



Aging & Adult Services (AAS) MSW Training Program

Student Information Session

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- Program Overview
- Application & Selection Process
- Training Requirements
- Additional Trainee Commitments
- Trainee Tracking and Reporting
- Questions

Agenda





Aging & Adult Services MSW Training Program Overview

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Program Funding & Goals

- Funded by the California Department of Social Services (CDSS) as part of a statewide workforce development initiative identified as a top priority in California's Master Plan for Aging
- Central goals are:
 - To better prepare new MSWs to provide effective, evidence-based professional social work services to meet the complex needs of aging and vulnerable adults served by California's public Adult Services system
 - To enhance the hiring, retention and career development of MSWs working in public Adult Services programs in all regions of California

Trainee Award Guidelines

- MSW students are accepted into the AAS training program for one academic year at a time
- MSW students may apply to the program for one year of foundation training and one year of advanced training, in different academic years when they will participate in field training
- Acceptance into the training program for one year of foundation training does NOT guarantee acceptance for a second year of advanced training
- MSW students may participate in the training program for a maximum of two academic years (one foundation year and one advanced year)

Trainee Eligibility Criteria

- The AAS MSW Training Program is open to MSW students who are:
 - Enrolled in participating MSW programs as full time, part time or advanced standing students, in face to face, online and/or hybrid programs as determined/allowed by each MSW program (and this may vary)
 - Entering the proposed training year in good academic standing with the MSW program
 - Matched/matching with field placements in eligible training sites for the proposed training year
 - Not receiving funding support through any other CDSS or state administered training, stipend, or scholarship program for the proposed training year



Aging & Adult Services MSW Training Program Application & Selection Process

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Trainee Selection Criteria

- The Aging and Adult Services MSW Training Program seeks MSW students who demonstrate:
 - Interest in and commitment to learning about the issues, challenges and needs specific to social work practice with aging and vulnerable adults served by public systems of care
 - Linguistic and cultural competencies that align with the needs of underserved consumers in California
 - **Strong and sustained commitment** to social work careers working with aging and vulnerable adults in public Adult Services programs in California

Application Procedure

- SJSU creates a Qualtrics-based training program application and shares that link with all MSW program partners
- MSW programs then (1) share that application link and (2) communicate all relevant campus-based application deadlines with potential applicants
- Each MSW program sets its own timeline for application release, application deadline, finalist interviews, and award notifications
- Interested students should submit completed applications by the deadlines established by and for their MSW programs

Trainee Selection Process


- Each MSW program receives and reviews all applications received from students in that program
- After reviewing submitted applications, each MSW program identifies finalists who are matched/matching with eligible field placements for the training year
- Panels of MSW program faculty and community members conduct finalist interviews (usually on Zoom) with identified finalists
- Each MSW program selects awardees but notifies them only AFTER verifying they are matched/matching with eligible field placements for the training year
- SJSU is NOT involved in the review of applications, interviewing of finalists, or the selection of awardees in any way

Award Notification Process

- In late August/early September, SJSU asks each MSW program to forward an email to intended trainees
- In that email, SJSU asks intended trainees to initiate contact with SJSU to confirm their intention to participate and their field training plans, and provide direct contact information
- SJSU then verifies the eligibility of each intended trainee's field placement again, before inviting eligible trainees to register for the trainee program orientation
- AFTER each trainee has completed the program orientation, SJSU sends them the Student Service Agreement for signature
- Stipend funding dissemination begins only after SJSU has verified that the trainee and campus PI have both signed the Student Service Agreement

AAS Stipend Awards

- Trainees who meet campus guidelines for full time enrollment are eligible for stipends of \$22,500 per academic year
 - This includes many trainees in “part time” MSW programs
 - Trainees enrolled full time receive two stipend disbursements of \$11,250 each
 - Both fall and spring disbursements are sent to trainees in mid semester, after confirmation of course registrations and academic standing
- Trainees who do NOT meet campus guidelines for full time enrollment are eligible for stipends of \$11,250 per academic year
 - Trainees NOT enrolled full time receive two stipend disbursements of \$5,625 each
 - Both fall and spring disbursements are sent to trainees in mid semester, after confirmation of course registrations and academic standing



Aging & Adult Services MSW Training Program Training Requirements

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Foundation Year Coursework

- Foundation year AAS trainees must complete all required general and aging and gerontology-focused courses as specified by the MSW program
 - These should be the foundation practice, policy and research courses in which students interested in aging and gerontology typically enroll
 - The appropriate courses are those identified as required for foundation year AAS trainees by the MSW program
 - These should be the courses that prepare students for the aging/gerontology option or concentration, OR the closest equivalent in a generalist practice program
 - Any time course options diverge, AAS trainees should complete the option that focuses most on aging/gerontology, lifespan development, or health and disability, (versus courses more focused on CYF, child welfare, macro practice, etc)

Advanced Year Coursework

- Advanced year AAS trainees must complete the courses identified by their MSW program as required for advanced year AAS trainees
 - These should be the advanced practice, policy and research courses required for the aging/gerontology option or concentration OR in a generalist practice program the closest equivalent courses in which students focused on aging and gerontology typically enroll
 - Any time course options diverge, AAS trainees should complete the option that focuses most on aging/gerontology, lifespan development, or health and disability (versus courses more focused on CYF, child welfare, macro practice, etc)
 - Trainees in MSW programs that offer Aging or Gerontology certificates must complete the certificate requirements for those certificates as specified by the MSW program during the training year

Field Training Requirements

- AAS trainees' foundation year field training must involve contributing to the delivery of social work services for aging and vulnerable adults through publicly funded systems, programs and/or settings
- AAS trainees' advanced year field training must involve providing social work services for aging and vulnerable adults through publicly funded systems, programs and/or settings
- The specific programs/services AAS trainees provide MUST be supported by public (federal, state, regional, county, city or local) funding
- The specific programs/services AAS trainees provide MUST be designed to serve aging and vulnerable adults specifically/exclusively, NOT incidentally

Eligible Field Training Sites

- Eligible field training placements for both foundation and advanced year Aging & Adult Services trainees include:
 - Public (county and Tribal) Adult Protective Services, In Home Supportive Services, and Public Guardian/Public Conservator programs
 - Public behavioral health programs housed in public Adult Services and Behavioral Health departments that are designed to serve aging and/or vulnerable adults specifically
 - Area Agency on Aging programs funded by the California Department of Aging
- Accepting Medi-Cal reimbursement as a form of insurance coverage does NOT demonstrate that a training site receives public funding

Field Seminars

- Some MSW programs are able to create designated specialized field seminars for AAS trainees that focus exclusively/intensively on social work practice in aging and adult services
- For MSW programs that cannot offer designated AAS field seminars:
 - Foundation year AAS trainees must enroll in the field seminar best for students training in aging and adult services sites, per the MSW program
 - Advanced year AAS trainees must enroll in the field seminar best for students training in aging and adult services sites, per the MSW program
 - All AAS trainees must participate in monthly enhancements to the field seminar that are focused specifically on best practices for and key issues in social work practice with aging and vulnerable adults in public systems of care

Other Training Year Commitments

- AAS trainees must participate in all trainee meetings scheduled by SJSU during the training year, including the trainee program orientation and the new graduate orientation, as well as any individual meetings requested
- AAS trainees must complete all virtual trainings designated and scheduled by SJSU for AAS trainees during the training year (these are NOT optional)
 - This typically includes two virtual trainings during each semester
 - Trainings are focused on key skills for social work practice with aging and vulnerable adults served by public Adult Services systems
- AAS trainees must complete the trainee information, field training, demographic and pre-/post-training surveys as requested and on time during the training year



Aging & Adult Services MSW Training Program Additional Trainee Commitments

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Post Graduation Commitments to SJSU

- In addition to completing training year requirements, AAS graduates must:
 - Provide updated contact information to SJSU at MSW graduation
 - Complete annual follow-up surveys as requested and on time for up to seven years after MSW graduation
 - Complete the post-graduation service obligation within 36 months of MSW graduation
- AAS graduates are not required, but are encouraged, to:
 - Pursue and document pursuit of LCSW licensure, including registering as an ASW, seeking a position in which supervision hours can be accrued, and working toward eligibility for the ASWB Clinical Exam

Post-Graduation AAS Service Obligation

- For each year of training participation, AAS graduates must complete the equivalent of 12 months of full time service within the state of California
- AAS graduates must begin searching for an eligible service position within 6 months of MSW graduation
- AAS graduates must begin service within 12 months of MSW graduation
- AAS graduates must complete required service (either 12 or 24 months depending on years of training) within 36 months of MSW graduation
- AAS service can be either paid employment or volunteer work
- Full time employment is defined by the employer and may be defined as 32, 35, 37.5 or 40 hours per week depending on the employer

Eligible Service Sites

- Eligible service employment sites for graduates of the Aging & Adult Services MSW Training Program include:
 - Public (county and Tribal) Adult Protective Services, In Home Supportive Services, and Public Guardian/Public Conservator programs
 - Public behavioral health programs housed in public Adult Services and Behavioral Health departments that are designed to serve aging and/or vulnerable adults specifically
 - Area Agency on Aging programs funded by the California Department of Aging

Service Site Eligibility

- AAS service employment sites must be BOTH (1) publicly funded to provide direct services AND (2) serve aging and/or vulnerable adults (not either/or)
- If service is fulfilled outside of a public agency in an eligible nonprofit setting (AAA), not only the agency or organization but the specific services the AAS graduate provides MUST be supported by public funding
- In addition, the specific services the AAS graduate provides MUST be intended for and designed to serve aging and/or vulnerable adults and must do so explicitly, NOT incidentally
- Finally, accepting Medi-Cal reimbursement as a form of insurance coverage does NOT qualify as receiving public funding

Service Position Eligibility

- AAS service positions MUST be master's level positions, meaning the job description and/or position classification must indicate that a master's degree is required (or at minimum preferred) to be hired for the position in question
- AAS service positions must involve the graduate providing direct services to aging and/or vulnerable adults served by public programs within the state of California
- AAS service positions must be funded through public (Tribal, federal, state, regional, county, city or local) funding
- Ideally, AAS service positions should enable the graduate to progress toward LCSW licensure through supervision of clinical work



AAS MSW Training Program Trainee Tracking & Reporting

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Post-Graduation Repayment Obligation

- Former AAS trainees who fail to complete (1) the MSW degree, (2) the training program OR (3) the service obligation within 36 months of MSW graduation must repay the stipend funding they received
- Former AAS trainees and AAS graduates who fulfill NONE of the service obligation must repay all stipend funding in full
- AAS graduates who fulfill SOME but NOT ALL of the service obligation must repay a prorated amount based on the number of months of eligible service completed
- Stipend funding repayment plans typically involve monthly payments spread out over 12 to 24 months and may include interest and fees as well as stipend funding
- The key to staying out of repayment is staying in communication with SJSU
- CDSS does not actually want graduates to end up in repayment and SJSU works hard to help graduates avoid this outcome

Trainee Tracking and Reporting

- AAS graduates should reach out to SJSU, not to their former MSW programs, with questions and issues related to post-MSW graduation program obligations
- SJSU manages all tracking of and reporting on both AAS trainees during training and AAS graduates after training program completion
- SJSU verifies, documents and reports to the program funder on all AAS graduates' completion of the service obligation and cash repayment of stipend funding
- SJSU reaches out to graduates at various intervals to verify ongoing and timely progress toward completion of post-graduate requirements



AAS MSW Training Program Questions?

Questions?

- Students should reach out to the Aging and Adult Services MSW Training Program Project Coordinator or field faculty at their MSW programs with questions about:
 - The eligibility of specific field placements for the AAS trainees
 - Timelines for applications, interviews, trainee selection and awards
- Students can reach out to AAS MSW Training Program Manager Jenny James (at jennifer.james@sjsu.edu) or AAS MSW Training Program Director E Maxwell Davis (at emaxwell.davis@sjsu.edu) with specific questions about:
 - Technical issues with the program application
 - Unusual or very specific issues related to student eligibility, etc, not fully addressed in these slides