

CHILD PROTECTION SERVICES
STANDARDS FOR EFFECTIVE PRACTICE
STANDARDS FOR HUMAN RESOURCES

11.17 UNIVERSITY PARTNERSHIP

Council on Accreditation Standards

There are no Council on Accreditation Standards that directly link to and support Standard 11.17 *University Partnership*.

Administrative Code

There are no Ohio Administrative Code Rules that directly address Standard 11.17 *University Partnership*. See Chapter 4000 of the Administrative Procedures Manual (APM).

I. Philosophy

Ohio's public children services agencies (PCSAs) have a 30% annual turnover rate of direct services workers. Based on this turnover rate, approximately 1,500 Ohio workers leave the field each year. The cost to replace each of these departed workers averages \$21,000 or \$31.5 million statewide each year. The University Partnership, once implemented, will be a valuable tool in assisting PCSAs to recruit trained professionals and reduce the drain of human and financial resources from the child protection field in the following manner.

II. Outcome

There will be an increase of qualified graduates that can be recruited into the public child protection field. Once employed in the public CPS field, these graduates will remain in the field because they will have been provided the opportunities to be exposed to the type of work that CPS does, been provided with the knowledge and skills to perform that work, and achieve increased job satisfaction because of these experiences. These increases in recruitment and retention will be accomplished through the following activities:

- third and fourth year undergraduate social work students and Masters of Social Work students will be provided tuition payments for their education under the condition that they sign a missionary agreement to work in an Ohio county PCSA upon graduation for a period of time equal to the time tuition was paid for them;
- the student will receive classroom instruction that will address the competencies of the Ohio Child Welfare Training Program's (OCWTP) core training and this training will prepare the student to have the increased knowledge and skills required to effectively become a children services worker upon graduation and initial hire into the PCSA;
- student field placements will take place at a county PCSA to further familiarize them with the work that they will be doing upon graduation;
- this partnership of the schools of social work and the county PCSAs will increase the safety of children and the stability of families due to the fact that students will be better prepared to do CPS work and remain in the field for longer periods of time; and
- turnover rates will be reduced by 5% per year when the program is fully operational

III. Evaluation

FACSIS events, CPOE and the Federal Health and Human Services outcomes may be considered when evaluating this standard. In addition, the CFSA may consider the following:

- rate of worker retention to total staff completing/not completing partnership program;
- percentage of staff completing undergraduate school and accessing this program;
- satisfaction of staff attending the BSW program prior to entering the field.

IV. Standards for Implementation

- 1) County PCSAs will provide the base funds to finance the University Partnership by permitting the Ohio Department of Job and Family Services (ODJFS) to retain up to 3% of Title IV-E Administration and Training funds earned by the 88 county PCSAs. ODJFS will file federal claims for this venture in such a way that maximum reimbursement can be received to maintain the program on an ongoing basis.
- 2) The Ohio schools of social work will adopt the OCWTP core curriculum into their course offerings and provide appropriate field placement supervision of the student's PCSA placement.
- 3) Universities will hold job fairs and other events to expose the students enrolled in this program to the 88 county PCSAs. This exposure will enable students to be recruited and commit to work for a county PCSA upon graduation.
- 4) ODJFS and the counties will develop a standardized missionary agreement that the student must sign to participate in the program. This agreement will, among other things, commit the student to work for a county PCSA for a period of time equal to that for which tuition was paid.
- 5) A maximum of 250 students per year will participate in this program when fully developed.
- 6) A mechanism to ensure that classroom training and field placement opportunities of the university fully addresses the competencies of the core curriculum of the OCWTP will be developed.
- 7) Core training resources that are saved through the partnership will be reinvested into other developmental activities that have been identified through the Individual Training Needs Assessments of the OCWTP.
- 8) An evaluation component will be developed and implemented to measure the success of this initiative in increasing worker retention, increasing knowledge and skills of workers entering the field through this partnership, and the reinvestment of resources into new developmental activities identified through the OCWTP.