


# WHY THE WORKFORCE MATTERS

## CHILD WELFARE WORK ISN'T EASY

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- ✓ 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:

**\$54,000<sup>1</sup>**



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



<sup>1</sup>Complete reference list: [https://ncwwi.org/files/Why\\_the\\_Workforce\\_Matters\\_References.pdf](https://ncwwi.org/files/Why_the_Workforce_Matters_References.pdf)