

Social Work HEALS

CREATING THE NEXT GENERATION OF SOCIAL WORK LEADERS IN HEALTH CARE DELIVERY

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NASWFOUNDATION.ORG



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Social Work Healthcare Education and Leadership Scholars (HEALS) is a multi-faceted grant funded by the New York Community Trust (NYCT) between 2015 and 2021 to enhance social work education, practice, research and policy related to the delivery of health care services in the United States. The implementation of the Patient Protection and Affordable Care Act (ACA) recognized that there could be expanded roles for social workers to improve health care access, affordability, equity and quality. Social Work HEALS was created to pursue those opportunities and was implemented as a collaborative endeavor between two national organizations - the National Association of Social Workers (NASW), and the NASW Foundation, and the Council on Social Work Education (CSWE). Social Work HEALS is unique because it has several interlocking components, while most initiatives have only one or two elements. Social Work HEALS:

- » Supported both BSW students and MSW students through offering scholarships and enhanced learning and leadership development experiences.
- » Engaged schools of social work and field instructors to provide evidence-based learning and high-quality and innovative internship opportunities.
- » Provided valuable fellowships and leadership opportunities to social work doctoral candidates whose dissertations focused on critical aspects of health care.
- » Offered a policy fellowship in Washington, DC to a social worker who had recently received a social work doctorate.
- » Focused on all levels of social work practice (micro, mezzo and macro). This included initiatives to strengthen connections between policy and practice at the national, local and organizational levels.

During the six-year grant funding period, close to 300 emerging leaders in health care were supported through an investment by NYCT of nearly \$3 million, as a means to strengthen social work leadership in health care. This brief will examine the Social Work HEALS program components and their outcomes, including case examples from several Social Work HEALS participants.

Engaging BSW and MSW Scholars in Health Care Delivery

SCHOLARSHIPS

A key component of this grant was to offer scholarships and enhanced learning opportunities related to health and health care delivery to BSW and MSW students. To accomplish this, 10 schools of social work were selected to provide scholarships to two BSW and two MSW students each year. The selected social work education programs were diverse - several had strong health curriculum and field sites and a few viewed participating in Social Work HEALS as a vehicle to enhance their health-related offerings. The schools selected were Arizona State University, Metropolitan State University of Denver, Michigan State University, St. Catherine University -St. Thomas University, Southern University at New Orleans, University of Central Florida, University of Maryland, University of Illinois-Urbana-Champaign, University of South Carolina, and the University of Texas at Austin.

The NASW Foundation's existing Verne LaMarr Lyons Memorial MSW Scholarship program (providing support for students committed to working in health and mental health in African American communities) was supplemented through Social Work HEALS, supporting four scholars each year, and integrating them into the HEALS activities. In addition, Michigan State University supported an additional four MSW students each year that participated fully in HEALS activities. Many of the Social Work HEALS Scholars were students of color, immigrants, first generation college students and/or persons switching careers. According to exit survey findings, the HEALS Scholars found the scholarship funding extremely beneficial along with their health-related field placements and the integration of direct practice and policy content.

Social Work HEALS Policy Summits

An innovative component of Social Work HEALS was the creation of a Policy Summit, bringing together all of the HEALS Scholars. In years one to four, the Policy Summit was a two-day, in-person event in Washington, DC. Scholars were greeted by CSWE and NASW leaders; and the summit agenda included presentations by social workers working in health care policy on Capitol Hill, in the federal government, in national associations, in think tanks and in advocacy organizations. Scholars networked with colleagues from other universities, learned about the legislative process and policy issues of importance to the



profession and the individuals, families and communities the profession serves. On day two of the Summit, the scholars made visits to Congressional offices to educate them about these policy issues. In years five and six, the Policy Summit had similar components, but was a virtual event.

Enhanced Learning Opportunities

In addition to the health care focused field placements, each of the ten schools provided enhanced learning opportunities for the HEALS Scholars. This included special seminars, integration of micro and macro activities, focus on interprofessional learning, mentorship, conference planning and hosting health policy relevant activities at the local level. In addition, Social Work HEALS Scholars were invited to participate in NASW's national conferences as well as other virtual NASW events.

Adjusting to virtual learning due to COVID-19, the 2020-2021 cohort of HEALS Scholars worked in teams, across sites, to plan and host webinars on critical health-related topics including: Social Justice in the Healthcare System; Trans Youth in Healthcare; Medical Rationing and Disability Rights; Telehealth: Disparities in Access and the Digital Divide; Connecting Rural Texas Cancer Survivors with Cancer Care

Services: Using Group Model Building to Capture Voices of the Community; and Integrated Behavioral Health.

Local Health Policy Initiatives

Concerns about health care delivery, quality and access at the state and local levels and how policy impacted these created a restructuring of one of the HEALS components. Funds were provided to each of the 10 HEALS schools to engage the scholars in planning health policy related events. Examples of these activities include:

- » Advocacy 101 presentation by then NASW President Kathryn Wehrmann at the University of Illinois at Urbana-Champaign's Social Work HEALS Policy Event, '360: A Walk Through the Opioid Crisis', held on March 3, 2018. Illinois Lt. Governor Evelyn Sanguinetti also spoke to attendees addressing the state's response to the opioid crises.
- » University of Central Florida Social Work HEALS program partnered with the 9th Judiciary and Barry Law School for the May 2018 event, Understanding Recent Federal and State Changes in Healthcare Policy. The program identified health care policy issues that impact older adults on the national and state level, and provided information on potential points of action that could be taken by attendees.
- » HEALS Scholars at the University of South Carolina planned a full day event, in October 2019, around health equity, with the Director of the South Carolina Department of Health and Environmental Control as the keynote speaker, bringing together many MSW students.



Daniela Matz, LCSW, CCTSW, HEALS Scholar 2015-2016, earned her MSW from the University of Maryland Baltimore in 2016. Originally from Brazil she is now a Transplant Social Worker and Case Manager in North Carolina. She worked with colleagues to start a Latino Clinic for Kidney Transplant, where patients can speak their native language and receive culturally competent services. She chairs the Multicultural Committee for the Society of Transplant Social Workers (STSW) and believes that social workers should never be afraid to speak-up to advocate not only for others, but for themselves.

Donzell Lampkins, LCSW, HEALS Scholar, 2015-2016, is an MSW graduate of the University of Illinois, Urbana-Champaign. Donzell is committed to improving the overall human well-being of individuals, couples, families, veterans, and marginalized populations by using evidence-based practices with his clients. He elicits hope and motivation in his clients through rapport and trust building achieved through utilizing a client-centered, trauma-informed, culturally sensitive approach.



- » At Arizona State University, the Social Work HEALS scholars collaborated with NASW Arizona to include a health care expert as the keynote speaker and planned a panel on Integrated Health Care from both direct and macro practice perspectives at the November 2019 annual NASW Arizona Conference.

Social Work HEALS Program Directors Help Guide BSW and MSW Scholars

At each of the 10 HEALS sites, a social work faculty member served as the program director. They were engaged in selecting the HEALS scholars, ensuring that there were special learning opportunities, arranging mentorship and guiding the scholars within their programs. The program directors worked together with each other and CSWE to share ideas and to develop the evaluation surveys. Special attention was paid to ensuring that students were exposed to interprofessional experiences and understood the linkages between micro and macro practice. The program directors noted that outcomes of HEALS included:

- » Empowering students to value their own voices in an interdisciplinary setting.
- » Integrating together the policy and practice connections.
- » Seeing students view themselves as professionals/leaders.
- » Networking – and working together across sites – created opportunities to learn in new ways.

Students learn leadership skills by leading – by having structured, supported opportunities to plan, execute, and lead actual events, not just class exercises. Students benefit greatly from small group programs that focus on them and their development. Getting the BSW and MSW (and doctoral) students to work together under HEALS was so beneficial.”

Engaging Field Instructors

When envisioning the Social Work HEALS initiative, a plan was developed to engage the field instructors in the health-related field placements of the BSW and MSW Scholars. Field instructors were invited to participate in an orientation webinar at the beginning of each academic year and became part of a listserv, maintained by NASW to provide them with information and announcements about relevant events and publications. In the first several years of HEALS, the field instructors also received travel support to attend a special pre-conference Social Work HEALS training in conjunction with the annual conference of the Society for Social Work Leadership in Health Care (SSWLHC). Several field instructors presented at NASW Conferences and a January 2018 NASW News article details field Instructor Jennifer Broadus and her Social Work HEALS Scholar’s innovative program that was developed to make transportation to medical appointments more accessible.

WHAT DID HEALS SCHOLARS HAVE TO SAY ABOUT THEIR EXPERIENCES?

The HEALS program introduced me to areas of social work that I had not considered. The program influenced me to go beyond what I envisioned social work to be. Now I am working on my MSW.

HEALS provided me with an incredible experience. As a Hispanic female, I have never thought I could have had an opportunity like this one. I have been able to obtain multiple jobs and now I know my worth as a social worker, something that was difficult to do before getting into HEALS.

HEALS helped me see that there were other ways to be in social work besides just a therapist. I became committed to ensuring that access to mental health services was expanded. I understand I must influence system policy as well as provide individual services.

Through the HEALS program, I realized that I love macro social work and the intersection with the health care field.

The HEALS program enhanced my education by introducing me to content that was not in my course work.

HEALS reinforced the idea of collaboration and teamwork, skills that everyone needs to be successful in a health care setting.

Engaging Doctoral Candidates in Social Work HEALS

Each year of the Social Work HEALS program, a total of five doctoral candidates were selected from applicants with demonstrated commitment to the field of health social work and engagement in dissertation research related to health care practice, policy or education. Applications were reviewed by a panel of NASW leaders and educators. The Social Work HEALS Doctoral Fellowships included a stipend as well as funding to support travel to conferences. The NASW Foundation’s existing Jane B. Aron Doctoral Fellowship was incorporated into the Social Work HEALS program and is one of the five doctoral fellowships awarded each year. The Aron program’s purpose is to provide partial support to social work doctoral candidates who engage in dissertation research in health care policy and practice.

The HEALS Fellows not only received funding support, but they also contributed back to Social Work HEALS and the profession in numerous ways. They served as role models and mentors to the Social Work HEALS Scholars, made presentations at NASW conferences and webinars and presented at the policy summits. Their research findings were also presented at CSWE’s Annual Professional Meeting and other national conferences of the American Sociological Association, American Society on Aging, the Society for Social Work and Research, American Public Health Association, Gerontological Society of America, and the Obesity Society.

HEALS Fellows' research covered innovative topics related to health care access and quality, especially for high-risk and underserved populations. As recipients of the Social Work HEALS doctoral fellowships, HEALS Fellows went on to be selected for prestigious post-doctoral fellowships like the Robert Wood Johnson Health Policy Fellowship and have moved into academic and research positions in social work education programs and medical schools.

Post-Doctoral Policy Fellow Experience Enhances Career Trajectory

At the outset of Social Work HEALS, a postdoctoral policy fellow was recruited to work on health policy at NASW. JaNeen Cross, DSW, MSW, MBA, LICSW, LCSW-C, who had a long practice career in Neonatal Intensive Care Units (NICU) was selected, having recently received her doctorate in clinical social work. While subsequent years of HEALS changed the use of these funds, the impact for JaNeen and her health care social work career has been significant. She was hired at Howard University immediately upon completing her fellowship and soon moved into a tenure-track position. Howard was seeking someone to teach health courses and her policy experience also helped her secure the position. JaNeen notes how the Policy Fellowship impacted her social work trajectory.

"One of my career goals includes enhancing student interest in health care practice and policy careers. Recently I served on a National Academies of Sciences, Engineering, and Medicine (NASEM) planning committee and was a panelist as part of a workshop series: "Lessons Learned in Health Professions Education from the COVID-19 Pandemic," and I have a mayoral appointment to the DC Maternal Mortality Review Committee (MMRC). My success and accomplishments are a direct result of the training and experience received from the HEALS program."



Reimagining Health and Social Work Virtual Summit Looks to the Future

In November 2021, NASW hosted a virtual forum, Reimagining Health and Social Work, supported in part through the Social Work HEALS grant. The forum included a keynote address by Dr. Ibram X. Kendi, author of *How To Be An Anti-Racist* and a keynote address by Andrea Palm, a social worker who is Deputy Secretary of the Department of Health and Human Services in the Biden Administration. Over the course of two days the virtual event addressed important topics on interprofessional practice, integrated care, emerging leadership challenges in health care, links between climate change and health,

HEALS DOCTORAL FELLOWS SHARE HOW THE FELLOWSHIP IMPACTED THEM

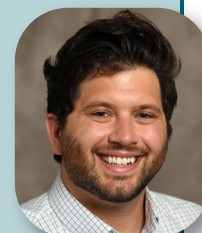


Angela Perone, PhD, MSW, MA, JD, Robert Wood Johnson Health Policy Fellow and then will join the University of California Berkeley School of Social Welfare, leading its Center for the Advanced Study of Aging Services

"The SW HEALS program provided critical financial support and time to undertake a large, multi-level, multi-method research project in long-term care facilities immediately prior to and during the COVID-19 pandemic. SW HEALS program also provided a crucial social work network of researchers and practitioners that strengthened my research and overall understanding of how to incorporate a social work lens into my work. I see how vital social work is as local, state, and federal policymakers tackle social drivers of health and how to better address inequities."

Daniel Green, PhD, LCSW, Assistant Professor, Salisbury University

"Prior to receiving this fellowship, I had planned on applying for part-time jobs to support myself and family while working on my dissertation which would have extended my time in school. The fellowship allowed me to focus exclusively on my research and made it possible for a quicker dissemination process into the field through journal submissions and conference presentations."



Sicong (Summer) Sun, Postdoctoral Research Associate, Center for Social Development, Brown School at Washington University in St. Louis

The Jane B. Aron/Social Work HEALS fellowship helped me relieve financial burdens and focus on my dissertation research. The travel stipend helped me obtain trainings that enhance my ability and skills as a researcher and disseminate research findings to reach a wider interdisciplinary audience. Through monthly webinars and annual conferences, I gained knowledge about pressing social work issues in health care settings, connected with social work researchers and practitioners in the HEALS community, and got inspired by the impact social workers can make to advance health equity at the micro, mezzo, and macro levels."



REIMAGINING SOCIAL WORK IN HEALTH

community care for youth, advanced care planning, telehealth, social work advocacy and health, COVID-19 vaccinations and a closing presentation on leading and embracing a public health perspective. A special presentation included several HEALS program directors that described the value and outcomes of the Social Work HEALS Scholars experiences. Social Work HEALS Doctoral Fellows and Scholars served as presenters and session moderators. In March 2022 all presentations from the Virtual Forum will be made available to all social work education programs in the United States. For more information visit <https://naswvirtual.socialworkers.org/virtualforum2021-agenda>

Social Work HEALS Develops Health Resource for Social Work Educators

As part of the Social Work HEALS initiative, a new curricular guide on health was developed as part of CSWE's Curricular Guide Series. It will be available in Spring 2022, and will be a supplemental guide for programs and educators to enhance their teaching about health social work. The guide is being developed by a task force of national content experts, including HEALS program directors, the HEALS policy fellow, as well as several HEALS doctoral fellows. The guide is organized around the nine social work competencies from CSWE's 2015 Educational Policy and Accreditation Standards (EPAS). Users can select from and access the suggested resources for each competency. Resources include full descriptions of in-class exercises and assignments. These curricular guides are extremely valuable both to new faculty who are constructing their syllabi and to long-time faculty who are seeking to make sure that their courses are addressing critical issues in health care service delivery and also meeting EPAS standards. Individual copies of the curricular guides can be downloaded for free from the CSWE website or purchased from the CSWE Bookstore. Information on the full series of guides can be found at www.cswe.org/Education-Resources/2015-Curricular-Guides.

For More Information About Social Work HEALS

- » **View videos about Social Work HEALS**
HEALS Overview
Aaron Quick Lyons MSW Scholar
Donny Gerke Aron PhD Fellow
JaNeen Cross Policy Fellow
Sadie Shattuck BSW Scholar
- » **Visit the NASW Foundation's Social Work HEALS website:**
www.naswfoundation.org/Our-Work/Special-Projects/Social-Work-HEALS
- » **Social Work HEALS 2020-2021 Webinars**
www.cswe.org/Centers-Initiatives/Initiatives/Scholarships-and-Fellowships/Social-Work-HEALS-Social-Work-Health-Care-Education/2020-2021-Webinars
- » **Access the Curricular Guide for Health** (available spring 2022) at www.cswe.org/Education-Resources/2015-Curricular-Guides
- » For more information about CSWE, visit www.cswe.org
- » For more information about NASW, visit www.socialworkers.org
- » For more information about the New York Community Trust, visit www.nycommunitytrust.org/.
- » For more information about the NASW Foundation, visit www.naswfoundation.org

ACKNOWLEDGEMENT

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ABOUT NASW

The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards for social workers, and to advance sound social policies.

ABOUT THE NASW FOUNDATION

The National Association of Social Workers Foundation (NASWF) is a charitable organization created to enhance the well-being of individuals, families, and communities through the advancement of social work practice.

ABOUT CSWE

Founded in 1952, the Council on Social Work Education (CSWE) is the national association representing social work education in the United States. Through its many initiatives, activities, and centers, CSWE supports quality social work education and provides opportunities for leadership and professional development, so that social workers play a central role in achieving the profession's goals of social and economic justice.