



# CalSWEC

California Social Work Education Center

*Leadership. Partnership. Workforce Development.*

<b>Capacity Building and Planning Committee</b>	
Date October 21, 2021	Time 9:30-11:00 a.m.
Location Virtual Meeting	
Attendees	Linda Burton (UC Berkeley), Chris Cajski (CalSWEC), Susan Culbertson (CSU San Bernardino), Julie Gould (CSU Northridge), Mikyong Kim-Goh (CSU Fullerton), Omar Lopez (USC), Minola Clark Manson (Academy for Professional Excellence), Kim Mayer (CalSWEC), Nancy Meyer-Adams (CSU Long Beach), Antonette (Toni) Navarro, (Tri-City Mental Health), Elizabeth Newby (CDS), Elizabeth Pringle-Hornsby (CSU Long Beach), Vanessa Rezos (CalSWEC), Jerry Shapiro (SFSU), Duan Tran (CSU Fullerton),
<b>Agenda/Topics</b>	
Welcome and Introductions	The meeting began with a welcome and introductions. New co-chair Jerry Shapiro led the meeting and CalSWEC Staff Chris Cajski and Kim Mayer assisted.
Approval of the agenda	The agenda was reviewed and approved.
Approval of the minutes	The minutes from the April 2021 meeting were reviewed and approved.
Updates	<ul style="list-style-type: none"> <li>Elizabeth Newby is retiring. This will be her last meeting.</li> <li>Reminder that this committee needs a second co-chair, should be county representative and must be an Advisory Board member.</li> </ul>
Suggestion	<ul style="list-style-type: none"> <li>Minola suggests not using “popcorn” method moving forward, but rather have the meeting chair call on attendees as they appear on screen.</li> </ul>
COVID 2.0 Ad Hoc Committee	<ul style="list-style-type: none"> <li>Kim reviewed development of COVID 2.0 Ad Hoc Committee (link to notes <a href="https://calswec.berkeley.edu/sites/default/files/returning_to_the_campus_workplace_-_covid_2.0_10-15-21.pdf">https://calswec.berkeley.edu/sites/default/files/returning_to_the_campus_workplace_-_covid_2.0_10-15-21.pdf</a> )</li> <li>Looked at areas of impact of Social Work Education/Instruction, Field Placement impact, Workforce impact, Diversity and Inclusion Challenges</li> <li>Updates:               <ul style="list-style-type: none"> <li>Toni: Resignations have slowed down but recruitment is still a significant challenge. The work and how we do it is changing, not just due to COVID, but-also the upcoming policy impact of California Advancing and Innovating Medi-Cal (CalAIM) and Family First Prevention Services Act (FFPSA). We need to adapt, but social work will adapt to changes better than other disciplines. There are possibilities of BA-level practitioners related to increased focus on prevention</li> </ul> </li> </ul>

	<p>and early intervention.</p> <ul style="list-style-type: none"> <li>○ Mikyong: At CSU Fullerton, approximately 62% of classes are in person with goal of 80% by spring 2022. Roughly 80-88% of faculty are vaccinated, with similar numbers for the student population. Social work will be back to 100% of classes in person for spring 2022 (50-60% of classes are in person now). There is an Impact of major changes in leadership in Orange County departments</li> <li>○ Linda: At UC Berkeley, students are back in person this semester. Students are excited to be on campus, especially the undergrads. We are experiencing the impact of agencies/community partners making changes to their own COVID policies which then impact field education, requiring increased consultation with legal and public health entities (creating a 30-50% increased workload). There is an impact on students with disabilities (i.e. those immunocompromised)-who need more adaption toward hybrid/in class models. The “long arm of COVID”-is the 1-2 Punch and its impact on students/staff/faculty-because of a loss of loved ones, life events, ongoing anxiety and questions regarding the impact of this anxiety. Social workers need to wear multiple hats because of “who we are.”</li> <li>○ Minola: Are schools seeing loss of faculty/students either by purposeful reduction or unintentional causes?</li> <li>○ Nancy: Major rates of retirements, increased need for social workers, admission rates the same (can’t increase due to lack of field placements). At CSU Long Beach, the School of Social Work is back on campus 100% currently, but the university was clearly not ready-staffing issues in food service and other infrastructure issues. University risk management lost 8 employees, and this is impacting the School of Social Work (regarding consultation, field placement agency contracts etc.). The university is currently hiring for 10 top level positions.</li> <li>○ Jerry: At SFSU, we are still online 100%. We were supposed to go back in person, but the university wasn’t ready. We have been challenged to think about new ways of being innovative, not just related to COVID. We need to create multiple career pathways. We need more lecturers with ties to practice/field, conversations with community partners, and need to add to trauma informed, self-care-career care.</li> <li>○ Elizabeth: There are similar workforce issues at CDSS and across state.</li> </ul>
<p>Next steps for COVID 2.0 Ad Hoc Committee</p>	<ul style="list-style-type: none"> <li>● Nancy: It’s too early to stop COVID 2.0 Ad Hoc Committee. We need to continue.</li> <li>● Elizabeth Pringle-Hornsby: The challenges facing graduates and impact on their employment obligation needs to be a focus going forward.</li> <li>● Minola: There is a confusion about focus of the committee.</li> </ul>

	<ul style="list-style-type: none"> <li>• Kim: It is helpful to look at what we have learned and recognize that our purpose has morphed and that is okay. We need continued discussions as we go forward.</li> </ul>
Next Steps for Capacity Building Committee	<p>Much discussion led to several areas of focus</p> <ul style="list-style-type: none"> <li>• Continued conversations regarding COVID</li> <li>• Continued conversation regarding <ul style="list-style-type: none"> <li>○ Field placement issues (including recruitment of field instructors)</li> <li>○ Impact of policy issues including CalAIM and FFPSA</li> <li>○ Impacts on education and workforce</li> <li>○ Development/evolution of the social work profession (and related social work education trends)</li> </ul> </li> <li>• Next meeting: Thursday, February 10, 2022</li> </ul>

Action Items	Person Responsible	Deadline