

A DECADE OF TRACKING
TITLE IV-E STUDENT RETENTION



UtahStateUniversity

THE PROCESS

- Our Research Question is: Who is our typical student who will lead a long, meaningful career with the Division of Child and Family Services, post—graduation.
- Our Process:
 - Working with the Division
 - Collecting our own data - student files
 - The challenges of lack of information

MASTER OF SOCIAL WORK
TITLE IV-E PROGRAM



OVERVIEW OF MASTER OF SOCIAL WORK TITLE IVE PROGRAM

Students agree to:

Maintain continuous enrollment and completion of part-time (9 semester) MSW Program

Continue employment for 24 months full-time or 48 months part-time after graduation

Coordinate all practicum requirements with DCFS Employer to maintain employment during schooling.

Student is offered:

1/3 Tuition Waiver every semester (up to 9 semesters)

\$3,000 stipend Fall and Spring Semesters (up to 6 semesters)



39 Students have completed the IV-E Program at Utah State University since 2008, when it began. This data does not include the 19 students currently in process and will graduate Spring 2020. Of these we have data for 39 - these 39 students are those that are reflected throughout this portion of the presentation.

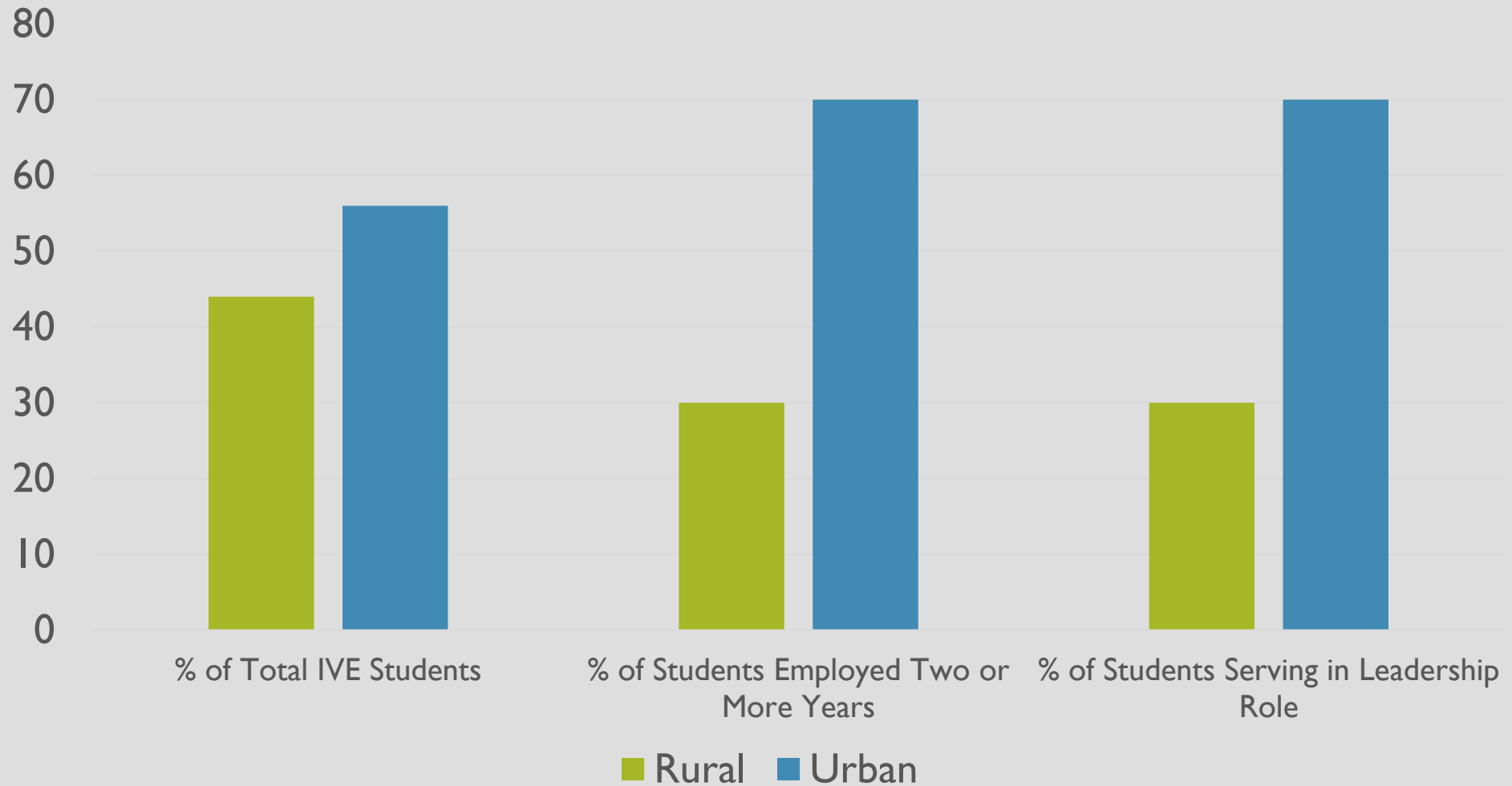
DEMOGRAPHICS (MSW)

These demographics are based on the 39 MSW students who have graduated from our program since 2008

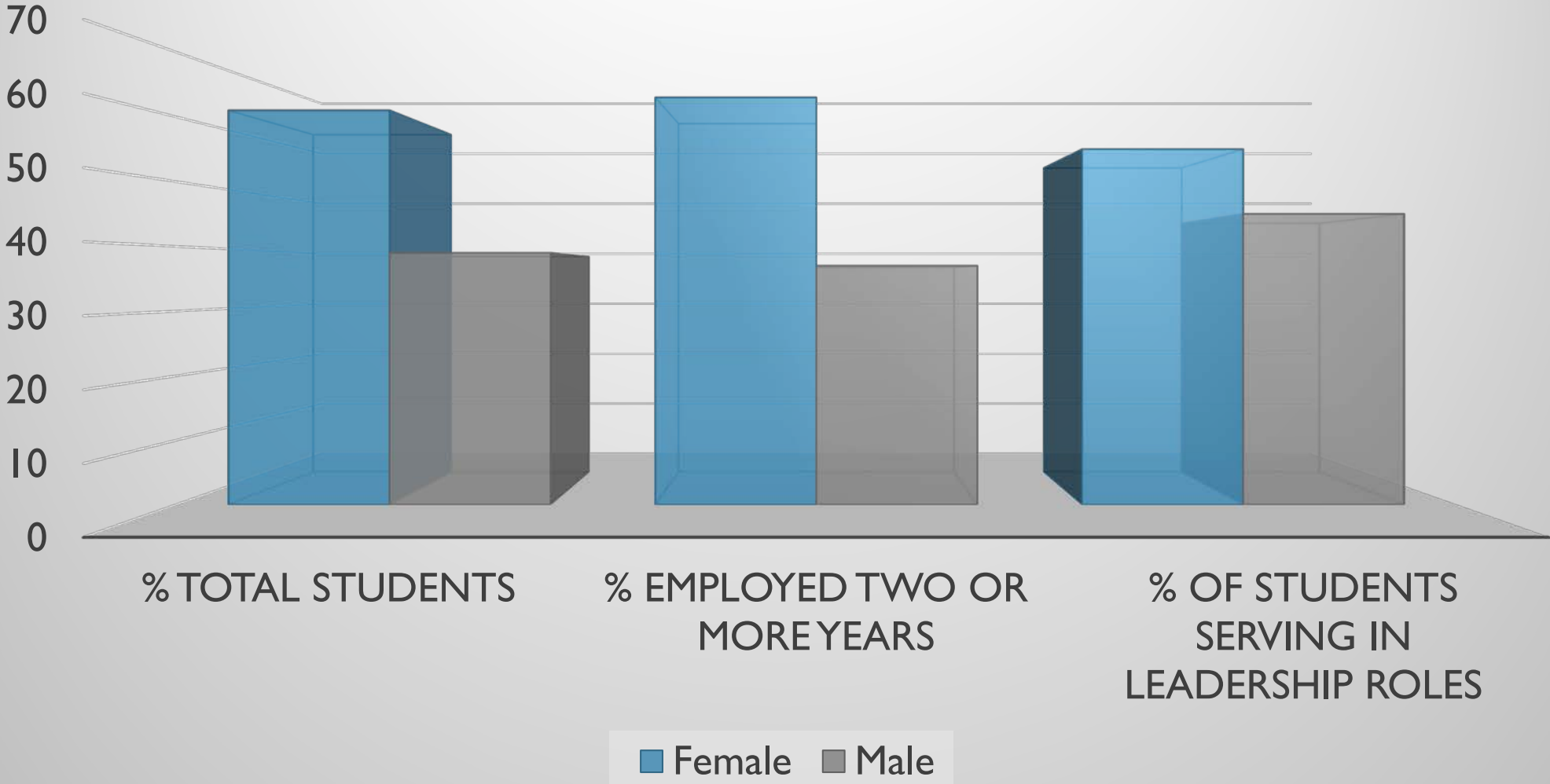
Exploration of differences of employment from our student based on:

- Rurality
- Gender
- Race/Ethnicity
- Age

Rural/Urban



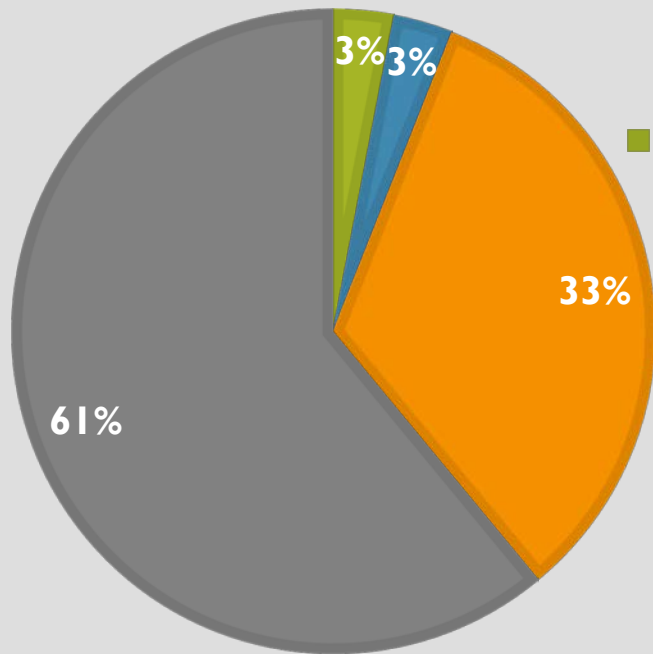
Gender



RACE/ETHNICITY

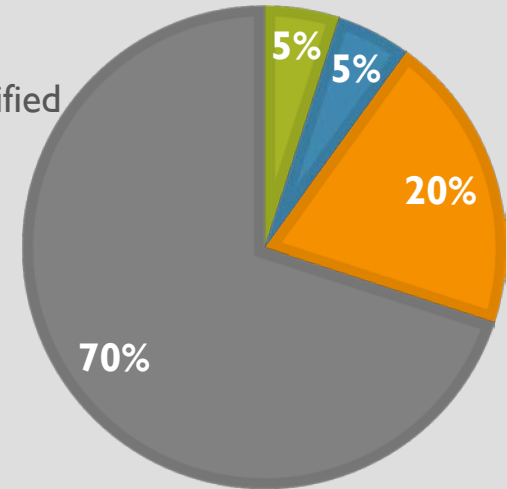
TOTAL IVE MSW STUDENTS

- Hispanic/Latino
- Native Hawaiian
- White
- Unidentified



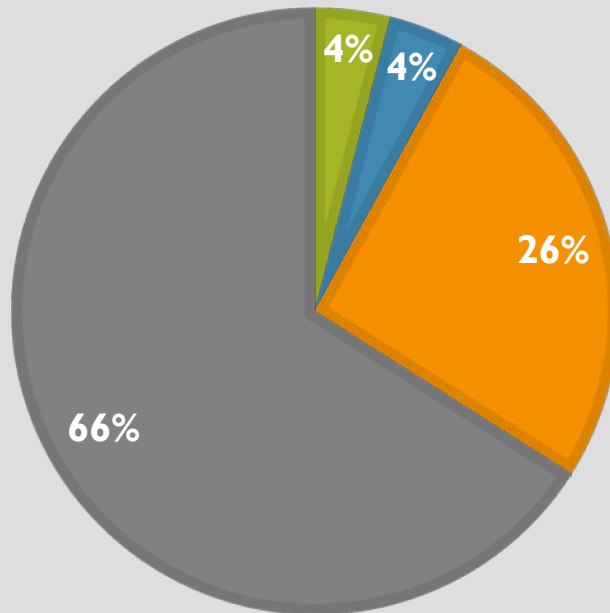
EMPLOYED TWO OR MORE YEARS POST-GRADUATION

- Hispanic/Latino
- Native Hawaiian
- White
- Unidentified



IN LEADERSHIP ROLES

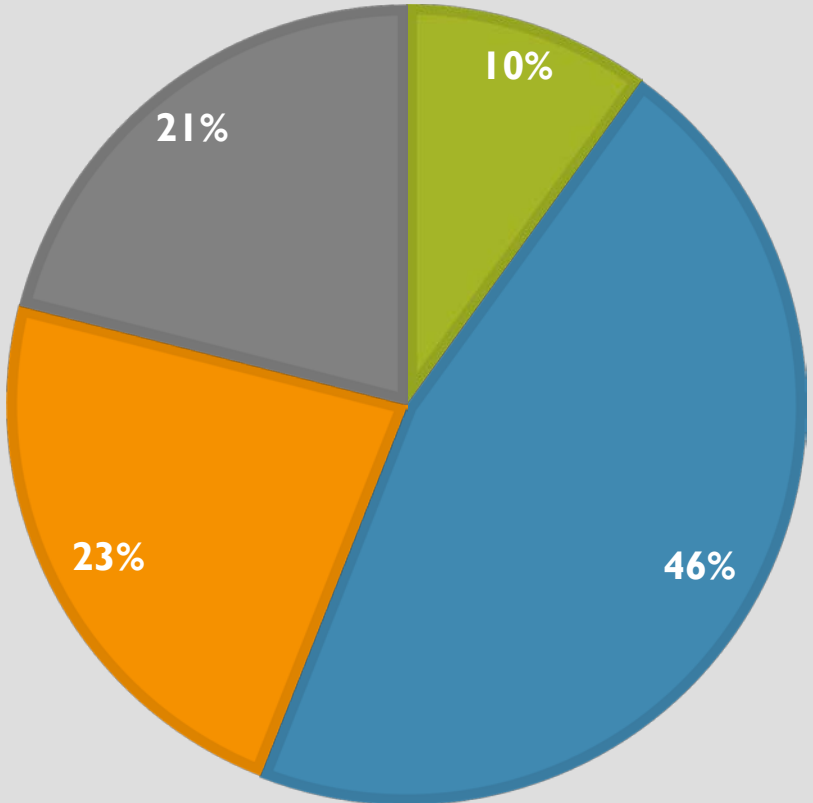
- Hispanic/Latino
- Native Hawaiian
- White
- Unidentified



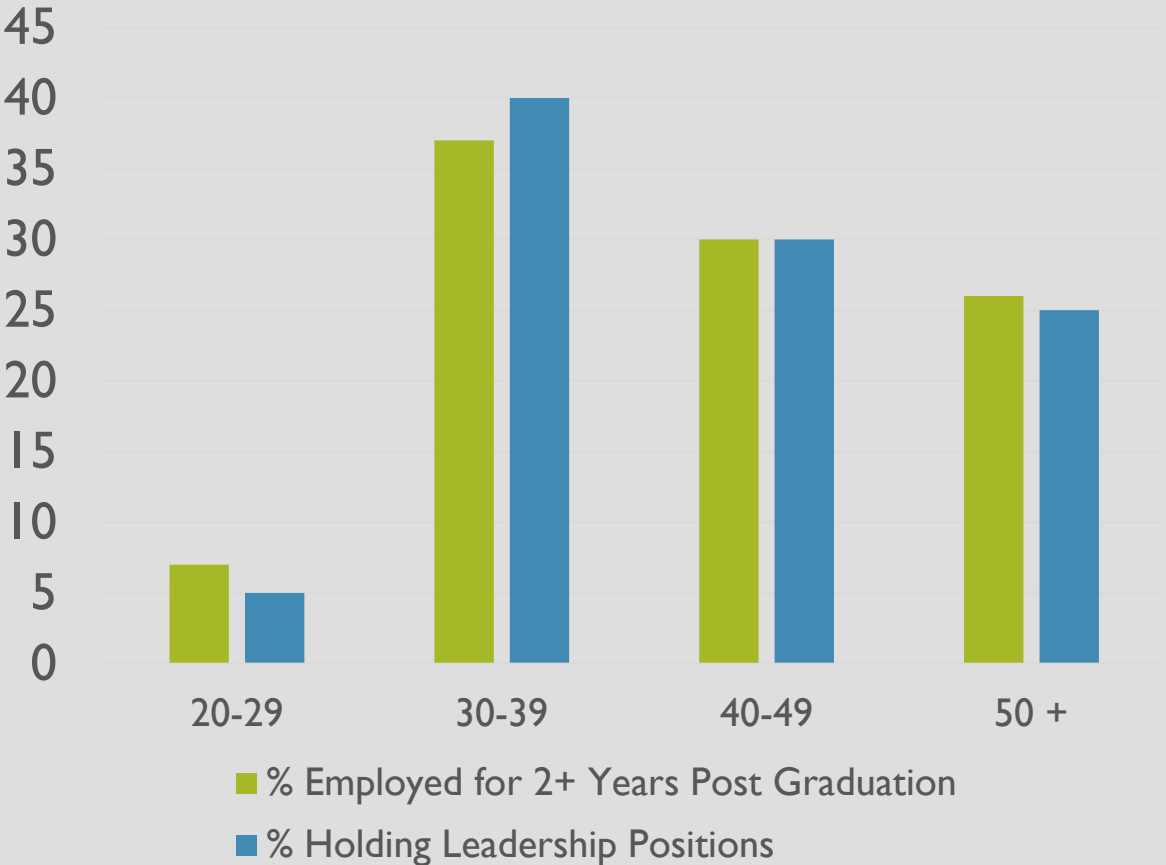
AGE RANGE

TOTAL MSW TITLE IVE STUDENTS

20-29 30-39 40-49 50+



Employment and Leadership



EMPLOYMENT LONGEVITY

Total Average length of employment : 9.7 Years

- Average Employment Length prior to graduation: 7.4 Years
- Average Employment Length post-graduation: 1.9 Years
 - Average length from three cohorts post-graduation
 - Class of 2011: 3.1 out of 8 year average
 - Class of 2014: 2.4 out of 5 year average
 - Class of 2017: 1.8 out of 2 year average

51% of all Title IVE MSW Graduates are currently employed with the Division of Child and Family Services



LEADERSHIP

44% of all Title IV-E MSW alumni currently work in leadership roles

85% of MSW Title IV-E alumni still employed with DCFS work in leadership roles

These Leadership Roles Include:

- Training Supervisor
- Intake Supervisor
- Child Welfare Administrator
- Program Administrator
- Senior Business Analyst
- Assistant Regional Director
- Program Manager



BACHELOR OF SOCIAL WORK IVE PROGRAM OVERVIEW



UtahStateUniversity

OVERVIEW OF BACHELOR OF SOCIAL WORK TITLE IVE PROGRAM

Students agree to:

Maintain continuous enrollment and completion of advanced standing BSW Program

Search for Employment for a minimum of 3 months after graduation – if hired will work for a minimum of 12 months full-time, 24 months part-time

Student is offered:

\$3,000 stipend Fall and Spring Semesters (up to 2 semesters)

92 Students have completed the IV-E Program at Utah State University since 2008, when it began. Of these we have data for 84 - these 84 students are those that are reflected throughout this portion of the presentation



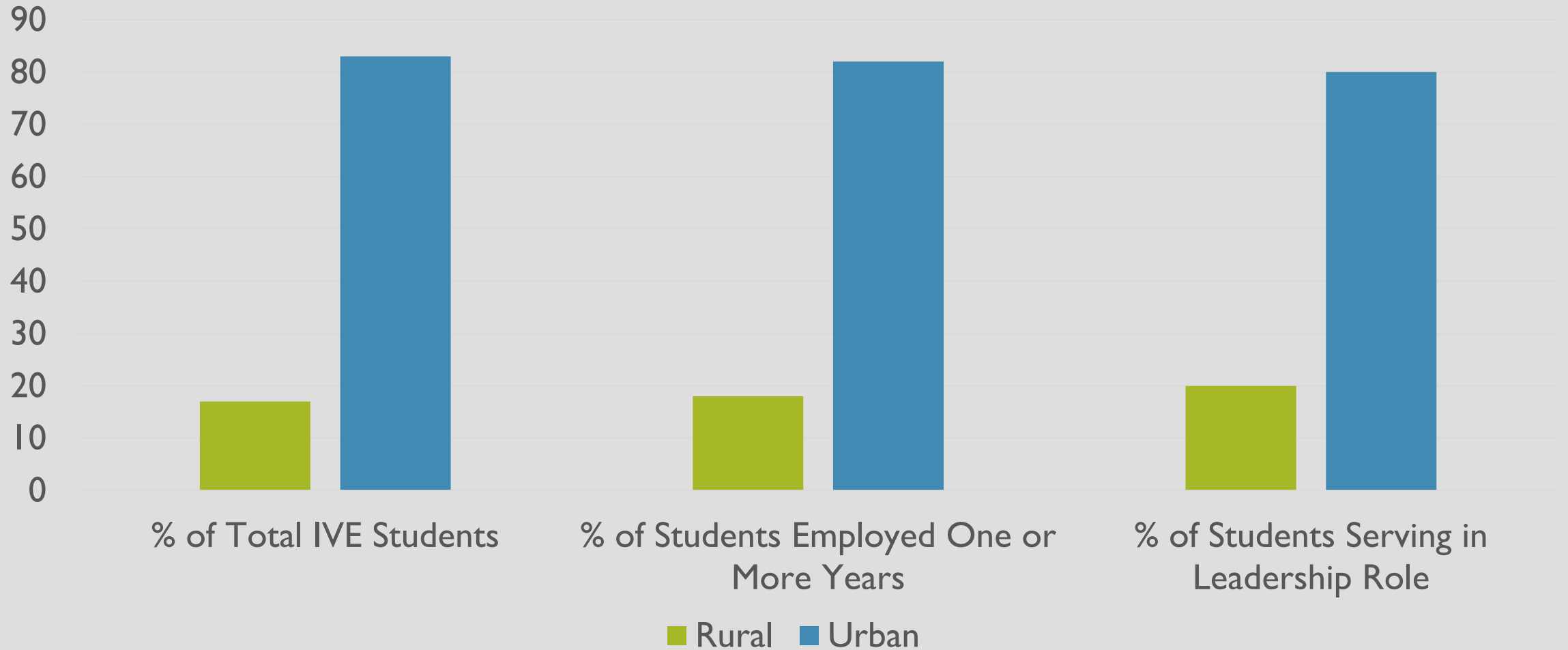
DEMOGRAPHICS (BSW)

These demographics are based on the 84 BSW students who have graduated from our program since 2008

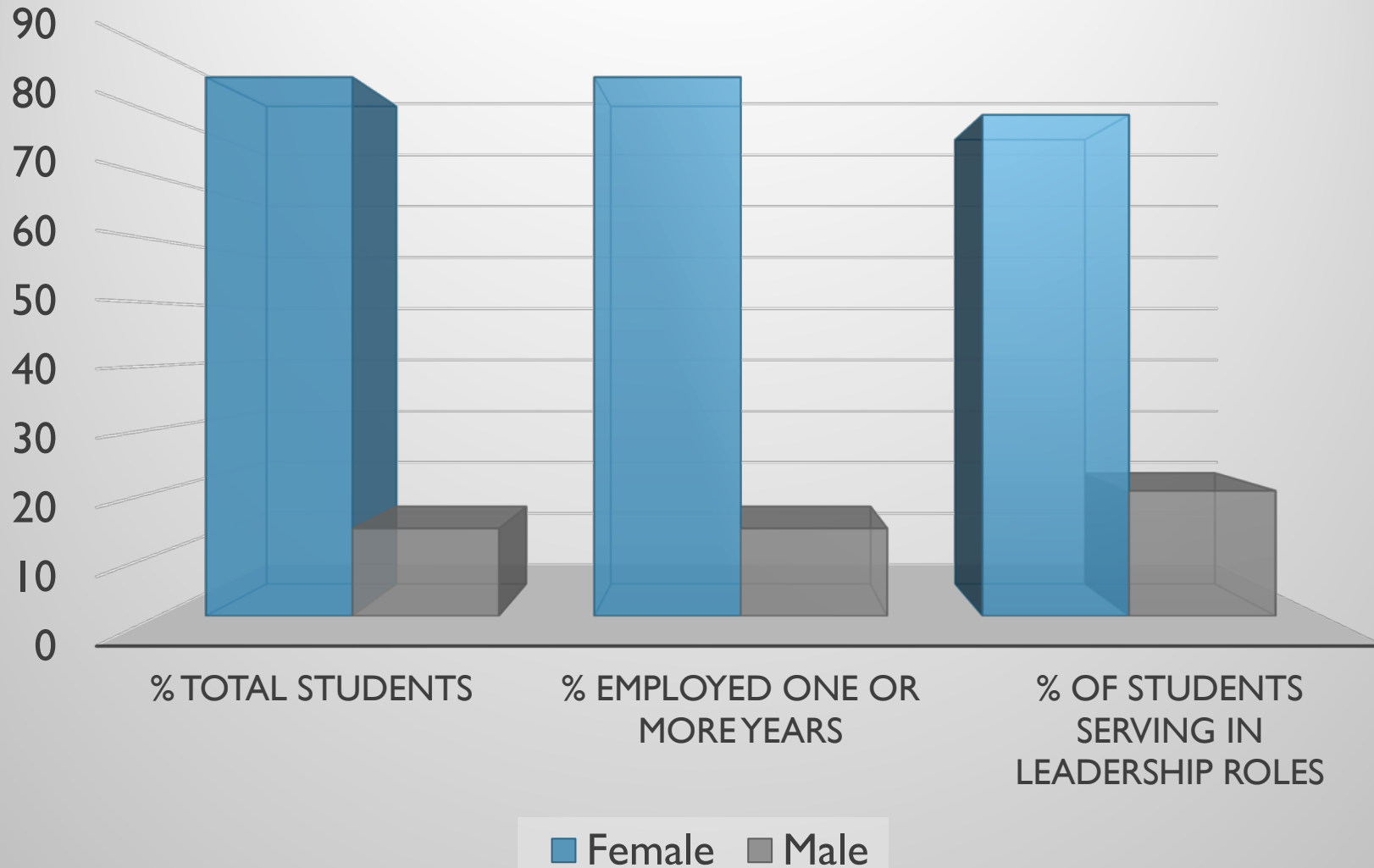
Exploration of differences of employment from our student based on:

- Rurality
- Gender
- Race/Ethnicity
- Age

Rural/Urban



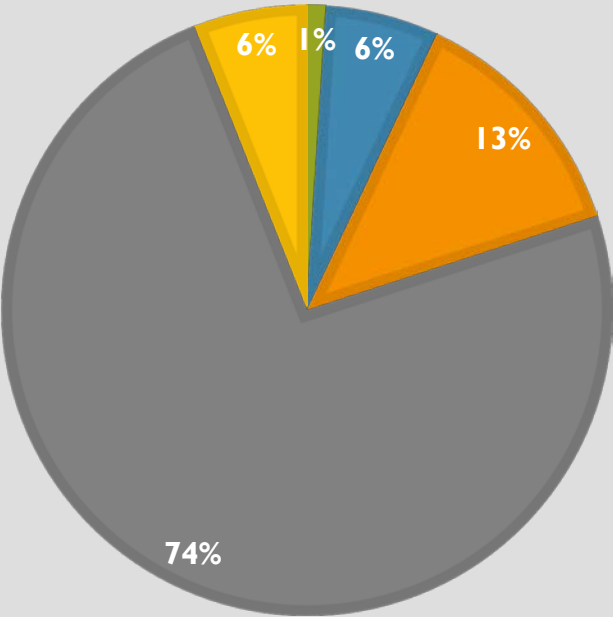
Gender



RACE/ETHNICITY

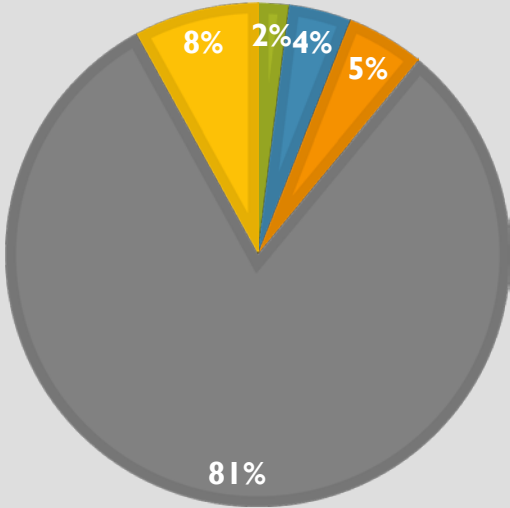
TOTAL TITLE IVE BSW STUDENTS

African American American Indian Hispanic or Latino
White Unidentified



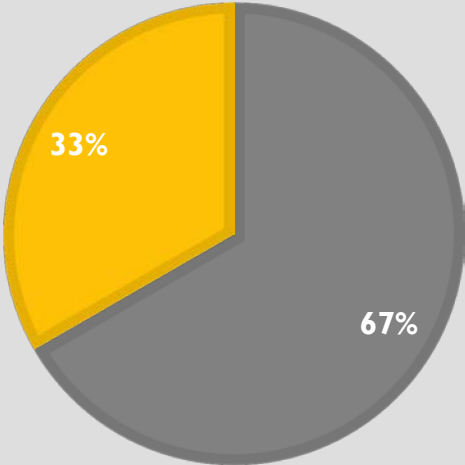
EMPLOYED ONE OR MORE YEARS

African American American Indian Hispanic or Latino
White Unidentified



IN LEADERSHIP ROLES

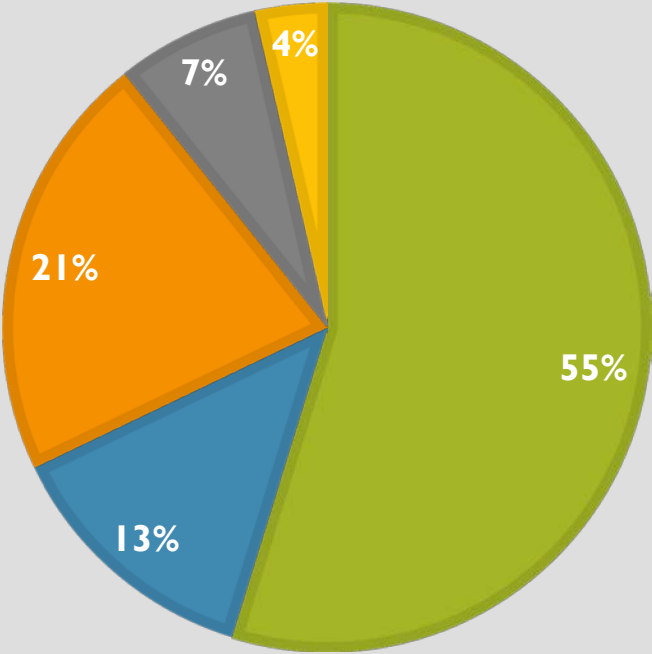
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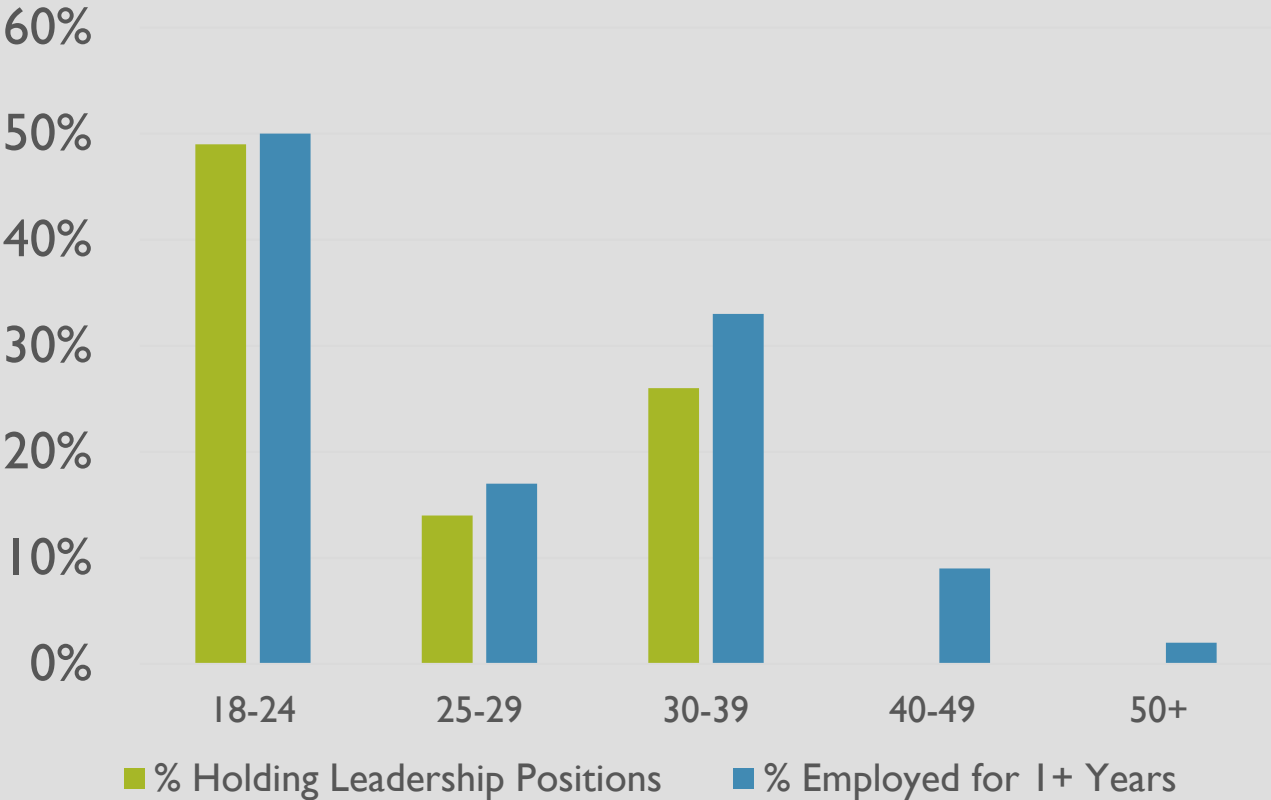
AGE RANGE

TOTAL BSW TITLE IVE STUDENTS

18-24 25-29 30-39 40-49 50+



Employment and Leadership



EMPLOYMENT LONGEVITY

Graduation Year	Average Numbers with the Division	Number of Years Possible
2011	4.5	8
2012	1.42	7
2013	5.75	6
2014	2.11	5
2015	2.13	4
2016	3.33	3
2017	1.63	2
2018	0.86	1

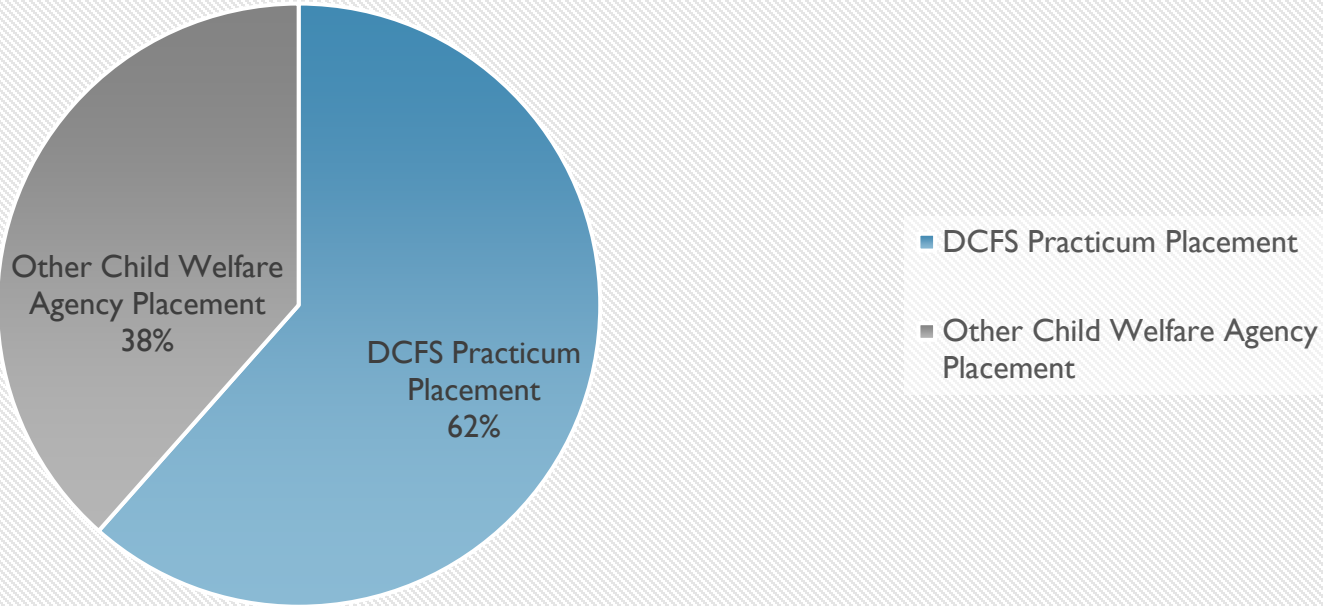
- 40% of the 57 students employed after graduation are still employed with the division
- 1.99 year average length of employment for all BSW Title IVE participants (including those who did not obtain employment with DCFS) (All 84 students)
- 3.19 year average length of employment for all BSW Title IVE participants who did obtain employment with DCFS (57 Students)
- Average length of employment for those who obtain careers at DCFS based on number of years possible in table to the right.

LEADERSHIP

- 26% of those employed are working in leadership positions including:
 - Program Analyst
 - Trainer
 - Lead Worker
 - Supervisor
 - Utah Foster Care Supervisor

PRACTICUM PLACEMENT

Practicum Placements of Employed Title IVE Alumni



LOOKING TO THE FUTURE

- Continuing to gather data as our program grows
 - Run more complex statistical analyses
 - Aim towards predictive models
- Importance of maintaining a good relationship with the Division of Child and Family Services
 - Finding meaningful ways of sharing this information with them.
- Feedback?