

## NCWWI RESOURCE LIST #1 I: RECRUITMENT, SCREENING & SELECTION

<b>WEBSITES/ONLINE RESOURCE LISTS</b>	
<b>Agency/Organization</b>	<b>Webpage</b>
American Public Human Services Association	<ul style="list-style-type: none"> <li>• <a href="#">Positioning Public Child Welfare Guidance: Workforce</a></li> </ul>
Child Welfare Information Gateway	<ul style="list-style-type: none"> <li>• <a href="#">Recruitment &amp; Hiring</a></li> <li>• <a href="#">Recruitment &amp; Retention of Child Welfare Workers</a></li> <li>• <a href="#">Screening, Selection &amp; Hiring</a></li> <li>• <a href="#">Workforce Tools</a></li> </ul>
Child Welfare Information Gateway & National Child Welfare Workforce Institute	<ul style="list-style-type: none"> <li>• <a href="#">Developing Models of Effective Child Welfare Staff Recruitment &amp; Retention Training - Synthesis</a></li> </ul>
CPS Human Resource Services/ Cornerstones for Kids' Human Services Workforce Initiative	<ul style="list-style-type: none"> <li>• <a href="#">Workforce Planning Portal</a></li> </ul>
National Child Care Information & Technical Assistance Center	<ul style="list-style-type: none"> <li>• <a href="#">Workforce Development</a></li> </ul>
National Child Welfare Workforce Institute	<ul style="list-style-type: none"> <li>• <a href="#">Recruitment, Screening &amp; Selection</a></li> </ul>
National Resource Center for Permanency & Family Connections	<ul style="list-style-type: none"> <li>• <a href="#">Child Welfare Workforce Issues</a></li> </ul>

<b>PROJECTS &amp; INITIATIVES</b>	
<b>Agency/Organization</b>	<b>Webpage/Resources</b>
Butler Institute for Families, University of Denver	<ul style="list-style-type: none"> <li>• <a href="#">SMARRT Manual: Strategies Matrix Approach to Recruitment and Retention Techniques</a></li> <li>• <a href="#">The Western Regional Recruitment &amp; Retention Project</a></li> <li>• <a href="#">Western Workforce Project</a></li> </ul>
Kansas Workforce Initiative	<ul style="list-style-type: none"> <li>• <a href="#">Supervisors &amp; Managers as Partners in Workforce Development</a></li> </ul>
The Ruth H. Young Center for Families and Children, University of Maryland, School of Social Work	<ul style="list-style-type: none"> <li>• <a href="#">Child Welfare Workforce Recruitment, Selection &amp; Retention Study</a></li> <li>• <a href="#">Strategies for Realistic Recruitment &amp; Screening</a></li> <li>• <a href="#">Systematic Review of Research on the Recruitment &amp; Retention of Competent Child Welfare Staff</a></li> </ul>
University at Albany, School of Social Welfare	<ul style="list-style-type: none"> <li>• <a href="#">Improving the Recruitment &amp; Retention of Human Service Professionals in Public Child Welfare: Toward a Professional Workforce in Workplaces Supportive of Professionalism</a></li> </ul>
Maine Child Welfare Training Institute, Muskie School of Public Service, University of Southern Maine	<ul style="list-style-type: none"> <li>• <a href="#">Recruitment</a> (webpage with resources)</li> <li>• <a href="#">Role of Supervisor in Recruitment &amp; Retention</a></li> <li>• <a href="#">Screening</a> (webpage with resources)</li> </ul>
Michigan State University School of Social Work, Michigan Department of Human Services & the Federation for Children & Families	<ul style="list-style-type: none"> <li>• <a href="#">Staff Retention in Child &amp; Family Services: The First 6 Months (Wrkbk 5)</a></li> <li>• <a href="#">Staff Retention in Child &amp; Family Services: Recruiting &amp; Selecting the Right Staff (Wrkbk 6)</a></li> </ul>
University of Iowa School of Social Work, National Resource Center for Family Centered Practice	<ul style="list-style-type: none"> <li>• <a href="#">Improving Recruitment &amp; Retention in Public Child Welfare</a></li> </ul>

PROJECTS & INITIATIVES	
Agency/Organization	Webpage/Resources
University of North Carolina School of Social Work, Jordan Institute for Families	<ul style="list-style-type: none"> <li><a href="#">Child Welfare Staff Recruitment &amp; Retention, An Evidence-Based Training Model - Retention Toolkit &amp; Selection Toolkit</a></li> </ul>

CURRICULA/TRAINING MATERIALS	
Agency/Organization	Resource(s)
California Social Work Education Center	<ul style="list-style-type: none"> <li><a href="#">The Retention of Public Child Welfare Workers</a></li> </ul>
Maine Department of Health and Human Services & Muskie School of Public Service, University of Southern Maine	<ul style="list-style-type: none"> <li><a href="#">Child Welfare Caseworker Competency Based Screening &amp; Selection Training Curriculum</a></li> </ul>
Pennsylvania Child Welfare Training Program, University of Pittsburgh	<ul style="list-style-type: none"> <li><a href="#">Child Welfare Workforce Recruitment &amp; Retention</a></li> </ul>
University of Iowa School of Social Work, National Resource Center for Family Centered Practice	<ul style="list-style-type: none"> <li><a href="#">Committed to Excellence through Supervision: Employment Interviewing for Success in Public Child Welfare</a></li> </ul>

REPORTS, TOOLS, GUIDES, MANUALS & OTHER EXAMPLES	
Agency/Organization	Resource(s)
Center for the Study of Social Policy	<ul style="list-style-type: none"> <li><a href="#">Improving the Quality of Human Services through Results-oriented Human Resource Management</a></li> <li><a href="#">Successful Recruitment &amp; Hiring</a></li> </ul>
Center on Children, Families & the Law, University of Nebraska	<ul style="list-style-type: none"> <li><a href="#">Continuing Innovations in CPS Staff Recruitment &amp; Selection</a></li> </ul>
CPS Human Resource Services & Cornerstones for Kids	<ul style="list-style-type: none"> <li><a href="#">Realistic Job Preview: A Review of the Literature &amp; Recommendations</a></li> <li><a href="#">Research Findings – Realistic Job Previews</a></li> <li><a href="#">Sample Budget for Producing a Realistic Job Preview Video</a></li> <li><a href="#">Sample Script for Producing a RJP for a Child Welfare Worker Position</a></li> <li><a href="#">Sample Treatment for Producing a RJP for a Child Welfare Worker Position</a></li> <li><a href="#">The RJP Tool Kit: A How-To Guide for Developing a Realistic Job Preview</a></li> </ul>
Institute for the Advancement of Social Work Research, Annie E. Casey Foundation & University of Maryland	<ul style="list-style-type: none"> <li><a href="#">Factors Influencing Retention of Child Welfare staff: A Systematic Review of Research</a></li> </ul>
National Collaboration for Youth	<ul style="list-style-type: none"> <li><a href="#">Capturing Promising Practices in Recruitment &amp; Retention of Frontline Youth Workers</a></li> </ul>
North Carolina Division of Social Services	<ul style="list-style-type: none"> <li><a href="#">Practice Notes: Child Welfare Worker Recruitment &amp; Retention</a></li> <li><a href="#">General Recruitment</a></li> <li><a href="#">Targeted Recruitment</a></li> <li><a href="#">Training as a Recruitment &amp; Retention Strategy</a></li> </ul>
Pennsylvania Child Welfare Training Program, University of Pittsburgh	<ul style="list-style-type: none"> <li><a href="#">Recruitment &amp; Retention Career Fair Options</a></li> </ul>
United States Office of Personnel Management	<ul style="list-style-type: none"> <li><a href="#">Realistic Job Previews: Frequently Asked Questions &amp; Answers</a></li> </ul>

## ARTICLES & BOOKS

### Resource Citations

Agbenyiga, D. L. (2009). Child welfare employee recruitment and retention: An organizational culture perspective. <i>Child Welfare, 88</i> (6), 85-108.
Barbee, A. P., Antle, B., Sullivan, D. J., Huebner, R., Fox, S., & Hall, J. C. (2009). Recruiting and retaining child welfare workers: Is preparing social work students enough for sustained commitment to the field? <i>Child Welfare, 88</i> (5), 69-86.
Barth, R. P., Lloyd, E. C., Christ, S. L., Chapman, M. V., & Dickinson, N. (2008). Child welfare worker characteristics and job satisfaction: A national study. <i>Social Work, 53</i> (3), 199-209.
Bernotavicz, F., & Wischmann, A. (2000). Hiring child welfare caseworkers: Using a competency-based approach. <i>Public Personnel Management, 29</i> (1), 33-45.
Center for the Study of Social Policy. (2004). Successful recruitment and hiring: Assume nothing—Take a fresh look. <i>Hired for good: Quality human services through innovative human resource management, 2</i> (1). Retrieved from <a href="http://www.cssp.org/publications/child-welfare/child-welfare-misc/hired-for-good-spring-2004.pdf">http://www.cssp.org/publications/child-welfare/child-welfare-misc/hired-for-good-spring-2004.pdf</a>
Children's Bureau. (2010). Strategies and tools for practice: The impact of Realistic Job Previews in child welfare. <i>Children's Bureau Express, 11</i> (3). Retrieved from <a href="http://cbexpress.acf.hhs.gov/index.cfm?event=website.viewPrinterFriendlyArticle&amp;articleID=2855">http://cbexpress.acf.hhs.gov/index.cfm?event=website.viewPrinterFriendlyArticle&amp;articleID=2855</a>
Collins-Camargo, C., Sullivan, D. J., Washeck, B., Adams, J., & Sundet, P. (2009). One state's effort to improve recruitment, retention, and practice through multifaceted clinical supervision interventions. <i>Child Welfare, 88</i> (5), 87-107.
Dickinson, N., & Comstock, A. (2009). "Getting and keeping the best people." In C. C. Potter & C. R. Brittain (Eds.), <i>Child welfare supervision: A practical guide for supervisors, managers and administrators</i> (pp. 220-261). New York, NY: Oxford University Press
Faller, K. C., Masternak, M., Grinnell-Davis, C., Grabarek, M., Sieffert, J., & Bernatovicz, F. (2009). Realistic job previews in child welfare: State of innovation and practice. <i>Child Welfare, 88</i> (5), 23-47.
Fox, S., Miller, V., & Barbee, A. (2003). Finding and keeping child welfare workers: Effective use of training and professional development. <i>Journal of Human Behavior in the Social Environment, 7</i> (1/2), 67-81.
Franke, T., Bagdasaryan, S., & Furman, W. (2009). A multivariate analysis of training, education, and readiness for public child welfare practice. <i>Children and Youth Services Review, 31</i> (12), 1330-1336.
Gomez, R. J., Travis, D. J., Ayers-Lopez, S., & Schwab, A. J. (2010). In search of innovation: A national qualitative analysis of child welfare recruitment and retention efforts. <i>Children and Youth Services Review, 32</i> (5), 664-671.
Llorens, J. J., & Kellough, J. E. (2007). A revolution in public personnel administration: The growth of web-based recruitment and selection processes in the federal service. <i>Public Personnel Management, 36</i> (3), 207-221.
Potter, C., Comstock, A., Brittain, C., & Hanna, M. (2009). Intervening in multiple States: Findings from the Western Regional Recruitment and Retention Project. <i>Child Welfare, 88</i> (5), 169-185.
Zlotnik, J. L., Strand, V. C., & Anderson, G. R. (2009). Achieving positive outcomes for children and families: Recruiting and retaining a competent child welfare workforce. <i>Child Welfare, 88</i> (5), 7-21.

Please visit <http://www.ncwwi.org/products.html> to locate additional resource lists, or contact NCWWI's National Dissemination Coordinator, Sara Munson, at [smunson@albany.edu](mailto:smunson@albany.edu)