

# Family First Prevention Services Act: Implications for the Workforce

**Child Welfare Track Meeting  
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*Changing . . .*

*Leading . . .*

*Learning . . .*

# Workforce Elements of State Plans for FFPSA

- How to implement the services or programs
- Steps to support and enhance a competent, skilled and professional child welfare workforce
- How the agency will provide training and support for child welfare workers
- How caseload size and type for prevention workers will be determined, managed, and overseen



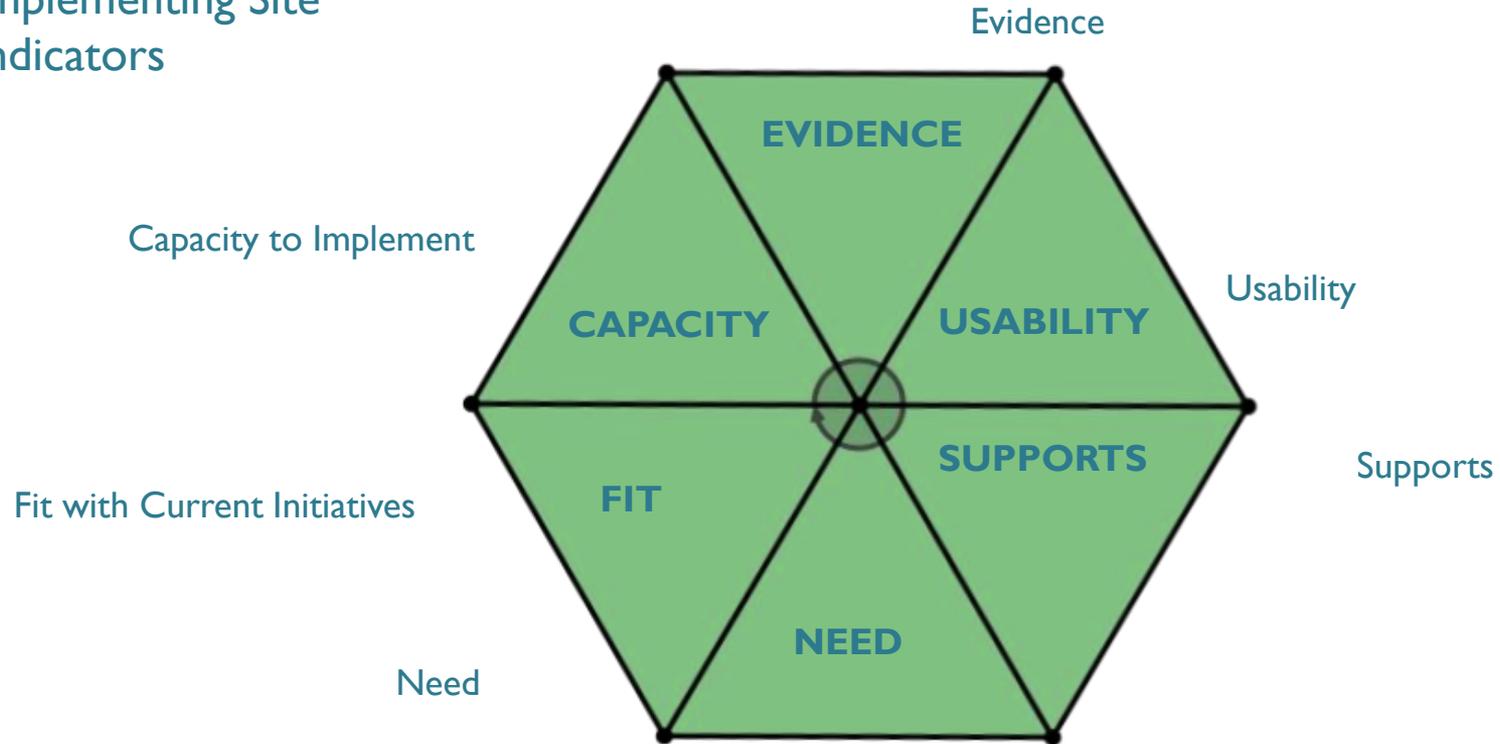
# How to Implement the Services or Programs

# The Hexagon: An Exploration Tool

NIRN 2018

Program Indicators

Implementing Site Indicators



# Program Indicators

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## *Strength of the Evidence*

- Number of studies; diverse cultural groups; fidelity data; cost-effectiveness data; outcomes

## *Usability*

- Well-defined program; mature sites to observe; several replications; adaptations for context

## *Supports*

- Expert assistance; staffing; training; coaching & supervision; racial equity impact; IT; administration & system

# Implementing Site Indicators

## *Capacity to Implement*

- Staff meet minimum qualifications; able to sustain staffing, coaching, training, data systems, administration; cultural responsiveness; buy-in by practitioners, family

## *Fit with Current Initiatives*

- Alignment with community, state priorities; fit with family and community values, culture; impact on other interventions; aligned with organizational structure

## *Need*

- Target population identified; disaggregated data; parent & community perceptions of need; addresses service or system gaps



# Steps to support and enhance a competent, skilled and professional child welfare workforce

# Workforce Development Framework

To Support Staff and Advance Improved Outcomes for Children, Youth & Families

## Workforce Development Planning Process



## Workforce Development Components



# Central to Workforce Development

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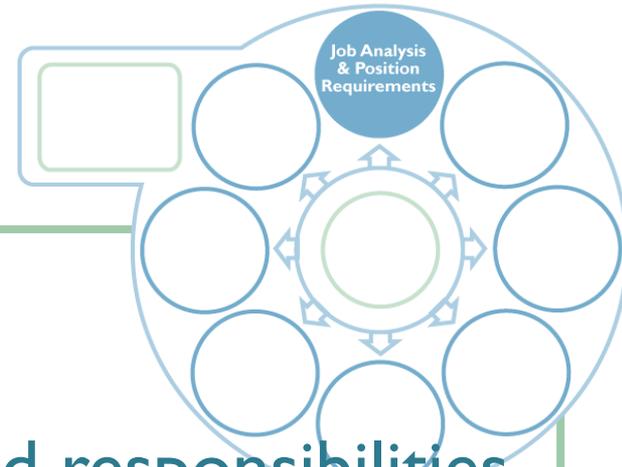
## Vision, Mission, Values

- Fosters a diverse and inclusive workplace where individuals are valued and differences are seen as strengths to leverage to achieve the vision and mission of the organization

## Leadership

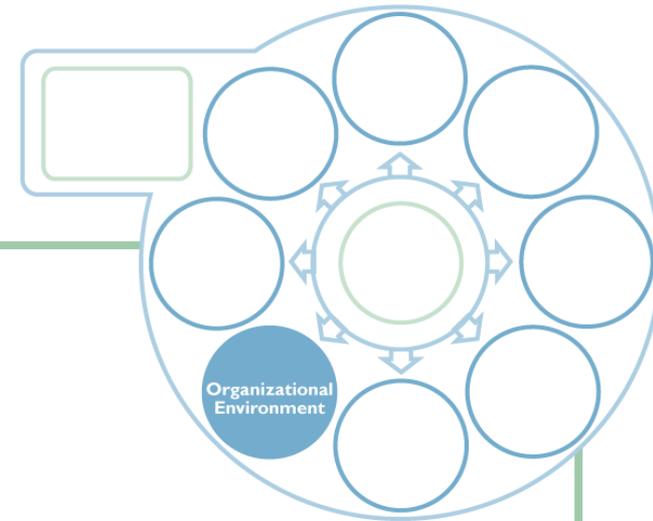
- Leaders at all levels build a learning organization and encourage new ideas and innovations

# Job Analysis & Position Requirements



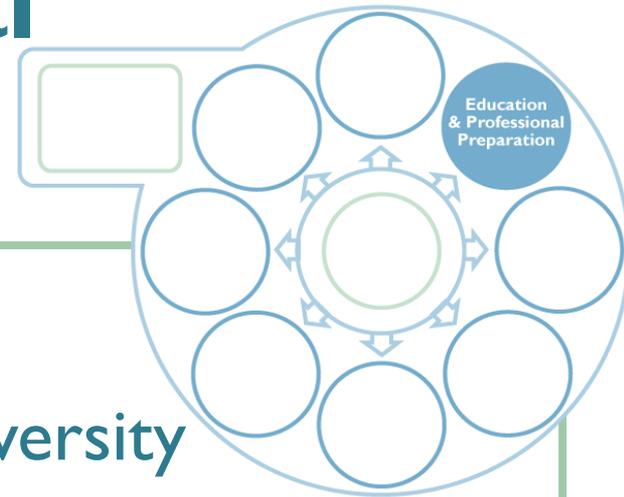
- Right person in job
- Up-to-date analysis of job tasks and responsibilities
- Required knowledge, skills, attitudes and qualifications clearly defined
- Position requirements align with practice
- How caseload size and type for prevention workers will be determined, managed, and overseen

# Organizational Environment



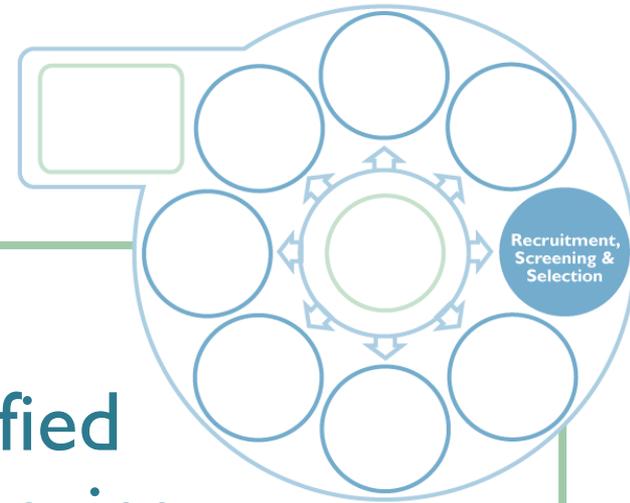
- Agency culture and climate positive and solution-focused
- Diverse points of view encouraged & new ideas valued
- Differences in cultures of staff valued for enrichment they bring to organization
- Collaborative teamwork encouraged & individual points of view respected

# Education & Professional Preparation



- Proactive child welfare agency-university partnerships
- Robust field placement opportunities to facilitate student skill development and experiences
- Collaborative efforts to recruit, prepare, and support a diverse student body for child welfare work
- Effective school-to-work transition & retention

# Recruitment, Screening & Selection



- Proactive recruitment of qualified candidates using multiple strategies
- Realistic portrayal of the work
- Competency-based selection process, using interviews, case analysis, computer-based writing samples and scenarios to test for critical thinking skills

**LOW** pay,  
a **ton** of paperwork,  
a **massive** caseload,  
**upset** parents?

**SURE,**  
**SIGN ME UP!**

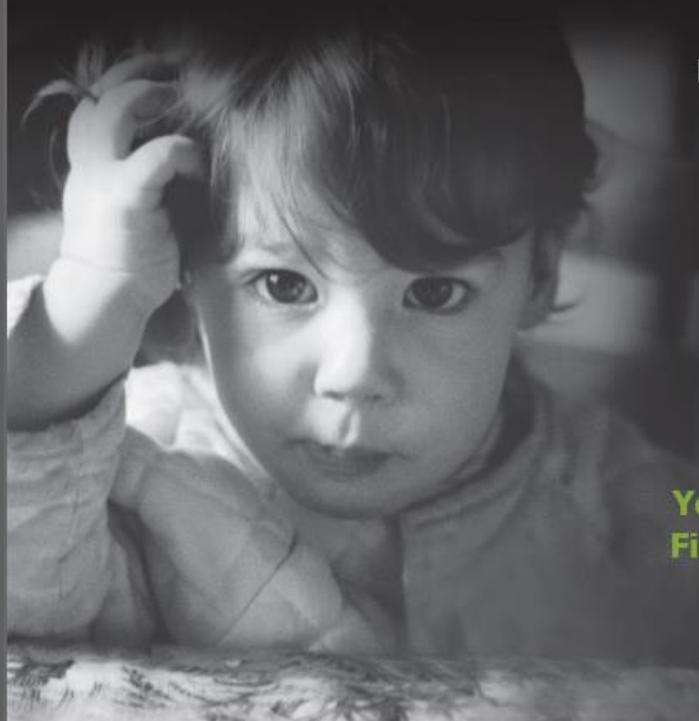


Public Child Welfare Work.  
It's not for everyone.

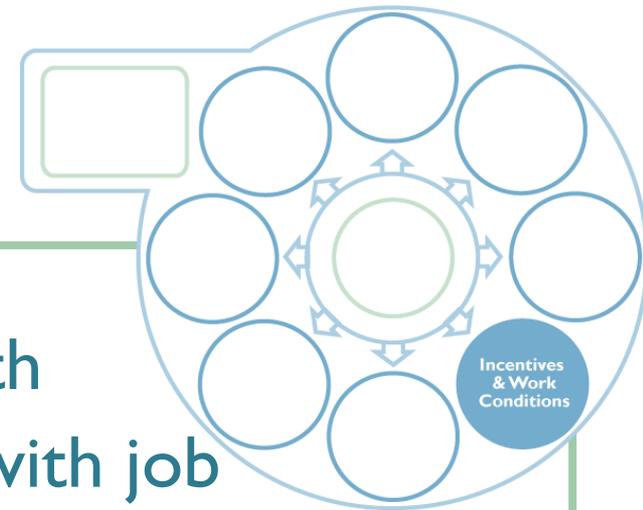
It's for people  
who believe they can  
make a difference in  
a world of challenges  
and hard knocks.

**You know who you are.**  
**Find a job that matters.**

Contact your  
County Department of Social Services.



# Incentives & Work Conditions

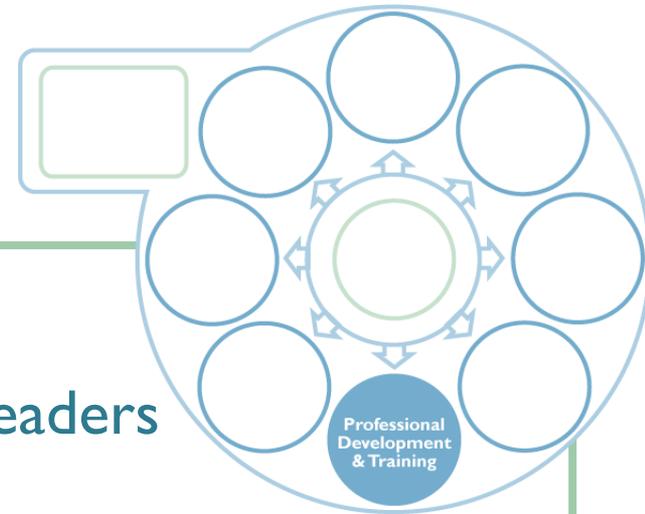


- Salaries/incentives competitive with other agencies & commensurate with job
- Supported and valued as professionals and individuals
- Provided the tools and resources necessary to do the job; recognition of work/life balance
- Supports and training to address work stress and potential for secondary trauma



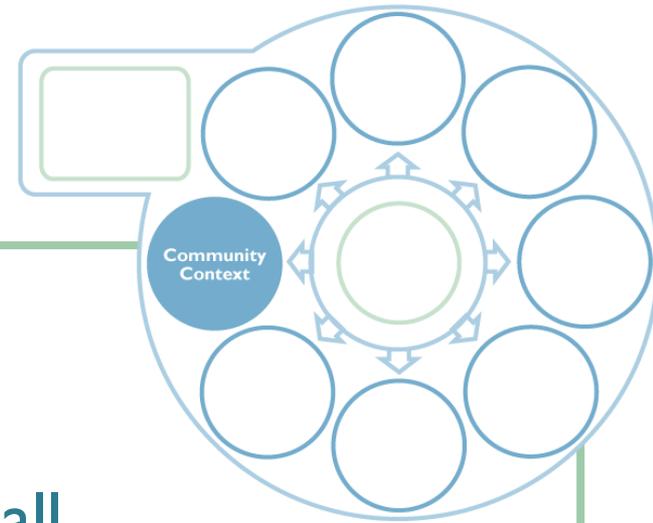
# How the agency will provide training and support for child welfare workers

# Professional Development & Training



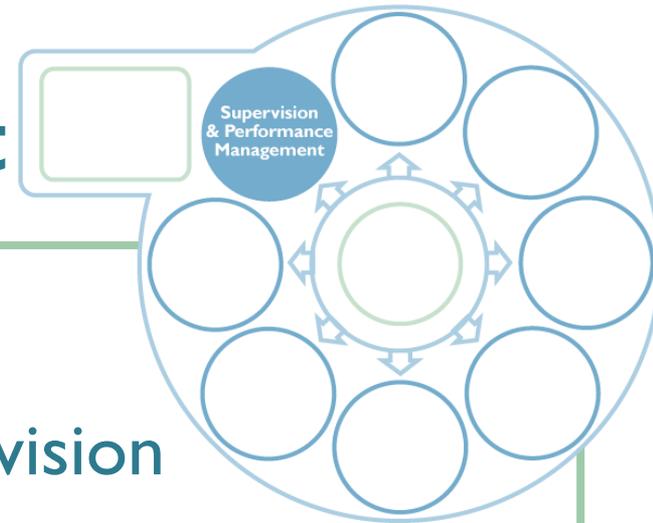
- An environment of continuous learning that is valued, practiced & modeled by leaders at all levels
- Expect staff to continue to learn through ongoing training, education, and career development
- Training workers to facilitate change and coordinate interventions
- Partnerships with community agencies support a comprehensive approach to professional development

# Community Context



- Staff's view of community & community's view of agency impact all aspects of workforce development
- Reciprocal respect within collaborative network of prevention services
- Inclusive partnerships & meaningful engagement of families and youth

# Supervision & Performance Management



- Routine, supportive, quality supervision as a tool for good practice AND retention
- Performance management ongoing process, not annual review

# Leadership and Workforce Development Summary

- Recruit broadly....select purposefully
- Do what it takes to keep the competent and the committed
  - Align mission and vision
  - Establish a learning organization
  - Be inclusive
  - Reward, reward, reward
- **Leadership is key**

# Resources

- Annie E. Casey Foundation (2018). A blueprint for embedding evidence-based practices in child welfare. Retrieved from <https://www.aecf.org/m/resourcedoc/aecf-ablueprintforembeddingevidence-2018.pdf>
- NCWWI (2015). Workforce development framework. Retrieved from <http://ncwwi.org/index.php/workforce-development-framework>
- National Implementation Research Network (2018). The hexagon: An exploration tool. Retrieved from <https://implementation.fpg.unc.edu/resources/hexagon-exploration-tool>

# Thank You!



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# Questions? Comments?

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