Workers are the heart of the child welfare system. By centering their well-being, organizations are better able to support children and families.

**Child welfare organizations can:**

**Build a supportive organizational culture**
- Allow flexible work schedules/telework options
- Recognize staff's hard work
- Commit to ongoing work on racial equity and building an inclusive work culture
- Offer equitable wages
- Demonstrate engaged and responsive leadership

**Provide ongoing career support**
- Provide equitable access to training and career advancement opportunities

**Foster relationships**
- Provide opportunities for supervisor and peer support
- Connect staff with mentors and coaches

**Support individuals**
- Support work life balance and self-care
- Create a culture where workers can learn and grow
- Talk about morally distressing experiences
- Address burnout and secondary trauma

---

NCWWI.org | Children’s Bureau