

# NOW AVAILABLE: DATA AVAILABLE FROM THE INSTITUTE'S STUDY ON RETENTION OF FLORIDA'S CHILD WELFARE WORKERS



FLORIDA  
INSTITUTE  
FOR CHILD  
WELFARE

AT FLORIDA STATE UNIVERSITY

The Florida Institute for Child Welfare is excited to announce the release of data from the Florida Study of Professionals for Safe Families (FSPSF) through the National Data Archive on Child Abuse and Neglect (NDACAN).

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## THE FLORIDA STUDY OF PROFESSIONALS FOR SAFE FAMILIES



The Florida Study of Professionals for Safe Families (FSPSF) was funded by the Florida Institute for Child Welfare and supported by the Florida Legislature. The study launched in September 2015 and was completed in May 2020, and it sought to address employee retention issues in the Florida child welfare workforce. The findings from the FSPSF serve as a cornerstone for the Institute's [Greater Resilience of the Workforce \(GROW\) Center](#) and guides the Center's activities to enhance learning and build capacity towards meaningful and systematic change in the statewide child welfare workforce.

With data obtained from nearly 1,500 newly hired child protection investigators and case managers, the project team examined individual and organizational influences on child welfare employee retention. Read the study findings published on our [website](#). Institute Director, Dr. Lisa Magruder, stated, *"It has always been an Institute priority to eventually share the FSPSF data with other researchers, and I'm thrilled we've reached this milestone."*

Funded by the [Children's Bureau](#), the [National Data Archive on Child Abuse and Neglect](#) (NDACAN) has made datasets accessible to the research community for secondary analysis since 1988. The NDACAN will release all eight waves of FSPSF data over the upcoming months, with the first two waves becoming available soon, which will help promote the FSPSF data nationwide among researchers in the child welfare field. Dr. Magruder said: *"There are so many research questions left to explore that can inform how we continue to professionalize and support the workforce. While Institute staff and affiliates will continue to analyze the data, we are excited for the fresh perspectives of other scholars, and what they might uncover through new analyses,"* and *"We are appreciative of our partnership with the National Data Archive on Child Abuse and Neglect in these efforts."*

Drs. Dina Wilke and Melissa Radey, professors at Florida State University College of Social Work, were principal investigators for this project. Dr. Wilke, expressing her excitement, shared, *"It was a great opportunity to have met with newly hired frontline workers across Florida. This study got me to understand more about why some of these workers consider leaving a job they love and chose when they applied for the position."* Dr. Radey explained what inspired her and Dr. Wilke to initiate the study, *"I was concerned about the workforce. If we are to develop the child welfare system, we must address the high staff turnover that puts*

*vulnerable children at greater risk for recurrence of maltreatment, which can impede timely intervention and ultimately permanency.”*

Kristina Finch, Associate Director of Professional Development at the Institute, explained that the FSPSF provides primary data that identifies the struggles and unpleasant experiences of newly hired frontline workers in the state. Findings from the study inform the GROW Center’s curriculum redesign initiative and professional

certifications related to workforce well-being and enhancement. Mrs. Finch emphasized that transforming child welfare in Florida into a system that prioritizes thriving children and families requires a thriving workforce.

The Institute excitedly anticipates researchers conducting statistical analysis on the FSPSF data set. More details are coming soon! Visit <http://ficw.fsu.edu/FSPSF> to read the findings from this study.