

QIC-WD QUALITY IMPROVEMENT CENTER FOR WORKFORCE DEVELOPMENT

BUILDING KNOWLEDGE TO IMPROVE WORKFORCE OUTCOMES

Meeting with Nebraska Children's Commission

January 18, 2017

Michelle Graef, QIC-WD Director

An Expanded Investment in Workforce

- A new five-year cooperative agreement (2016-2021) between the Children's Bureau and the University of Nebraska-Lincoln (UNL)
 - UNL's Center on Children, Families and the Law is the Project Lead with partners at:
 - University of Colorado, Denver
 - Kempe Center
 - Centers for American Indian and Alaska Native Health
 - University of Louisville
 - Kent School of Social Work
 - University of Tennessee, Knoxville
 - Center for Behavioral Health Research
 - C.F. Parry Associates
 - CLH Strategies & Solutions
 - Great Eastern Consulting

Overall Project Mission

- QIC-WD is dedicated to understanding how to improve child welfare workforce outcomes
- Through evaluation, the QIC-WD will enhance what is known about promising and evidence-informed workforce interventions, and how they are related to outcomes for children
- Testing what works in 5-10 selected sites

Current Landscape

- Staff recruitment, retention, and workforce development are persistent challenges for many child welfare agencies
- Costly to continually recruit and replace personnel
- Staff turnover can negatively impact relationship between agencies and families, leading to poorer child and family outcomes
- Over the past three CFSRs, agencies have noted issues with workforce turnover as a strong contributor to inability to meet federal performance standards
- Lack of research on effective strategies to attract and retain child welfare staff

Opportunity to Advance the Field

- QIC-WD will:
 - Use a continuous workforce development process to guide selected agencies to
 - Identify their workforce needs
 - Implement evidence-informed interventions
 - Draw from a variety of professional fields to gather workforce trends and what works in areas such as staff recruitment, retention, agency culture and climate
 - Synthesize the current state of workforce research, drawing from a variety of related fields beyond child welfare, and create online catalog
 - Work with agencies to test the effectiveness of promising interventions
 - Generate new knowledge about effective strategies to improve workforce outcomes

Working with Selected Project Sites

Proposed Implementation Structure



Project Site Requirements and Expectations

- Establish an implementation team structure
- Appoint a site implementation manager
- Appoint a data coordinator
- Enter into a binding agreement or memorandum of understanding with QIC-WD
- Co-develop and execute a data sharing agreement
- Select and implement a workforce strategy/intervention
- Participate in the evaluation of the workforce strategy/intervention
- Participate in a community of learning
- Plan for sustainability and engage in dissemination

Capacity Building and Implementation Support for Selected Project Sites



Exploration

- August –November 2017
- Comprehensive OSC Assessment
- Selection of workforce interventions/strategies
- Organize/convene site-based Implementation Team



Installation

- December 2017 – March 2018
- Staff selection
- Capacity building services on workforce intervention, implementation
- Develop/adapt workforce intervention
- Establish CQI Process
- Assess readiness to implement



Initial Implementation

- April – September 2018
- Capacity building services on workforce, implementation and evaluation
- Assess readiness for full implementation
- Cross-site learning
- OSC Assessment (August – September 2018)
- Coaching



Full Implementation

- October 2018 – Sept. 2021
- Full implementation of workforce interventions
- 2 additional OSC assessments
- Ongoing support
- Integration into CQI and other processes
- Evaluation
- Sustainability planning
- Dissemination

← QIC-WD WIE TEAM ACTIVE ENGAGEMENT and SUPPORT →

Benefits to Becoming a QIC-WD Project Site

- Systematically identify and address agency workforce challenges
- Develop implementation strategies to reduce worker turnover
- Develop implementation strategies to enhance workforce development
- Participate in ongoing peer learning network with other sites
- Increase capacity to implement and sustain a continuous workforce development process
- Implement and use results of nationally normed measure of organizational culture and climate (the OSC)
- Access staff resources and capacity building services to support implementation and evaluation of workforce development interventions

Financial Resources

- This is not a grant program; no monetary awards to sites
- The QIC-WD will cover expenses related to implementation and evaluation of the project
 - Specific amounts will vary per site, based upon site needs, project scope, and total number of sites selected, and will be developed each year
 - Covered site expenses can include administrative and programmatic expenses, approved in advance by QIC-WD, with required documentation
 - Partial salary support for necessary project positions

Application Process and Timeline

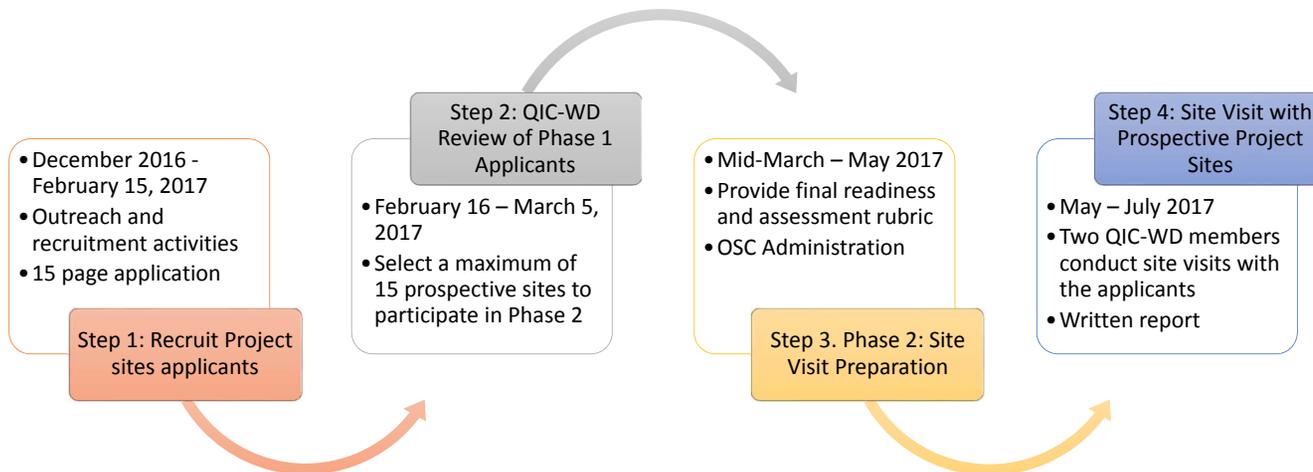
Eligible Applicants

State public child welfare agencies

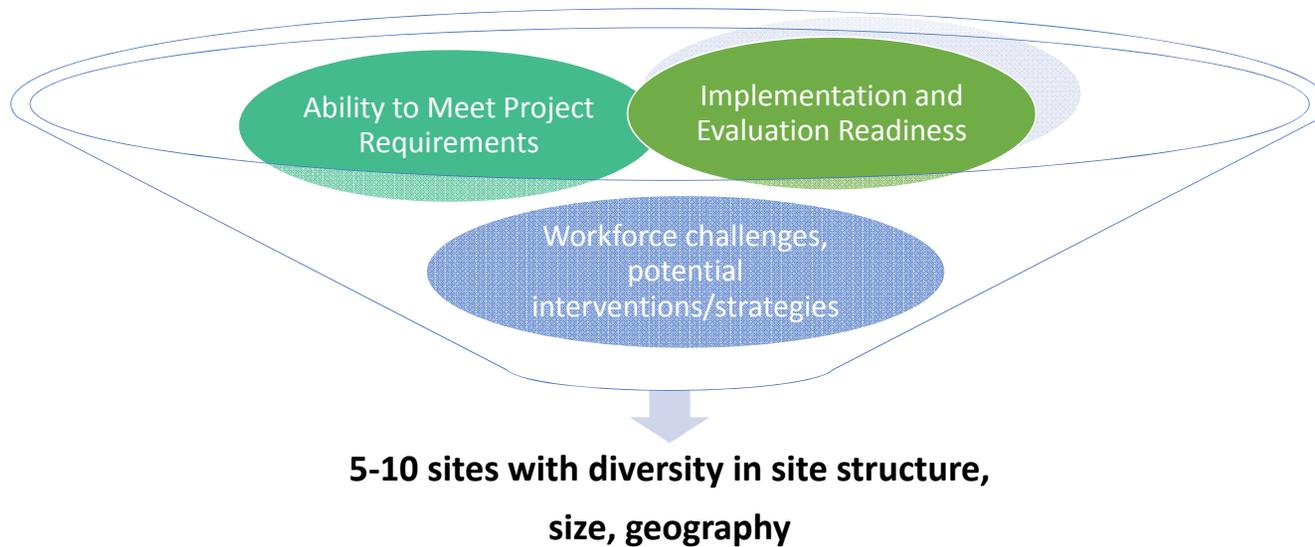
County public child welfare agencies within a state-supervised, county-administered system

Tribes and Tribal Consortia that are currently receiving Title IV-B grant funds administered by the Children's Bureau

Overview Timeline: Project Site Recruitment and Selection



Final Site Selection



Contact Information

- Michelle Graef, Ph.D., Project Director
 - mgraef1@unl.edu
- Project Website
 - www.qic-wd.org