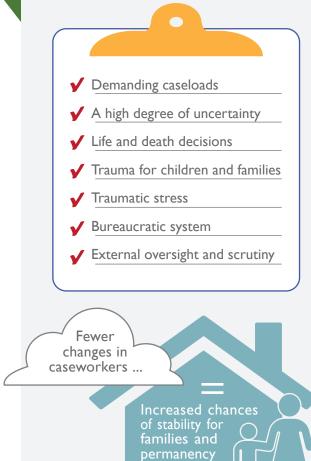
# WHY THE WORKFORCE MATTERS



#### CHILD WELFARE WORK ISN'T EASY



#### 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>



## **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.



Job analysis & position requirements

Education & professional preparation

Recruitment, screening & selection

Incentives & work conditions

Professional development & training

CLICK HERE to view NCWWI's Workforce

Development Framework

Organizational environment

Community context

Supervision & performance management



**EFFECTIVE** 

PRACTICE



