, the AI has hosted three statewide summits; developed Geriatric Social Work Core Competencies; conducted a survey of geriatric social work content in the state’s graduate schools of social work; and surveyed the geriatric social work workforce. In the future, it envisions expanding its network of stakeholders to advocate for student support, integration of the competencies into the general social work curriculum, and coordination of a statewide training and education committee.

## SERVE: Indigenous Community Social Workers for Change

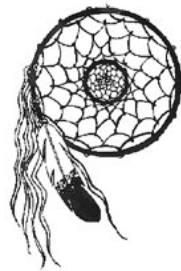
To enhance partnership with and better serve Indigenous people in California, the American Indian Graduate Recruitment Program was initiated at UC Berkeley in 1981 through the American Indian/Alaskan Native Program in Social Welfare. In 1999, Title IV-E support for the recruitment program grew into a statewide effort, with the program

### 2001

Implementation of AB 636 accelerates the movement towards evidence-based practice in child welfare services. CalSWEC and Child and Family Policy Institute of California (CFPIC) respond with the Statewide Child Welfare Research Agenda, leadership, and training.

office moving to CSU, Stanislaus. In 2011, the program was expanded and restructured to operate from three locations in the state's Northern, Central, and Southern regions to strategically increase statewide outreach and development efforts. As part of a strategic planning process, the program's name was changed to SERVE to better reflect the scope of the program's focus.

CalSWEC attributes the success of the American Indian Graduate Recruitment Program, now SERVE, to the dedicated efforts of Mr. Tom Phillips at CSU, Stanislaus—the program's steward from 1999 through 2014. By facilitating collaborative working relationships with 67 of 110 California Tribal agencies, Mr. Phillips was instrumental in developing the successful model implemented at the three regional host schools: San Diego State University, CSU Fresno, and Humboldt State University.



*“Loma Linda University is proud to count itself among the early members of CalSWEC. The state-wide public-private collaboration that CalSWEC has been able to achieve is evidence of what can happen when the commitment to serve others is given priority.”*



#### ● 2004

The Master Plan for Social Work Education in the State of California is adopted to guide CalSWEC's activities.

CalSWEC initiates the Title IV-E Stipend Program for the Bachelor of Arts in Social Work at six CSU campuses.

CalSWEC launches the Aging Initiative; a set of Curriculum Competencies is developed for geriatric social work students in California.



# CalSWEC as... **Protector of Quality Social Work**

## **Child Welfare, Mental Health, and Aging Competencies for Social Work Education**

CalSWEC has led a concerted effort to develop competencies, standards and values, and curricula to ensure an effective public workforce in the human services.

Together, social work educators and practitioners developed the ground-breaking California Child Welfare Competencies—a first for the state’s child welfare students and a national model for collaborative curriculum development. The Aging and Public Mental Health competencies followed similar courses. These form the foundation for competency-based curriculum at California’s schools of social work/social welfare.

### **2005**

Following passage of the Mental Health Services Act, CalSWEC inaugurates the Mental Health Program through which it offers stipends.

The first set of Mental Health Curriculum Competencies are adopted by California schools of social work.



CalSWEC's Curriculum Competencies for Public Child Welfare were created for use by California's schools of social work to prepare their child welfare students for work in the field. These competencies are paired with the Common Core training that has been developed by the Regional Training Academy Coordination Project to train public child welfare practitioners already in the field. These competencies, revised every five years to reflect current practice, serve as a model for collaborative curriculum development across the nation.

Each concentration then completed revised advanced competencies, which were adopted by CalSWEC's Board of Directors in 2011. The Child Welfare competencies at the foundation and advanced levels reflect the common priorities of schools and agencies, yet allow each suitable autonomy. Additionally, BASW competencies were developed for the six BASW Title IV-E Program sites.

## Title IV-E Field Instruction Initiative

CalSWEC recognizes that field instruction is a cornerstone of social work education. In 2010, it developed the Field Instruction Initiative to strengthen this vital learning tool for students in the Title IV-E Child Welfare Training Program. The goal was to create structures that would support consistent, high-quality, sustainable field experiences for those social work students.

In support of this initiative, CalSWEC launched the Title IV-E Summer Field Institute in 2013 to advance public child welfare workforce development and retention using strategies such as field instruction and to promote partnering among universities, public agencies, indigenous organizations/Tribes, and community-based organizations.

The inaugural institute focused on the then-new IV-E Field Model and included 13 participating schools. In 2014, the institute hosted approximately 120 attendees from universities and counties. The 2015 institute featured speakers, workshops, and networking opportunities around the theme *Developing Supportive Learning Environments in Child Welfare Social Work*.

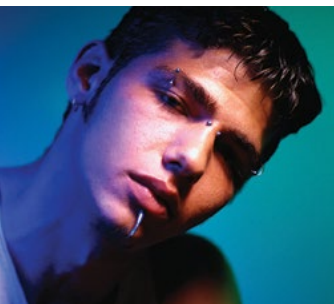
*"Congratulations on 25 fantastic years as a national leader in the field of child welfare professional development! You changed the field in 1998 when you began convening the National Human Services Training Evaluation Symposium. CalSWEC's Title IV-E program exemplifies excellence in competency development and models for strong university and agency partnerships. Our entire field appreciates the wealth of resources on CalSWEC's website. We are glad to know you and look forward to our continued friendship and collaboration in the next 25 years. Congratulations, CalSWEC!"*

– The Team at the Butler Institute for Families

### 2007

CalSWEC holds its first Fairness and Equity Symposium in Child Welfare Training and Education.

*“CalSWEC represents an integral partnership between social work education and public child welfare. The Department of Children and Family Services values working together to invest in the future of the social work profession to serve the most vulnerable children and families of Los Angeles County. A social worker’s ability to apply common sense and critical thinking in education and practice is the key to success. Congratulations to CalSWEC on its 25th anniversary of service!”*



## Common Core 3.0

The California Common Core Curricula is the result of a multi-year statewide collaborative effort to develop standardized curricula for California’s newly hired child welfare supervisors and child welfare workers. Development and implementation of the Common Core Curricula was mandated by California’s Program Improvement Plan as part of the 2003 federal Child and Family Services Review.

CalSWEC is currently engaged in a large-scale revision of those Common Core training materials—referred to as Common Core 3.0. Beyond reimagining the way social work practice is presented in the Common Core, this revision also seeks to incorporate a wider range of training modalities, including e-learning, classroom learning, coaching, and mentoring. It includes materials to support transfer of learning and to carry the learning experience into the field. The revised Common Core provides a more comprehensive picture of child welfare practice for new social workers; uses field experience to ground training in actual social work practice; streamlines learning to focus on key knowledge, skills, and values; and uses a variety of training modalities to promote expediency in providing content.

## Continuous Quality Improvement (CQI)

Continuous Quality Improvement (CQI) is the process of identifying, describing, and analyzing strengths and problems within child welfare agencies and systems, then testing, implementing, learning from, and revising solutions. CalSWEC’s involvement in statewide CQI has been focused on bringing together county child welfare agencies and university researchers to promote research partnerships that improve knowledge and understanding of child welfare practices while also serving agency CQI research and evaluation needs. CQI was the theme of the 2015 Leadership Symposium on Evidence-Based Practice held at the University of California, Davis.

### 2008

The Title IV-E Pathway Program, a distance education program for child welfare practitioners, many in rural counties, is inaugurated by CalSWEC.

## Fairness and Equity Issues in Child Welfare Training

CalSWEC's Regional Training Academy Coordination Project promotes statewide efforts to develop and implement effective training strategies that address inequities in the child welfare system based on race, ethnicity, and other factors. CalSWEC co-sponsors statewide symposia and webinars and, with its partners, coordinates efforts to create and share curriculum and training resources on fairness and equity issues across the state. In 2015, the Symposium on Fairness and Equity Issues in Child Welfare Training and Education was held in Oakland with the theme *Collaborating for Social Justice*.

## Statewide Training and Education Committee

On behalf of, and in consultation with CalSWEC, CDSS, the County Welfare Directors Association of California, and regional and statewide training providers, the Statewide Training and Education Committee (STEC) develops recommendations for standards for statewide public child welfare training and coordinates their implementation. STEC also provides ongoing guidance on the systematic revision of the California Common Core Curricula.

*“Dear CalSWEC partners—  
Congratulations on your outstanding efforts to develop a dedicated and effective workforce for child welfare agencies and mental health agencies throughout the state of California. We look forward to strengthening our partnership with your program in the years to come!”*

— Dr. Virginia Rondero Hernandez, Department of Social Work Education, CSU Fresno



*Ready to Succeed Convening 2010*

### 2010

CalSWEC launches the Field Instruction Initiative to develop structures that support consistent, high-quality field experiences for students in child welfare.

John Cullen becomes CalSWEC's fourth Executive Director.

CalSWEC joins the statewide Ready to Succeed initiative to help youngsters in the state child welfare system prepare to enter school.

The Zellerbach Family Foundation funds the Child Welfare/Mental Health Learning Collaborative (Katie A.)



# CalSWEC as... **Research and Evaluation Leader**

Evaluation and research have been integral to CalSWEC since its inception, particularly as they relate to improving California's child welfare social work practice. CalSWEC's ongoing evaluation efforts, aligned with its mission and goals, were developed to assess the impact of its training of California's child welfare workforce.

## **Ecological Model for Workforce Development**

Developed by CalSWEC's Research and Evaluation Unit, the longitudinal Ecological Model for Workforce Development depicts the contributions of education, in-service training, and organization supports, among such other factors as student and worker characteristics, to guide understanding of the effectiveness of the child welfare social work workforce in providing high-quality service to children and families. The ecological model includes evaluation of the Title IV-E Child Welfare Stipend Program, which results in workforce study reports and data briefs; the statewide pre-service MSW curriculum; the career path study; and Child Welfare In-Service Training (including the California Common Core Curriculum), which has yielded a number of statewide and national evaluative activities.

### **2011**

The AIR Program – renamed SERVE – is expanded to increase statewide outreach and development efforts to Tribal entities and organizations.



## National IV-E Database

CalSWEC is coordinating efforts with other states to host a national database on Title IV-E stipend recipients. The goal of the database is to gather student and school information (e.g., student gender, ethnicity, school name, state) from other states that offer the Title IV-E stipend program with the intention of eventually providing, among other products, comparative reports on stipend recipients by state. The plan is for CalSWEC to host the database and participating schools to work jointly to disseminate data.

## County Workforce Study

CalSWEC is currently conducting a county workforce study with six select counties. A variety of worker characteristics are being gathered (e.g., job satisfaction) along with variables related to the agency environment (e.g., organizational culture and climate) through surveys. These worker characteristics will be linked with case data within CWS/CMS so that the relationship between workers and case outcomes can be better understood.

## National Human Services Training Evaluation Symposium (NHSTES)

CalSWEC has convened national experts in human services training evaluation regularly since 1998 to build knowledge in this emergent field. The National Human Services Training Evaluation Symposium (NHSTES) provides a unique environment for these national and international training evaluators to discuss emerging issues that they face in their work and to strategize about how to move the field forward. During 1998–2010, the NHSTES was convened in Berkeley; however, in 2011, it was held outside of California for the first time, in Ithaca, New York, when Cornell University was co-host. In 2015, it was held at the University of Utah in Salt Lake City.

*“This twenty-fifth anniversary of the founding of CalSWEC serves to remind us of its historic design and mission. By teaming the efforts and resources of social work education and public social service institutions toward the goal of improving the education and training of social workers in California, it has been and is a powerful force for the professionalization of client services, especially in the remote and underserved regions of the state. CalSWEC will continue to lead the profession toward ever increasing competence, compassion, and inclusion.”*

– CSU Chico, School of Social Work

### 2013

The Field Model is piloted by four Title IV-E Stipend Program schools.

CalSWEC joins the Stuart Foundation Education Equals Partnership to support youth transitioning from the state child welfare system.

*“For several years, Seneca staff have benefited from the Mental Health stipend program administered by CalSWEC, as well as CalSWEC’s influence in raising the bar for quality social work education.”*

– Seneca Family of Agencies

## Research and Training Network

The Research and Training Network (RTN) is a collaboration of California university and human services agency representatives who have come together to promote vibrant agency/university partnerships with the purpose of establishing a comprehensive strategy for practice-oriented research in the human services field. Among its activities, it sponsors the Evidence-Informed Webinar Series, where partners present their research, reports, curricula, and literature reviews in an effort to disseminate their research-based work being done in California to a larger audience.



*Y.O.U.T.H. Training Project member presents at NHSTES, 2010*

### 2014

Dr. Rodger Lum is named Interim, then fifth Executive Director of CalSWEC.

CalSWEC commences its strategic planning process to establish programmatic priorities for the future.

### 2015

CalSWEC celebrates its silver anniversary—25 years of service to students and practitioners of social work in California and beyond.

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