



CalSWEC

California Social Work Education Center

Leadership. Partnership. Workforce Development.

Research and Evaluation Committee	
Date February 4, 2021	Time 9:30-11:00AM
	Location Zoom Meeting
Attendees	Kari Beuerman, Shelby Boston, Sarah Carnochan, Emmeline (Em) Chuang, E. Maxwell Davis, Peter Lee, Carolyn McAllister, Sara Mullen, Mary Rawlings, Debra Waters-Roman
Agenda/Topics	
Welcome & Introductions	Carolyn and Kari welcomed committee members. Each person shared something they felt most excited or hopeful about for the remainder of 2021.
Approval of Meeting Agenda	The meeting agenda was approved.
Approval of Meeting Minutes of October 15, 2020	The Evaluation and Research Meeting Minutes of October 15, 2020, were approved.
Updates	<p>CalSWEC Central:</p> <p>The Title IV-E Program is refreshing its program evaluation plan. It is developing evaluation of the SERVE program through a Professional Services Contract with Southern RTA.</p> <p>The In-service Training Program (IST) is now using a dashboard system to provide real time reporting to trainers on both Common Core 3.0 and Supervisor Core trainings. It is conducting item analysis for both Common Core 3.0 and Supervisor Core. IST is developing a fidelity assessment tool for ongoing and future trainings to be piloted with RTAs in early 2021-22.</p> <p>The Integrated Behavioral Health Program (IBH) has written a MHSA Retrospective study, finalizing and disseminating a white paper and slide set to stakeholders and policymakers. It is preparing a proposal to CDSS for supplemental evaluation of APS Stipend Program in 2022.</p>
Evaluation and Research during and after COVID-19	<p>Discussion: What are the existing evaluation and research needs among CalSWEC stakeholders and are there ways members of this committee can help to address those needs?</p> <p>The committee is developing a venue to connect with colleagues to build research partnerships. The committee is making sure people are invited and time is available to share research seeds/ideas or established projects that could expand. It is looking at how best use this time to develop research collaborations.</p>

Discussion	
Major Points	<p>The committee talked about IBH and its MHA retrospective study. They are trying to run some regressions to look at the statewide impact of the training program. Small counties felt statewide programs didn't help them proportionately. They are also examining the impact of a stipend versus a loan repayment, as stipends may lower barriers to employment for persons not currently working in the field. However, many programs use loan repayments. The increased use of loan repayment may then reduce the development of the mental health workforce.</p> <p>IBH is preparing a proposal to CDSS for a supplemental evaluation of the APS Stipend Program in 2022. Program evaluation will start with SJSU and UC Berkeley. It will look at pre-service, midpoint, will do end evaluation, and potentially two years post-pilot.</p> <p>CalSWEC Stakeholders We reviewed where the pipeline work should be for social work programs, and how to best support social work development in school and agency settings. There are gaps in funding programs. Perhaps some pipeline work at the undergraduate level is important because students need support to successfully meet the requirements of MSW programs. From the workplace perspective, there are concerns with pipeline development of current employees. Agencies like to support development of interns and employees in areas such as eligibility. Internal career counseling, job shadowing, and tuition reimbursement are important ways to support employees. However, there are still few employees entering MSW programs. Problems of coverage and the inability of the agency to allow flexibility to work and attend school is an issue, although the move to more telework has allowed increased flexibility, which perhaps can be sustained even after the need for telework due to COVID-19.</p> <p>Some ideas were proposed about having social work programs offer cohorts specifically for employees. But public programs struggle to flex and change quickly, and private universities do not have the same access to public financial support programs. Private universities, however, do have funding opportunities that can significantly lower cost for students. Another point of discussion was the importance of employment-based internships to support employees returning for higher degrees.</p> <p>There was Interest in which counties offer tuition reimbursement and what kinds of Human Resource policies are in place to support further education for employees. There was further discussion on the differences between stipend program models versus loan repayment models, and if paid internships make a difference. Is pay most important or is quality of internship most important?</p> <p>The Bay Area Social Services Consortium (BASSC) has decided that the primary focus for 2021 is workforce and development in what have we learned from COVID-19 and the disaster services role. Does social services</p>

	<p>have mass care and shelter responsibility? Can agencies do their work when also asked to do disaster management? Remote work, inter-team communication, performance measurement, and promising practices have come out of the work realities during COVID-19.</p> <p>From the Butte disaster, there is an understanding that we need to get social work students to prepare disaster response skills. Our workforce is not prepared for this since issues are more complex than what training offers. There is secondary trauma added as staff is living in their own trauma. The workforce is changing because they are resigning because they can't do it. Workforce needs have changed and won't be changing back. But should human services bear the brunt of this? There is an advocacy outcome as well.</p> <p>There was a discussion about a number of county requirements where the students were required to go in-person in the field this year, leading to discussions on what is the school's responsibility vs. agency expectations.</p> <p>In terms of recruitment and retention of workforce, hybrid models (some virtual work) may increase retention but does it encourage people to work more remotely? Will remote counties be able to pick up a remote workforce? Initial employee engagement and onboarding are major concerns here. It appears that remote work was more of an issue for new employees that did not have the ongoing relationships with colleagues. For ongoing employees, the remote work did not seem to have such a negative impact. They are identifying who has opportunities for remote and hybrid work. The disparities of who has access to remote environments is also an issue. If a person doesn't have the means and access to what would be needed for remote work, they lose out on those opportunities.</p>
Conclusions	

Action Items	Person Responsible	Deadline