

BENEFITS – Reasons Why We Collaborate	SUPPORTING MESSAGES FOR KEY BENEFITS
<p><u>CALWORKS/WELFARE TO WORK FOCUS GROUP</u> 1) Cost-effective (<i>Directors</i>)</p>	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Leverages resources in both CalWORKs and Child Welfare to cost-effectively achieve program goals. ▪ Can increase workforce participation and promote employment. ▪ Can help fix (or cure) CalWORKs sanctions. ▪ Can save money for the county (e.g., maximize the federal/state allocation instead of using county-only money).
<p>2) Benefits our clients (<i>Managers</i>)</p>	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Provides for better understanding of clients by bringing additional and different expertise to cases. ▪ Improves client services (e.g., by accessing Child Welfare services and supports). ▪ Simplifies things for clients by coordinating and streamlining services. ▪ Provides more people to problem solve through a team approach. ▪ Promotes family well-being and self-sufficiency. ▪ Offers opportunity for family engagement in both programs.
<p>3) More efficient (<i>Line Staff</i>)</p>	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Decreases duplication of service referrals and supportive services (e.g., mental health and domestic violence services). ▪ Leverages resources and staff strengths from both programs. ▪ Provides opportunity to use information known by the Child Welfare caseworker to support case plan goals. ▪ Creates a team approach to working with vulnerable families.
<p><u>CHILD WELFARE FOCUS GROUP</u> 1) Provides resources and more flexibility (<i>Directors</i>)</p>	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Provides more fiscal resources. ▪ Maximizes resources and eliminates duplication of services. ▪ Provides staffing flexibility (pooled staffing, etc.).
<p>2) Let's us do a better job for our clients (<i>Managers</i>)</p>	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Improves child welfare outcomes of safety, permanency and well-being by providing essential supportive services to families. ▪ Provides for better assessment of client needs (e.g., by reviewing concrete issues such as income and jobs). ▪ Can help reduce poverty and stressors contributing to child maltreatment (e.g., by providing income and employment services as well as other services, including substance abuse treatment, family stabilization and domestic violence services). ▪ Can help children reunify with their families sooner and prevent re-entry into Child Welfare (e.g., improve and stabilize families' economic situations). ▪ Enables family members to receive expedited CalWORKs appointments which can help get income and supportive services to families sooner and reduce unnecessary removal of children from their homes. ▪ Provides an opportunity to connect caretaker relatives to CalWORKs services. ▪ Can help family members get jobs and become economically independent and more successful in life.
<p>3) More Efficient</p> <ul style="list-style-type: none"> • Provides shared resources (<i>Line Staff</i>) • Decreases duplication / Provides cross-training (<i>Support Staff</i>) 	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Decreases duplication of service referrals and supportive services (e.g., mental health and domestic violence services). ▪ Leverages resources and staff strengths from both programs. ▪ Provides opportunity to use information known by the CalWORKs caseworker to support case plan goals. ▪ Creates a team approach to working with vulnerable families. ▪ Can provide cross-training opportunities to broaden workers' expertise and abilities to support families, and enable other Agency opportunities.

BARRIERS – Reasons Why We Don't Collaborate or Collaborate as Fully as we Could

SUPPORTING MESSAGES TO ADDRESS KEY BARRIERS

<p><u>CALWORKS/WELFARE TO WORK FOCUS GROUP</u></p> <p>1) Workforce issues (Directors)</p> <ul style="list-style-type: none"> • Concern that CalWORKs program will become secondary and/or lose focus • Expanding scope of work for staff (e.g., “We’re reluctant to ask staff to coordinate with another worker”) • Union issues 	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Enables an increased focus on CalWORKs job training and employment – When we work with Child Welfare, our clients are more able to focus on job training and employment because we are able to address the underlying issues that resulted in child maltreatment within the family. Improving the situations in these families improves the opportunity for job training and employment. ▪ Provides support for the most challenging cases -- Working with Child Welfare provides expertise and resources for dealing with families that have persistent challenges. Historically, these are some of the most difficult cases for CalWORKs to assist. ▪ Gets better results -- Outreach to Child Welfare caseworkers may take more time upfront, but it’s the right thing to do and it achieves better results over time. ▪ Works with union support -- Involving the unions up front and in the Linkage design process helps work through issues and leads to better results.
<p>2) Lack of buy-in (Managers)</p>	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Supports our common mission -- CalWORKs and Child Welfare have a common mission of helping vulnerable families. Collaboration helps us find common ground for working together. ▪ Provides needed services -- Child Welfare programs can provide needed services to families so that parents are able to focus on job training and work. For parents to be employed and stable, their children need to be safe and secure. ▪ Adds critical expertise in dealing with complex cases -- Child Welfare’s expertise in working with families that face multiple issues can help us improve a family’s chance for success. This is akin to working with Substance Abuse and Domestic Violence programs where we access specialists to address issues that are impacting or precluding employment. ▪ Provides other resources and opportunities -- Working with Child Welfare offers other new resources and opportunities, including court orders that can leverage a family crisis and build on momentum for change. ▪ Is essential -- We need to do this to succeed. Working with Child Welfare leads to better results because families are served holistically.
<p>3) More work (Line Staff)</p>	<p>Working with Child Welfare:</p> <ul style="list-style-type: none"> ▪ Lets us work smarter -- Working with Child Welfare means less work over time even though it may mean some additional outreach upfront. Let’s work smarter, not harder. ▪ Adds resources -- Working in a team approach with Child Welfare adds resources and more people to problem solve. ▪ Helps us address family crises -- We won’t be successful with a family if there’s a crisis with the children. Workforce resources become constrained when we work with families without sufficient success in addressing underlying issues. Working together leads to quicker success for families.
<p><u>CHILD WELFARE FOCUS GROUP</u></p> <p>1) Agency culture (Directors)</p> <ul style="list-style-type: none"> • “Let’s continue to do business as usual” • “Change is difficult” 	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Gets better results – By doing things differently and collaborating with CalWORKs, we can get better results. Let’s leverage all available resources. ▪ Supports our common mission – Child Welfare and CalWORKs have a common mission of helping vulnerable families. ▪ Is essential – Our success is interdependent – by helping Child Welfare families secure income and job supports, we’re able to stabilize families and reduce the stressors that contribute to child maltreatment.

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<p>2) Lack of understanding of CalWORKs (Managers)</p> <ul style="list-style-type: none"> • Understanding counterparts • Knowledge of programs 	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Supports our common mission -- Child Welfare and CalWORKs have a common mission of helping vulnerable families. Collaboration helps us find common ground for working together. ▪ Can reduce child maltreatment – CalWORKs/Welfare to Work services can help reduce maltreatment by providing income and critical services to families before situations further deteriorate. Child neglect and maltreatment are directly linked to economic stressors, including employment and lack of income. (Most child welfare referrals stem from neglect.) ▪ Can provide (and pay for) important supportive services – Collaborating with CalWORKs can provide families access to supportive services that may not be otherwise possible. CalWORKs can pay for programs that treat substance abuse, domestic violence and mental health issues in ways that go beyond what is generally available in Child Welfare. CalWORKs can also provide education and child care supports that are not funded through Child Welfare Services. ▪ Is effective – CalWORKs is the best child abuse prevention program in the state – let's keep families supported and together <i>before</i> neglect or abuse occurs.
<p>3) Role definition (Line Staff)</p> <ul style="list-style-type: none"> ▪ Concern that working with CalWORKs will lead to a decreased focus on child safety ▪ Not clear who's taking the lead or who's doing what 	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Can increase the focus on child safety – Working with CalWORKs provides resources that strengthen a family's protective capacity. Because other resources (and professionals) are now involved, Child Welfare can focus more fully on child safety. ▪ Can make clear who's doing what – Accountability is important. Coordinated case planning can specify which caseworker is taking the lead on key tasks. We can address issues if and when they arise.
<p>4) Increased workload (Support Staff)</p>	<p>Working with CalWORKs:</p> <ul style="list-style-type: none"> ▪ Helps work smarter – Working with CalWORKs means less work in the long run, even though it may mean some additional outreach up front. Work on the front end pays off on the back end. ▪ Adds resources – Working in a team approach with CalWORKs adds resources and more people to problem solve. ▪ Gets results – Providing supportive services makes a difference to families. Staff work at all levels is essential to making collaboration successful, including administrative tasks that support coordinated case planning (e.g., scheduling joint family conferences, providing client matches, and tracking data and expenses). ▪ Provides visibility and opportunity – By collaborating, staff can broaden their expertise and ability to support families, as well as increase their visibility and opportunity within the Agency.