



Child Welfare Workforce Development and Support Programs

Definition:

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.

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 on the CEBC:** 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 by the CEBC:** There must be research evidence (as specified by the [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

Programs

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	Overview	CEBC Scientific Rating	CEBC CWS Relevance Level
Availability, Responsiveness, and Continuity (ARC)	An organizational change strategy for child welfare and mental health agencies. Designed to improve organizational culture and climate, increase job satisfaction and commitment, support the adoption and success of evidence-based practices (EBPs), reduce staff turnover, and improve clients' outcomes	3	High
Child Advocacy Studies (CAST)	Focuses on developing students' understanding of the factors that lead to child maltreatment and the existing responses to incidents of child abuse and neglect, so they work more effectively within multiple systems and institutions that respond to these situations	3	High
Hope Enhancement for Child Welfare	A 4-hour session within the Hope Centered and Trauma Informed® training series. It combines theory and practical application, aiming to help participants conceptualize their goals, identify pathways to achieve them, and build strategies to sustain mental energy for goal pursuits	3	High
Training for Adoption Competency (TAC)	A manualized adoption-competency, clinical training program for licensed mental health professionals and child welfare professionals working with families formed through adoption, with children and youth frequently adopted from the foster care system	3	High