

# Investing in the Social Work Workforce

A Presentation by Uma S. Ahluwalia, Director  
Montgomery County, Maryland  
Department of Health and Human Services

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# Montgomery County Department and Health and Human Services

## Continuum of Programs

Aging and Disability Services	Behavioral Health and Crisis Services	Children, Youth and Family Services	Public Health Services	Special Needs Housing	Office of Community Affairs
<p><b>John J. Kenney</b> Chief</p>	<p><b>Raymond Crowel</b> Chief</p>	<p><b>Kate Garvey</b> Chief and Social Services Officer</p>	<p><b>Ulder J. Tillman</b> Chief and Health Officer</p>	<p><b>Nadim Khan</b> Chief</p>	<p><b>Betty Lam</b> Chief</p>
<ul style="list-style-type: none"> <li>• Information and Assessment Services</li> <li>• Home and Community Support Services</li> <li>• Community Support Network   Disability Services</li> <li>• Home Care</li> <li>• Adult Protective Services   Case Management Services</li> <li>• Nutrition Program</li> <li>• Assisted Living and Skilled Nursing Facilities</li> <li>• Assisted Living Services</li> <li>• Ombudsman Program</li> <li>• Boards and Commissions                             <ul style="list-style-type: none"> <li>.. Commission on Aging</li> <li>.. Commission on People with Disabilities</li> <li>.. Adult Public Guardianship Review Board</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Mental Health Services</li> <li>• Adults and Seniors</li> <li>• Children and Adolescents</li> <li>• Multicultural Mental Health Services</li> <li>• Core Service Agency</li> <li>• Substance Abuse   Addiction Services</li> <li>• Crisis Stabilization</li> <li>• Juvenile Justice</li> <li>• Partner Abuse</li> <li>• Victim Abuse</li> <li>• Boards and commissions                             <ul style="list-style-type: none"> <li>.. Alcohol and Other Drug Abuse Advisory Committee</li> <li>.. Mental Health Advisory Committee</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Linkages to Learning</li> <li>• Child Welfare</li> <li>• Child and Adolescent Services</li> <li>• Early Childhood Services</li> <li>• Gang Prevention Initiative</li> <li>• Income Supports and Child Care Subsidy</li> <li>• Liaison Work with MCPS</li> <li>• Boards and Commissions                             <ul style="list-style-type: none"> <li>.. Commission on Children and Youth</li> <li>.. Commission on Child Care</li> <li>.. Commission on Juvenile Justice</li> <li>.. Citizens Review Panel</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Community Health Services</li> <li>• Communicable Disease   Bio-Terrorism</li> <li>• Cancer and Tobacco Initiatives</li> <li>• Licensure and Regulatory Services</li> <li>• Assisted Living Facilities Certification</li> <li>• School Health</li> <li>• Montgomery Cares</li> <li>• Health Promotion</li> <li>• Health Partnerships and Planning</li> <li>• Long Term Care Medical Assistance and Outreach</li> <li>• Special Projects</li> <li>• Boards and Commissions                             <ul style="list-style-type: none"> <li>.. Commission on Health</li> <li>.. Montgomery Cares Advisory Board</li> </ul> </li> </ul>	<p><b>Housing Stabilization   Emergency Services to Prevent Homelessness</b></p> <ul style="list-style-type: none"> <li>• Economic Supports</li> <li>• Emergency Assistance Grants</li> <li>• Welfare Avoidance Grants</li> <li>• 60-Month Intervention</li> <li>• Resource Supports</li> <li>• Preventive Crisis Intervention with Case Management</li> </ul> <p><b>Rental and Home Energy Assistance Program</b></p> <ul style="list-style-type: none"> <li>• RAP - Shallow Rental Subsidy Program</li> <li>• SHRAP – Deep Rental Subsidy Program</li> <li>• Handicapped Rental Assistance Program</li> <li>• Home Energy Assistance Program</li> </ul> <p><b>Homeless Continuum of Care Coordination</b> (Supported through non-profit partners)</p> <ul style="list-style-type: none"> <li>• Single Adult Shelters w  case management</li> <li>• Motel Placements and Overflow Shelters</li> <li>• Transitional Programs</li> <li>• Permanent Supportive Housing Programs</li> </ul>	<ul style="list-style-type: none"> <li>• Community Action Agency</li> <li>• Community Outreach</li> <li>• Disparity Reduction</li> <li>• Diversity Initiatives and the three Minority Health Initiatives</li> <li>• LEP Compliance</li> </ul>

# MODALITIES & ALIGNMENT

- Child Welfare
- School Social Work
- Poverty – impact on families and the work of self sufficiency
- Social Justice and Equity in the delivery of social and health services and impact on the social work profession
- Long Term Care | Aging in Place and community supports – hoarding
- End of life care
- Pastoral Counseling
- Psychiatric and substance abuse related social work services
- Social work in the juvenile justice and correctional systems
- Medical Social Work | Discharge Planning – opportunities with Health Reform
- Veterans Services
- Case management, care management, care coordination
- Homelessness and emergency assistance
- Crisis Response and Emergency Preparedness
- Advocacy
- Community Outreach
- Employee Assistance and Workforce activities
- Place-based initiatives
- Social research

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*How do we bring alignment within the profession to the different modalities.....*

# POLICY | ISSUES

- ❑ A third of my workforce could retire in the next 5 years — how do we create the next generation of social workers – a profession that is nimble, flexible and responsive. This raises the following issues:
  - Technology modernization of our profession
  - Creating leadership capacity
  - Creating a more integrated and supportive practice framework across our enterprise
  - Create capacity to manage with data and to be more business oriented without losing our facility for empathy and compassion
  - Create energy, pride and excitement to be part of this extraordinary profession
  - Create incentives to encourage more young people in choosing this profession
- ❑ Multi-disciplinary | cross-enterprise integrated practice
- ❑ Ethics of integration — Collaborative practice, privacy and HIPAA framework — to share information and plan and implement in a collaborative way
- ❑ Investments in the profession and how to make the capacity and competence of the professionals nimble and responsive to changing needs/demographics and priorities.
- ❑ Evidence Based and the new business model
- ❑ Recession and the new normal
- ❑ Census 2010
- ❑ Healthy People 2020 and ACA – and the idea of community health and human services - how to impact land use planning and investments
- ❑ Integration of health and human services
- ❑ Public-private collaboration – Partnership and Advocacy
- ❑ Federal | State | Local
- ❑ Non-Profits | Businesses | Philanthropy

# Where Do We Go From Here

- Define the new normal
- What does training and education look like
- What does the field look like
- What does leadership development look like
- Develop tools that relate to the work change
- What are the policy imperatives
- How can Federal, State and Local governments impact policy
- How can Advocacy and Professional Organizations lead the charge



# **Discussion | Questions**

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