Growing and Enhancing Virginia's IV-E Stipend Program to Meet Workforce Demands: Collaborating with Local Agencies and Partner Universities in Providing Responsive Training and Programming

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VIRGINIA'S TITLE IV-E
CHILD WELFARE
STIPEND PROGRAM

Workshop Agenda

1. Overview of Virginia's child welfare system and stipend program

2. Virginia's workforce demands, need for responsive training (CFSR, national and state initiatives – Family First, KinGAP, LGBTQ+ guidance, etc.) – how CWSP directly incorporates desired workforce trends

3. Enhancements – Piloting a student/alum support group (RU); case simulations (ETSU, RU, VCU, NSU); court simulations (ETSU, RU); creating statewide cohesion through student events (Mason); employment workshops (all cohorts)

4. Working with distinct regions in the state – Each coordinator talk about distinct characteristics and workforce needs of specific region in which university is based

1. Q&A

Virginia Overview

State

- ➤ Virginia is 1 of 9 states with state-supervised, locally-administered child welfare systems
- ➤ 8.5 million residents
- ➤ 11% statewide poverty rate, but great regional variation
- ➤ 5,271 children and youth in foster care (4/2018)
- ➤ Workforce stats (national/VA)

Virginia's IV-E Child Welfare Stipend Program (CWSP)

Program components

- ✓ LDSS placement
- ✓ State new worker training
- ✓ Required electives
- ✓ Topical seminars

Key cross partner curricular emphases

- ✓ Trauma-informed practice
- ✓ Family Engagement
- ✓ Cultural Humility
- ✓ Evidence Based Practice

Enhancing the Statewide Program

Panel Discussion

➢ **Regional Advisory Committees** – how do we want to handle asking the questions we have come up with? Open up discussion after each category or at end, or throughout?

    ➢ How do you determine the success of Committees, facilitated seminars and workshops?
    ➢ How does the Committee remain committed?
    ➢ How do you assess effectiveness of seminars provided by Committee members?

Enhancing the Statewide Program

Panel Discussion

➤ Case and Court Simulations

➤ Creating and implementing – how, who, what?
➤ Objective?
➤ How do you ensure a cohort of 20 can experience equal participation opportunities?
➤ What determines "success"?
➤ How do our simulations differ from what else is being done in social work education and worker readiness programs?

Enhancing the Statewide Program Panel Discussion

➢ Student/Alum Support Group Pilot

  ➢ How do you utilize this type of group?
  ➢ How effective is this group?
  ➢ In what ways will this support retention?

Enhancing the Statewide Program
Panel Discussion

➢ Responding to CFSR, state and federal initiatives through directly responsive curricula and training

➢ How do you infuse research to address trends and issues when local agencies identify areas in which they need help?
➢ How have you introduced real life issues?
➢ How do the curriculum and trainings address state, national trends plus regional/local needs?

Enhancing the Statewide Program
Panel Discussion

➢ Creating and Maintaining CWSP cohort cohesiveness

➢ How do you create cohesion within your university's CWSP cohort?
➢ What are potential barriers for your cohort's bonding experience?
➢ What are the benefits of having your cohort build a student bond / professional network within each other?

Enhancing the Statewide Program
Panel Discussion

➢ Modeling and practicing a commitment to collaboration, resource sharing, highlighting diversity of each program/region while upholding statewide cohesion

➢ What type of resources are shared between programs?
➢ Is the program designed to establish partnerships?
➢ How often do the programs meet?

Questions?

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