

Focus Group Protocol for the Colorado Realistic Job Preview

Provide information on informed consent and obtain signed consent forms.

Provide the following introduction:

Introduction

A realistic job preview (RJP) is a recruitment strategy that provides job applicants with balanced information about the job in an attempt to encourage a better fit between the needs of applicants and the demands of the workplace. It can be written, verbal, or video taped. RJP's have primarily been used in fields outside of child welfare, such as business (telephone, insurance, and service industry), nursing and the military.

Why use an RJP:

- The goal of an RJP can be to reduce unnecessary turnover of misinformed new hires who quit when reality hits, encouraging applicants to self-select out of the hiring process before they and the agency have invested substantial resources into their (ill-fated) hiring and training (Graef, 2004 WRRRP presentation).
- An RJP can be a useful intervention if:
 - Turnover is a significant issue.
 - Causes of staff turnover are due to misinformation or staff disillusionment with the job.
 - Significant turnover prevention could be obtained through realistic recruitment.
 - Expected benefits (increased savings and organizational efficiency) will outweigh costs of development of an RJP.

Facilitate discussion on the following questions:

Questions:

1. What is your job? How long have you been doing casework?
2. What do you think of the concept of an RJP?
3. How might this benefit your agency? Downsides?
4. What do you think is critical for a prospective candidate to understand about:
 - a. Child welfare in general? Strengths/ Challenges
 - b. Your agency? Strengths/ Challenges
 - c. In your demographic area (county)? Strengths/ Challenges
 - d. Your job? Strengths/ Challenges
5. What are the qualities or characteristics of an ideal job candidate?
6. When and how do you think prospective candidates should be shown an RJP?
 - a. At what point in the process?
 - b. How should be made available (web/dvd)?
 - c. How should it be used?

Thank you!