

ADULTS AND AGING PROGRAM

The goal of CalSWEC's Adults and Aging Program is to enhance California's investment in Adults and Aging Services workforce development and facilitate better outcomes for vulnerable and aging adults.

OVERVIEW

Developed as the Aging Initiative through a series of meetings and summits held by CalSWEC stakeholders in 2004, the Adults and Aging Program has worked with MSW programs and with Adults and Aging Services units around the state to facilitate the sharing of knowledge and skills across systems for over ten years. Current Adults and Aging Program activities include an MSW training program, a workforce development evaluation project, and the development of curriculum competencies, materials, and resources focused on adults and aging services as a field of practice, for use by MSW programs throughout the state.

TRAINING PROJECTS

The Adult Protective Services MSW Training Program (Regional Pilot)

CalSWEC's Adults and Aging Program implemented a regional pilot of the Adult Protective Services (APS) MSW Training Program during academic years 2019-20 and 2020-21, in partnership with the MSW programs at UC Berkeley and San Jose State University. The purpose of this pilot project was to demonstrate the impact of providing stipend support and specialized training to

MSW students on their interest in, commitment to, and preparation for careers in Adult Protective Services. This project was jointly funded by the California Department of Social Services (CDSS) through the sub-award of a grant from the Administration for Community Living's Administration on Aging, the Bay Area Social Services Consortium (BASSC), and the City and County of San Francisco Human Service Agency.

Through the APS MSW Training Program pilot, ten MSW students at UC Berkeley and San Jose State University were awarded \$18,500 stipends for academic years 2019-2020 and 2020-21. Trainees were required to complete specialized coursework and applied research projects focused on Adults and Aging, as required for the specializations and/or certificates at their respective MSW programs. They were required to complete first-year field placements at public and private nonprofit agencies serving disabled and older adults, and second-year field placements at local county-operated APS programs. In exchange for stipend support, all trainees committed to completing two years of full-time service in public APS programs within the 12 Bay Area counties affiliated with BASSC after MSW graduation. CalSWEC continues to track the career trajectories of graduates of the pilot project.

CalSWEC's 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.

OUR GOALS

- 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.



CalSWEC

California Social Work Education Center
Leadership. Partnership. Workforce Development.

California Social Work Education Center (CalSWEC)
School of Social Welfare
University of California, Berkeley

120 Havilland Hall, Berkeley, CA 94720-7400 | Phone: 510 642 9272 | CalSWEC.berkeley.edu

The Adult Protective Services MSW Training Program (Statewide)

In March 2023, through a new agreement with the California Department of Social Services, CalSWEC's Adults and Aging Program launched a statewide Adult Protective Services (APS) MSW Training Program. Unlike the regional pilot project, the statewide APS MSW Training Program serves students across California and focuses on recruiting and training both foundation and advanced year students. MSW students may participate in one year of foundation training and one year of advanced training, in different academic years. The statewide APS MSW Training Program focuses on preparing MSW students to provide professional services to aging and vulnerable adults served by California's public and Tribal APS units.

APS trainees are required to complete specialized coursework focused on social work practice, policy and research in the field of Adults and Aging Services. Foundation year trainees are required to complete field training in publicly-funded programs that serve vulnerable and aging adults and advanced year trainees are required to complete field training in county or Tribal APS units. APS trainees are provided with stipend support and are required to commit to one year of service employment in county and/or Tribal APS units within the state of California after MSW graduation for each year of training program participation.

In academic year 2023-24, the statewide APS MSW Training Program will serve up to 50 trainees from ten MSW programs across California's five service regions and in AY 2024-25, the program will serve at least 60 MSW students at 12 universities. A proposed expansion would further expand the program to serve 72 MSW students at 14 universities in AY 2024-25, 96 MSW students at 18 universities in AY 2025-26, and 120 MSW students at 22 universities in AY 2026-27.

CAPACITY BUILDING AND EVALUATION PROJECTS

Evaluation of the Adult Protective Services MSW Stipend Program (Regional Pilot)

CalSWEC's Adults and Aging Program continues to conduct ongoing evaluation of the APS MSW Training Program regional pilot project. This mixed-methods,

multi-stage evaluation focuses on identifying the strengths and weaknesses of the pilot project and the efficacy and success of its various components and dimensions, for the purposes of assessing the workforce development impact of the pilot project, identifying best practices to address APS workforce development needs, and guiding the implementation of the statewide APS MSW Training Program.

Toward this end, CalSWEC has collected quantitative and qualitative data from project stakeholders including MSW graduates, academic and field faculty, and agency field supervisors affiliated with the MSW programs at San Jose State University and UC Berkeley, as well as managers of county Adults and Aging Services agencies and APS programs. Through analysis of this data, CalSWEC has identified issues related to program format, content, and logistics that stakeholders believe might be used to address project goals and improve project outcomes associated with the new statewide APS MSW Training Program.

Collaboration with the Mack Center and the Bay Area Social Services Consortium

In 2021, CalSWEC partnered with Berkeley Social Welfare's Mack Center and the Bay Area Social Services Consortium (BASSC) to develop a project focused on assessing and enhancing workforce development in California's Adults and Aging Services programs, with a particular focus on enhancing recruitment and retention as well as efforts related to diversity, equity and inclusion. CalSWEC collaborated with BASSC to develop the Adults and Aging Workforce Survey, which was distributed to all Adults & Aging Services directors in the state. Findings from that survey and key informant interviews were presented to BASSC and other county directors to guide next steps for a larger scale project focused on improving recruitment and retention of the Adults & Aging Services workforce. CalSWEC is now partnering with BASSC to develop instruments and plans for that work.

For more information about the work of CalSWEC's Adults and Aging Program, please contact Dr. E. Maxwell Davis, Acting Director, CalSWEC Adults and Aging Program, at emdavis@berkeley.edu or Dr. Jennifer James, Project Manager, CalSWEC Adults and Aging Program, at jennyjames@berkeley.edu.