CalSWEC Advisory Board Meeting
January 23, 2020

https://calswec.berkeley.edu/board-agendas-and-handouts
Housekeeping/Technical

Technical details for today’s meeting

- General meeting link: [https://berkeley.zoom.us/j/672696298](https://berkeley.zoom.us/j/672696298)
- Mauricio Wright: [mawright@berkeley.edu](mailto:mawright@berkeley.edu)
I. Welcome & Introductions – Introduction of new Advisory Board Members

- Susan Roll, California State University, Chico
  *(University Representative)*

- Delfino Neira, Fresno County Social Services
  *(CWDA Representative)*

- Lisa Witchey, California Department of Social Services
  *(CDSS Director/Designee Representative)*
I. Welcome & Introductions – Introduction of new Advisory Board Members (cont.)

- Kim Rutledge, California Department of Social Services
  *(Statewide Adult/Aging Services Representative)*

- Percy Howard, California Institute for Behavioral Health Solutions (CIBHS)
  *(Other Stakeholder Representative)*
II. Approval of Agenda

I. Welcome & Introductions
II. Approval of Agenda
III. Approval of Minutes from November
IV. Executive Committee Report
V. Financial Report
VI. Center Director’s Updates
VII. Proposed Changes to Bylaws
VIII. Presentation: Title IV–E Retrospective Student Survey Results: Summary & Highlights
IX. New Business/Discussion
X. Next Meeting

**Poll**
III. Approval of Minutes from November Meeting

**Poll**
IV. Executive Committee Report

Amy Levin, Board President
CalSWEC Financial Report FY1920 Q1

FY1920 CalSWEC Revenue

- IVE: 88%
- RTA: 8%
- IBH: 4%
- Discretionary + Gift: 0%

FY1920 CalSWEC as of Q1 Expense

- Personnel: 27%
- Non-Personnel: 1%
- Subawards: 7%
- IDC: 65%
VI. CalSWEC Center Director’s Updates

- Contracting updates
- CalSWEC Programs & People
- Meeting with Partners/Funders
- Governor’s 2020–21 Budget
- CalSWEC@30
VII. Proposed Changes to CalSWEC Bylaws

Add a 26th Advisory Board member representing the Title IV-E Program Coordinators

Janlee Wong, CalSWEC Advisory Board

**Poll**
VIII. Presentation

*Title IV–E Retrospective Student Survey Highlights*

Michael Biehl, PhD,
CalSWEC Research & Evaluation Specialist
Title IV-E Retrospective Student Survey Highlights

January 23, 2020
Advisory Board Meeting
Title IV-E Retrospective
Student Survey Highlights

● Brief Overview
● Important Terms
● Key Findings for Agencies
● Key Findings for Public Child Welfare
● Reasons for Leaving Agency or Public Child Welfare
● Key Considerations for Social Work Programs
● Impact of Title IV-E Program
● Summary of Key Findings
● Questions
Brief Overview

- Surveys sent to 5,500 California Title IV-E graduates from 1993-2018 with emails
- Surveys were completed by graduates from June - December 2018
- Nearly 1,800 graduates responded and 1,653 surveys were completed (33% response rate)
- 22 California Title IV-E schools represented in survey responses
- Graduates received a $5 dollar gift card for participating
Important Terms

● Graduates
  ○ Students who graduated from the California Title IV-E program (BASW and MSW degrees)

● Employment Obligation
  ○ In return for monetary and curriculum support, Title IV-E students are required to work at California county agencies in public child welfare (PCW) equal to the time of their support, typically 1-2 years

● Agency/Agencies
  ○ The PCW agency where Title IV-E students complete their employment obligation

● Left Agency
  ○ Graduates who left their employment obligation agency after completing obligation
  ○ Graduates who left their employment obligation agency before completing obligation

● Stayed at Agency
  ○ Graduates who stayed at their employment obligation agency after completing obligation

● Leaving PCW
  ○ Graduates who left both their employment obligation agency and the PCW field to work in a field outside of PCW
Key Findings for Agencies

- **Title IV-E Program Degree Participation**
  - 89% MSW program, 6% in BASW program, 5% in both BASW/MSW

- **Employment Obligation Completion**
  - Nearly 93% of graduates completed (or were completing) the program’s employment obligation

- **Years Worked at Employment Obligation Agency**
  - Title IV-E graduates worked an average of 6.2 years at their agency *during their time* in the Title IV-E Program
  - Title IV-E graduates worked an average of 3.5 years at their agency *after* their employment obligation was completed
  - *Part-time* Title IV-E graduates worked an average of 7.1 years *during their time* in the Title IV-E program and 4.3 years at their agency *after* their employment obligation was completed
    - National average for social workers in child welfare is 6 years, 2 years for child welfare workers

- **Promotions**
  - Nearly 20% of graduates were promoted to supervisor, 6% to managers, and 1% to directors in PCW
Key Findings for Public Child Welfare (PCW)

- All graduates worked an average of 4.7 years in PCW over their careers.

- Graduates who completed their employment obligation and either left (mean 3.6 years) or stayed (mean 6.4 years) had more PCW years worked than all other employment completion groups.

- Part-time graduates (MSW and BASW/MSW) had more PCW years worked (7.6, 7.1 years) than all other program degree groups.

- Transitions from Employment Obligation Agency
  - Of those that started at their employment obligation agency and left (either before or after completing) 80% worked outside of PCW and 20% switched agencies.
Reasons for Leaving Agency or Public Child Welfare

Quantitative Scaled Ratings

- All graduates rated 15 different reasons for leaving agency or PCW on a 5-point scale (0-4)
- Rankings based on average scaled score
- The top three reasons for leaving their agency or PCW were caseloads, agency culture/climate, and paperwork
Reasons for Leaving Agency or Public Child Welfare

Qualitative Open-Ended Responses

- Graduates who left PCW were asked to *explain* why they left
- All open-ended responses were coded by CalSWEC evaluation staff
- Rankings based on percentage of graduates who mentioned
- The top three reasons for leaving their agency or PCW were organizational practices, family relocation, and agency culture/climate
Key Considerations for Social Work Programs

- **Employment Obligation Completion**
  - Nearly 93% of graduates completed (or were completing) the program’s employment obligation, 3% never started, 4% started employment obligation but did not complete

- **Never Started at Employment Obligation Agency (n=48)**
  - What happened
    - 38% never applied, 38% applied but no job offers, 13% offered, but did not accept
  - Reasons for never starting
    - Agency culture/climate (41%), Didn’t want to be social worker (29%), Career Change (29%)

- **Left Employment Obligation Agency Before Completing (n=61)**
  - Status
    - 68% monetary repayment, 7% waiver petition approved, 8% looking for employment, 7% entered MSW program
  - Reasons for leaving
    - Caseloads, agency culture/climate, supervision, paperwork, influence within organization

- **Influence of Prior Experience**
  - Those with prior PCW experience more likely to start & complete employment obligation
Impact of Title IV-E Program

“I feel that the Title IV-E program professionalized my social work practice and it prepared me to continue my work with children and family. I would not have been able to continue my education without the program. Being able to attend school while working was very helpful to myself and family. I am very grateful for this program.”

“It has saved me lots of money that I did not have to obtain my masters degree, which opened many doors to various opportunities I would not have otherwise qualified for. I do not have to worry about paying back loans with high interest rates. I am able to apply for my ACSW to pursue my LCSW.”

“Title IV-E is the only reason I am working in this field today. It helped give me direction for my career path. Although I am not a "lifer" of Child Welfare Services, it has help me identify the path I may go on next.”
Summary of Key Findings

● Title IV-E Program Degree Participation
  ○ 89% MSW program, 6% in BASW program, 5% in both BASW/MSW

● Employment Obligation Completion
  ○ Nearly 93% of graduates completed (or were completing) the program’s employment obligation

● Years Worked at Employment Obligation Agency
  ○ Title IV-E graduates worked an average of 6.2 years at their agency during their time in the Title IV-E Program
  ○ Title IV-E graduates worked an average of 3.5 years at their agency after their employment obligation was completed
    ■ National average for social workers in child welfare is 6 years, 2 years for child welfare workers

● Promotions
  ○ Nearly 20% of graduates were promoted to supervisor, 6% to managers, and 1% to directors in PCW

● Reasons for Leaving
  ○ The top reasons for leaving their agency or PCW were caseloads, agency culture/climate, and paperwork
Questions

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IX. New Business/Discussion
X. Future Advisory Board Meetings

Thursday, April 30th, Long Beach Marriott (in–person)
Permanent Committee meetings: 9:00 AM
  ▶ Advisory Board meeting: 1:00 PM
  ▶ (Executive Committee: Wednesday, April 29th, 5:30 PM)

2020–21 schedule of meetings will be announced soon
Adjourn

Thank you for participating!