

RECRUITMENT AND RETENTION OF SOCIAL WORK FACULTY: A MULTI-COUNTRY REVIEW

National Association of Deans and Directors of Schools of
Social Work Meeting
San Diego, California

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Social Work
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2015

AGENDA

- ❖ **Overview – Why a multi-country review of faculty recruitment and retention?**
- ❖ **Partners involved**
 - **Monmouth University School of Social Work**
 - **The Global Social Service Workforce Alliance**
- ❖ **Methodology of the study**
- ❖ **Findings**
- ❖ **Next Steps**

1. Why a multi-country review of faculty recruitment and retention?

THE GLOBAL SOCIAL SERVICE WORKFORCE

Social service workers create protective environments for healthy development and well-being by:

- tackling poverty
- reducing discrimination
- promoting social justice
- ensuring protection from violence, abuse, exploitation and neglect
- providing needed services

to care for and support those who need it most.



Use of daily life events as
focus for intervention

Garfat, T. & Fulcher, L.C. (2012)

THE SOCIAL SERVICE WORKFORCE

The **social service workforce** can be broadly defined as:

- a variety of workers, paid and unpaid, professional and para-professional, governmental and nongovernmental,
- which make the social service system function, and contribute to *promoting the rights and ensuring the care, support and protection of children.*



THE SOCIAL SERVICE WORKFORCE – ALLIED WORKERS

- Important to recognize allied workers – professionals, paraprofessionals and volunteers in sectors such as health, education, or justice – that work in the public and non-governmental sectors on behalf of vulnerable children and families.



STRENGTHENING THE SOCIAL SERVICE WORKFORCE

Many innovations and interventions are underway to expand and strengthen the workforce

Strengthening the Social Welfare Workforce

Planning the Workforce

- Adopt a strategic approach to planning the social welfare workforce
- Collect and share HR data and promote data-driven decision making
- Improve recruitment, hiring, and deployment practices and systems that take into account urban, peri-urban, and rural areas and decentralization plans
- Build alliances to strengthen leadership and advocacy among stakeholders

Supporting the Workforce

- Develop or strengthen systems to improve and sustain social welfare workforce performance
- Develop tools, resources and initiatives to improve job satisfaction and retention
- Support professional associations in their efforts to enhance the professional growth and development of the social welfare workforce

Country specific context, including social welfare, justice and child protection systems, culture, local legislation, labor market, economy

Developing the Workforce

- Align education and training for the social welfare workforce with effective workforce planning efforts
- Ensure curricula incorporate both local/indigenous knowledge as well as international best practices for improving the well-being of children and families
- Strengthen faculty and teaching methods
- Provide broad range of professional development opportunities for workers

FACULTY RECRUITMENT AND RETENTION - OVERVIEW

Closely linked to:

- Strengthening social work leadership and collaborative partnerships
- Addressing transitional issues related to social work administration
- Improving the sustainability of the social work profession

2. Partners involved



School of Social Work

Human Rights-Based
SOCIAL WORK EDUCATION

MONMOUTH UNIVERSITY



MONMOUTH UNIVERSITY

Private, non-
sectarian
University

* 6300 students

* 32
baccalaureate
programs

* 23 masters
programs





USAID
FROM THE AMERICAN PEOPLE

AIDS Support and Technical
Assistance Resources



AIDSTAR-Two
capacity for impact

Investing in Those Who Care for Children: Social Welfare Workforce Strengthening Conference CONFERENCE REPORT

November 15-18, 2010 / Cape Town, South Africa

March 15, 2011



GLOBAL
SOCIAL
SERVICE
WORKFORCE
ALLIANCE

Cape Town Conference 2010

THE GLOBAL SOCIAL SERVICE WORKFORCE ALLIANCE

Vision

The Global Social Service Workforce Alliance works toward a world where a well-planned, well-trained and well-supported social service workforce effectively delivers promising practices that improve the lives of vulnerable populations.

Mission

To promote the knowledge and evidence, resources and tools, and political will and action needed to address key social service workforce challenges, especially within low to middle income countries.

Approach

Serve as a convener for an inclusive, representative network of stakeholders to create a forum for discourse and collective learning

Advance knowledge by deriving, organizing and disseminating critical evidence-based research, resources, tools, models and best practices

Advocate for workforce-supportive policy reforms at the global and national levels

BECOME INVOLVED

Advance knowledge

Share tools, resources, models and best practices

Help develop technical briefs, tools, case studies

Read and contribute e-updates and resource database

Network and connect

Participate in webinars, events and forums

Participate in interest groups

Take leadership on governance bodies


Advocate

Amplify your voice by joining with others to raise awareness

Contribute to policy roundtables


Advocate for policy changes

www.socialserviceworkforce.org



Join the Alliance Log in


THE SOCIAL SERVICE WORKFORCE RESOURCES MEMBERSHIP GET INVOLVED ABOUT US



Global Social Service Workforce Alliance


The Alliance works toward a world where a well-planned, well-trained and well-supported social service workforce effectively delivers... [Read More](#)

PHOTO: IntraHealth




The Workforce

A well-planned, well-trained, supported workforce is better able to contribute to the care of vulnerable populations.




Webinars

The webinar series provides an interactive platform to share information, expertise and promising practices.



Resource Database

Find and contribute to resources on a wide range of topics related to social service workforce strengthening.



Join the Alliance

Make new connections and become actively involved in efforts to strengthen the social service workforce.

June 6 / June 7 Marks the Launch of the Global Social Service Workforce Alliance

The Global Social Service Workforce Alliance is hosting a one-hour webinar on June 6 / June 7 to introduce the Alliance and open the network to new members. [Learn more here.](#)

Global Social Service Workforce Alliance

The Global Social Service Workforce Alliance works toward a world where a well-planned, well-trained and well-supported social service workforce effectively delivers promising practices that improve the lives of vulnerable populations.


The mission of the Alliance is to promote the knowledge and evidence, resources and tools and political will and action needed to address key social service workforce challenges, especially within low- to middle-income countries. [Read more](#)

Latest Resources

- Webinar to Mark the Launch of the Global Social Service Workforce Alliance - June 6 and June 7, 2013
- The Way We Care: A Guide for Managers of Programs Serving Vulnerable Children and Youth
- Para Social Worker Training Manual & Curricula: Partnering to Strengthen the Capacity of Community-based Caregivers to Support Orphans and Vulnerable Children

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WEBSITE

3. Methodology

METHODOLOGY

1. Literature review
2. Interviews were carried out to learn more about retention and recruitment issues from a representative sample of institutions
3. An international social work conference panel in Uganda in March 2014
4. A webinar composed of five university deans and directors of social work programs in September 2014, which used the results of the first two components to inform a deeper discussion of the issues and recommendations.

INTERVIEWEES, UGANDA CONFERENCE PANELISTS, AND ROUNDTABLE DISCUSSANTS

NAME	TITLE AND SCHOOL	COUNTRY
Dr. Kanya Eka Santi	Head of Bandung College of Social Welfare, West Java	Indonesia
Dr. Preston Chitere	Dean, Department of Sociology and Social Work, University of Nairobi	Kenya
Dr. Gidraph Wairire	Lecturer, University of Nairobi	Kenya
Mr. Charles Kalinganire	Lecturer, Department of Social Work, National University of Rwanda	Rwanda
Dr. Vishanthie Sewpaul	Professor, School of Applied Human Sciences, University of KwaZulu Natal; President, Association of Schools of Social Work in Africa; Vice-President, IASSW	South Africa
Dr. Abu Mvungi	Rector, Institute of Social Work	Tanzania
Dr. Swizen Kyomuhendo	Lecturer, Makerere University	Uganda
Mr. Kenneth Herrmann	Associate Professor, Department of Social Work, SUNY Brockport	US
Dr. Ira Kolby	Dean, Graduate College of Social Work, University of Houston	US
Dr. Karen Sowers	Dean and Professor, College of Social Work, University of Tennessee, Knoxville	US
Ms. Ngoc Thi Doan	Instructor of Social Work and Gender Studies, Ho Chi Minh City Open University	Vietnam

4. Findings

RECRUITMENT CHALLENGES

- ❖ Shortages of Social Work Faculty
- ❖ Competition
- ❖ Regulations and Policy Restrictions

RECRUITMENT STRATEGIES

- ❖ Short-term strategies
- ❖ Mid-term strategies
- ❖ Long-term strategies

TO CONSIDER

When recruiting from a limited number of candidates for faculty positions, a strategy identified by many countries was to recruit from within their own graduate pool. This approach is not used as commonly in the US. What are the pros and cons?

RETENTION CHALLENGES

- ❖ Overburdened Staff
- ❖ Regulations and Restrictions

RETENTION STRATEGIES

- ❖ Development from within
- ❖ Incentives
- ❖ Supportive Work Environments

5. Next Steps

OBSERVATIONS

- A strong university workforce is needed to prepare the next generation of social work practitioners as well as to create a pipeline of future faculty
- Share resources and best practices on faculty recruitment and retention by deans and program directors with their colleagues around the world, especially with those in new programs and schools
- Encourage faculty to create research and/or scholarship projects that involve collaboration with colleagues in other institutions where opportunities arise to support mutual learning across institutions or countries

TO CONSIDER

What ideas do you have about expanding research and scholarship in this area? How can strengthened partnerships across different countries be incorporated?

REFERENCES

Bess, A., Lopez, L., & Tomaszewski, E. (2011). Investing in those who care for children: Social welfare workforce strengthening conference report. Washington, DC: USAID.

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Thank you

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