An Overview of New Hires into the Child Welfare Workforce

Results from the Florida Study of Professionals for Safe Families

Dina J. Wilke, PhD, Melissa Radey, PhD
Philip Osteen, PhD, Caitlin Nolan, MSW, LMSW
Erin A. King, MSW, LCSW, Carmella Miller, MSW, LCSW
FSPSF Overview

• Primarily focused on turnover and retention
  – Worker personal characteristics
  – Organizational characteristics
  – Work characteristics
  – Community context

• 5-year longitudinal study
  – Same cohort of workers
  – Surveyed every 6-7 months
  – Designed to measure change over time

• 100% of administrative units are participating
  – 6 DCF regions
  – 6 Sheriff’s offices
  – 17 CBCs
Sample Recruitment

• Case Managers and CPIs in pre-service training
  – September 2015 – August 2016

• Through first 9 months:
  – Visited 99 pre-service trainings
    • 93% of eligible participants consented (n=1,081)
    • Received completed surveys from 92% (n=995)
  – Received completed surveys from 85% of all new hires
Sample Description

- **Job category**
  - Case managers: 58%
  - CPIs: 42%
    - DCF: 84%
    - Sheriff Offices: 16%
Worker Characteristics

• **Race**
  – White: 54%
  – Black: 40%
  – Asian/Pacific Islander: 1%
  – Native American: < 1%
  – Alaskan Native: <1%
  – Bi- or Multi-Racial: 5%

• **Ethnicity**
  – Latino/Spanish origin: 16%

• **Bilingual**: 26%

• **US born**: 89%

• **Gender Identification**:  
  – Male: 16%
  – Female: 83%
  – Transgender/Other: <1%
Worker Characteristics

• Age
  – Average: 31.9 years
  – Range: 21-65
  – Standard dev: 9.5

• Marital status
  – Single, never married: 55%
  – Married: 30%
  – Separated/Divorced/Widowed: 15%
Education/Employment Background

**Highest Degree**

- Bachelors: 80
- Masters: 15
- JD/MD/PhD: 5

**Major**

- Crim/CJ: 40
- Psych: 35
- Soc Wk: 25
- Other HS: 15
- Non HS: 15
Education/Employment Background

• Years of full-time work experience
  – Average: 8.9 years
  – Range: 0-50
  – Standard dev: 8.8

• Prior child welfare experience (paid or internship): 42%

• Years of child welfare work experience
  – Average: 3.8 years
  – Range: 0-39
  – Standard dev: 4.8
Personal Circumstances

- History of childhood maltreatment: 40%
- Level of current psychological distress
  - Average: 0.51
  - Range: 0-4
  - Standard Dev: .55
- Level of sleep disturbance
  - Average: 1.1
  - Range: 0-4
  - Standard Dev: .84
Work Circumstances

• Reliance on child welfare employment income
  – Completely: 66%
  – Somewhat: 29%
  – Not at all: 5%

• Number of days/week spent completing some work
  – Average: 5.1
  – Range: 0-7
    • 3% indicated 4 or fewer days worked
  – Standard Dev: .82
Work Circumstances

• Satisfaction with **salary**
  – Average: 2.5
  – Range: 0-5
  – Standard Dev: 1.1

• Satisfaction with **benefits**
  – Average: 3.1
  – Range: 0-5
  – Standard Dev: 1.0
Preparing the Child Welfare Workforce

Examining Differences in Pre-Service Curriculum Implementation

Dina J. Wilke, PhD
Stephanie C. Kennedy, PhD
Project Overview

• Rationale
  – Standardized curriculum content
  – Much variation in curriculum implementation

• Process
  – Requested one example of a training calendar from each unique training unit
  – Abstracted data elements from each calendar
  – Sent findings to key points of contact for each training unit
    • About 52% of contacts responded
  – Revised findings per feedback from contact
    • May still be mistakes (pending verification)
  – Received permission to summarize findings here (n=36)
# Total Days in Training

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Case Managers</th>
<th>CPIs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>45.6</td>
<td>42.9</td>
<td>55.4</td>
</tr>
<tr>
<td>Std Dev</td>
<td>10.32</td>
<td>9.0</td>
<td>7.5</td>
</tr>
<tr>
<td>Range</td>
<td>29 – 69</td>
<td>29 – 59</td>
<td>44 – 69</td>
</tr>
</tbody>
</table>
## Number of Structured Field Days

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Case Managers</th>
<th>CPIs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Average</strong></td>
<td>11.7</td>
<td>8.4</td>
<td>14.5</td>
</tr>
<tr>
<td><strong>Std Dev</strong></td>
<td>5.6</td>
<td>4.4</td>
<td>5.1</td>
</tr>
<tr>
<td><strong>Range</strong></td>
<td>1 – 22</td>
<td>1 – 14</td>
<td>4 – 22</td>
</tr>
</tbody>
</table>
## Number of Labs

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Case Managers</th>
<th>CPIs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>6.61</td>
<td>3.2</td>
<td>9.4</td>
</tr>
<tr>
<td>Std Dev</td>
<td>3.6</td>
<td>2.5</td>
<td>.70</td>
</tr>
<tr>
<td>Range</td>
<td>0 – 10</td>
<td>0 – 7</td>
<td>8 - 10</td>
</tr>
</tbody>
</table>
### Number of FSFN Days

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Case Managers</th>
<th>CPIs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>5.8</td>
<td>3.6</td>
<td>7.8</td>
</tr>
<tr>
<td>Std Dev</td>
<td>4.6</td>
<td>1.8</td>
<td>5.4</td>
</tr>
<tr>
<td>Range</td>
<td>1 – 15</td>
<td>1 – 7</td>
<td>2 – 15</td>
</tr>
</tbody>
</table>
# Number of Days of Online Content

*(n=16)*

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Case Managers</th>
<th>CPIs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>3.63</td>
<td>4.0</td>
<td>3.4</td>
</tr>
<tr>
<td>Std Dev</td>
<td>1.4</td>
<td>2.1</td>
<td>.80</td>
</tr>
<tr>
<td>Range</td>
<td>1 – 6</td>
<td>1 – 6</td>
<td>2 – 4</td>
</tr>
</tbody>
</table>