Employee Lifecycle Select Resources

The following resources are just a few examples of resources from phases of the employee lifecycle. You are encouraged to check out the full breadth of resources developed by the QIC-WD [here].

Building a Recruitment Pipeline

[Click for link]

Career Interests (Umbrella Summary)

Spotlight on Innovative Recruitment Strategies: Northwest Ohio Fellowship Program (Blog Post)

Shaping the Job

[Click for link]

Job Design (Umbrella Summary)

Frontline Job Redesign (Resources related to intervention tested in Louisiana)

Perspectives from a Permanency Team (Blog Post)

Perspectives from a Prevention Team (Blog Post)

Case-Supportive Technology (Resources related to intervention tested in Virginia)

Telework (Resources related to intervention tested in Washington)

Telework (Umbrella Summary)

Shaping the Workplace

[Click for link]

Organizational Justice (Umbrella Summary)

Perceived Organizational Support (Umbrella Summary)

Organizational Change Process (Resources related to intervention tested in Milwaukee)

Recruitment

[Click for link]

Job Posting (QIC Tip)

Attracting and Hiring Workers: Evidence-Informed Strategies (Webinar)

Recruitment (Umbrella Summary)

Realistic Job Preview (Umbrella Summary)

Selection

[Click for link]

Employment Interviews (Umbrella Summary)
Work Sample Tests (Umbrella Summary)

Competency-based Selection Process (Resources related to intervention tested in Oklahoma)

Onboarding

Supporting New Workers: Evidence-Informed Strategies for Those in Supervisory Roles (Webinar Recording)

Organizational Socialization (Umbrella Summary)

How Can Supervisors Support New Employees (QIC-Tip)

Onboarding Program (Resources related to intervention developed with the Eastern Band of Cherokee Indians)

Training

Learning Styles (Umbrella Summary)

Training Transfer (Umbrella Summary)

Improve the Child Welfare Workforce Through Training: Common Questions & Evidence-Informed Answers from the QIC-WD (QIC-Tip with links to various Umbrella Summaries)

Supervision

Leader-Member Exchange (Umbrella Summary)

Abusive Supervision (Umbrella Summary)

Supporting Virtual Supervision as Part of a Hybrid Workforce (Blog Post)

Supervision in a Virtual Workplace (QIC-Take)

Supportive Supervision and Resilience (Ohio intervention resources)
Well-Being

**Employee Engagement** (Umbrella Summary)

**Role Stress** (Umbrella Summary)

**Secondary Traumatic Stress Among Child Welfare Workers** (Blog Post)

**Addressing Work-related Traumatic Stress** (Nebraska intervention resources)

**Impact of Secondary Traumatic Stress on the Child Welfare Workforce** (Video)

**Coping with Secondary Traumatic Stress** (Video)

**Managing Stress While Working from Home During the Pandemic: Strategies for Self-Care** (Webinar excerpt)

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Diversity, Equity, and Inclusion (DEI)

**Measuring DEI** (Institute Resource)

**Disability Inclusion** (Institute Resource)

**Workplace Supports for LGBT Employees** (Umbrella Summary)

**Diversity and Inclusion Climates** (Umbrella Summary)

**Workplace Incivility** (Umbrella Summary)

**Organizational Politics** (Umbrella Summary)