

Child Welfare Workforce Development and Support Programs

The CEBC defines Child Welfare Workforce Development and Support Programs as programs, interventions, and practices that assist with the recruitment, selection, development, and support of a diverse, skilled, and effective child welfare workforce to improve staff practice and retention. Programs may address the recruitment, selection, and hiring of new child welfare staff and/or the education, training, supervision, support, retention and leadership development of new and ongoing child welfare staff. Programs may also address methods for assessing and improving the workplace environment to make it more supportive of effective child welfare practice. In addition, programs may involve components and elements designed to: 1) mitigate and reduce work-related stress and trauma, 2) improve worker satisfaction, and 3) increase staff retention.

Child Welfare Workforce Development and Support Programs topic area criteria:

- **Target population:** Child welfare staff and practitioners (e.g., support staff, caseworkers, social workers, supervisors, managers, administrators, directors, etc.)
- **Services/types that fit:** Professional development, education, training, coaching and mentoring, supervision, individual and group interventions, incentive and reward programs, as well as programs to address organizational factors, agency climate, leadership development, supervision practices, career ladders, and caseload/workload reduction
- **Delivered by:** Child welfare professionals, trainers, educators, supervisors, clinicians, trained paraprofessionals
- **In order to be included in this topic area:** Program must specifically target the recruitment, selection, development, support, retention, and/or leadership of child welfare staff as a goal.
- **In order to be rated in this topic area:** There must be [research evidence](#) (as specified by the CEBC [Scientific Rating Scale](#)) that examines outcomes, such as improvement in child welfare workforce, performance, satisfaction, or retention or the knowledge or skills of the child welfare workforce.

The table below provides a summary of the rated programs currently listed in the [Child Welfare Workforce Development and Support Programs](#) topic area. More detailed information can be found on the CEBC website.

Program	Target Population	CEBC Scientific Rating	CEBC CWS Relevance Level
Availability, Responsiveness, and Continuity (ARC)	Child welfare and mental health agencies	3	High
Child Advocacy Studies (CAST)	Undergraduate/graduate students and frontline professionals seeking continuing education	3	High
Hope Enhancement for Child Welfare	Child welfare professional workforce	3	High
Training for Adoption Competency (TAC)	Mental health clinicians and child welfare professionals working with adopted children and youth, birth families, and families formed through adoption	3	High