

# Culturally Responsive Child Welfare Education Program (CRCWEP) Stipend Questions & Answers

## A. CRCWEP & CRL Eligibility

### Employee Applicants:

#### **Can employees stay in their current position after graduation?**

For SSS1's who enter CRCWEP in this classification, yes your current position will be eligible to complete payback after graduation. Some of our employees move into supervisory positions just before or after graduation, which is also an eligible position to complete payback. SSAs will have to move into a SSS1 position or higher position after graduation.

#### **Is the Culturally Responsive Child Welfare Education Program offered to anyone within Child Welfare?**

Applications have to be a Social Services Assistant (SSA) or higher to apply. If you are an SSA you will need to apply for a Social Services Specialist1 (SSS1) position after graduation.

There are no eligibility criteria for recruits. If you do not have a lot of experience you may want to reach out to the ODHS Volunteer Coordinator in your area. Volunteering for ODHS CW can help build relationships and experience.

#### **After you graduate with your MSW, how does it impact your salary within child welfare?**

There is no direct relationship between earning your MSW and your salary within child welfare. However, we often see our students who are already employees apply and obtain promotions after graduation, which may lead to an increase in salary.

#### **Does FMLA time count towards your two years of consecutive employment with child welfare?**

You will need to check in with [Rose Cokeley](#), Training and Development Manager.

**May I apply as a recruit if I have been employed by ODHS Child Welfare for one year, or do I have to wait until I am employed two years?**

Our current policy is you have to be employed by ODHS child welfare for two years at time of application and may only apply to be an employee applicant.

**For new employees, if SSS1 trainings with the agency are not completed, am I eligible to apply for CRCWEP?**

An applicant must be employed by ODHS Child Welfare for at least two years and have supervisor and branch manager's support to be eligible to apply for CRCWEP.

**What are your suggestions for starting the conversations with my supervisor and manager about participating in CRCWEP?**

It is suggested that you start the conversation with your supervisor early and let him/her/them know that you are interested. Find out what will be expected and what supports you will be allowed. Ask if there will be different supports if you were to get into CRCWEP compared with the supports available if you do not get into CRCWEP. Try to be as concrete as you are able in discussing what types of supports you might need so that you are aware what is or not feasible (eg: time off on specific days for classes, a flexible schedule to be able to do a community-based placement, a reduced caseload or reduced unit to supervise, support from the branch to manage crises, etc.)

Recruits and Employees:

**What is the best way for one of us to reach you if we have more questions?**

Please email Radhika Niles at [rniles@pd.edu](mailto:rniles@pd.edu) and Laurie Leasure at [lleaseure@pdx.edu](mailto:lleaseure@pdx.edu).

**When are next year's application due for MSW and CRCWEP?**

Please check the websites for when applications are due. Generally, MSW applications are online in the fall and CRCWEP Applications are online by mid-October. MSW SSW Applications are due end of December or beginning of January and CRCWEP applications are due sometime from mid-January thru early March. If you have provided your email for our inquiry list, you will be emailed when the CRCWEP application is posted and provided the due date.

**Are the reference letters automated for CRCWEP's application like for the SSW application?**

Our application is not automated like the SSW application. We have transitioned to a low barrier application, eliminating the need for reference letters in our CRCWEP application.

**Should I have my references save their reference if I am using it for the school and my CRCWEP Application?**

It is unnecessary for your references to retain their references for your CRCWEP Application, as we no longer require reference letters with our application.

**B. MSW Questions**

**Is dual program MSW/Public Health degree compatible with CRCWEP?**

We have not yet had an applicant from the dual MSW/MPH program. I do not believe this would make you ineligible to apply; however, I would address your goal of how you will apply your dual degree education to a career in child welfare in your application.

**Does the work with CRCWEP as a student fulfill the supervised experience requirements for State of Oregon licensure?**

Internship time as a student does not count towards state licensure. You may apply with the state to begin the process of completing hours towards your LCSW licensure once you become a state or tribal child welfare employee. You have to have clinical supervision for the time to count and your time will not count until the licensure paperwork has been approved by the board. (This could take three to four months if there is a backlog of applications.)

**Are the SSW MSW and CRCWEP Applications two separate applications?**

Yes, they are two separate applications.

**Can I defer MSW admission if I am accepted into the MSW program and don't get into CRCWEP?**

Yes, you can defer for one year. Although, please be aware that you will have to give your decision to the SSW before CRCWEP has made its final selection in April. You do still have the option to defer your acceptance to the MSW program after CRCWEP selections are made.

Advanced Standing

**Do you still have five years from graduating from an accredited BSW program to apply for the Advanced Standing Option with the MSW program?**

It is still within five years of completion of a BSW degree from a CSWE accredited program. CRCWEP only accepts ODHS Child Welfare employees into the Advanced Standing Program.

**Is there a way to get a waiver for the five-year maximum between the BSW degree and MSW Advanced Standing?**

Yes, if you had "solid and consistent" post BSW work, you may petition the 5-year eligibility rule within 7 years by emailing the [Executive Director of Student Affairs](#) "a current resume and brief statement (less than one page) outlining your post BSW social work experience and how you have stayed up to date on current social work practice and standards."

**Is the Advanced Standing program only one-year?**

It is designed to be four terms over one academic year beginning summer term. However, you may request to complete your courses over two years completing your electives the first year and your advanced practice course and field internship the second year. This has been helpful for those who are currently working full-time.

## **C. Financial Questions**

### **Will other types of scholarship or grant funding eliminate me from being eligible for CRCWEP?**

No, this will not eliminate you from being eligible for CRCWEP. You will have to decide which funding source you will want to have applied to your account first. You will want to look at each of the stipulations associated with each type of funding you receive and communicate with the CRCWEP team which type of funding should be applied to your account first.

### **Does tuition support only cover three years of the four-year program?**

Yes, you will have exhausted all of your tuition support amount by the end of year three as support is up to \$30,000 (\$10,000 per academic year) total for MSW . Please be aware that whether you chose the 2, 3, or 4-year option, there will be tuition cost not covered by the stipend fund that students will need to be prepared to cover.

### **Can you provide the total cost of the MSW program?**

The total cost will be dependent on the MSW program that you choose (Portland campus, online or distance option) and will be an estimate based on current tuition rates. You can explore the [cost of tuition on the PSU website here](#).

## **D. Culturally Responsive Leaders Questions**

### **What does CRL look like for CRL students who are in the online option?**

Our CRL seminars are currently virtual via Zoom for all students. Seminars are once a month for nine months during the academic year and are in the evenings (based on the current cohort's schedule). We first check in with one another, we network and then we have a guest presenter and discussion.

**Can you participate in CRL seminars if you are not currently a student?**

Participation is contingent upon acceptance into the [BSW program](#) or [MSW program](#) and [CRCWEP](#).

**E. CRCWEP Selection Process**

**Have you had applicants from Lane County area before?**

Yes, CRCWEP is a statewide program and we encourage people from all over the state to apply. Usually, we see students from this area participate in the Distance Option, Eugene, Bend or the Online Option.

**May I apply for CRCWEP before February 1<sup>st</sup> while I am still waiting to hear about acceptance into the MSW Program?**

Yes. SSW MSW Program admissions decisions are not expected until March or April. You will know if you are accepted into the MSW SSW Program before CRCWEP selects candidates for interviews, unless you are wait-listed with the SSW.

**How do you know if you are accepted into the SSW before applying for CRCWEP?**

CRCWEP applications are due before you will know if you are admitted into the SSW. As stated in the question above most (sometimes, applicants are on a wait-list) will know if they are accepted into the MSW SSW Program before CRCWEP selects candidates for interviews.

**How many more spots are available for CRCWEP this coming academic year?**

We have a set amount of tuition available to all CRCWEP students (newly and previously selected) and fund approximately 25 total students per academic year. Because CRCWEP students fund MSW applicants for every year of their program, the open number of stipends is typically dependent upon the number of graduating students we anticipate in a given year.

**Are my chances of being selected to CRCWEP lower if I'm a distance option program?**

No, we want folks from all areas of the state and strongly encourage people who are outside of the Portland metro area to apply.

**F. Practicum Questions**

**If I am accepted into CRCWEP, can I do a Macro or Clinical Practicum?**

We have two concentrations: Macro – currently called PLCO (Practice and Leadership with Communities and Organizations) and Clinical concentration next year. Students in our program can do either concentration. Many times, students decide the concentration that best aligns with the activities and skills they want to learn in their advanced practicum.

**If you are in the MSW three-year program as a recruit, do you need to start the CRCWEP practicum during your first year of generalist practicum or can you do the child welfare practicum in your advanced practicum year?**

You would do your generalist practicum in year 2 and advanced practicum in year 3. As a recruit, most students would likely find that having their generalist year in child welfare, strengthening your knowledge and skills in a casework position, to fit their needs best particularly as they prepare to apply for a child welfare position in the future. However, it is possible there are some child welfare placements that would be a fit for your advanced year, particularly for the clinical concentration. The macro-focused concentration may be more challenging to align both the field competencies and learning the day-to-day work of casework that is necessary to prepare new recruits for the interviewing and hiring process after graduation.

**Is there an online option for practicums or does this have to be in person?**

Before Covid practicums were all in person. During Covid there have been many opportunities for online internship hours with some students participating in fully online internships. It is challenging to predict what field modalities and policies will be available once the pandemic is over but it is possible that students may be able to engage in some field learning remotely in the future as well.

**Will my experience as a teacher at a preschool transfer to experience that CRCWEP is looking for in the selection process?**

We look for experience with children and families, particularly if people have experience with children and families involved in the child welfare system, and those who have worked with diverse communities. We have absolutely selected people who have a background in teaching.

**What does the practicum structure look like?**

We are using Portland campus as a proxy for this answer. You will fill out a Practicum Application and the practicum team will be working with you to determine the best placement point for you. The CRCWEP Assistant Director is available to support both the placement coordinator and student to help connect education to students Child Welfare career goals and to consult on the placement process. If you are an employee and are interning at ODHS, you will have an ESWI meeting with your placement coordinator, field instructor and supervisor to determine how you will engage in new learning and balance your current job ties. For your generalist practicum, you will participate in a 511 field education seminar and that instructor will be your liaison who will conduct site visits with you and your field instructor at least twice during the year. In your Advanced Year you will be assigned a faculty member.

**What are the concentrations for MSW?**

We offer two concentrations and a Macro – PLCO (Practice and Leadership with Communities and Organizations) and Clinical concentrations. [Please see more about the concentrations here](#). As a CRCWEP student, you are supported to participate in either concentration and often students select their concentration based on the field internship experience they would like to have for their advanced year.

**G. Miscellaneous Questions**

**Is there some type of testing for bi-lingual speakers?**

There is a language test after you are hired as an SSS1 at ODHS Child Welfare. The feedback we have received is it is that the written component of the testing can present challenges if you are a native speaker of a language other than English who has learned the language primarily



through verbal means. If this applies to you, you may want to think about how to strengthen your formal writing skills in your native language before taking the test.

**You mentioned you update the questions that people ask in these sessions, are you referring to the Frequently Asked Questions?**

We have two documents with questions and answers; the FAQs; and the ones we were referring to from these meetings are the “Culturally Responsive Child Welfare Education Program Stipend Questions and Answers.” You may find them on our [CRCWEP website](#) on the [CRCWEP Application webpage](#) towards under "For more information, view: CRCWEP FAQs."