



National Child Welfare Workforce Institute

BREAKTHROUGH SERIES COLLABORATIVE

Background

The National Child Welfare Workforce Institute (NCWWI) is launching ***Cultivating a Sustainable Workforce: a NCWWI Breakthrough Series Collaborative*** (BSC) to improve the recruitment and retention of the child welfare workforce. We are excited to offer this opportunity to six public and six tribal child welfare program sites to engage in a dynamic learning process that cultivates a healthy, equitable, sustainable workforce.

What is a Breakthrough Series Collaborative?

A BSC is a continuous improvement methodology that supports multi-level teams to implement and test strategies that build cultures of equity, inclusion and justice and that support the wellbeing of their workforce. NCWWI child welfare workforce specialists provide teams with coaching and support to facilitate learning and sharing across participating program sites. Learning within a Collaborative is thought to be one of the most successful methods for achieving quality improvement and system-wide change. Data shows that BSC methodology:

- Improves practice in child welfare (Child Trends, 2018)
- Holds promise to improve the quality of organizational processes and individual practice (Child Trends, 2018; Zamboni et al., 2020)
- Encourages interaction across teams that may generate opportunities for capacity building and peer connection (Zamboni et al., 2020)

Public BSC Aim Statement

To cultivate a sustainable workforce within organizations that value justice, equity, and inclusivity.

Tribal BSC Aim Statement

To support tribal child welfare programs in cultivating a sustainable workforce.



Benefits of the BSC approach include:

- Focus on system transformation through organizational culture change
- Continuous cross-site, peer-to-peer learning opportunities
- Strategies to broaden participation and reduce power differentials
- Emphasis on small tests of change
- Alignment with other program priorities and efforts

BSC sites will be supported in developing and testing strategies to improve recruitment and retention of a sustainable workforce.

Participating Program Sites

NCWWI's multidisciplinary team will implement two parallel Breakthrough Series Collaboratives (BSC), one to support tribal child welfare programs, and another to support state/county child welfare jurisdictions. To be considered, program sites must identify a senior leader who is committed to removing barriers and supporting changes; value justice, equity, and inclusion; and be prepared, during the designated 18 months (January 2023 through June 2024), to:

- Convene and support a team of 6-8 child welfare professionals
- Implement and test strategies at their program site
- Collect and share agreed-upon metrics to track progress and contribute to the collaborative learning process
- Participate in three two-day in-person meetings (“learning sessions”), monthly conference calls with all participating program sites, bi-monthly calls with cross-site affinity groups, and regular site team meetings

An [informational webinar](#) was held on December 9, 2022 to provide additional details, including the application process and timeline. Please contact Liz Smith at smit3162@msu.edu, for more information.