TITLE IV-E STUDENT JOB SEARCH POLICY

Definitions

The following definitions shall be used by all Minnesota undergraduate and graduate Title IV-E Child Welfare stipend recipients in completing the required job search post-graduation:

Tier 1:

Child welfare employment in a public (county, state) or tribal agency working with or on behalf of Title IV-E eligible children. Usually this means a child welfare unit in foster care, adoptions, child protection or a combination of those services. Preferably located in the state of Minnesota.

Tier 2:

Employment with private/nonprofit agencies contracted with state, county, or tribal child welfare (Tier 1) agencies to provide child welfare services to Title IV-E eligible children.
AND/OR
Employment with tribal and public child welfare agency services not included under Tier 1 (e.g. parent support outreach, family support services, children's mental health, minor parent, post adoption, guardian ad litem).

Tier Determination Request

If there is a question of whether a particular position falls within one of the tiers described above, the person designated by the student's program to coordinate job search activities shall reach out to Melissa Mendez, Child Welfare Education Partnership Coordinator for a determination from the state. Students are not to seek a determination from the state agency but will be directed to coordinate the request through their program's designated job search contact.

Job Market Analysis

Each March the state agency shall gather data and make a determination about the status of the child welfare/child protection job market. After reviewing data the state agency will issue instructions on how graduating stipend students shall proceed with their required job search. The state agency will make one of two determinations, either a high vacancy job market or a low vacancy job market will be predicted. The determination by the state agency will be in effect for a year unless extenuating circumstances require a redetermination in a shorter time frame.

If a high vacancy market is predicted, meaning many vacancies in tier one positions are anticipated, a staggered job search will be required. This means graduate and undergraduate students will be required to submit a rigorous 3 month search for tier one positions in their agency's specified geographic search parameters. After completing a 3 month tier one job search in which a student does not secure a tier one child welfare position, graduate students will then be allowed to search for and accept a tier two position during their second 3 month job search.

If a low vacancy market is predicted, meaning few vacancies in tier one positions are anticipated, a concurrent job search will be allowed. This means that graduate and undergraduate students may search

concurrently for both tier one and tier two positions during their initial 3 month search period. Graduate students will be required to complete a total of six months documenting a rigorous concurrent search (unless eligible employment is secured prior to the end of the required search period).