Meeting: Capacity Building and Planning Committee		
Date: November 8, 2019	Time: 9-11:30 am	Location: Hilton Oakland Airport
Attendees	Yvonnia Brown, Christopher Cajski, Tenia Davis, Danna Fabella, David Foster, Tracy Kent, Nancy Meyer-Adams, Carol Mroz, Toni Navarro, Lisa Witchey, Julie Gould, Duan Tran, Jerry Shapiro, Minola Clark-Manson	
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Agenda/Topics		
	- Welcome and Introductions - Meeting purpose - Review and approval of April minutes - Updates since last meeting - SERVE Proposal - New topics General Discussion: How curriculum and internships, especially for mental health side of the house, can better meet needs and future workforce expectations of the county/community behavioral health agencies - Next steps	

![CalSWEC - California Social Work Education Center. Leadership. Partnership. Workforce Development.](logo)

Discussion	
	• Included in introductions: Nancy discussed meeting schedule, and that Project Coordinators and CalSWEC meetings are out of sync due to new Dean and new Center Director hired, and home that can be adjusted in the future. • Minutes Approved-Yvonnia Brown motioned; Julie Gould seconded. Nancy announced Policy and Advocacy Committee would join halfway thru this meeting to jointly discuss topics of mutual interest
	• SERVE Proposal Update: Chris Cajski explained history of this item. Following meeting with CDSS a subcommittee was created by PCs to work with State to create data report specifically regarding SERVE so that CDSS can evaluate if funds can be increased; workgroup also researched other states to see what/if they do SERVE-type programs. Tracy Kent noted key points are to clarify SERVE job duties and to collect data; job descriptions to be reviewed and updated, tool for data collection to be selected. Tracy noted by February data tool to roll out and hope is by next face-to-face CalSWEC meeting there will be data on SERVE to present to State.
Major Points	• New Business: Tracy Kent Tracy asking for help re: data on workforce for BSWs, not just ASWs. What positions exist for BSWs in all disciplines-- there is no specific database that names/codifies the bachelors level positions throughout the State. Donna Fabella shared information re: regional use of BSWs and higher-level degrees throughout the state. David Foster shared how "masters preferred" is a long-standing in State. Danna also shared that in child welfare in some regions, agencies are seeking individuals with advanced degree as work is increasingly complex. Toni shared that for County Behavioral Health systems, the landscape is changing due to Medicaid Final Rule requirements that require strict compliance. More master's level clinicians are preferred to do the fuller range of services.

	• Training and Employment Readiness: Within the employment pipeline, are we adequately addressing field-experience and training to reflect what will be expected once students graduate and get into the field?
	    o Julie Gould, CSUN: discussed how experiences for child welfare students varies across counties, students and schools. This also impacts the workforce.
	    o David Foster, RTA: Choice of students in stipend programs-historically were child welfare employees and now increasingly the students have no child welfare experience. The experiences in placements over 2 years are not frequently reflecting/preparing students for real-world employment.
	    o Duan Tran: There are differences across counties in field placement experiences and there is a need to have close

| | collaboration and communication with agencies so expectations are clear for students and agencies. How can University have more of an active role in shaping the placement experiences?

   o Tracy Kent advocated for intentional MOUs with providers that becomes the guiding document that spells out clearly what is expected on each side and collectively to give students best overall experience.

   o CDSS/Lisa Witchey: Recruitment and retention of MSW staff is an ongoing challenge in county child welfare agencies. The Title IV-E Stipend program is one strategy to meet this challenge, to educate, prepare and set expectations for IV-E students to work in child welfare. In many respects county child welfare agencies have been deeply focused on changing the culture and climate within their organizations through implementation of the Integrated Core Practice Model (ICPM) which will have a positive impact on retaining staff.

The ask: How can MSW programs, and especially the Title IV-E Stipend Programs, align their curriculum by grounding it in the foundation of the ICPM to provide a more effective education that prepares and establishes a shared expectation for child welfare practice? Establishing a strong partnership with the County Leadership to create the shared understanding about the importance of child welfare workforce development and the role that counties and universities each play, as well as, how they can work together to achieve this, is essential. |
| | Capacity Building and Planning & Policy and Advocacy Committees Joint Discussion: Met with Policy and Advocacy committee to discuss SERVE, WET, and BBS concerns. Additional funding for SERVE program was revisited, need for data discussed. SERVE coordinators expressed that they felt they were not heard in recent discussions, topic was referred to further follow-up with new CalSWEC center director, Kimberly Mayer. |

Conclusions

Action Items	Person Responsible	Deadline
Follow-up on SERVE program funding and data.	Kimberly Mayer & staff	Update at future meeting.

Below is the link to the Capacity Building and Planning committee file sharing folder (Google Drive):
https://drive.google.com/drive/folders/1orka6qLAow9IaKDIF2V78jhIBN73AbxE?usp=sharing