



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

Meeting: CALSWEC Advisory Board	
Date October 20, 2022	
Attendees	<p>Advisory Board: Kari Beuerman, Natalie Bolin, Yvonna Brown, Linda Burton, Vida Castaneda, Alana Dussell (for Dave McDowell), Maria Gurrola, Percy Howard, Celeste Jones, Tracy Kent, Kathryn Kietzman, Mikyong Kim-Goh, Amy Levin, Carolyn McAllister, Nancy Meyer-Adams, Antonette (Toni) Navarro, Jerry Shapiro, Deborah Son, Jennifer Tucker-Tatlow Excused: Shelby Boston, Jennifer Claar, Stuart Oppenheim, Yvette Willock Absent: David Foster</p> <p>Staff: Christopher Cajski, Hawkin Chan, E. Maxwell Davis, Marjorie Delgadillo, Shifra Gaman, Christina Lacey, Kimberly Mayer, Mavis Njoo-Lau, Vanessa Rezos</p> <p>Participants: Laura Abrams, Wendy Ashley, Megan Braddock, Sarah Carnochan, Tory Cox, Lynn Harris Henderson, Jamie Jensen, Mikevia Kiles, Peter Lee, Omar Lopez, Virginia Olivas, Elizabeth Pringle-Hornsby, Michelle Rainer, Siyon Rhee, Kimberly Setterlund, Tamara Strohauser, Duan Tran</p>
Agenda/Topics	
I. Welcome back! II. Icebreaker III. Advisory Board roll call IV. Approval of agenda (vote) V. Approval of minutes from April 2022 meeting (vote)	<p>Kim welcomed the Advisory Board to this first in-person meeting since COVID. Introductions were made and small groups participated in the Icebreaker, "What is something you are looking forward to?"</p> <p>The agenda and the minutes from the April 2022 meeting were unanimously approved.</p>
VI. Nominating Committee Updates	<p>Welcoming:</p> <ul style="list-style-type: none"> a. Two new CADD designees, one CBHDA designee, and one Statewide Adults/Aging designee: <ul style="list-style-type: none"> i. Mikyong Kim-Goh, CSU Fullerton (CADD designee) ii. Celeste Jones, CSU Chico (CADD designee) iii. Yvette Willock, Los Angeles County (CBHDA designee) iv. Kathryn Kietzman, UCLA (Statewide Adults/Aging designee) <p style="text-align: center;"><i>a. Confirmed by vote</i></p>
VII. Financial Report Summary	<p>Jennifer Tucker-Tatlow, Treasurer, reviewed Quarter 4 financials. CalSWEC will be invoicing annual dues in November. Dues will remain the same as last year.</p>
VIII. Committee Reports	<ul style="list-style-type: none"> a. Executive Committee <ul style="list-style-type: none"> Toni Navarro, President, asked for volunteers for co-chairs for the Policy & Advocacy and Capacity Building & Planning Committees <ul style="list-style-type: none"> i. Capacity Building & Planning – Jerry Shapiro

	<ol style="list-style-type: none"> 1. Natalie Bolin volunteered to be co-chair of Capacity Building & Planning Committee <ol style="list-style-type: none"> ii. Evaluation & Research – Kari Beuerman and Carolyn McAllister iii. Policy & Advocacy – Deborah Son (co-chair still vacant) b. COVID 2.0 Ad Hoc Committee <p>Reviewed work of COVID 2.0 Ad Hoc Committee. Developed joint document with BASSC, Bay Area Social Services Consortium. Discussed the lessons learned with Sarah Carnochan, the director of BASSC. Megan Braddock, an MSW student and intern with BASSC, summarized takeaways about disparities, challenges in rural areas from this period. Her draft paper will be vetted by BASSC in December.</p> c. Capacity Building & Planning Committee <p>Jerry Shapiro discussed the current Health Care Access and Information (HCAI) SWECE grant program for university Social Work programs. Discussed the funding formula. Total of \$60M available. Challenges to universities: indirect costs (IDC) are not allowable. Another barrier is that payment is in arrears (and some universities will not be allowed to apply due to the risk.). Maxwell outlined all their work to support the RFP. It was suggested that universities stand together to reject the grant and pressure HCAI to revise the grant to make it more workable for universities. Others felt the universities should take the issue to the people who are responsible for HCAI such as Stephanie Welch, Deputy Director. The conversation will continue in the evening CADD meeting.</p> d. Evaluation & Research Committee <ol style="list-style-type: none"> i. HCAI - The Committee discussed the HCAI grant and noted that they have nothing built into it for evaluation and research. They propose a collaboration to find a way to evaluate the success of this program. ii. The Committee discussed the practices during COVID that carryover to current workplace: hybrid work schedules, and increasingly not going to offices or not having an office to go to. Another topic was virtually supervising people in multiple locations. e. Policy & Advocacy Committee <ol style="list-style-type: none"> i. Deborah Son outlined a robust conversation on the HCAI grant and her frustration with that process. ii. Discussed workforce shortages and innovative strategies to support admissions and remove barriers. iii. CalSWEC Land Acknowledgement Draft which will be on the website and at the beginning of meetings was reviewed. They hope to have a final version next meeting. iv. SB 964, Wiener. Behavioral health workforce bill was gutted and only a shell of the intent left regarding implementation of a behavioral health workforce study. Governor vetoed the bill. v. SB 1002, Portantino. Workers’ compensation: licensed clinical social workers allows those with a workman’s compensation claim directly access therapeutic services through LCSWs without lengthy referrals. vi. ASWB Data Report & Disparities in Licensing Exam Rates – licensing and social work licensing paths. Data showing
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	<p>disparities in many marginalized communities, people of color, older adults and people who don't speak English as a first language.</p>
<p>IX. CalSWEC Central Program Updates</p>	<ul style="list-style-type: none"> a. Center Director Updates: Kim Mayer <ul style="list-style-type: none"> Kim completed her third year at CalSWEC in October. CalSWEC has been holding/attending to more in-person meetings and are very glad that members and participants have traveled here for this Advisory Board meeting. i. SERVE: Indigenous Community Social Workers for Change emanated from committee work done here. In June 2022 the Academy for Professional Excellence completed their evaluation from an RFP in 2020. The report will be presented at the February meeting, along with Land Acknowledgement Statement. ii. Staffing <ul style="list-style-type: none"> 1. Welcoming Christina Lacey as Events Coordinator. 2. Welcoming Marjorie Delgadillo as Title IV-E Project Manager. She has dedicated her professional career to authentically uplifting the often marginalized lived experience of undocumented and foster youth. b. Title IV-E Program – Marjorie Delgadillo <ul style="list-style-type: none"> i. The CalSWEC Title IV-E Summit will be both in person in and virtual in April. ii. CalSWEC is working on revised curriculum competencies based on the latest CSWE requirements and will be open for public comment soon. c. Child Welfare In-Service Training Program – Vanessa Rezos <ul style="list-style-type: none"> i. Working closely with the Bay Area Academy on statewide mandated curriculum, including, Common Core and Supervisor Core courses, with a lens of equity and inclusion. ii. Curriculum updates: From January to October they have revised five of their curricula In Common Core. iii. Held an in-person meeting with their Content Development Oversight Group (CDOG) in September. iv. Supervisor Core (SupDOG): Revised curriculum will be launched in January; and will be again open for revision with the equity and inclusion lens. v. Continuing training is focused on Father Engagement in a three-hour skill-based curriculum. May include a podcast of a father who has gone through the system, a social worker, and a supervisor. vi. Evaluation <ul style="list-style-type: none"> 1. Common Core and Sup Core in the final stages. 2. Leveraging knowledge between the IV-E and IST Teams. 3. Fidelity assessment tool project is complete and is moving on to Stage II. Aisha Siddiqui (CalSWEC) and Sara Mullen (CDSS) presented at National Staff Development and Training Association (NSDTA). vii. Fairness and Equity Symposium was held virtually in

	<p>September 2022. Theme: Advancing Equity through Prevention.</p> <ul style="list-style-type: none"> d. Technology & Instructional Design – Chris Cajski <ul style="list-style-type: none"> i. Accessibility: Team completed CDSS’s Accessibility and Policy Unit’s certification program in September. Presented at the Academic Technology Conference in October. CalSWEC Accessibility Remediation How-To Guides google folder is located here: https://drive.google.com/drive/u/0/folders/1ixDktOOw82v5RaX4PcN8JVua9gh1ldcd ii. eLearning: Produced an eLearning RFA (Resource Family Approval) Background Check in June. iii. CACWT (Statewide Learning Management System) Working on new features. iv. Website: Will revamp toolkits by the end of the fiscal year. v. Virtual Events: Tested Zoom Events which features a conference-like expo area. UC Berkeley has decided not to pursue it at this time. vi. Virtual Reality (VR) <ul style="list-style-type: none"> 1. Moving forward with the collaboration with the University of Utah and the virtual home simulation. Moving to a cloud-based environment. 2. Utah is also developing a virtual Motivational Interviewing app. e. Integrated Behavioral Health Program – E. Maxwell Davis <ul style="list-style-type: none"> i. New IBH Program Manager Kelly Royan Rozier started in May. ii. BHWET IBH Training Program: Working on resolving delay in HRSA funding due to administrative issues. Problem is now resolved, and funding should be flowing shortly. iii. Guide to MSW Field Education for Community Health Centers is in circulation and being used in community health centers. It is available for free on the CPCA website. iv. MHSA Stipend Program follow-up tracking continues on the last 20 students. Discussed service repayment extensions. v. Discussed development of new HCAI Behavioral Health Education & Training program. Challenges include IDC and terms of service obligation/responsibility for unpaid obligations. Field training sites will include healthcare, corrections, behavioral health including substance abuse.
<p>X. Discussion / Information</p>	<p>Kim opened the floor to discuss what are the opportunities and the challenges to these new workforce development trainings in terms of APS placements, behavioral health placements, and field placements in general for the counties? She asked people to talk about retention issues in their county or university. They started with field placement opportunities from the county perspective.</p> <p><u>Natalie Bolin</u>, Tulare County: Child Welfare and Behavioral Health are under the same umbrella which makes it easy. They partner with their Child Welfare Services and Behavioral Health and Child Welfare to support one another for internships, internal and outside. Clinical supervision is offered</p>

to social workers to count towards clinical hours. Retention: focused on growing their own, supporting staff interested in going back to school. Hybrid schedules, flex schedules, internal internships (paid). Partnering with universities, they work with adjunct faculty (like Natalie herself) which is very helpful. Worked with HR to create extra help positions. One full-time position supports an unlimited number of extra help positions.

Yvonna Brown, Merced County: Department has 13 interns in their department between APS and CPS - lead staff stretch themselves to support them. Contract with outside providers to help trainees get clinical service hours. Retention: struggling to fill their higher-level social work positions and are downsizing. Candidates can go to Kaiser and earn \$100,000 a year. They fill some open positions with Social Worker I and IIs to meet the required number of seats and help them to go back to school. They are flexible in these arrangements, but the county doesn't allow teleworking which is a problem for some of the new generation of social workers.

Kari Beuerman, Marin County: Similar to other counties, there is a 20% vacancy rate. They often end up hiring their interns, but don't have the staffing to supervise them. Currently have two interns.

Antonette (Toni) Navarro, Behavioral Wellness, Santa Barbara County: Not as far along as others in terms of agency and university collaboration with interns. They have MFT programs but no social work programs which is a big challenge in Santa Barbara County. Since July, she had followed Dr. Yvonna Brown's recommendation to have direct care staff (non-master's level) meet with the Executive Team to reconnect to the vision of public service.

Jennifer Tucker-Tatlow, Academy for Professional Excellence: In the Southern Region, interns may be offered rewards in flexibility and hybrid schedules. There is also agreement among county directors that there is need for additional support for supervisors and course supervisors.

Kim asked for feedback on what may be causing some recent graduates to not fulfill their work obligation and perhaps even leave the field.

Peter A. Lee, San Jose State University: Challenges around the workforce and new graduates' desire to continue with advocacy/ wanting to affect change. Discouraged by employer "You can't do that here." Do not want to work in a system that is not open to change, especially about DEIB (diversity, equity, inclusion and belonging). Enrollment: Santa Clara County, is one of the most expensive in the state. Students & faculty, elsewhere where they can get more for their money. Scholarships offered by the county go unused because students don't want to do their payback in the county. Once they graduate, they plan to move away. As far as retention, they have lost BSW students but not MSW students. Currently have more enrollments in online MSW program as compared to in-person enrollments.

Jerry Shapiro, San Francisco State: Pupil Personnel Services Credential (PPSC) program: 70% of their students earn for life. Lifestyle issue: working nine

months of the year from 7:30 am-4:30 pm and no court reports or having to be on call. Social workers are looking at their career in a different way. They want to bring their vision and skillset to their career, have a sense of self, have integrity, and achieve a work/life balance. Schools are a place everybody goes to and a good place for family prevention and resource location.

Tamara Strohauer, San Diego State: Also have a PPSC program and most Title IV-E students do that in their first year. Never were they more aware of the benefit and the need for school social workers than during COVID for child welfare. Schools see children every day and teachers notice their behaviors. To have people trained in social welfare at the schools, boots on the ground level being seen, promotes child welfare.

Mikyong Kim-Goh, CSU Fullerton: Schools are motivated to have social workers on-site. Recently approached by a school district to offer a PPSC program. CSU Fullerton has no PPSC program but has a goal of developing one. They have a huge school district in their area, the Anaheim School District, who asked them to help with the development of their Mental Health Wellbeing program or with evaluation, consultations, and development of programs.

Maria Gurrola, CSU Monterey Bay: They offer a Pupil Personnel Services Credential (PPSC) and Child Welfare and Attendance Credential (CWA). The CWA credential is an add on credential to PPSC and gives social workers an opportunity to advocate for youth, with a special emphasis on at-risk and under-achieving youth with attendance barriers. Regarding retention, some of CSU Fullerton's students who are educated in Antiracism, Diversity, Equity, and Inclusion (ADEI) in their classes, don't know if they can continue work in a county agency that doesn't practice ADEI.

Carolyn McAllister, CSU San Bernardino: The number one issue that prevents students from completing their payback requirement is work environment - the unit assigned and caseload. They feel that they aren't making it mentally, feeling overwhelmed. They ask to switch to another unit, but the county can't do that because they have a 20% vacancy rate. Their supervisors can't help, not for lack of caring, but no options are available. Also, while many social worker jobs are not 9-5, it used to be that when you finally got home, you could turn off your phone. Now, none of us experience that. The downside of possibilities is that you never get to leave your work. How do you decouple your work from your personal life?

Kari Beuerman, Marin County: Social workers in schools and community hubs has a lot of merit. There are billions of dollars in the budget for looking at schools more broadly than just as education and offers opportunities for social workers and social work students. 90% of those who are leaving are leaving because they can make more money elsewhere. The counties are really competing with each other because of different salary structures. CWDA is about to relaunch the recruitment and retention subcommittee. That will be an opportunity for counties to get together rather than competing with each other to come up with strategies. Since the public

	<p>health emergency is about to be lifted at the end of February, they need to think about what that means for their workforce, especially eligibility. About 50% of their eligibility workers started in the last two years and the pre-eligibility determination has been waived during this time. The work is going to be coming to them en masse, work that they've never done before. New concerns on the client & workforce end.</p> <p><u>Antonette (Toni) Navarro</u>, Behavioral Wellness, Santa Barbara County: Sometimes flexibility may not be such a good thing. In 2019, they spent ½ the time they do now in meetings. They spent time traveling to meetings. In that time, they were able to process what they had just talked about in the former meeting which offered their brains the opportunity of creativity in leadership. Now they don't have that. They move on fast forward with meeting after meeting with no time to process. How do they talk about the down side of flexibility when their workforce that is crying for it? Staff not able to decouple their work from their home. It's causing them to focus on the money. She is starting conversations about the value being in the workplace because their clients need them there and they need to be there. Directing her leadership staff to take an hour every couple of days to do nothing but reflect on issues.</p>
XI. Future meetings	<p>Next Meetings: https://calswec.berkeley.edu/about/people/advisory-board</p> <ol style="list-style-type: none"> a. February 9, 2023, meetings to be virtual b. April 27, 2023, in Los Angeles or Long Beach area CADD will convene following the Advisory Board meeting.
XII. Adjourn	

Action Items	Person Responsible	Deadline
Pay annual membership dues	All, as applicable	N/A