



NCWWI Child Welfare Traineeships

Promising Approaches & Strategies

National Child Welfare Workforce Institute
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- Briar Cliff University
- Case Western Reserve University, Mandel School of Applied Social Sciences
- Clark Atlanta University Whitney M. Young Jr. School of Social Work
- New Mexico State University School of Social Work
- Northeastern State University School of Social Work
- Portland State University School of Social Work
- Salem State University School of Social Work^[1]
- University of Illinois at Chicago Jane Addams College of Social Work
- University of Maryland School of Social Work^[2]
- University of Montana School of Social Work
- University of South Dakota Department of Social Work^[3]
- Yeshiva University Wurzweiler School of Social Work

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^[1] The Salem State University traineeship program has partnered with Bridgewater State University and Westfield State University.

^[2] The University of Maryland is in partnership with Morgan State University.

^[3] The University of South Dakota is in partnership with Oglala Lakota College.

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TABLE OF CONTENTS

A. BACKGROUND

B. PROMISING APPROACHES & STRATEGIES

- a. **Leadership**
- b. **Cultural & Linguistic Competence**
- c. **Family Engagement**
- d. **Student Recruitment, Selection & Support**
- e. **University-Agency Collaboration**
- f. **Working Students**
- g. **Transition to Work**
- h. **American Indian Students**

C. CONTACTS

A. BACKGROUND

In April of 2009, nine programs were selected to receive federal funds for each of five years to support professional education for current or prospective child welfare practitioners either enrolled or planning to enroll in accredited social work programs:

1. Briar Cliff University (Iowa) (BSW)
2. Case Western Reserve University (Ohio) (MSW)
3. Clark Atlanta University (Georgia) (BSW)
4. Portland State University (Oregon) (MSW)
5. Salem State University (Massachusetts) (BSW)
6. University of Illinois-Chicago (MSW)
7. University of Maryland (Combined BSW/MSW)
8. University of Montana (Combined BSW/MSW)
9. Yeshiva University (New York) (MSW)

In the fall of 2009, additional funds were made available from the Children's Bureau to support the selection of three additional traineeship programs.

10. New Mexico State University (BSW/MSW)
11. Northeastern State University (Oklahoma) (BSW)
12. University of South Dakota (BSW)

The initial nine traineeship programs' field placements and other project components began in the fall of 2009. The additional three traineeship programs began in the fall of 2010. In 2011, additional resources were invested in traineeship programs that focus on tribal child welfare and supporting American Indian students pursuing social work degrees with a desire to work in the child welfare field.

Collectively, these 12 traineeship programs have put forth a range of innovative strategies and approaches to develop or enhance pathways from social work education in the university setting to social work practice in the field and a career commitment to child welfare work. This document provides descriptions of these innovative approaches and strategies in a number of areas. Participating programs have invested significant efforts to develop new child welfare courses and to enhance the child welfare content in social work curriculums. Additional innovations have focused on impacting child welfare practice and workforce issues, addressing ***leadership, cultural and linguistic competence*** and ***family engagement***. In addition, traineeship programs have developed innovative workforce development strategies addressing ***student recruitment, selection and support, university-agency collaboration, students with established child welfare careers, transition to work,*** and ***American Indian students***.

B. PROMISING APPROACHES & STRATEGIES

Leadership

Briar Cliff University – Siouxland Indian Child Welfare Traineeship Program

- This BSW traineeship project recruits students who are American Indian. One BSW traineeship graduate who is employed by a tribal agency has recently participated in the NCWWI Leadership Academy for Middle Managers (LAMM).

Case Western Reserve University, Mandel School of Applied Social Sciences – Ability Based Child Welfare Training Fellows

- This traineeship program focuses on leadership development and strengthening the current child welfare workforce and provides annual stipends covering 100% tuition to professionals currently employed in local child welfare settings who are on a track for leadership roles. Stipends are provided with the stipulation that recipients will remain in their agency a year after graduation for every year that their tuition is funded.
- A specific course in *Supervision and Leadership* has been developed for this group of students.
- Students develop individual learning portfolios that help demonstrate the level of achievement related to the school's curriculum within the context of child welfare competencies. During the 5 years of the project, 25 Child Welfare Fellows will have been funded.

Northeastern State University – Child Welfare Specialization Trainee Program

- Recruitment focuses on American Indian students. This traineeship program has a special focus on leadership and cultural competency specific to Indian Child Welfare.

Portland State University School of Social Work – Culturally Responsive Leaders Program

- The project focuses on culturally competent leadership, and provides opportunities for managerial-level field placements.
- Students participate in a monthly seminar with one another to provide peer learning, and mentorship from current culturally responsive child welfare leaders. This seminar draws on the NCWWI leadership competency framework.
- Leadership competencies have been drawn from the NCWWI curriculum and students and field advisors are being evaluated with data collected through this traineeships evaluation plan.

Cultural & Linguistic Competence

Clark Atlanta University, Whitney M. Young, Jr., School of Social Work – Child Welfare Scholars

- This historically black university provides traineeships to African American students who represent every region of the country.

New Mexico State University, School of Social Work – Hispanic Child Welfare Training Project

- Stipends are awarded each year to support BSW and MSW students with a focus on Spanish language competency.
- A *Spanish for Social Work* course has been developed and focuses on language related competency specifically including legal, health, child welfare and mental health concepts.
- Students are placed with Spanish-speaking field instructors and field seminars are conducted in Spanish.

Northeastern State University – Child Welfare Specialization Trainee Program

- This program has collaborative relationships with the Cherokee Nation of Oklahoma, the United Keetwoah Band of Cherokees and the Muscogee Creek nation, a number of smaller tribes and the local county child welfare units. This collaboration has included a focus on child welfare curriculum development and leadership development related to Indian child welfare.

Portland State University School of Social Work – Culturally Responsive Leaders Program

- Stipends are awarded to students of color, offering opportunities for emerging child welfare leaders to obtain advanced degrees in child welfare. The project focuses on culturally competent leadership and provides opportunities for managerial level field placements.
- Special seminars offer a chance to focus on the dynamics of being a person of color in the school and in the agency. The seminar instructor provides mentors, speakers, and coaching to support the students.

University of Illinois at Chicago, Jane Addams College of Social Work – Child Welfare Traineeship Project

- Student field seminars have a special focus on exploring the disproportionate representation of children of color in the child welfare system and exploring strategies to reduce disparities.
- Two traineeship students are alumni of the foster care system.

University of Maryland, Baltimore – Child Welfare Workforce Development in Urban Areas

- MSW and BSW traineeship stipend students are recruited from Maryland’s historically black colleges and universities. This traineeship program has a specific focus on retention in urban child welfare practice settings.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- The State Division of Child Protective Services Cultural Competency Training has been integrated into the school’s social work core curriculum.
- Since the initiation of this traineeship project, the South Dakota Division of Protective Services has offered to add paid internships to accommodate trainees and other BSSW students who wish to work in rural/reservation or busier CPS offices.
- The traineeship project has partnered with the Oglala Lakota College (OLC) to extend traineeships to Native students who live on or near the Pine Ridge reservation and attend OLC.

Yeshiva University, Wurzweiler School of Social Work – Child Welfare Traineeship Project Serving Hispanic Families

- MSW stipends are provided annually to students who are already professionally committed with 2-5 years of child welfare experience. The project provides a Child Welfare certificate that focuses on work with Hispanic families and focuses both on disproportionality and leadership.
- This traineeship program has co-sponsored with New York City Administration for Children’s Services a number of professional development opportunities for child welfare professionals and students to develop cultural competence related to working with Hispanic families and immigrants.
- A capstone community research project occurs in the last semester, where student select a child welfare issue facing Hispanic communities, research the causes of the issue and propose solutions based on Systems of Care principles.
- The project has developed a course on Social Work Practice with Latino Families.

Family Engagement

Briar Cliff University, Department of Social Work – Siouxland Indian Child Welfare Traineeship Project

- Traineeship PI, Heather Craig-Oldsen, provides *Culturally Responsive Parenting* training for the Iowa Foster and Adoptive Parents Association. Traineeship students have had the opportunity to be a part of these trainings.

Case Western Reserve University, Mandel School of Applied Social Sciences – Ability Based Child Welfare Training Fellows

- Traineeship faculty work with Cuyahoga County child welfare staff and some select fellows on strategic planning. One work group that is a part of this strategic plan focuses specifically on Family Engagement and is co-led by one of the Traineeship Fellows.

Salem State University – Massachusetts’s BSW Child Welfare Scholars Project

- A *Systems of Care* course was developed as a part of this project. Related to this course a number of different approaches to infusing systems of care principles have been adopted across the three participating BSW programs.

University of Illinois at Chicago, Jane Addams College of Social Work – Child Welfare Traineeship Project

- A former foster care youth and a biological mother and father are represented on this program’s steering committee.
- Through this project, two new training modules have been introduced into the curriculum – *Family-centered Practice* and *Father Engagement*.

University of Maryland, Baltimore – Child Welfare Workforce Development in Urban Areas

- Intensive two day training has been provided to field instructors and traineeship students in *Motivational Interviewing* to develop skills for engaging families served by the child welfare system. This training uses standardized cases. Live supervision is utilized and training interviews are taped so that students may receive additional feedback during clinical supervision.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- Montana CFSD is implementing a safety assessment model (SAMS) that stresses family strengths and child well-being. A University of Montana faculty is leading training efforts for State employees while supporting key faculty as they seek to incorporate the model into the classroom.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- Professionals from the regional CPS office are trained with USD students in Systems of Care yearly. During the first year of Systems of Care training, the Briar Cliff trainees and faculty were able to join this training. Trainees who serve in the Southeast regional offices are now leading the efforts in Systems of Care and Family Group Decision Making innovations.

Student Recruitment, Selection & Support

Briar Cliff University, Department of Social Work – Siouxland Indian Child Welfare Traineeship Project

- A number of American Indian BSW students are first generation college students and despite their hard work are struggling to meet academic demands. Two American Indian social workers have been hired to provide culturally responsive tutoring to support these students. One of the tutors is a recent graduate of the traineeship program at Briar Cliff.

Case Western Reserve University, Mandel School of Applied Social Sciences – Ability Based Child Welfare Training Fellows

- All stipend students are career child welfare workers. Early in the program students are provided with intensive orientation to library and technology services. Care is given to assure frequent and regular contact to support students, especially as they adjust in their first semester of the program. Field seminars are held monthly at each agency with Fellows.

Portland State University School of Social Work –Culturally Responsive Leaders Program

- A collaborative student selection process involves agency managers and social work faculty in the identification and selection of participants for each year's program.

Salem State University – Massachusetts's BSW Child Welfare Scholars Project

- A collaborative student selection process is being implemented. A team comprised of representatives from the educational institution, the Massachusetts DCF regional office and the Massachusetts Child Welfare Institute review application materials, select applicants for interview and make the final selection of trainees.

University of Illinois at Chicago, Jane Addams College of Social Work – Child Welfare Traineeship Project

- This project is identifying a number of strategies to support students after graduation, including access to a child welfare in-house resource center, providing LCSW supervision to support students in pursuing social work licensure, and developing a mentoring program that matches students transitioning into the workforce with experienced mentors from within the child welfare practice community.

University of Maryland, Baltimore – Child Welfare Workforce Development in Urban Areas

- The project focuses on retention in urban child welfare practice settings, beginning with screening sessions during student recruitment. In these screening sessions, students receive detailed information about the nature of public child welfare services, respond to a realistic job preview (RJP) video, complete a self-evaluation of their “fit” with public child welfare mission and requirements, and discuss values related to family-centered practice in child welfare. Project faculty members observe the process and record responses to assist in selection of trainees.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- Student Learning Teams (SLT) are used to support students. Teams consist of the student’s advisor and two other individuals who are helpful in supporting the learning experience in the program and the student practicum. This team meets twice per semester and is also available to discuss tough situations, celebrate successes, and generally support the student’s learning. SLTs specifically address secondary traumatic stress in the child welfare workplace.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- Since the initiation of this traineeship project, the South Dakota Division of Protective Services has offered to add paid internships to accommodate trainees and other BSSW students who wish to work in rural/reservation or busier CPS offices
- This traineeship project has partnered with the Oglala Lakota College (OLC) to extend traineeships to Native students who live on or near the Pine Ridge reservation and attend OLC.

Yeshiva University, Wurzweiler School of Social Work – Child Welfare Traineeship Project Serving Hispanic Families

- This project utilizes a structured selection process that includes rated applications, group and individual interviews, a writing evaluation and the Landsman Scale.

University-Agency Collaboration

Case Western Reserve University, Mandel School of Applied Social Sciences – Ability Based Child Welfare Training Fellows

- Students engage in a year-long group learning and research project using data to better understand Child and Family Services Review processes, systems of care and other child welfare issues as they present in the local counties.
- Traineeship leaders are working with Cuyahoga County child welfare staff and some select Fellows on Strategic Planning. A work group on Family Engagement is being co-led by one of the Fellows.
- In March of 2012 the school co-sponsored an all-day conference on social welfare issues in Cuyahoga County. This provided unique opportunities for student participation.
- Traineeship faculty served on a Blue Ribbon panel examining policies and practices in response to the tragic deaths of several children in Cuyahoga County, and student fellows were involved in the process.
- The project PI is also the PI for a Diligent Recruitment grant focusing on older children and siblings in permanent custody. As a part of their field work, several student fellows are working on aspects of this project related to customer service and systems change.

Clark Atlanta University, Whitney M. Young, Jr., School of Social Work – Child Welfare Scholars

- Students complete a unique rotational field placement with the opportunity to experience three different professional child welfare settings – private non-profit organization (6 weeks) public agency (12 weeks) and federal regional office (6 weeks) in one year.

Salem State University – Massachusetts’s BSW Child Welfare Scholars Project

- Under Salem State’s leadership, BSW students from Salem State, Bridgewater State and Westfield State Universities are provided with stipends. Efforts have collaboratively involved these schools and the Massachusetts Child Welfare Institute. The project provides an opportunity to explore the role of BSW graduates in the child welfare system.
- In response to workforce needs, student field placements have been moved from the DCF Office in Taunton-Attleboro to the Brockton office. This decision was made in recognition that the Brockton Office has more job openings.

University of Illinois at Chicago, Jane Addams College of Social Work – Child Welfare Traineeship Project

- The *Advanced Child Welfare Practice* course is aligned with DCFS training curriculum and focuses on preparing students to take the required pre-service child welfare licensing examinations. The course content is reviewed and updated annually to be consistent with policy and practice improvements made by the state.
- The model of providing DCFS foundation training content as part of an academic course has been well received by state agency representatives, who, along with the project leaders, are exploring ways to implement this model with other universities throughout Illinois.

University of Maryland, Baltimore – Child Welfare Workforce Development in Urban Areas

- In response to workforce needs identified by the state child welfare agency, in 2012 this traineeship program has changed focus and will begin to recruit current Maryland Child Welfare workers who are pursuing MSW degrees. In addition, due to increase demand for new workers in Baltimore, additional urban areas in Baltimore have been identified for graduates to fulfill their employment obligation. This project is conducting needs assessments about the distinct support needs of traineeship students who are already working in child welfare.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- Project faculty are developing and supporting design teams in two public agency offices where traineeship students are also placed. This strategy is a mechanism to address issues through organizing and mobilizing employees to improve the workforce and workplace conditions.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- Project faculty are involved in Systems of Care planning and collaboration. In addition, collaboration with the South Dakota Division of Child Protective Services has resulted in the division providing trainings to traineeship students on topics that include Intake and Family Assessment; Cultural Competency with Native Families; and Kinship, Foster Care and Adoption.

Working Students

Case Western Reserve University, Mandel School of Applied Social Sciences – Ability Based Child Welfare Training Fellows

- This project provides annual stipends to professionals currently employed in local child welfare settings who are on a track for leadership roles. Trainees participate in a weekend MSW program designed specifically for working students.

Portland State University School of Social Work – Culturally Responsive Leaders Program

- Stipends are awarded that offer opportunities for emerging child welfare leaders to obtain advanced degrees in child welfare. The project focuses on culturally competent leadership, and opportunities for managerial level field placements. Program faculty work with child welfare agency managers to identify and recruit current employees who are in (or have the potential to be in) leadership roles with the agency.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- This project offers stipends to BSW students as well as MSW Students who are recruited from current CFSD employees and have one year of full time work experience.

Yeshiva University, Wurzweiler School of Social Work – Child Welfare Traineeship Project Serving Hispanic Families

- MSW stipends are awarded to students who are already professionally committed to child welfare and have 2 – 5 years of experience. The project provides a Child Welfare certificate that focuses on work with Hispanic families and focuses both on disproportionality and leadership.

Transition to Work

Clark Atlanta University, Whitney M. Young, Jr., School of Social Work – Child Welfare Scholars

- During Fall Homecoming events, the program brings together the alumni from their project to get feedback on their transition to work and support needs. Initial feedback is indicating that the biggest challenges faced by graduates are the quality of supervision, overwhelming workload and the salaries.

Briar Cliff University – Siouxland Indian Child Welfare Traineeship Program

- A BSW traineeship graduate working in a tribal setting has recently participated in the NCWWI LAMM.
- Recent graduates of the BSW Traineeship program maintain ongoing contact with the project leaders. In addition to receiving support, they are serving in mentoring and support roles to current BSW traineeship students.

Portland State University School of Social Work – Culturally Responsive Leaders Program

- Program alumni are invited to meet with students and offer to mentor them as they advance in their careers (some are already in leadership positions, but others are new to leadership and benefit from mentors who understand the dual role of being new to leadership and a person of color.)
- Students are admitted to the agency’s Core Training (if not already employed by the agency) so they are ready to be hired upon graduation.
- The program works closely with child welfare agency management to assure that each person gains a position that matches their skills and education.

Salem State University – Massachusetts’s BSW Child Welfare Scholars Project

- BSW Scholar graduates are being matched with graduates of the Massachusetts Child Welfare Institute MSW Fellowship graduates. This mentorship program has been developed to provide support around the following challenges and needs identified by new workers: court testimony, child removals, time management, self-care, organizing and managing paperwork, workload expectations, managing office politics, the need for a “go-to” person other than the supervisor, developing a thick skin and the awareness of having been protected as a student.

University of Illinois at Chicago, Jane Addams College of Social Work – Child Welfare Traineeship Project

- The support of trainees extends well beyond graduation as the project coordinator continues to have significant contact (phone, email and face to face meetings) with alumni to support them as they seek positions in child welfare and adjust to their current positions as case managers. Likewise, many of the alumni are still well connected with their field instructors who are serving as mentors.
- Field instructors participate in a roundtable discussion with trainees to discuss their experiences within the field of child welfare and to offer encouragement as trainees prepare to transition into their new roles and full time case managers.

University of Maryland, Baltimore – Child Welfare Workforce Development in Urban Areas

- This project is surveying traineeship alumni that are currently in the workforce to determine their interest in and need for training related to their current work.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- Through the traineeship project, Design Teams have been developed and supported in two CFSD offices. This strategy is a mechanism to address issues thorough organizing and mobilizing employees to improve the workforce and workplace conditions. Students are trained in the Design Team model. This model supports student skill development and can be a key resource in their success in negotiating the agency culture and climate barriers that may impede a smooth transition into the workforce.
- University of Montana trains current and new state workers. The School has hired five trainers to provide this training and support transfer of learning from the training; project staff are encouraging the trainers in these roles to be resources in skill building and mentorship for trainees.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- This program has invited alumni trainees to serve on the BSSW Program Advisory Board. Alumni trainees are also invited to participate in Child Welfare Trainings as they are provided and to speak in classes and social work club events. Project leadership believes that encouraging alumni to participate with students is a powerful tool for providing support to alumni and practical instruction and inspiration to students.

Yeshiva University, Wurzweiler School of Social Work – Child Welfare Traineeship Project Serving Hispanic Families

- New York City ACS has transition group meetings between graduates and their field instructors and work supervisors to discuss the transition from student to MSW. This forum provides project students with opportunities to discuss what they have learned in their graduate studies and what they anticipate will be issues for them in transitioning back to an employee with a professional degree.

American Indian Students

Briar Cliff University – Siouxland Indian Child Welfare Traineeship Program

- This program specifically supports American Indian students.
- Program leaders and students are involved in a number of State and Tribal initiatives that focus on decreasing disproportionality and addressing the needs of American Indian children served in child welfare.
- Briar Cliff has developed an agreement with the Nebraska Indian Community College to support their graduates in obtaining a BSW degree in preparation for working in Tribal child welfare.
- With University of South Dakota, Briar Cliff hosted Dr Suzanne Cross from Michigan State University for a lecture on historical trauma. This occurred along with a performance of “The Great Hurt: A Readers Theatre” a performance developed by the faculty from the College of Saint Scholastica.

Northeastern State University – Child Welfare Specialization Trainee Program

- Recruitment focuses on American Indian students. This traineeship program has a special focus on leadership and cultural competency specific to Indian Child Welfare.
- This program is exploring hosting Indian Child Welfare Worker Certification for trainees and United Keetwoah Band and Cherokee Nation workers.

University of South Dakota, School of Health Sciences, Social Work Program – South Dakota Child Welfare Traineeship Project

- This project provides BSW stipends for students completing field experiences in rural and or reservation agencies. Recruitment efforts focus on American Indian students. Recently this program has partnered with the Oglala Lakota College (OLC), Pine Ridge to increase participation of Native American students who are committed to working in reservation areas. It is anticipated that the curricular plan for cross training USD and OLC social work students will increase non Native student comfort in working in rural and reservation areas and increase Native student comfort in some of the busier offices in the two metropolitan centers of the state.
- This project has developed a Social Work with Native Children and Families course for both undergraduate and graduate social work students.
- This project provides Systems of Care Training, which has included trainees, faculty and tribal partners. Content related to the Indian Child Welfare Act has been integrated into this training.
- All students who are in their field experience are trained on the Circle of Courage: Reclaiming at Risk Youth model, an indigenous model of community and individual

care. The project also invited CPS professionals and Briar Cliff University traineeship faculty and students to participate in the training.

- With Briar Cliff University USD hosted Dr Suzanne Cross from Michigan State University for a lecture on historical trauma. This occurred along with a performance of “The Great Hurt: A Readers Theatre” a performance developed by the faculty from the College of Saint Scholastica.

University of Montana, College of Health Professions and Biomedical Sciences, School of Social Work – Child Welfare Traineeship Program

- Recruitment strategies are targeting American Indian students utilizing key and respected stakeholders from Montana’s Native communities and reservations.
- The project has hired two “cultural consultants” to support recruitment of students from Tribal communities and to help retain these students while they are at the University of Montana. In addition these consultants are assisting the School in developing working relationships with the Blackfoot Tribes Child Welfare services.
- Project resources have accelerated expansion of distance learning options allowing for presence across the state. Additionally “two plus two” partnerships have been developed with tribal community colleges.

Portland State University School of Social Work – Culturally Responsive Leaders Program

- Each year the Cultural Responsive Leadership Cohort has included several American Indian students. With the support of the Indian Child Welfare supplement in 2011, Portland State was able to add two positions to meet the need to develop leaders for tribal and urban Indian child welfare agencies.

C. TRAINEESHIP CONTACTS

FOR MORE INFORMATION ABOUT NCWWI TRAINEESHIPS, PLEASE CONTACT	Dr. Gary Anderson, LMSW, PhD Director Michigan State University School of Social Work 254 Baker Hall East Lansing, MI 48823 (517) 355-7515 gary.anderson@ssc.msu.edu
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For more information about NCWWI's 12 traineeship partners:

TRAINEESHIP PARTNER	Briar Cliff University, Department of Social Work
LOCATION	Sioux City, Iowa
AREA SERVED	Siouxland (Iowa, South Dakota and Nebraska counties and cities contiguous to Sioux City, Iowa)
PROJECT TITLE	Siouxland Indian Child Welfare Traineeship Project: Developing Native BSW Child Welfare Workers for Native Families (SICWTP)
TARGET TRAINEES	BSW Students
CONTACT	Heather Craig-Oldsen, MSW, CSW Associate Professor Program Director and Chair of the Social Work Department Briar Cliff University 3303 Rebecca Street Sioux City, IA 51104 712.279-5489 Heather.Craig-Oldsen@briarcliff.edu

TRAINEESHIP PARTNER	Case Western Reserve University, The Mandel School of Applied Social Sciences (MSASS)
LOCATION	Cleveland, Ohio
AREA SERVED	Northeast Ohio
PROJECT TITLE	Ability-Based Child Welfare Training Fellows
TARGET TRAINEES	MA Students (Social Administration)
CONTACT	Victor Groza, PhD, MSW Grace F. Brody Professor of Parent-Child Studies Mandel School of Applied Social Sciences Case Western Reserve University 10900 Euclid Avenue Cleveland, OH 44106-7164 (216) 368-6682 victor.groza@case.edu

TRAINEESHIP PARTNER	Clark Atlanta University, Whitney M. Young, Jr., School of Social Work (WMYJSSW)
LOCATION	Atlanta, Georgia
AREA SERVED	Metropolitan Atlanta
PROJECT TITLE	The Next Generation Child Welfare Traineeship (NGCWT)
TARGET TRAINEES	BSW students
CONTACT	<p>Margaret S. E. Counts-Spriggs, Ph.D., MSW, Associate Professor/BSW Program Chair & Mary Ashong Curtis, LCSW, Assistant Professor</p> <p>Whitney M. Young, Jr., School of Social Work Clark Atlanta University 223 James P. Brawley Drive, SW P. O. Box 1620 Atlanta, GA 30314 (404) 880-8863 mspriggs@cau.edu aashong@cau.edu</p>

TRAINEESHIP PARTNER	New Mexico State University, School of Social Work
LOCATION	Las Cruces, New Mexico
AREA SERVED	New Mexico and Southeastern Texas
PROJECT TITLE	Hispanic Child Welfare Training Project
TARGET TRAINEES	BSW & MSW Students
CONTACT	<p>Madeline Gillette, Stipend Coordinator & Maria Ortiz, MSW, College Assistant Professor School of Social Work, MSC 3SW New Mexico State University P.O. Box 30001 Las Cruces, NM 88003-2143 (575) 646-4665 (Gillette) (575) 646-7599 (Ortiz) madeline@nmsu.edu mariao@nmsu.edu</p>

TRAINEESHIP PARTNER	Northeastern State University, Department of Social Work
LOCATION	Tahlequah, Oklahoma
AREA SERVED	Northeastern Oklahoma & Tribes
PROJECT TITLE	Child Welfare Specialization Trainee Program
TARGET TRAINEES	BSW Students
CONTACT	Dr. Virginia Whitekiller, MSW, EdD Associate Professor Tahlequah, Seminary Hall 326 600 N. Grand Ave Tahlequah, OK 74464 (918) 444-3517 longvs@nsuok.edu

TRAINEESHIP PARTNER	Portland State University, School of Social Work
LOCATION	Portland, Oregon
AREA SERVED	Oregon
PROJECT TITLE	Culturally Responsive Leaders: A Child Welfare Traineeship Grant
TARGET TRAINEES	MSW Students
CONTACT	Katherine Cahn, PhD Executive Director Center for Improvement of Child and Family Services School of Social Work Portland State University 520 SW Harrison, Suite 440 Portland, OR 97201 (503) 725-8122 cahnk@pdx.edu

TRAINEESHIP PARTNER	Salem State University, School of Social Work
LOCATION	Salem, Massachusetts
AREA SERVED	Massachusetts
PROJECT TITLE	Massachusetts's BSW Child Welfare Scholars Project: Addressing the Regional Workforce Needs Across the Commonwealth of Massachusetts
TARGET TRAINEES	BSW Students
CONTACT	Cheryl Springer, PhD, LICSW Director, Salem State College School of Social Work 352 Lafayette Street Salem, MA 01970 (978) 542-6650 cspringer@salemstate.edu

TRAINEESHIP PARTNER	University of Illinois at Chicago, Jane Addams College of Social Work (JACSW)
LOCATION	Chicago, Illinois
AREA SERVED	Chicago, Illinois
PROJECT TITLE	Jane Addams Child Welfare Traineeship Project (CWTP)
TARGET TRAINEES	MSW students
CONTACT	Alan Dettlaff, Ph.D., MSW Assistant Professor Jane Addams College of Social Work University of Illinois at Chicago 1040 W. Harrison (MC 309) Chicago IL 60607 (312) 996-0044 aland@uic.edu

TRAINEESHIP PARTNER	University of Maryland, Baltimore, School of Social Work
LOCATION	Baltimore, Maryland
AREA SERVED	City of Baltimore
PROJECT TITLE	Child Welfare Traineeships: A Model for Child Welfare Workforce Development in Urban Areas
TARGET TRAINEES	BSW & MSW Students
CONTACT	Elizabeth J. Greeno, LCSW-C, PhD Research Assistant Professor Ruth H. Young Center for Families and Children 525 W. Redwood Street Baltimore, MD 21201-1705 (410) 706-4259 egreeno@ssw.umaryland.edu Debra Linsenmeyer, LCSW-C Educational Director, Title IV-E Education for Public Child Welfare Program (410) 706-3439 dlinsenmeyer@ssw.umaryland.edu

TRINEESHIP PARTNER	University of Montana , College of Health Professions and Biomedical Sciences, School of Social Work
LOCATION	Missoula, Montana
AREA SERVED	State of Montana
PROJECT TITLE	University of Montana Child Welfare Traineeship Program
TARGET TRAINEES	BSW & MSW students
CONTACT	James Caringi, PhD, MSW School of Social Work The University of Montana Jeannette Rankin Hall 32 Campus Drive Missoula, MT 59812 406-243-5548 james.caringi@umontana.edu

TRINEESHIP PARTNER	University of South Dakota, School of Health Sciences, Social Work Program
LOCATION	Vermillion, South Dakota
AREA SERVED	State of South Dakota & Tribes
PROJECT TITLE	South Dakota Child Welfare Traineeship Project (SDCWTP)
TARGET TRAINEES	BSW students
CONTACT	Debra Norris, EdD, MSW Social Work Program, University of South Dakota 414 East Clark Street Vermillion, SD 57069-2390 (605) 677-5401 dnorris@usd.edu

TRINEESHIP PARTNER	Yeshiva University, Wurzweiler School of Social Work
LOCATION	New York, New York
AREA SERVED	New York City
PROJECT TITLE	Child Welfare Traineeship Project Serving Hispanic Families
TARGET TRAINEES	MSW students
CONTACT	Carmen Ortiz Hendricks, DSW, ACSW Associate Dean and Professor Wurzweiler School of Social Work Yeshiva University 2495 Amsterdam Avenue New York, New York 10033 (212) 960-0808 hendricks@yu.edu