

Round Table Presentation:

*Preparing IV-E Graduates for Hire*

Presented by:

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*with*

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## Activities Used in Washington

- Speed Job Interviewing Workshop at annual student conference
- Mock Interviews
- Assistance with on-line job application process as needed
- Post-interview follow-up with students and hiring supervisor(s)
- “30-day” letters
- Human Resources Liaison for IV-E graduates
- Educational Seminars
- Field Trips

Discussion:

What activities are you doing in your programs?

# Speed Job Interviewing Workshop

## Overview

### Format and Instructions:

We start by providing verbal instructions for interviewers and participants.

There are 20 tables numbered 1-20 and arrows are posted showing the direction students are to follow. We have 20 interviewers, many are supervisors and administrators from local child welfare offices.

Students start out 3 per interviewer (varies depending upon attendance) and then rotate to the next station in numerical sequence when the timer goes off (we have had up to 75 students participating in this activity). Students rotate through the interview tables in 6 minute segments (4 minutes for interviewing, 2 minutes for interviewer and/or observer feedback). There is a sound (bell or horn) to indicate it's time to share feedback, and a different sound to indicate when it's time to rotate to next station.

Students are provided with a feedback sheet and pen to keep track of feedback and take notes. As the student groups rotate through the tables, they take turns being the "interviewee," while the other students observe and provide feedback also.

We stop the interviews 10 minutes before session ends to allow for overall feedback and observations to be shared with the larger group.

This is a timed event and intended to move quickly. We ask that participants and interviewers be mindful of the spirit of this activity and end interviews when the timer goes off.

## Speed Job Interviewing Workshop

### Interview Questions

(We encourage interviewers to feel free to use their own questions, these are merely intended to help get them started.)

1. What experience and qualifications do you bring to this position?
2. What would your last two supervisors say about you? What would they tell us about your organization and documentation skills? How would you describe yourself in regard to these same skills?
3. What have you done to prepare for this interview?
4. Please tell me a time when you made a mistake. How did you handle it? What did you learn from it?
5. Describe your understanding of, and commitment to culturally competent practice.
6. Do you believe there is an absolute right or wrong? Please explain.
7. Please describe how your education and field experience has prepared you for public child welfare practice.
8. Please give an example of a situation where you had a difference of opinion with a colleague, or supervisor. How did you work through this?
9. There may be times your personal beliefs may conflict with Department policy. How will you reconcile these differences?

10. Please identify and describe a federal policy related to child welfare practice.
11. Please describe one key learning from your MSW program and how you will apply the learning to your practice in child welfare.
12. Please describe your understanding of the Clinical Practice Model used by Children's Administration.
13. Please discuss the major tenets of the Solution-Based Casework (SBC) model.
14. Please describe the difference between risk and safety.
15. Discuss your experience and proficiency in FamLink.



