

The New Hampshire Child Protective Service Worker RJP was produced in 2010. Applicants are required to view the video prior to their structured interview and must complete the attached disclosure statement. Specific questions about the RJP are asked during the structured hiring process. Those questions are as follows

*After reviewing the Realistic Job Preview video, describe why you are interested in becoming a Child Protective Service Worker. Suggested follow-ups: What do you feel will be the most rewarding? What may be the most challenging for you?*

There are three primary hiring outcomes that will be measured: turnover, applicant recruitment and job satisfaction. The evaluation of these outcomes will be measured in three phases over the course of two years, from September 1, 2010 to September 1, 2012, using four data-collection points at six, twelve, eighteen and twenty-four month marks of employment for CPSWs hired during the course of the two-year study. Although the evaluation plan is longitudinal, the frequency of data collection offers several opportunities within the two-year evaluation to examine hiring outcomes and draw early observations prior to the culmination of the study. Samples will vary by phase; informed consent will be obtained from all participants. The University of New Hampshire Department of Social Work will assist in several data collection and analysis efforts of this evaluation plan.

Phase II of the evaluation plan will seek to measure whether the RJP is deterring ill-suited applicants from continuing or withdrawing from the hiring process.

Job satisfaction will be the primary hiring outcome measured in Phase III. The sample for this phase will involve CPSWs hired between Sept. 1, 2010 and Sept. 1, 2012 and will measure participants' perceptions of variables related to job satisfaction and early departure such as workload, stress, support & supervision and compensation.

LINK: [http://www.dhhs.nh.gov/media/av/realisticjobpreview\\_intro.htm](http://www.dhhs.nh.gov/media/av/realisticjobpreview_intro.htm)