



# CalSWEC

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

## 2017 Highlights

### *Mission*

CalSWEC facilitates and supports statewide partnerships for the education and training of social workers to ensure culturally responsive, effective, and high-quality health and social service delivery to the people of California.

### *Goals*

In support of its Mission, CalSWEC's Goals are to:

- Prepare a diverse group of social workers for careers in human services, with special emphasis in the fields of child welfare, integrated behavioral health, and aging
- Define and operationalize a continuum of social work education and training
- Engage in evaluation, research, and dissemination of best practices in social work

### *Leadership. Partnership. Workforce Development.*

The California Social Work Education Center (CalSWEC) is the nation's largest state coalition of social work educators and practitioners providing professional education, student support, in-service training, and workforce evaluation research. CalSWEC promotes a continuous quality improvement framework extending from the classroom through agency-based training. All these efforts are directed toward developing effective, culturally competent public service delivery to the people of California.

The core concepts of *Leadership, Partnership, and Workforce Development* characterize CalSWEC's accomplishments over the last 27 years.



*Future Social Workers: Title IV-E students—some of whom were on the Welcome Committee pictured here—demonstrated their leadership and collaborative skills, playing an integral role in the success of the inaugural CalSWEC Title IV-E Summit.*

# Leadership

CalSWEC is a convener and thought leader in workforce development in child welfare, integrated behavioral health, and aging services. It leads statewide conversations about how to achieve high-quality education and professional development of social workers in these three fields.

With guidance from its Board members, CalSWEC focuses on activating, networking, and leveraging collective influences to strengthen health and human services structures, while promoting the valuable roles that social justice and equity play in service delivery.

Representatives from state universities, the California Department of Social Services, the National Association of Social Work—California, the County Welfare Directors Association of California, and the County Behavioral Health Directors Association of California are key members of the CalSWEC coalition. CalSWEC's Board and Committees inform and guide the implementation of CalSWEC's Mission and Goals.

## Major Leadership Activities

**Advancing the Plan:** The implementation of the CalSWEC 5-year Strategic Plan was initiated under the guidance of the CalSWEC Board's Executive Committee. On October 26, 2017, the Board voted to accept a series of proposed changes related to the charge and composition of CalSWEC's Board and Committees. Board vacancies were filled, and revisions to the By-laws were ratified.

**Setting the Example:** The 2017 *CalSWEC Curriculum Competencies for Public Child Welfare, Behavioral Health, and Aging in California* was released. This single, comprehensive document covers behaviors associated with generalist and specialized practice in public child welfare, behavioral health, and aging. It is the result of two years of extensive review and input led by the CalSWEC Competencies Work Group with Board participation.

# Partnership

Common goals, program activities, and outcomes that support public service delivery systems distinguish CalSWEC partnerships. They are the foundation of its current child welfare and integrated behavioral health stipend programs and re-emerging Aging Initiative. University–community partnerships in these fields are designed to recruit and select social work students and provide them basic knowledge and competencies.

CalSWEC collaborates with the state, county agencies, Tribal leaders, and Regional Training Academies to provide child welfare professionals the common training to strengthen and professionalize the child welfare workforce. These partnerships are the basis for promoting evidence-informed and culturally relevant practices that support high-quality services and positive outcomes for children, youth, families, and older adults.

## Major Partnership Activities

**Addressing Inequities:** The *Symposium on Fairness and Equity Issues in Child Welfare Training and Education* provided trainers, educators, and advocates a forum to collaborate on training strategies that address inequities in the child welfare system. CalSWEC sponsors the event with support from the California Department of Social Services and Regional Training Academies.

**Coming Together:** The inaugural CalSWEC Title IV-E Summit combined two previously distinct events—Student Day and the Field Institute. Over 350 participants attended, including Title IV-E students, faculty, and staff; agencies; and Tribal and community partners from throughout the state. CalSWEC sponsors the Summit with funding from the California Department of Social Services.

**Improving Practice:** County child welfare agencies initiated the adoption and implementation of the groundbreaking California Child Welfare Core Practice Model (CPM)—a statewide effort to support the agencies in improving and sustaining best practice. CalSWEC is participating in implementation activities for the CPM, a project of the County Welfare Directors Association of California supported by the California Department of Social Services, the Child and Family Policy Institute of California, and the Regional Training Academies.



# Workforce Development

CalSWEC leaders and partners have jointly created educational and training opportunities for thousands of individuals in public child welfare and behavioral health service systems.

To measure the effectiveness of its stipend programs and the California Common Core training for newly hired social workers, CalSWEC keeps evaluation and research at the forefront, with its Longitudinal Ecological Model for Workforce Development guiding those activities since 2014.

CalSWEC's current studies capture information about what influences entry into its stipend programs, as well as perceptions of student preparation for the workforce upon graduating. In identifying factors affecting the continuum of social work education and training, they have implications for enhancing the recruitment and retention of social workers in California's service delivery systems.

The *27-Year Retrospective Study* of former Title IV-E stipend recipients examines information about their career paths and reasons for transitions. The *County Workforce Study* lends insight into how to enhance the effectiveness of the child welfare workforce within the broader agency context, as well as retention rates and child welfare outcomes. The *Career Path Study* captures information about employment obligation, training opportunities for advancement, supervision experiences, and agency culture and climate.

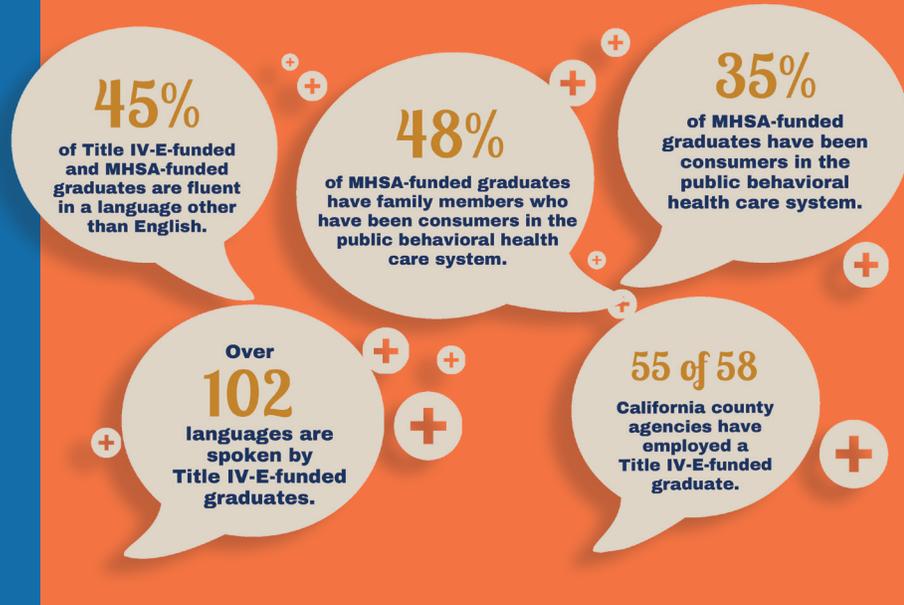
## Major Workforce Development Activities

**Introducing a New Stipend and Training Program:** A \$1.75 million Health Resources and Services Administration grant to the Integrated Behavioral Health Program funds the San Francisco Bay Area Integrated Behavioral Health MSW Stipend Program. The program focuses on training MSW students and faculty at UC Berkeley; California State University, East Bay; San Francisco State University; and San José State University in the provision of behavioral health care in integrated care settings.

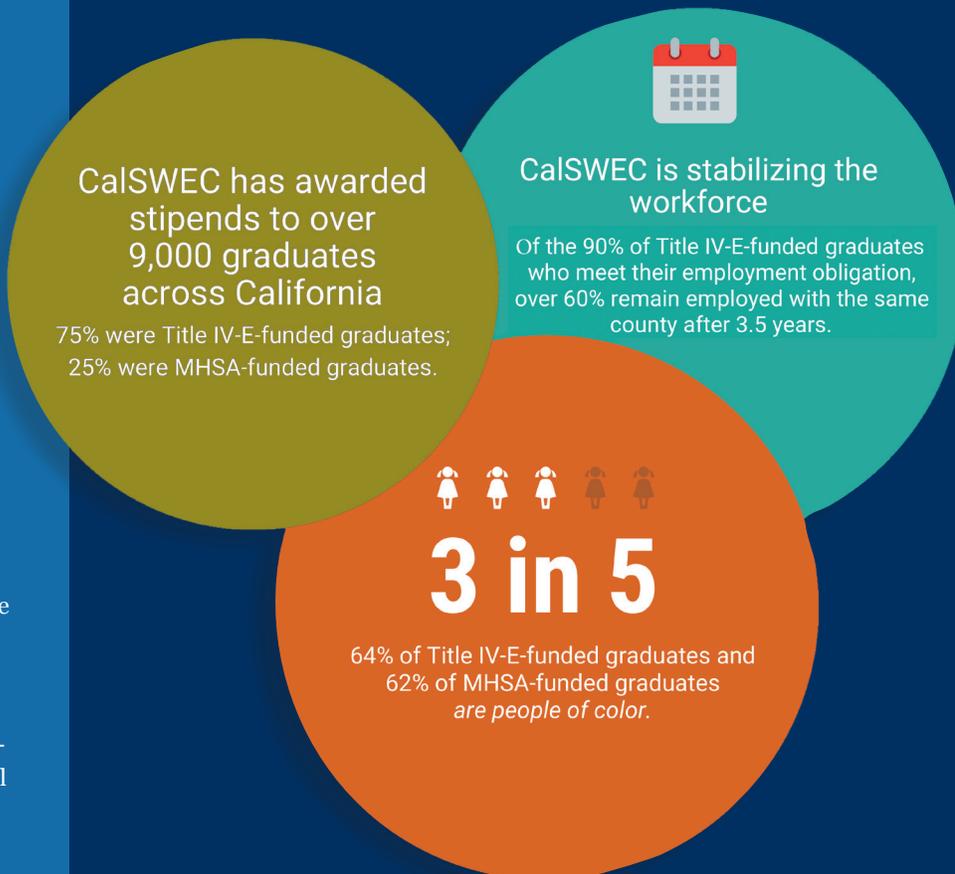
**Improving the Curriculum:** Version 3.0 of the California Common Core Curriculum for Child Welfare Workers was introduced statewide in February, featuring in-class trainings, eLearning courses, and field activities. Psychotropic Medication in Foster Care and Resource Family Approval curricula were also developed.



## CalSWEC Is Diversifying the Workforce What do graduates look like?



## CalSWEC Makes a Statewide Impact

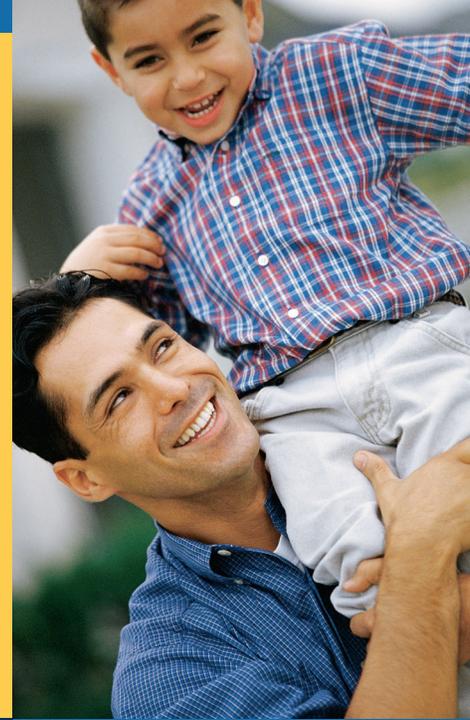


## Operations

The following developments resulted in improved service to CalSWEC's stakeholders:

**Enhancing Online Experiences:** A revamp of CalSWEC's website was initiated to meet the current standards for access and navigability as well as to enhance users' experience. The CalSWEC Network Hub, an online repository of open educational resources, was launched to make discovering and using learning materials easier for the social work community.

**Collecting Data:** The Mental Health Services Act Stipend Program successfully transitioned from the CalSWEC Student Information System (CSIS) database to the Salesforce platform. The Title IV-E Stipend Program will transition to Salesforce in 2018 to track recipients throughout their educational career and their required employment period.



In 2017, CalSWEC was led by an Executive Team, with guidance from Board members and Work Groups.

### Executive Team

**Virginia Rondero Hernandez,** Executive Director

**Carolyn Shin,** Director, Title IV-E Stipend Program

**Marcy Hara,** Director, Child Welfare In-Serving Training Program

**E. Maxwell Davis,** Director, Integrated Behavioral Health Program

**Sandhya Rao Hermon,** Director, Research and Evaluation

**Christopher Cajski,** Director, Technology and Instructional Design

**Nancy Nelson,** Director, Administration

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*Partnership in Action:* The CalSWEC Board's Executive Committee, with Executive Director Virginia Rondero Hernandez and President Scott Gruendl (*right front with backs to camera*), met in August 2017 to discuss the reorganization of the Board's membership and meetings—major steps toward implementing CalSWEC's Strategic Plan.