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National Child Welfare Workforce Institute

A National Workforce Institute is proposed which will foster a national learning community to build distributed, adaptive, and inclusive child welfare leadership to implement sustainable systems change, institutionalize effective workforce practices, and improve outcomes for children and families.

Approach

Eight universities (Fordham, Michigan State, and universities at Albany, Denver, Iowa, Michigan, North Carolina, and Southern Maine) along with the National Indian Child Welfare Association (NICWA) have come together to develop the Workforce Institute based on principles of collaboration. A competency based leadership training curriculum will be derived from currently existing resources, best and promising practices and offered to public, private and Tribal agency mid-managers and supervisors. Nine BSW and MSW Traineeships will be awarded in support of professional education for public, private and Tribal child welfare. A multi-level evaluation strategy will expand the body of knowledge regarding best practices in leadership, management, supervision and workforce development. Peer networks will be developed to create a forum for a national dialogue on workforce and leadership issues. A national dissemination network will be developed with key partners.

Results

The Workforce Institute is designed to support a stable, competent and committed child welfare workforce, promote sustainable systems change strategies with a systems of care framework, advance priorities of the Children's Bureau and reflect organizational and systemic improvements which will be identified in CFSR and PIP processes.