

WHY THE WORKFORCE MATTERS



National Child Welfare Workforce Institute

LEARNING, LEADING, CHANGING

CHILD WELFARE WORK ISN'T EASY



- ✓ Demanding caseloads
- ✓ A high degree of uncertainty
- ✓ Life and death decisions
- ✓ Trauma for children and families
- ✓ Traumatic stress
- ✓ Bureaucratic system
- ✓ External oversight and scrutiny

The child welfare workforce provides services and supports to keep vulnerable children, youth, and families safe, stable, and healthy.



TURNOVER IS COSTLY

Cost for each worker leaving an agency:

\$54,000¹



Fewer changes in caseworkers ...

Increased chances of stability for families and permanency for children



REDUCED TURNOVER MEANS

- ✓ Timely investigations
- ✓ More contacts/visits with children, families, and resource families
- ✓ Better service delivery
- ✓ Improved safety, permanency, and well-being

WORKFORCE DEVELOPMENT EFFORTS MATTER

Address workforce issues with multiple strategies based on principles of equity, tolerance, respect, and diversity.



CLICK HERE to view NCWWI's Workforce Development Framework

Job analysis & position requirements

Education & professional preparation

Recruitment, screening & selection

Incentives & work conditions

Professional development & training

Organizational environment

Community context

Supervision & performance management

EFFECTIVE PRACTICE

+ EFFECTIVE WORKFORCE

= POSITIVE OUTCOMES



¹Complete reference list: https://ncwwi.org/files/Why_the_Workforce_Matters_References.pdf