



**CalSWEC**

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

# 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>

▶ 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



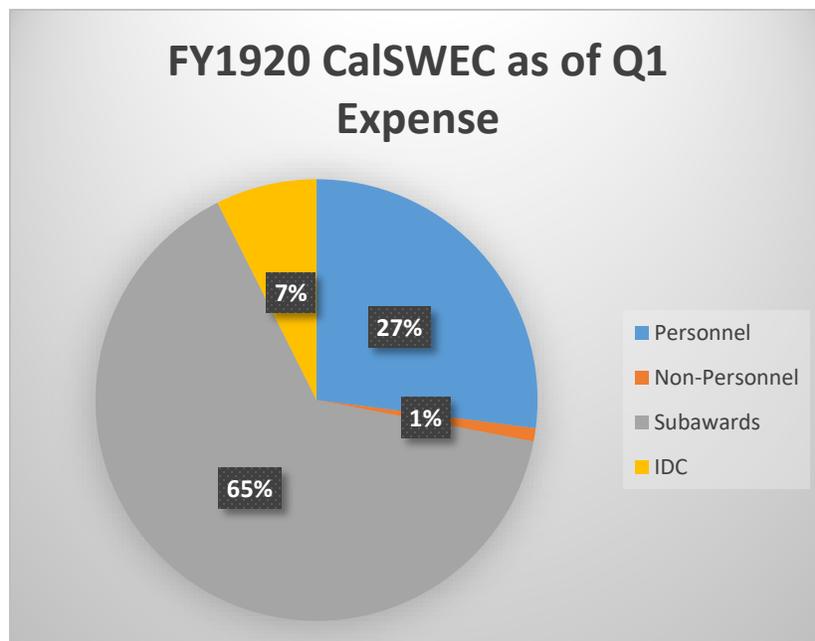
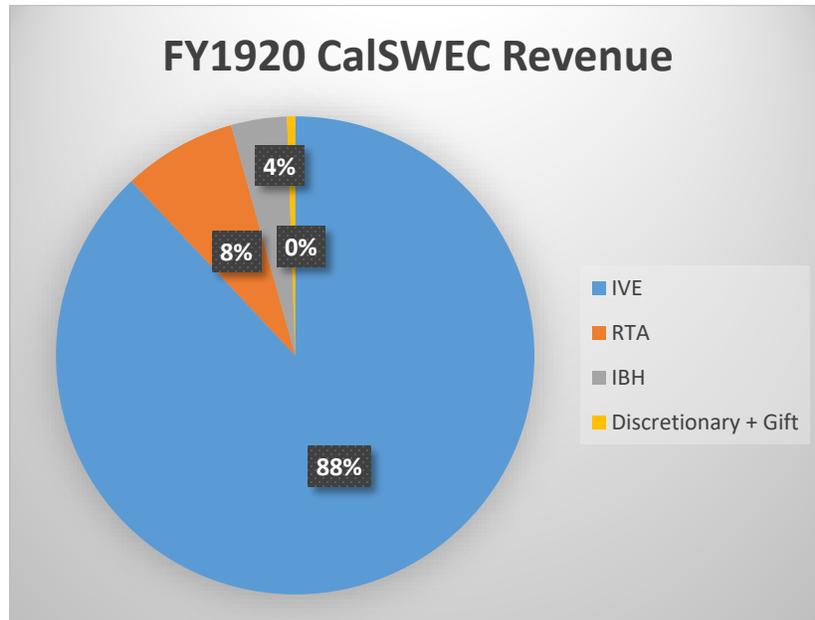


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## CalSWEC Financial Report FY1920 Q1



# 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 26<sup>th</sup> 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,  
CaSWEC Research & Evaluation Specialist



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# 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

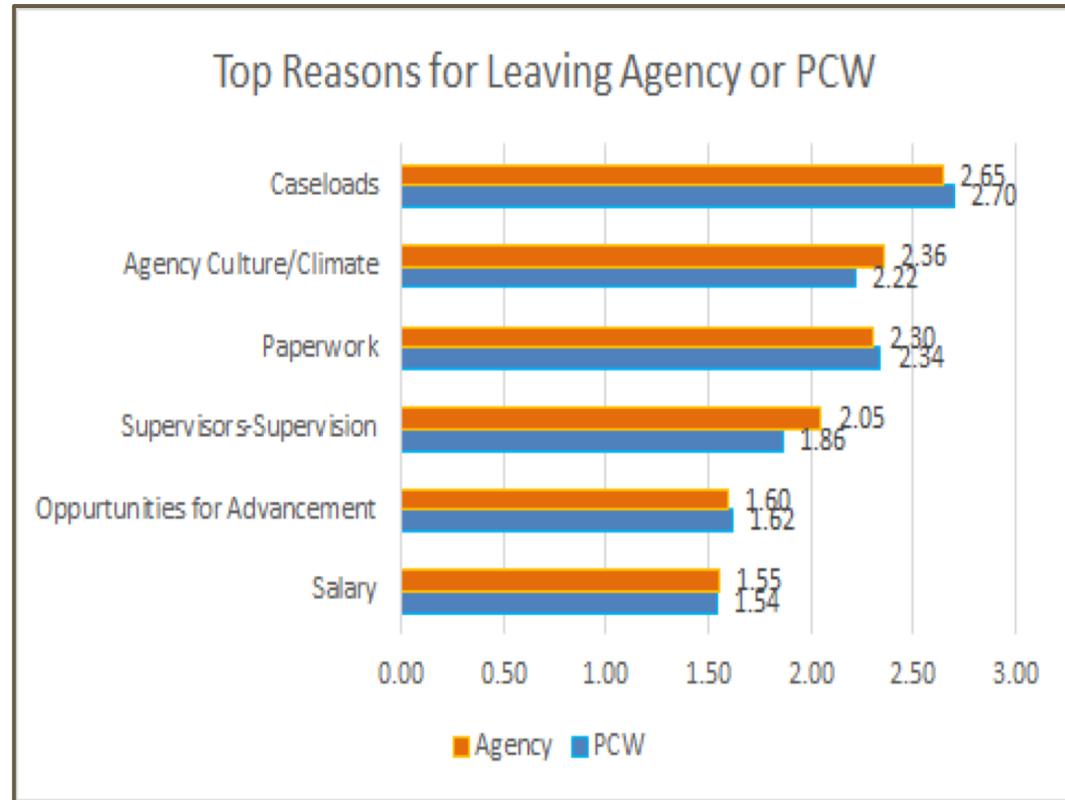
# Key Findings for Public Child Welfare (PCW)

- 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

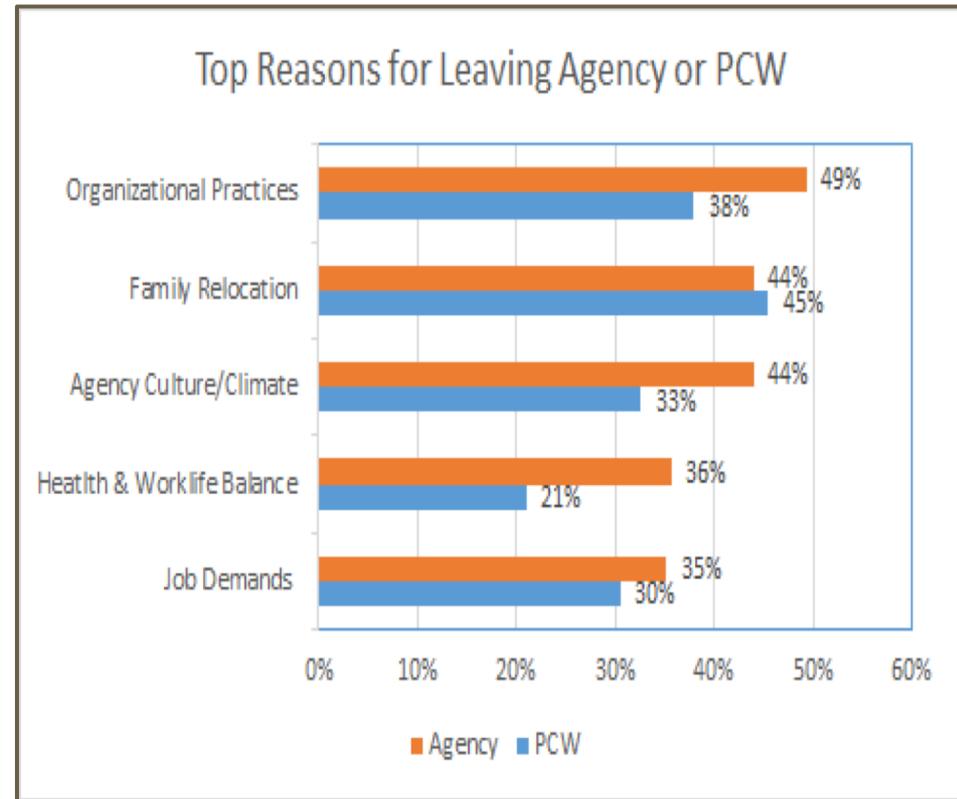
- All graduates rated 15 different reasons for leaving agency or PCW on a 5-point scale (0-4)
- Rankings based on average scaled score
- The top three reasons for leaving their agency or PCW were caseloads, agency culture/climate, and paperwork



# 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
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- 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
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    - *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 29<sup>th</sup>, 5:30 PM)

*2020–21 schedule of meetings will be  
announced soon*



# Adjourn

**Thank you for participating!**

