Burnout: feelings of physical or emotional exhaustion resulting from chronic job stress

Child welfare workers experience burnout at a higher rate than other helping professions.

What predicts burnout?
- Caseload size
- Negative organizational climate
- Job stress

Did you know?
The World Health Organization (WHO) classifies burnout\(^1\) as a syndrome.

Who feels it the most?

- Workers employed 3-5 years
- Staff who carry caseloads

64% of burnout is WORK-related
- Paperwork
- Bureaucracy
- Inability to affect change

36% of burnout is CLIENT-related
- Secondary trauma
- Personal safety threats
- Not enough client engagement

This means that child welfare organizations can make a difference!

To address burnout, child welfare organizations can:

Manage workloads
- Set and honor caseload limits
- Reduce paperwork
- Use teaming approaches
- Allow job mobility for a change of role

Build a supportive organizational climate
- Encourage peer relationships
- Offer supports for secondary trauma
- Use safety and self-care plans for all staff
- Normalize asking for and receiving help
- Use trauma-informed lens to better support workforce and families

Sources
Leake et al. (2017). A deeper look at burnout in the child welfare workforce. Hum Serv Orgs, 41(5);

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