MAINE CHILD WELFARE TRAINING INSTITUTE
MODEL FOR RECRUITMENT/SELECTION AND RETENTION

RECRUITMENT AND SELECTION

- Organization & Job Analysis – link to mission & public image
- Realistic Recruitment and Screening
- Expanded outreach practices
- Agency/university partnerships
- Streamlined hiring process
- Agency staff as recruiters
- Expanded Internships (some with employment obligations)
- Competency- and values-based hiring process

RETENTION

Agency Role

- Clear vision/mission
- Performance expectations (standards and practice model)
- Learning Organization
- Clear communication channels
- Structures for staff input into training and work design

Professional Development for All Staff

- On-site coaching and advising
- Tuition reimbursement
- On-site MSW classes and weekend program
- In-agency graduate field placement
- Benefits to encourage tenure in job
- Reward system for MSW attainment
- In-office distance learning on release time

Support for Supervisors

- Performance Expectations
- Competency-based development
- Supervisory Academy
- Supervisory Enhancement Initiative Graduate courses in supervision

Staff Retention

Support: Coaching & mentoring; team approaches; debriefing traumatic situations; preventing burnout; flexible approaches; wellness; recognition
Growth: Professional development; training; tuition reimbursement; advancement opportunities
Performance: Performance measures; performance evaluation link to competencies.

Community Support

- Public education on agency mission and purpose
- Cross agency training (e.g., Judicial Symposium)

LEAVING

- Exit question-naires
- Analysis and utilization of data for continuous improvement in recruitment and retention
- Post exit follow-up