

**"PRESERVATION OF SELF AND COMMUNITY"**



**JAMES C. STOKES FELLOWSHIP PROGRAM & PREMIER LOAN REPAYMENT PROGRAM**

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**All Walks of Life** is a community-centered, outpatient mental health treatment organization that provides the highest level of comprehensive care to those in need throughout Maryland's schools and communities. For more than 10 years, we've provided culturally competent services to the underserved community using our "Village Center Treatment Approach."

**The James C. Stokes Fellowship Program** is an internal program developed to nurture and cultivate employees who are committed to pursuing an advanced level degree in the field of social work, who demonstrate promise of future achievement, and passion and understanding of service delivery in urban environments. James C. Stokes was an influential counselor in Baltimore who devoted his career to supporting troubled teens and advocating for mental health in our community. The founding staff of All Walks of Life worked under James C. Stokes and created this fellowship to honor his life and his approach to person-centered treatment.

The fellowship is structured to provide a hands-on work experience for the purpose of individual and professional development. The primary goal is to help fellows enhance their skills through advanced clinical training and practice. This training opportunity highlights the ability of fellows to become competent and well-rounded social work professionals.

### **Funding and Benefits**

The James C. Stokes Fellowship Program, funded through All Walks of Life, LLC (AWL), provides an award in the form of financial support to selected fellows accepted into the MSW program at Morgan State University (MSU). Fellows also receive a stipend per therapy session for services rendered and to further assist with travel and other eligible expenses

### **Program Eligibility**

Eligible applicants will have applied for graduate admission by the deadline provided by the School of Graduate Studies for Fall admission. All applicants must select the full-time 2-year MSW track or be a current intern eligible for at least one full year as a full time MSW student and be eligible for in-state tuition. Applicants should have an entry-level skill set and at least 1-year of experience providing direct service, (preferably at AWL) and must have reliable transportation.

### **Application Procedure**

Applicants should submit a letter of interest to [HumanResources@awllc.org](mailto:HumanResources@awllc.org) and receive a formal reference from their immediate supervisor, in order to begin the Fellowship application.

Applicants must also submit:

- Current resume
- 3 letters of recommendation (2 professional; 1 personal)
- 3 references (2 professional; 1 academic)
- A letter of intent
- A writing sample

All applications will be reviewed by the Program Coordinator and Executive Team. Selected candidates will be invited to participate in a panel interview. All applications will be reviewed

within 14-business days of the application submission deadline. Invitations to participate in the interview process will be sent to the email provided on the application. We ask that you make copies of all documentation and maintain them for your personal record.

### **Fellowship Selection Process**

Candidates will be evaluated based on their application, bachelor's level academic training, professional experience, achievement, and future goals. Specific attention will be paid to matching the candidate's experience, professional and educational needs with the agency's vision and fundamental beliefs. This fellowship operates with integrity and maintains ethical practices at all times. The fellowship program adheres to all regulatory guidelines to ensure compliance of state, federal, agency accreditation(s), academic institution and Council of Social Work standards. Selected candidates will be required to complete a full Criminal History Records Check (CHRC).

Selected fellows will be expected to ethically and effectively maintain assigned caseload, timely submission of documentation and all academic requirements. Fellows can be excluded from this fellowship for failure to meet the requirements in any specified area.

### **Program Philosophy and Goals**

Since 2006, AWL has been committed to providing mental health services to the urban community through a continuum of services. AWL is committed to training and developing those who have the same passion for serving the urban community and other marginalized populations. Fostering the development of knowledge, awareness and skills necessary to work with the urban community is central to this fellowship program. AWL believes that offering a unique, hands-on approach to training and development in a community-based setting increases the ability for fellows to work competently with the identified population. The goal is to provide direct training of advanced clinical practice and appropriate use of therapeutic interventions to individuals who meet the diagnostic criteria for mental health disorders. Additionally, the fellowship provides specialized training of culturally sensitive practices to individuals who experience a higher level of psychological stressors due to disparities in socioeconomic status, social injustice, interpersonal and community-related violence, and substance abuse. This type of training further emphasizes development in the area of multidisciplinary practices and collaboration with other community-based organizations.

Upon the completion of this fellowship, fellows will have developed skills in the following areas:

- Integration of theories and treatment models with professional social work practice
- Strong assessment skills that can be applied to various populations and presenting problems
- Increased clinical skill set and understanding of mental health disorders and diagnostic criteria
- Knowledge of psychotherapeutic interventions and techniques most beneficial to urban populations including children, adolescents, adults and families
- Understanding of the continuum of services, the role of other disciplines, multidisciplinary collaboration and collaboration with other community-based providers

## **Core Experience and Training**

### **Community-Based Outpatient Behavioral and Mental Health Services**

- Fellows will provide at least 25 – 30 hours per week of direct service to AWL Clients (24- months)

### **Clinic Consultation and Triage**

- Fellows will work in conjunction with psychiatrist for clients receiving medication management. (24-months)

**Goal:** Fellows will demonstrate advanced clinical knowledge and competence in providing psychotherapy and behavioral intervention to individuals including children, adolescents, adults and families in a community-based mental health setting. Fellows will be able to effectively assess, evaluate, formulate recommendations and written documentation. Fellows will also be able to provide appropriate feedback during clinical team and multidisciplinary meetings and to families and caregivers.

**Objective 1:** Fellows will be aware of current social work theories and practice models relevant to urban populations

**Objective 2:** Fellows will use clinical skills to assess and evaluate current needs and mental health status based on observation, presenting problem and behavior history

**Objective 3:** Fellows will competently provide verbal and/or written feedback regarding current status, diagnoses, clinical observation, progress and recommendations

**Objective 4:** Fellows will demonstrate the ability to provide appropriate and supportive feedback to individuals, families and caregivers

## **Supervision**

Fellows will receive supervision and training by a licensed clinical social worker (LCSW-C) who has also completed the field supervisors' orientation facilitated by the Office of Field Education. Supervision is provided for all clinical, educational and agency related protocols for the full term of the fellowship. Fellows will receive weekly supervision and group supervision twice per month. The field supervisor may also elect to partner the fellow with other members of the clinical management to participate in related activities.

## Post-Fellowship Employment

Upon graduation and successful completion of this fellowship program, fellows are **required to accept full-time employment for a minimum of two-years or for every year that financial assistance was provided through AWL.**

**Please note that repayment of funds used to assist with tuition cost will be required for fellows who choose to decline employment or who are unable to fulfill the role of a full-time employee.**

## Licensure

Fellows will be required to participate in licensure prep training and study materials provided by AWL in preparation for the Licensed Graduate Social Work (LGSW) examination. Fellows are expected to take the licensure exam within 1-month of graduation. AWL will provide full financial assistance to cover the cost of all exam application, testing and licensure fees. Fellows will be allowed to take the exam once before they are considered to be solely financially responsible for all testing and licensure fees.

## Premier Loan Repayment Program

### Funding and Benefits

The Premier Loan Repayment Program is designed to assist with the support and progression of AWL employees and interns who are current MSW students or aim to advance their degree to serve AWL designated demographics.

Participants are **required to accept full-time employment for a minimum of two-years or for every year that financial assistance was provided through AWL.**

**Please note that repayment of funds used to assist with tuition cost will be required for fellows who choose to decline employment or who are unable to fulfill the role of a full-time employee.**

### Program Eligibility

Eligible applicants will provide services at AWL for a minimum of 30 units per week for at least 90 consecutive days to be considered. Participants must be a licensed social worker (or counselor) in the State of Maryland. Proof of current MSW status is required.

Application Procedure and Selection Process is the same as the James C. Stokes Fellowship Program. Please email [HumanResources@AWLLLC.org](mailto:HumanResources@AWLLLC.org) to receive an application.