

ADULTS AND AGING PROGRAM

The goal of CalSWEC's Adults and Aging Program is to increase California's investment in workforce development for Adults and Aging departments statewide, in order to achieve better outcomes for disabled and older adults served by those programs and services.

OVERVIEW

Developed as the Aging Initiative through a series of meetings and summits held by CalSWEC stakeholders, 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. Adults and Aging Program activities now include a funded training program for MSW students and two workforce development evaluation projects, as well as 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 Stipend Program (Regional Pilot)

In Fall 2019, the Adults and Aging Program launched its first funded effort to address the workforce

development needs of California's public Adults and Aging programs. The Adult Protective Services (APS) MSW Stipend Program was a regional project piloted at UC Berkeley and San Jose State University, 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. Its purpose 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.

Through the APS MSW Stipend 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

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.

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.

The Adult Protective Services MSW Training Program (Statewide)

CalSWEC's Adults and Aging Program is currently developing a statewide APS MSW Training Program through a new agreement with the California Department of Social Services. Like the APS pilot project, this statewide APS Training Program will focus on preparing MSW students to provide professional services to disabled and older adults in California's public

APS units. All trainees will be required to complete specialized advanced year coursework and applied research projects focused on Adults and Aging, as well as second year field placements at county-operated APS programs.

Unlike the regional pilot project, the statewide APS Training Program will serve students across California and will focus on recruiting and training second year, rather than first year MSW students. Trainees will be provided a single year of stipend support in exchange for their commitment to working in public APS programs in California after MSW graduation. The program is expected to begin taking applications from prospective trainees in spring 2022 and to train 50 second year students at ten MSW programs across all of California's service regions in academic year 2022-23. In academic year 2023-24, the program is expected to expand to train 60 second year students at 12 MSW programs.

EVALUATION AND CAPACITY BUILDING PROJECTS

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

The Adults and Aging Services Program has been funded by the California Department of Social Services to conduct follow up evaluation of the regional APS MSW Stipend Program pilot. This year-long mixed-methods, multi-stage program evaluation involves collecting and analyzing quantitative and qualitative data from 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. Inquiry focuses on identifying stakeholders' perspectives on the strengths and weaknesses of the pilot project and the efficacy and success of various program components. It also investigates what changes to program format, content, and logistics stakeholders believe might improve experiences and outcomes. Findings from this work will be used to assess the impact of the pilot project, to identify best practices to address

county-driven APS workforce development and MSW recruitment, training, and retention objectives, and to guide the implementation of the statewide APS MSW Training Program.

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

The IBH program has partnered with Berkeley Social Welfare's Mack Center and the Bay Area Social Services Consortium 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. This project began with the development and launch of the Adults and Aging Workforce Survey, which was distributed to all Adults and Aging Services directors in the state. Ongoing work will include the analysis of survey data and presentation of survey findings to BASSC and other county directors, with the goal of determining next steps for a larger scale project focused on improving recruitment and retention of the Adult and Aging Services workforce.