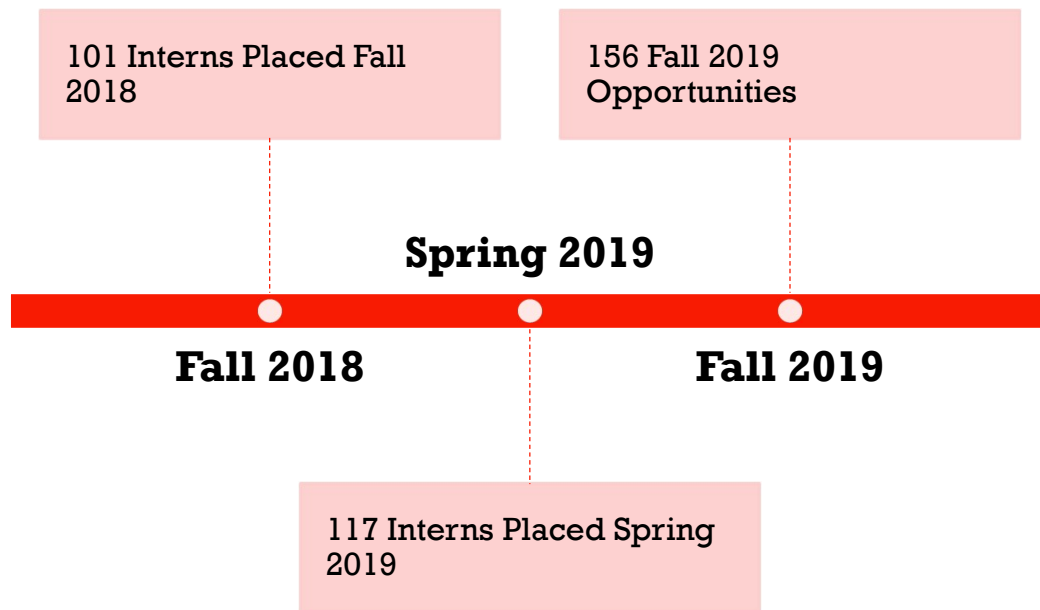




Child Welfare Education Workforce Initiative

**A Project of the North Carolina Association of County
Directors of Social Services**



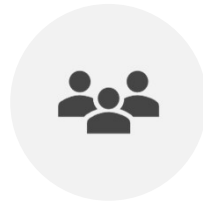
Provide Support to county social service agencies in developing additional internships opportunities for 2018-2019 academic year

Facilitate at least one planning meeting annually with all accredited BSW and MSW programs & serve as a liaison to Colleges/Universities

Appalachian State University	Barton College	Bennett College	Campbell University
East Carolina University	Elizabeth City State University	Fayetteville State University	Johnston C Smith University
Mars Hill University	Meredith College	Methodist University	NC A&T /UNC Greensboro
NC Central University	NC State University	Shaw University	Warren Wilson College
Western Carolina University	Winston Salem State University	UNC Chapel Hill	UNC Charlotte
	UNC Pembroke	UNC Wilmington	



Information Sessions



Directors Meetings



**Field Education
Advisory Quarterly
Meeting**



Community Colleges



**Child Welfare
Education
Collaborative Career
Day**



Student Focus Group

**Guide for Child
Welfare Field
Placements**

**Directory of DSS/HS
Child Welfare
Contacts**

**Directory of
College/University
Field Education
Faculty**

**List of Available
Internship
Opportunities**

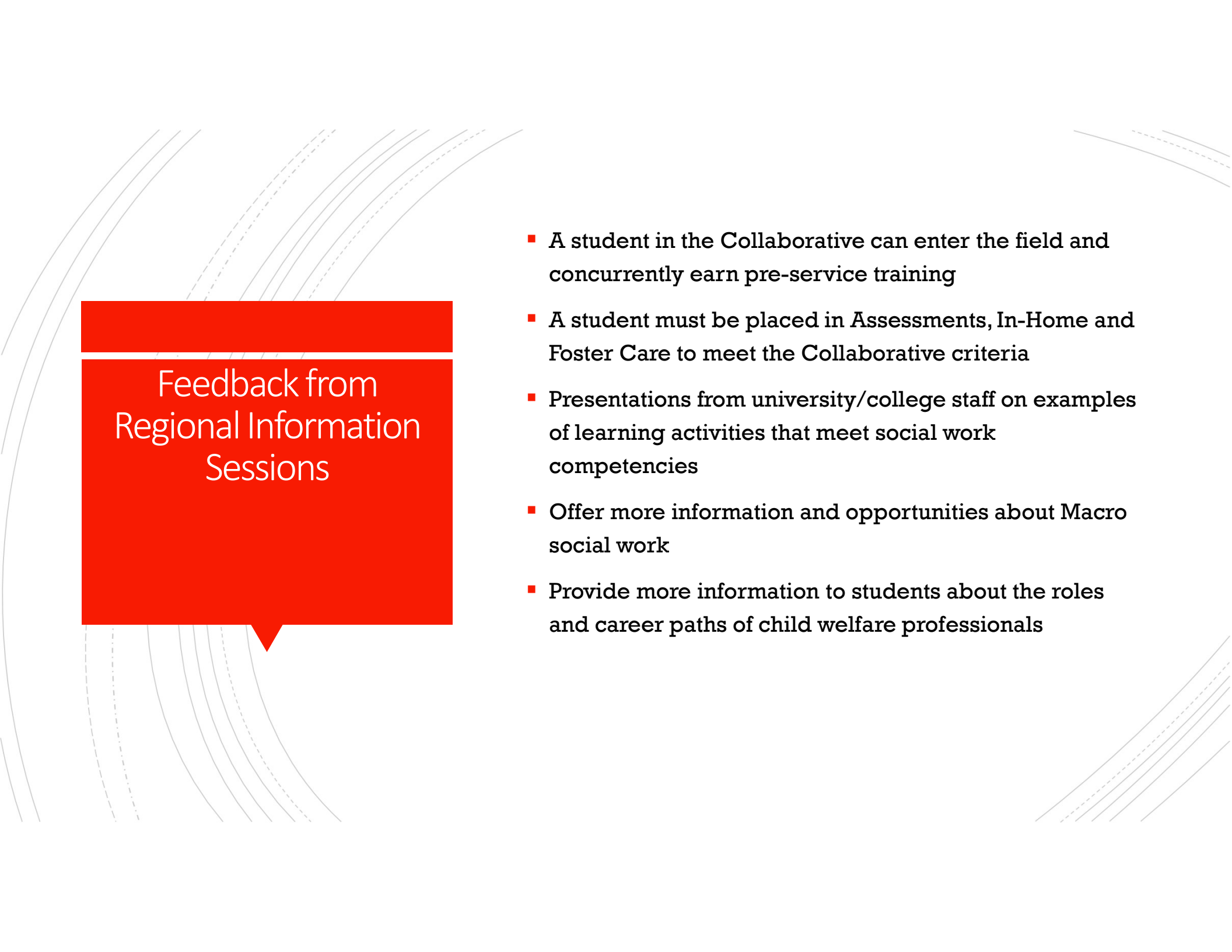
**Information About
Child Welfare
Careers**

**Examples of
Activities/Tasks
Incorporating
Social Work
Competencies**

**Child Welfare
Workforce
Education Tools**

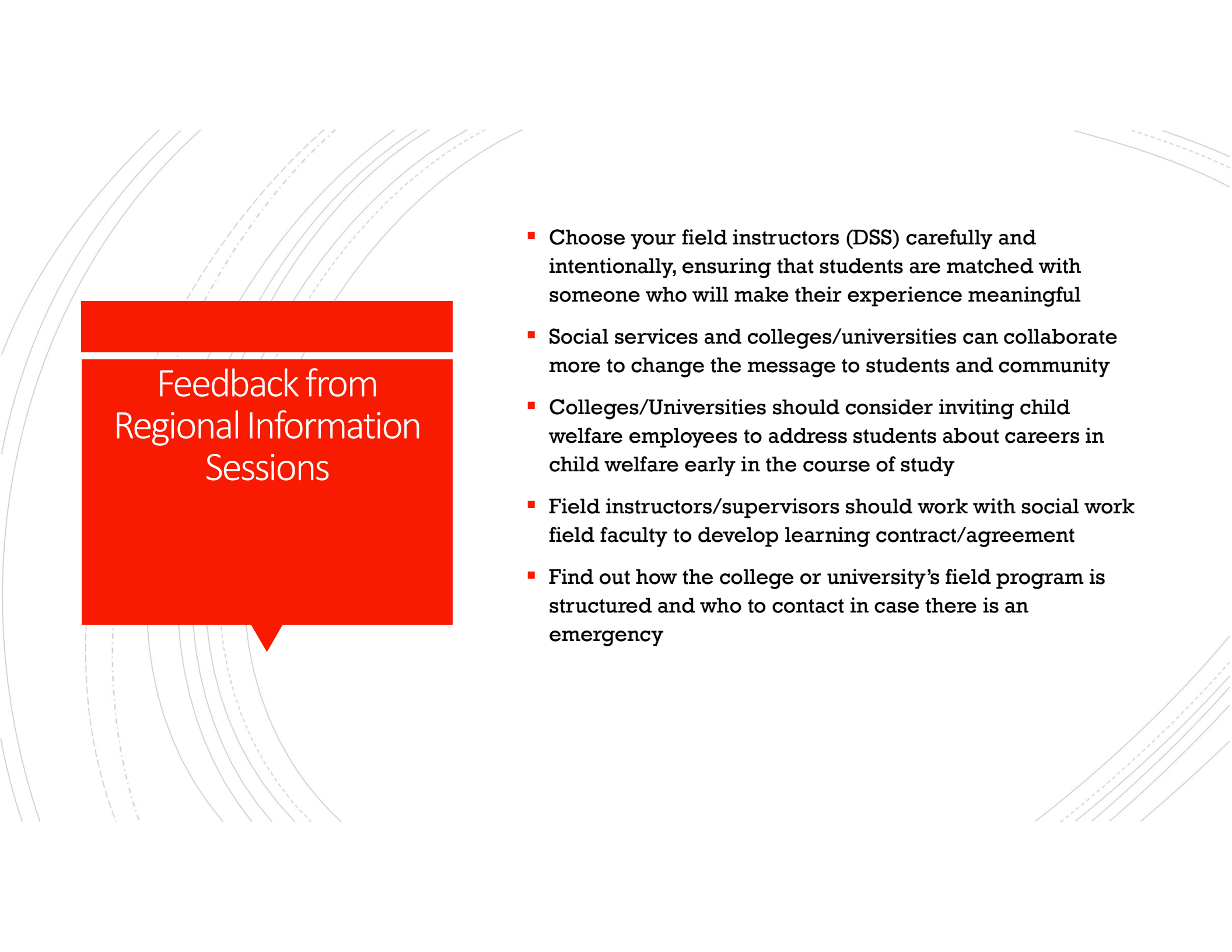
Feedback from Regional Information Sessions

- **“Interns are the next workforce”**
- **Develop list of contacts of field placement faculty**
- **Create partnerships between county social services and colleges/universities to assist with data collection & analysis or other projects**
- **Quarterly meetings between child welfare field staff and colleges/universities**
- **DSS can contact Field Directors (schools) more frequently**
- **Although its preferred that field supervisors have a degree in social work, it’s not required. Alternatives can be discussed on case by case basis.**

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Feedback from Regional Information Sessions

- **A student in the Collaborative can enter the field and concurrently earn pre-service training**
- **A student must be placed in Assessments, In-Home and Foster Care to meet the Collaborative criteria**
- **Presentations from university/college staff on examples of learning activities that meet social work competencies**
- **Offer more information and opportunities about Macro social work**
- **Provide more information to students about the roles and career paths of child welfare professionals**

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Feedback from Regional Information Sessions

- **Choose your field instructors (DSS) carefully and intentionally, ensuring that students are matched with someone who will make their experience meaningful**
- **Social services and colleges/universities can collaborate more to change the message to students and community**
- **Colleges/Universities should consider inviting child welfare employees to address students about careers in child welfare early in the course of study**
- **Field instructors/supervisors should work with social work field faculty to develop learning contract/agreement**
- **Find out how the college or university's field program is structured and who to contact in case there is an emergency**

Student Interns

- Described common tasks
- Want more independent well-rounded experience
- Field instructors are supportive, accessible and helpful
- More access to equipment
- Less class time, more time in DSS Office

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Student Interns

Factors in Choosing a Child Welfare Career

- Distance to Office
- Salary
- Caseload Size
- Structure of Work Environment
- Agency Culture
- Reputation
- Quality of Supervision
- Availability of Clinical Hours

Student Interns

Suggestions from Students to Increase Interest in CW

- Schools of Social Work focus more on child welfare
- DSS Facilitate workshops on campus
- Email blast that describes child welfare careers
- NASW to promote DSS more

Existing DSS/HS Staff

- Over 1200 county child welfare employees were polled
- 45% intend to work beyond 10 years
- 50% are interested in obtaining MSW degrees
- Strategies to support employees who want to obtain BSW and MSW degrees
- Financial assistance to employees to obtain a degree



Questions/Comments