Employment Obligation Extension Discussion 2017

CDSS raised the issue of extending employment obligation for CalSWEC Title IV-E graduates.

Aug. 2017

CalSWEC learned that CDSS intended to include doubling employment obligation in the FY18-20 contract. A series of discussions ensued. CalSWEC prepared an informational brief.

Sep. 2017

CalSWEC's Executive Committee prepared a statement, and CalSWEC presented at CWDA Children’s Committee.

Oct. 2017

CalSWEC updated stakeholders at October meetings. (CURRENT)

Late 2016 - Early 2017

Feb. 2017

CalSWEC cited 45 CFR 235.63 and invited further discussion.
45 CFR 235.63(b)(1) “Employees in full-time, long-term training make a commitment to work in the agency for a period of time equal to the period for which financial assistance is granted."

45 CFR 235.63(b)(5) “Persons preparing for employment are committed to work for State or local agency for a period of time at least equal to the period for which financial assistance is granted if employment is offered within 2 months after training is completed."
California as Compared to Other States

- National Title IV-E Stipends/Payback Matrix (University of Houston)
  - Updated 10/2016
- CalSWEC National Title IV-E Matrix
  - Created 3/2016
CalSWEC Title IV-E Stipend Program Goals

To increase number of professional child welfare (CW) workers with MSWs and BASWs

Program support components
- Competency-based child welfare curriculum
- Monetary support

Program participant priority
- Current county/state social services staff
- Reflective of diversity in CA CW populations
Professionalization of and Commitment to the PCW Workforce

- **93%** of Title IV-E students successfully graduate
- **90%** of Title IV-E graduates obtain employment and complete their employment obligation in the PCW system
- **60-70%** remain employed with their employment obligation agency after 3.5 years
- **25%** remain employed with their employment obligation agency after 10 years, and more than **60%** are still working in the PCW system.

<table>
<thead>
<tr>
<th>Program</th>
<th>Year Began</th>
<th># of Schools</th>
<th>Current Students</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSW</td>
<td>1993</td>
<td>10 → 22</td>
<td>~800</td>
<td>~7000</td>
</tr>
<tr>
<td>BASW</td>
<td>2004</td>
<td>6</td>
<td>~70</td>
<td>~550</td>
</tr>
<tr>
<td>Pathway</td>
<td>2010</td>
<td>3</td>
<td>~40</td>
<td>~30</td>
</tr>
</tbody>
</table>
Diversity:
Race, Ethnicity, and Language

- 67% of stipend graduates are people of color
- 45% are fluent in a second language
  - Spanish (35%), Vietnamese (2%), and Chinese (2%)
- 64% of Title IV-E social workers identify as people of color compared to 43% for non-Title IV-E social workers
- Hispanic/Latino students/graduates exceed any other race

The racial/ethnic composition of Title IV-E students and graduates provides a comparable match for the diversity of the clients in California’s child welfare system across the state and regionally.

Diversity: Geographic

Educational access to rural and remote counties: Since the inception of the IV-E program, the number of counties that have employed Title IV-E graduates rose from 27 to 55 as of 2017.
<table>
<thead>
<tr>
<th>Potential Benefits to Extending Employment Obligation</th>
<th>Program Operations: Issues to Consider</th>
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</thead>
<tbody>
<tr>
<td>● Expectation that minimum obligations are doubled from current → Improved retention</td>
<td>● Reduced Program Size</td>
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<tr>
<td>● Rural incentive (keeping 1:1 obligation for rural and remote counties)</td>
<td>● Increased Length of Graduate Tracking</td>
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<td>● Mission Alignment</td>
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<td>● Program Policies</td>
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<td>● LA County Regional Consideration</td>
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<td>● County support for student/ workers</td>
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</tbody>
</table>
MEMORANDUM

TO: Diana Beyer, County Welfare Directors Association of California, Children's Services Committee
Greg Rose, California Department of Social Services, Children and Family Services

FROM: CalSWEC Executive Committee of the Board

DATE: September 1, 2017

RE: CalSWEC Title IV-E Stipend Program Employment Obligation Extension

The Executive Committee of the California Social Work Education Center (CalSWEC) Board convened on August 30, 2017. During this meeting, the topic of the California Department of Social Services (CDSS) request to extend the employment obligation for CalSWEC Title IV-E Stipend Program graduates was discussed. The CalSWEC Executive Committee of the Board unanimously agreed to issue the following statement:

The CalSWEC Executive Committee of the Board welcomes a discussion on the issues related to retention of child welfare personnel. Such a discussion should be based on relevant data and evidence, and take into account potential challenges to Title IV-E Stipend Program operations.
Discussion