

Frequently Asked Questions about the Culturally Responsive Child Welfare Education Program

The Culturally Responsive Child Welfare Education Program (CRCWEP) is also known as The Child Welfare Partnership. Both Bachelors in Social Work (BSW) and Masters of Social Work (MSW) students are eligible for the program.

Do I have to be a Child Welfare Employee to qualify?

No. Persons who are deeply committed to a career serving children and families in public or tribal Child Welfare are encouraged to apply. It should be noted that only Oregon Department of Human Services (ODHS) Child Welfare (CW) employees will be accepted into the MSW Partnership Advanced Standing Program. We want students to have a grounded framework on how community and Child Welfare work together.

What do Child Welfare caseworkers do and how much is their salary?

Graduates of our program are generally hired as a Social Service Specialist 1 with the Department of Human services Child Welfare Programs. You can find an official description and current salary schedules on the [Oregon Job Opportunities External Career](#) website.

Will a criminal history impact eligibility for enrollment?

All applicants are required to pass a background check, which will include a criminal record check and child welfare history. The background check is

mandatory for anyone seeking a practicum (internship) or employment with ODHS Child Welfare.

Some criminal history can be disqualifying. Applicants can review the [Potentially Disqualifying Conviction List](#) for more information. For driving infractions, there may be an option to appeal.

For Child Welfare history, review Oregon Administrative Rules: 407-007-0000, 407-007-0060, 407-007-0070, 407-007-0430.

For questions about background checks, contact the [ODHS Volunteer Services](#).

Am I required to have a driver's license?

Yes. You must have a valid driver's license and an acceptable driving record.

Is there a certain amount of time that Oregon Department of Human Services Child Welfare employees have to be employed with the agency?

Yes, ODHS Child Welfare employees must be in good standing and employed with ODHS Child Welfare for two consecutive years of employment from the most recent date of hire at time of Culturally Responsive Child Welfare Education Program Application. "Limited duration positions do count, as long as the employee has been employed with ODHS Child Welfare for two consecutive years upon time of application."

With the support of the Child Welfare Program Manager, an employee who has not met the two consecutive years of employment may apply

as long as the Child Welfare Program Manager approve and signs the [Management Approval](#).

What if the employee had a break in employment prior to applying?

If the employee has a break in employment with ODHS Child Welfare and has previously worked for the agency for two consecutive years or more, but does not have 2 consecutive years since their most recent date of hire, they may discuss with their local office leadership (direct child welfare supervisor and program manager) the child welfare supervisor and program manager will ultimately make a decision whether to support the employee to apply early and documenting any approval on the ODHS Management Approval.

If I am already an Oregon Department of Human Services employee, do I need permission from my supervisor or manager to apply for the Partnership?

Yes. There is a form approving your application that must be signed by your Supervisor, Program Manager and District Manager it is part of the application. If the employee is not supported by management to apply, they may share their concerns with their District Manager or liaison of Human Services.

Can an employee apply without management approval?

No. An ODHS employee who intends to apply for CRCWEP must have Child Welfare Program Manager approval to apply. If the employee is not supported by their local leadership to apply, they can share their concerns with their District Manager or liaison with Human Resources.

What ODHS Child Welfare positions are eligible for employee status?

All employees of ODHS Child Welfare applying for the Culturally Responsive Child Welfare Education Program need to be in a position that falls within salary range 17 or above. This includes positions such as Family Time Coordinators and Case Aids.

Do positions connected to child welfare, but not actually in child welfare meet eligibility?

In order to be eligible to apply for the program an employee must hold a current position with ODHS Child Welfare; however, individuals from other areas of ODHS are welcome to apply as recruits if they aspire to work in Child Welfare.

Are part time employees of ODHS Child Welfare eligible?

Yes. Employees of ODHS Child Welfare who have accumulated the equivalent of two years of full-time work, which is 4,160 hours are eligible to apply.

How much money do I actually get?

Students in the School of Social Work BSW program may be awarded up to \$2,000 per term; up to \$6,000 per academic year. BSW students only receive tuition support for their senior year. MSW students may be awarded up to approximately \$3,333 per term, up to \$10,000 per academic year; up to \$30,000 total. Please note that the tuition support only applies towards tuition, and not university fees or books. The tuition support is credited directly to your student account at Portland State University.

What educational expenses are covered through the CRCWEP tuition support?

The CRCWEP tuition support only covers the cost applied to tuition. It does not cover costs for books or fees.

Are the classes I take different from what the other students take?

Campus Partnership students are offered the same array of courses as other students. It is recommended that BSW recruit students take Social Work 320U 'Introduction to Child Welfare' as an elective.

Are there any classes outside the Portland area?

Yes. The School of Social Work also has a MSW Distance Option program in Bend and Eugene and an Online Option program. Descriptive links on each program is following:

- [Eugene](#)
- [Central Oregon, Bend](#)
- [Online Option program](#)

Also, PSU School of Social Work has an online Bachelors of Social Work program. Please visit the [BSW Online](#) program webpage.

Are CRCWEP students required to do a practicum (internship) within Child Welfare?

For non-ODHS employees:

Yes. BSW Culturally Responsive Child Welfare Education Program students must complete their internship in a public or tribal child welfare office. MSW

Culturally Responsive Child Welfare Education Program students are required to completed one of their two internships in a public or tribal child welfare office.

For ODHS Child Welfare employees:

If you are a regular full-time ODHS child welfare employee, you may apply for something called an Employed Social Worker Internship (ESWI) Option. This is an ODHS agreement that allows you to receive a full-time salary with benefits if your practicum is at an ODHS Child Welfare branch. You would work three days a week for 24 hours, and do your practicum for two days a week for 16 hours. It must meet the educational requirements of the School of Social Work.

MSW students who are ODHS employees may request a second year of practicum in child welfare, as well as an Employed Social Worker; however, this request has to be approved by the Director of Practicum Education at PSU. To gain this approval, students must show that the learning experiences are different from their first internship.

For further information students can consult the PSU Practicum Education Team and/or the CRCWEP team.

Does which track a participant selects in their education (Clinical or Macro) impact practicum options?

Advanced placement practicums when in the clinical track must have a direct service component. This means students within the clinical track will almost certainly, be doing their practicum in a CPS, Permanency or Certification

programs. Central office practicums are very unlikely to provide the needed direct service component needed for the clinical track, but are a great fit for macro track students.

What does good standing mean in the ESW Application?

Good standing means that the applicant is meeting or exceeding performance measures and does not have any active discipline on file.

Can part-time employees apply for an ESW practicum placement?

Part time employees cannot go over their hours for part-time employment, and therefore would not meet the practicum hours.

Can a student defer acceptance?

Yes. A student who was accepted can defer starting the program for one year.

What if a student falls below the 3.0 GPA requirement needed to be considered in good academic standing?

A student has one term following the term in which their GPA dropped below a 3.0 to return to good academic standing.

Can a student take a leave of absence?

Yes. A student may take a leave of absence from the BSW/MSW program for one year. A second leave of absence can be taken with the permission of Portland State University. If more than two years of a leave of absence is needed the student would need to reapply for the program upon desire to return.

What do I have to do in return for receiving the Tuition Support?

Prospective students will sign an agreement between you and Oregon Department of Human Services, which states that you agree to work for Oregon public or tribal Child Welfare for each year you received the tuition support. For example: if the student received CRCWEP tuition support for two years of their Masters' Program, they will commit to working for ODHS Child Welfare or an eligible Tribal child welfare for two years after graduation. The employment is the payback, not monetary funds. If you would like to see a copy of the agreement, please email Laurie Leasure (lleaseure@pdx.edu) at the Partnership office.

Non-Department of Child Welfare employees (also known as Recruits) are expected to interview for all qualifying positions 70 miles or less from your home, one way after graduation. Graduates are expected to obtain employment within six months after graduation. If the graduate does not obtain employment or remain in employment with ODHS Child Welfare or a tribal entity at an SSS1 position or higher, repayment (monetary payment) status will begin.

What is the repayment period for receiving a tuition stipend in the program?

Prospective students in the program sign a Tuition Support Student Agreement that outlines the repayment requirements:

- To work for ODHS-Child Welfare or an Eligible Tribal Entity after graduation from the CRCWEP with the Degree indicated for one full year of full-time employment, or it's equivalent in part-time employment, for each academic year of tuition support received. (For example: if the student utilized CRCWEP tuition stipend for 2 years of their Masters'

Program, they would be committing to work for ODHS Child Welfare or an Eligible Tribal Entity for 2 years after graduation. The employment is the repayment, not monetary funds.)

- To maintain employment an Eligible Tribal Entity or with ODHS-Child Welfare in a SSS1, SSS2 positions or Child Welfare Supervisor 2 classifications for the amount of time the stipend assistance was received.
- If the graduate does not obtain employment or remain in employment within a Tribal Entity or ODHS Child Welfare at an SSS1, SSS2 or Child Welfare Supervisor 2 Classification, repayment status will begin.

Once the student graduates, the repayment period begins:

- For current ODHS Child Welfare employees, employees must be in an SSS1, SSS2 or Child Welfare Supervisor 2 classifications.
- For recruits, they must actively seek employment and become employed by Eligible Tribal Entity or ODHS Child Welfare within 6 months of graduation in a SSS1, SSS2 or Child Welfare Supervisor 2 classifications. If the repayment period is not met by employment in an SSS1, SSS2 or Child Welfare Supervisor 2 classification, monetary repayment will begin.

If the graduate does not obtain employment or remain in employment with a tribal entity or ODHS Child Welfare at an SSS1, SSS2 position or Child Welfare Supervisor 2 classifications, repayment (monetary payment) status will begin.

What if I decide I don't want to work in Child Welfare while I am still in the program, or after I graduate?

As part of the agreement, you will sign with ODHS Child Welfare, if you leave school or decide not to stay in the Culturally Responsive Child Welfare Education Program, or decide not to work for ODHS Child Welfare or tribal child

welfare after you graduate, you will enter into a financial agreement plan to pay back any tuition funds that have been paid by ODHS Child Welfare by Portland State University.

What if there is a circumstance that occurs, such as disability, or something emergent that prevents me from continuing in employment with ODHS Child Welfare during my repayment period?

In the event the graduate is unable to continue employment due to death, a documented disability that prevents them from working, or becomes employed by a Child Welfare agency outside of the state of Oregon, a request to have the tuition assistance forgiven may occur.

To request forgiveness for tuition assistance, send an email to CW.Internships@odhs.oregon.gov and include the graduate's name and updated email address and phone number. The reason forgiveness is being requested including any pertinent documentation that supports the reason for not remaining employed with ODHS Child Welfare.

ODHS Child Welfare will review these requests and respond within five business days.

If there are extenuating circumstances, outside of death or disability, that prevent the graduate from working with ODHS Child Welfare, a request for tuition assistance forgiveness may be made as outlined above.

Examples of extenuating circumstances mean a serious illness or reason the graduate is unable to continue with employment and does not anticipate returning to employment in the near future.

If an ODHS Child Welfare employee in the CRCWEP accesses FMLA/OFLA during the school year, does this impact their ability to remain in the program?

If an employee is on continuous leave due to their own condition, the employee would need to obtain a release from their provider that indicates they are authorized to not work but can remain in the education program.

If an employee is caring for a family member and/or on FMLA/OFLA not due to their own condition, a release is not necessary as they are not medically mandated to work.

Is supervision for LCSW licensing available through ODHS Child Welfare or ODHS Child Welfare or Portland State University?

No, there is not a current program sponsored through ODHS Child Welfare nor Portland State University that provides supervision toward LCSW. Check for information on the [Oregon Board of Licensed Social Works](#) for additional information about LMSW or LCSW licensing requirements and resources.

What is the Culturally Responsive Leaders (CRL) component of our program?

This program component aims to emphasize the significance of workforce diversity and strong equity and inclusion leadership within Child Welfare. This focus enhances the capacity to develop a child welfare system that is fairer,

more equitable and effective for all families, especially those from under-represented groups.

Who may attend the CRL component of the program?

All incoming MSW CRCWEP students are to participate in the CRL component of our program. Additionally, this opportunity is open to all continuing MSW CRCWEP students, including those in the BSW Culturally Responsive Child Welfare Education Program. Participants receive specialized curriculum in leadership and practicum experiences to support the development of a culturally responsive workforce in Child Welfare through a monthly seminar during the academic year. These seminars are generally held on the third Thursday of every month from 5:30 pm – 7:30 pm.

Please visit our "[Culturally Responsive Leaders](#)" webpage for more information.

How do I apply for the Child Welfare Partnership?

Applicants must apply for the program by completing the "[Culturally Responsive Child Welfare Education Program downloadable application](#)." The application due date is February 15, 2025. We generally conduct interviews for the Partnership Program sometime in April or May.

For further information email: Laurie Leasure at lleaseure@pdx.edu

Radhika Niles at rniles@pdx.edu

Thank you for your interest in the Child Welfare Partnership. The mission of the Culturally Responsive Child Welfare Education Program is to strengthen

outcomes for children and families through education of the tribal and public child welfare workforce. Being a student in this collaborative partnership between the Oregon Department of Human Services and the Portland State University School of Social Work provides you with a rewarding and well-supported educational experience.