

“WHAT WOULD HAVE MADE YOU STAY IN YOUR JOB?”

Recruitment and Retention of Child Welfare Professionals – Exit Interviews

- **Change in Child Welfare Work**
Some respondents said there was nothing that could have changed that would have made them stay in the job. There is no effective way to retain this group of leavers.
- **Change in Supervision**
Some workers said they would have stayed if they had a better supervisor or a different supervisor. Workers are looking to be treated fairly by their supervisors and to be given adequate guidance and support. This problem can be addressed through supervisor trainings.
- **Better Work Climate**
Workers would like to be appreciated, trusted, and respected more, and to work in a more empathetic and less hostile, less punitive environment.
- **Change in Agency**
 - o Workers want less bureaucracy and better awareness within the agency of the real issues of child welfare, and they would like to be able to serve children and families effectively and see kids kept with their families more.
- **Manageable Workload**
 - o Workers want small caseloads, more staff, more resources, more support, better training, less hours – and realistic expectations from the agency about what a worker can accomplish.
- **External**
 - o Life factors outside of the job caused some workers to leave. Examples include having small children at home, moving, or being offered a different job.
- **Change in Impact on Self**
 - o Workers want less stress and less mental and physical health problems that result from their work.