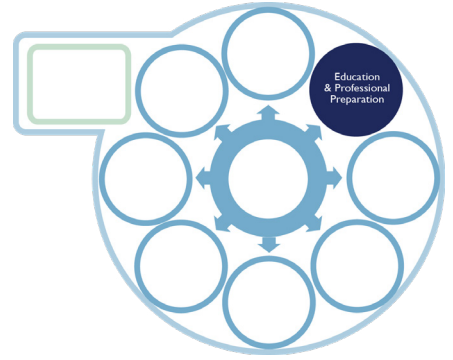


WORKSHEET D:

Explore Education & Professional Preparation



STOP ⚡ Download, save, and work in your saved worksheet!

What is the Desired Outcome or Condition?

Proactive child welfare agency–**university partnerships** are in place and promote innovative, collaborative efforts to recruit, support, and prepare a diverse pool of candidates and support a comprehensive, evidence-informed system of child welfare workforce development.

How well is your agency doing in this area?

The following are sample indicators of an agency’s level of performance in this area. For each indicator below, consider and discuss the extent to which you think your agency’s policies and structures promote your agency’s overall performance, based on a scale of 1 = Poor, 2 = Fair, 3 = Good.





<u>Indicators of Agency Level of Performance</u>	Rating 1 = Poor 2 = Fair 3 = Good
The agency has established a collaborative partnership with social work programs or other human service disciplines that has resulted in a broad and diverse pool of current and future child welfare staff.	
Agency and university partnerships are in place that promote research and evidence-based, promising, and culturally grounded practices along with collaborative efforts to recruit, support, and graduate a diverse student body prepared for child welfare work.	
The agency and university understand and support staff in their critical period of transition from school to work and promote implementation of effective strategies to support positive transition into the workplace.	
Agency and university partnerships support robust pre-service, in-service, and ongoing professional development of staff.	
Agency or university staff are in place to support and mentor students from underrepresented groups to include and value their unique professional opportunities and challenges.	
Notes/Comments:	

What strategies should your agency consider to strengthen this component?

The following examples include promising or effective strategies designed to address workforce gaps impacting an agency.

For each strategy:*

- First, consider and note in the table below: A = Agency Already Engaged, B = Interested in the Strategy, C = Not Applicable (NA) or Not Interested At This Time (NI).
- Next, consider how difficult it would be for you and your team to work within the agency or with partners to implement or strengthen its performance based on 1 = Readily Doable, 2 = Feasible But Will Take Some Effort, and 3 = Difficult.

<u>Examples of Promising or Effective Strategies</u>	<u>Implementation</u> A = already engaged B = interested C = NA or NI	<u>Level of Difficulty</u> 1 = readily doable 2 = feasible with effort 3 = difficult
Agency and university partners consistently and proactively  recruit and select a diverse student body , including underrepresented groups of students and students who reflect the broad diversity of communities and social identities.		
Agency and university partners provide post-graduation support for  transition from school to the work environment.		
Agency offers tuition assistance or other incentives to staff to encourage ongoing education and support job-related degrees and certifications.		
Agency supervisors and field placement faculty receive training and support so that they can more effectively and successfully guide students through their own knowledge and skill development.		
Universities and the agency partner to  integrate child welfare learning and competencies into the school curriculum to prepare graduates for child welfare work.		
Agency provides field placements and participates in available IV-E scholar programs that engage diverse student populations to work in and commit to child welfare work in a county or tribe.		
Other Strategies? Click  MyNCWWI for additional strategies, resources, and tools.		
Notes/Comments:		

*This particular rating (considering whether the agency is already engaged or interested and then the “doability”) was adapted from the excellent resource *Self-Assessment Workbook for Building a Stable and Quality Child Welfare Workforce* by the Center for the Study of Social Policy (2006).