



# CalSWEC

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

## Meeting: CALSWEC Advisory Board

Date October 21, 2021

Attendees	<p><b>Advisory Board:</b> Kari Beuerman, Shelby Boston, Linda Burton, Vida Castaneda, Shahla Craggs (for Dave McDowell), Sarah Gehlert, Maria Gurrola, Tracy Kent, Kathryn Kietzman, Amy Levin, Carolyn McAllister, Nancy Meyer-Adams, Antonette (Toni) Navarro, Stuart Oppenheim, Susan Roll, Kim Rutledge, Jerry Shapiro, Deborah Son, Jennifer Tucker-Tatlow Excused: Percy Howard Absent: David Foster, Delfino Neira, Yvette Willock</p> <p><b>Staff:</b> Christopher Cajski, Hawkin Chan, Carrie Cuy, E. Maxwell Davis, Gabriela Fischer, Shifra Gaman, Katrina Koski, Kimberly Mayer, Mavis Njoo-Lau, Vanessa Rezos, Carolyn Shin, Mauricio Wright</p> <p><b>Participants:</b> Tory Cox, Alana Dussell, Marshal Galvan Jr., Julie Gould, Mikyong Kim-Goh, Omar Lopez, Minola Clark Manson, Carol Mroz, Sara Mullen, Elizabeth Newby, Elizabeth Pringle Hornsby, Ronnie Swartz, Duan Tran</p>
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## Agenda/Topics

Welcome and Advisory Board roll call	Kim and Toni welcomed Advisory Board members.
Approval of agenda	The agenda was unanimously approved.
Approval of minutes from April meeting	The minutes from the April 29, 2021, meeting were unanimously approved.
Nominating committee updates:	<p><b>Welcoming:</b></p> <ul style="list-style-type: none"> <li>• New committee members:             <ol style="list-style-type: none"> <li>1. Sarah Gehlert, USC, Department of School of Social Work, Dean.</li> <li>2. Maria Gurrola, California State University, Monterey Bay, Department of Social Work, Department Chair.</li> </ol> </li> <li>• Dave McDowell, California Department of Social Services (CDSS) Children’s Services Operations and Evaluation Branch, Chief.</li> </ul> <p><b>Thanking:</b></p> <ul style="list-style-type: none"> <li>• Jerry Shapiro, new co-chair for the Capacity Building and Planning Committee.</li> <li>• Note: Seeking a second co-chair.</li> </ul> <p>County Behavioral Health Director recruitment update.</p>
Financial Report Summary	<p>Review of Quarter 4 financials</p> <ul style="list-style-type: none"> <li>• Title IV-E continues to represent majority of revenue stream.</li> <li>• Subawards for Title IV-E is the majority of expenses.</li> </ul>

	<ul style="list-style-type: none"> <li>• Membership dues remain the same, as part of CalSWEC’s continuing, long-established partnership with county agencies.</li> </ul> <p>Note: Annual dues support necessary CalSWEC discretionary expenses.</p>
<p>CalSWEC staff updates, including COVID-19 impacts and innovation</p>	<p><b>Title IV-E Program</b></p> <ul style="list-style-type: none"> <li>• Renewal of biannual contract with CDSS (in progress).</li> <li>• Seeking to implement Tribal Social Services stipend program next fall.</li> <li>• Forthcoming (virtual) summit on Identifying the Impact of Intergenerational and Racial Trauma in Child Welfare.</li> </ul> <p>Save the date(s):</p> <ul style="list-style-type: none"> <li>Job Fair - January 14</li> <li>Session I - February 9</li> <li>Session II - March 2</li> </ul> <p><b>Child Welfare In-Service Training Program</b></p> <ul style="list-style-type: none"> <li>• Anticipating an amendment of 3-year contract for 21-22</li> <li>• Major curricular launches: Common Core July 2022, Supervisor Core 2022 <ul style="list-style-type: none"> <li>1. Dashboard reports provided real time data which includes: instructive insights, collating participant data and feedback.</li> <li>2. Continued training: Father Engagement.</li> </ul> </li> <li>• September 2022 Fairness and Equity Symposium <ul style="list-style-type: none"> <li>1. Outreach for participation to begin soon.</li> </ul> </li> </ul> <p><b>Integrated Behavioral Health Program</b></p> <ul style="list-style-type: none"> <li>• Received additional grant funding (September 2021 to 2025). <ul style="list-style-type: none"> <li>1. Bay Area partner schools include California State University East Bay, San Francisco State, San Jose State, and UC Berkeley.</li> <li>2. Offering a centralized IBH seminar via CalSWEC for BHWET program attendees reflects state-wide prioritization of workforce development.</li> </ul> </li> <li>• Developing guide for community health centers to increase their capacity to serve as MSW field sites (i.e. infrastructure for training placements.) <ul style="list-style-type: none"> <li>1. Aligns with priorities of HRSA.</li> <li>2. Roadmap for developing field training partnerships with local social work programs.</li> </ul> </li> <li>• Office of Statewide Health Planning and Development (OSHPD) offered final year extension for MHSAs recipients to complete service hours for repayment.</li> </ul> <p><b>Adults and Aging Program</b></p> <ul style="list-style-type: none"> <li>• Concluded pilot project in June 2021, post-hoc evaluation to be conducted this year. <ul style="list-style-type: none"> <li>1. Stipend program likely to be set up for FY 22-23 and 23-24.</li> </ul> </li> </ul>

- a. Capacity survey sent to MSW programs to assess their existing infrastructure, interest in training programs, etc.
- b. Plans are pending final execution of contract with CDSS.
  - i. Anticipate receiving confirmation in January or February 2022.

- Bay Area Social Services Consortium (BASSC) and Mack Center
  - 1. Assessment of (a) workplace policies and practices and (b) workforce needs in California Adult Services units are underway to develop proposal for larger-scale project.

**Technology and Instructional Design**

- California Child Welfare Training (CACWT) statewide LMS system launched successfully in July 2021.
- Revamp of Common Core 3.5 included a revision of eLearnings, including increased accessibility measures.
- Virtual Home Simulation (“VHS”) originating from University of Utah is being piloted within California social work schools (i.e., Chico).
  - 1. Forthcoming update to VHS software.
- Virtual instruction and events
  - 1. Expansion of Zoom capabilities and add-ons to support virtual instruction.
  - 2. Action item: stakeholders encouraged to share insights and creative solutions to online and/or hybrid learning with Chris Cajski.
  - 3. Further development of CalSWEC website, which has yielded a significantly high accessibility score and improved digital communications (i.e., homepage refresh, updated factsheets).

**Center Director Updates**

- UC Berkeley campus’ Fall 2021 return to in-person
  - 1. COVID 2.0 Ad Hoc Committee convened over the summer to examine capacity.
- Provided briefing to California State Senate staffers regarding the behavioral health workforce shortage with Steinberg Institute.
- Stakeholder engagements (aka - the “Reintroducing CalSWEC tour”)
  - 1. County Behavioral Health Directors Association of California (CBHDA)
  - 2. Met with Deputy Health and Human Services Secretary for Behavioral Health to explore potential funding opportunities targeted at addressing California’s workforce development needs.
  - 3. Facilitation with Child and Family Policy Institute of California (CFPIC) for joint County Welfare Director’s Association (CWDA) and CBHDA.
  - 4. October orientation for new Advisory Board members.

Committee reports	<p><b>Executive Committee</b></p> <ul style="list-style-type: none"> <li>• Anticipates meeting virtually this spring.</li> <li>• Hopes to return to in-person meetings next fall.</li> </ul> <p>Evaluation and Research Committee</p> <p>Examining Workforce Development, primarily regarding:</p> <ul style="list-style-type: none"> <li>• Hiring and retaining employees (virtual vs. in-person).       <ol style="list-style-type: none"> <li>1. Opportunities for further research: workforce retention, WFH productivity, and supervising from a distance.</li> </ol> </li> <li>• Lack of California data on workforce retention.</li> <li>• Impact of hybrid work on both practitioners <i>and</i> clients. There is a need to clarify what is meant by “retention” and how many people are leaving:       <ol style="list-style-type: none"> <li>1. Sense of connectedness and community.</li> <li>2. Considerations for women, Black, Indigenous, People of Color (BIPOC) social workers, etc.</li> </ol> </li> <li>• <u>Discussion:</u> <ol style="list-style-type: none"> <li>1. <a href="#">Literature review, commissioned by Southern Area Consortium of Human Services (SACHS)</a> Directors last year that focused on understanding, motivating and engaging the younger workforce.</li> <li>2. Aligns with feedback in meetings with Federally Qualified Health Centers (FQHCs) – social workers need more training in how to manage and supervise virtually, existing resources developed by other fields.</li> </ol> </li> </ul> <p><b>Policy and Advocacy Committee</b></p> <ul style="list-style-type: none"> <li>• Development of CalSWEC land acknowledgment (planning on two versions, long and condensed form).</li> <li>• Forthcoming advocacy letter regarding repatriation of Native American remains.</li> <li>• Proposed bill to California Governor to include essential status of social workers, ensuring access to Personal Protective Equipment (PPE).       <ol style="list-style-type: none"> <li>1. Needs assessment survey for social workers to gauge impacts of title protection status.</li> </ol> </li> <li>• Association of Social Work (ASW) waiver (allowing for remote supervision) set to expire without a plan for extension in October 2021.       <ol style="list-style-type: none"> <li>1. Opportunity for further conversations regarding equity, access, and innovation.</li> </ol> </li> </ul> <p><b>Capacity Building and Planning Committee</b></p> <ul style="list-style-type: none"> <li>• Ad Hoc Committee: COVID 2.0 - Returning to Campus and the Workplace.       <ol style="list-style-type: none"> <li>1. Originally meant to develop best practices around the post-COVID return of the workforce, resulted in generative</li> </ol> </li> </ul>
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	<p>discussions around the “long-arm of COVID.”</p> <ol style="list-style-type: none"> <li>a. Inequities and impacts on women and BIPOC communities.       <ol style="list-style-type: none"> <li>i. Attitudes around renegotiating work, ongoing gaps in childcare services, etc.</li> </ol> </li> <li>b. Realities of pandemic management.       <ol style="list-style-type: none"> <li>i. COVID adding 30-50% more work for supervisors.</li> </ol> </li> </ol> <p>2. COVID and social work education:</p> <ol style="list-style-type: none"> <li>a. Ongoing challenges organizing field placements for students with disabilities.</li> <li>b. Wide range of attitudes on the return to in-person instruction among students and instructors.</li> <li>c. Underscores the importance of having ample field instructors in agencies to support students.       <ol style="list-style-type: none"> <li>i. <i>What is the professional development infrastructure?</i></li> <li>ii. <i>Which experiences should surround graduate coursework?</i></li> </ol> </li> <li>d. Are we observing a workforce retention issue or career self-care?       <ol style="list-style-type: none"> <li>i. Recognition of the inherent responsibility for practitioners to provide trauma-informed care.</li> <li>ii. Once in the field, reflecting on “what am I actually doing as a social worker?”           <ol style="list-style-type: none"> <li>1. Evolution of jobs, job descriptions, and rightsizing expectations.</li> <li>2. ‘Is Social Work as fulfilling as I hoped?’ As life priorities shift, what does the field of social work offer the people employed within it? How does it match initial expectations around impact?</li> </ol> </li> </ol> </li> <li>e. Challenges regarding social work supervisors.       <ol style="list-style-type: none"> <li>i. <i>How might we consider creative ways to increase capacity as we seek to expand Social Work programs, MSW education, etc.?</i> <ol style="list-style-type: none"> <li>1. Avenue for addressing field placement capacity.</li> </ol> </li> </ol> </li> </ol>
Discussion	<ul style="list-style-type: none"> <li>• <i>Please see detailed notes below.</i></li> </ul>
Adjourn	<ul style="list-style-type: none"> <li>• Next meetings:       <ol style="list-style-type: none"> <li>1. Winter Committee and Advisory Board – Thursday, February</li> </ol> </li> </ul>

	<p>10, 2022 (via Zoom).</p> <ul style="list-style-type: none"> <li>Additional reminders: <ol style="list-style-type: none"> <li>Thursday, April 28, 2022, meeting will also be held via Zoom.</li> <li>Schedule of 2021-22 meetings is posted.</li> </ol> </li> </ul>
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Discussion	
<p>Strategies for increasing Social Worker workforce, facilitated by Deborah Son, Executive Director, NASW-CA</p>	<ul style="list-style-type: none"> <li>California Governor’s Budget dedicates additional funding to Health Care Access and Information (HCAI) (formerly OSHPD) for increasing workforce development capacity for behavioral health, namely psychiatry and social work. <ol style="list-style-type: none"> <li>Efforts projected to focus on development of paraprofessionals (e.g. substance abuse counselors).</li> <li>Actively developing fact sheet of successful programs to increase social work capacities, i.e.: <ol style="list-style-type: none"> <li>Mental Health stipend program.</li> <li>Pupil Personnel Services Credentials (PPSC) program.</li> </ol> </li> </ol> </li> <li>Funding request to increase capacity of California’s social work education. <ol style="list-style-type: none"> <li>Per review of California State Universities, state funding allocation decisions tends to happen at the university level.</li> <li>Pilot program as an opportunity to address call for greater social justice in communities, leveraging existing presence of social work professionals in behavioral health settings.</li> <li>Organizations could apply for funding for additional field consultants/instructors.</li> <li>Possibility of internship stipends to offset costs incurred by students while in their program.</li> <li>Outreach at the community college level. <ol style="list-style-type: none"> <li>Providing 4-year social work degrees may be interesting to California legislature.</li> <li>Need to identify key areas of expansion of programming directly related to community needs (e.g. special education teachers and social workers working together in schools). <ol style="list-style-type: none"> <li>Considering and connecting pathways, especially in relation to paraprofessional workforce.</li> <li>Need for greater diversity - both in terms of social workers and faculty. <ol style="list-style-type: none"> <li>Benefits of “stackable credentials,” or a ladder of learning/career ladder approach.</li> <li>Linking to community colleges as in alignment with other policy initiatives.</li> <li>Community college students as more diverse student body.</li> <li>Strategies for supporting diverse staff once they are in the program (similar to SERVE’s</li> </ol> </li> </ol> </li> </ol> </li> </ol> </li> </ul>

	<p style="text-align: center;"><i>work with Native American MSW students).</i></p> <ul style="list-style-type: none"> <li>• Note: one-time funding would present a sustainability challenge.</li> <li>• Examination of not only recipients of funding but the quality of student practicum and development experiences.             <ol style="list-style-type: none"> <li>1. For example, Monterey building capacity in examining the work of promoturas in rural/Spanish-speaking farming communities.                 <ol style="list-style-type: none"> <li>a. Preparing students to serve in the communities where they are needed.</li> </ol> </li> <li>2. Statewide, client feedback that the turnover in the interns providing services is detrimental and retraumatizing to the family's healing and progress.                 <ol style="list-style-type: none"> <li>a. Importance of direct exposure to members of the community accessing basic needs services (e.g., informal volunteering experiences).</li> </ol> </li> </ol> </li> </ul>
Next Meeting (February 2022)	<ul style="list-style-type: none"> <li>• Families First Prevention Services Act <a href="https://www.cdss.ca.gov/inforesources/ffpsa">https://www.cdss.ca.gov/inforesources/ffpsa</a></li> </ul>

**Conclusions**

Support for: Requesting multi-year state funding allocation to improve the behavioral health workforce statewide. Ideally, this would include partnerships with community colleges to support the social work training for paraprofessionals in alignment with the needs of client communities.

Action Items	Person Responsible	Deadline
Pay annual membership dues.	All, as applicable	N/A
Share insights and creative solutions to online and/or hybrid learning with Chris Cajski.	All, as applicable	N/A