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# CalSWEC Title IV-E Employment Obligation

CalSWEC Board Meeting

October 26, 2017

Carolyn Shin, Director, Title IV-E Stipend Program

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# Employment Obligation Extension Discussion 2017

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

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](#).

CalSWEC updated stakeholders at October meetings. (CURRENT)



# Code of Federal Regulations

45 CFR - Public Welfare

Part 235 - Administration of Financial Assistance Programs

.63 - Conditions for FFP

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

Program	Year Began	# of Schools	Current Students	Graduates
<b>MSW</b>	1993	10 → 22	~800	~7000
<b>BASW</b>	2004	6	~70	~550
<b>Pathway</b>	2010	3	~40	~30

- **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.

# 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.

## Potential Benefits to Extending Employment Obligation

- Expectation that minimum obligations are doubled from current → Improved retention
- Rural incentive (keeping 1:1 obligation for rural and remote counties)

## Program Operations: Issues to Consider

- Reduced Program Size
- Increased Length of Graduate Tracking
- Mission Alignment
- Program Policies
- LA County Regional Consideration
- County support for student/workers



**MEMORANDUM**

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

**FROM:** California Social Work Education Center 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 August 30, 2017. During this meeting, the topic of the California request to extend the employment obligation for CalSWEC Title IV-E 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 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.

On behalf of the CalSWEC Executive Committee of the Board,



Scott Gruendl  
President

**CalSWEC Executive Committee of the Board Members:**

Vida Castaneda, Senior Analyst, Center for Families, Children & the Judiciary  
Lori Cox, Director, Alameda County, Social Services Agency (absent from meeting)  
Jeffrey Edleson, Dean, University of California, Berkeley, School of Social Work  
Scott Gruendl, Assistant Director, County of San Mateo, Behavioral Health Services  
Howard Himes, Director, Napa County, Health and Human Services Agency  
Jo Ann Johnson, Program Manager, Sacramento County, Division of Behavioral Health Services  
Celeste Jones, Professor, California State University, Chico, School of Social Work  
Amy Levin, Assistant Vice President, California State University, Northridge, Graduate Studies  
Nancy Meyer-Adams, Director, California State University, Long Beach, School of Social Work  
Elliott Robinson, Director, County of Monterey, Department of Social Services  
Laurie Smith, Director, California State University, San Bernardino, School of Social Work  
Ronnie Swartz, Chair, Humboldt State University, Department of Social Work  
Janlee Wong, Executive Director, National Association of Social Workers, California Chapter

# Official Statement from CalSWEC's Executive Committee of the Board

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