

Louisiana Child Welfare Comprehensive Workforce Project



Overview of LCWCW Project 2008-2010



Louisiana Child Welfare
Comprehensive Workforce Project

Year One

- Very successful, very productive
- Focus on getting started, but also diving into it
- Focus Areas - Recruitment, Retention, Supervision and Training

Year One

- **Supervision Support for OCS Supervisory Staff** - coaching, mentoring, clinical case conferencing, supervisory teleconferences and advanced supervisory training is being conducted in all ten Regions for OCS staff. This aspect of the project is being evaluated in this next calendar year.

Year One

- **Retention Support Activities for OCS staff** are being sponsored in all ten Regions, with the goal of creating supportive and sustaining environments in each OCS Region. This year the topic selected by staff was Unpacking the No of Adolescent Permanency; next year the theme of Meaningful Family Engagement will be explored in all ten regions to support OCS staff development.

Year One

- **The Comprehensive Workforce Assessment** was completed at the end of first year, goals have been set for years two and three and the assessment was posted on the project website.

Year One

- **Collaboration with University Alliance Members** --University faculty and staff from all seven public universities meet quarterly and have been very collaborative in working together. BSW/MSW competencies are developed or being developed. Child Welfare courses are also being developed and shared with Alliance members

Year One

- **Louisiana Child Welfare Scholars (Trainees)** are being provided with value added components to their BSW/MSW degree and have included intensive supervision, support, and mentoring. Their Field Instructors has also been receiving this additional support.

Year One

- **Louisiana Child Welfare Scholars**

This intensive work will be supported in two areas of the state North for three Universities: Grambling, North Eastern and North Western which will be coordinated by faculty from Grambling; and in the Southern part of the state with the remaining three universities: SUNO, SUBR, LSU, and South Eastern are coordinated by faculty from SELU - for all IV-E students/Louisiana Child Welfare Scholars students.

Year One

- With the assistance of our **Program Evaluation** staff from LSU, we have designed and conducted a rigorous project specific evaluation plan which will examine baseline data from OCS staff gathered in cooperation with the OCS QA and HR staff; from BSW/MSW Students; from focus groups with OCS staff and Statewide stakeholders conducted in all ten Regions; and from OCS participants in our pilot coaching, mentoring, and supervision programs statewide.

Year One

- The LCWCWP project launched our www.lcwcwp.org website which enables the project to engage in a wide range of project dissemination activities.

Year Two

Core Themes in Year Two

- Dissemination of Louisiana Child Welfare Scholarship grants to all seven universities and work with schools, students, and supervisors on a semi-annual basis – one group in the Northern part of the state, the second group in the southern part of the state to support and enrich their experiences in child welfare, including attending the annual NASW Conference.

Year Two

Core Themes in Year Two

- Continued relationship building with universities and development of child welfare curriculum, on BSW level and moving toward MSW level.
- Continued work in OCS Supervisory, Coaching, Mentoring projects in all ten Regions.
- Continued work with OCS Regional Offices staff development and appreciation events.

Year Two

Core Themes in Year Two

- Continued work with OCS Staff on NWO, Court Issues, and Webbased Training Platform
- Continued collaboration with state stakeholders, especially as everything is changing
- Continue to update website as needed.
- Continued evaluation of all aspects of the LCWCWP project

Lessons Learned

- Meet the State where they are at!
- Push the Universities – it's more than just the IV-E \$\$\$; build capacity to engage in the training of the workforce
- Continually support the OCS workforce
- Continually support the recruitment efforts of a new workforce.

LCWCWP Staff

- Gerald P. Mallon, DSW, Project Director
Gmallon@hunter.cuny.edu
- Siobhan Pietruszkiewicz, LCSW
spietru1@lsu.edu
- Vicky Tiller, Evaluation Staff
vtiller@lsu.edu



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