

Child Welfare

Workforce Analytics Institute

 QIC-WD QUALITY IMPROVEMENT CENTER FOR WORKFORCE DEVELOPMENT

 Children's Bureau

2016 – 2022 Cooperative Agreement



Centers for American Indian
and Alaska Native Health
colorado school of public health



UNIVERSITY OF
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SOCIAL WORK



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

Center for Behavioral
Health Research

UCLA Luskin School of Public Affairs
Department of Social Welfare

**CF Parry
Associates**



**Penny P. Collins
Consulting**

What's our best recruiting source?

Does turnover vary by race or ethnicity?

Who are our top performers?

What's the supervisor turnover rate for my region?

Are we hiring the right people?

Is there a way to anticipate who will stay?

Is the new mentoring program helping?

Does it matter what degree they have?

How do we know if these new interview questions work?

What is our involuntary turnover rate?

Can we reduce the amount of time it takes to fill a position?

What is the diversity of our workforce?

Our Goals



Inspire and motivate child welfare leaders and HR to work together to use data analytics to address child welfare workforce challenges and opportunities



Initiate and strengthen connections between child welfare and HR leaders



Build awareness, knowledge, and/or understanding around data analytics, with a special emphasis on how data can be used to address questions about race equity in the workforce



Support agencies to initiate plans to use HR data to address child welfare workforce challenges

Our Process

Seeking 5 to 8 public and tribal child welfare agencies

Establish a workforce analytics team

Attend and participate in 4 webinars and one multi-day workshop

Meet with a QIC-WD representative

Develop and implement an action plan

Share experiences and lessons learned

	C	D	E	F	G	
	First Name	Middle Ini	Last Name	Gender	E Mail	Date
Lois	H	Walker	F	lois.walke		
Brenda	S	Robinson	F	brenda.roi		
Joe	W	Robinson	M	joe.robins		
Diane	I	Evans	F	diane.evar		
Benjamin	R	Russell	M	benjamin.		
Patrick	F	Bailey	M	patrick.bai		
Nancy	T	Baker	F	nancy.baki		
Carol	V	Murphy	F	carol.murp		
Frances	B	Young	F	frances.yo		
Diana	T	Peterson	F	diana.pete	11/1	
Ralph	L	Flores	M	ralph.flore	2/3	
Jack	C	Alexander	M	jack.alexan	5/19	
Melissa	Q	King	F	melissa.kii	2/24	
Wayne	G	Watson	M	wayne.wa	6/26/	
Cheryl	O	Scott	F	cheryl.sco	2/23/	
Paula	T	Diaz	F	paula.diaz	8/22/	
Joshua	G	Stewart	M	joshua.ste	5/18/19	
Theresa	S	Lee	F	theresa.le	12/5/19	
Julia	Q	Scott	F	julia.scotti	7/15/19	
Thomas	J	Lewis	M	thomas.le	10/4/19	
Carol	V	Edwards	F	carol.edwi	12/14/1994	
Matthew	C	Turner	M	matthew.t	10/26/1993	
Joan	R	Stewart	F	joan.stew	11/20/1972	
Ruby	V	Rogers	F	ruby.roger		
Carol	L	Hayes	F	carol.haye		
Russell	K	Russell	M	russell.ru		

Topics

- Evidence-based management
- Benefits of workforce analytics
- Data dictionaries
- Data quality
- Workforce metrics
- Data segmentation
- Race equity
- Scorecards
- Key personnel and skills
- Data visualization

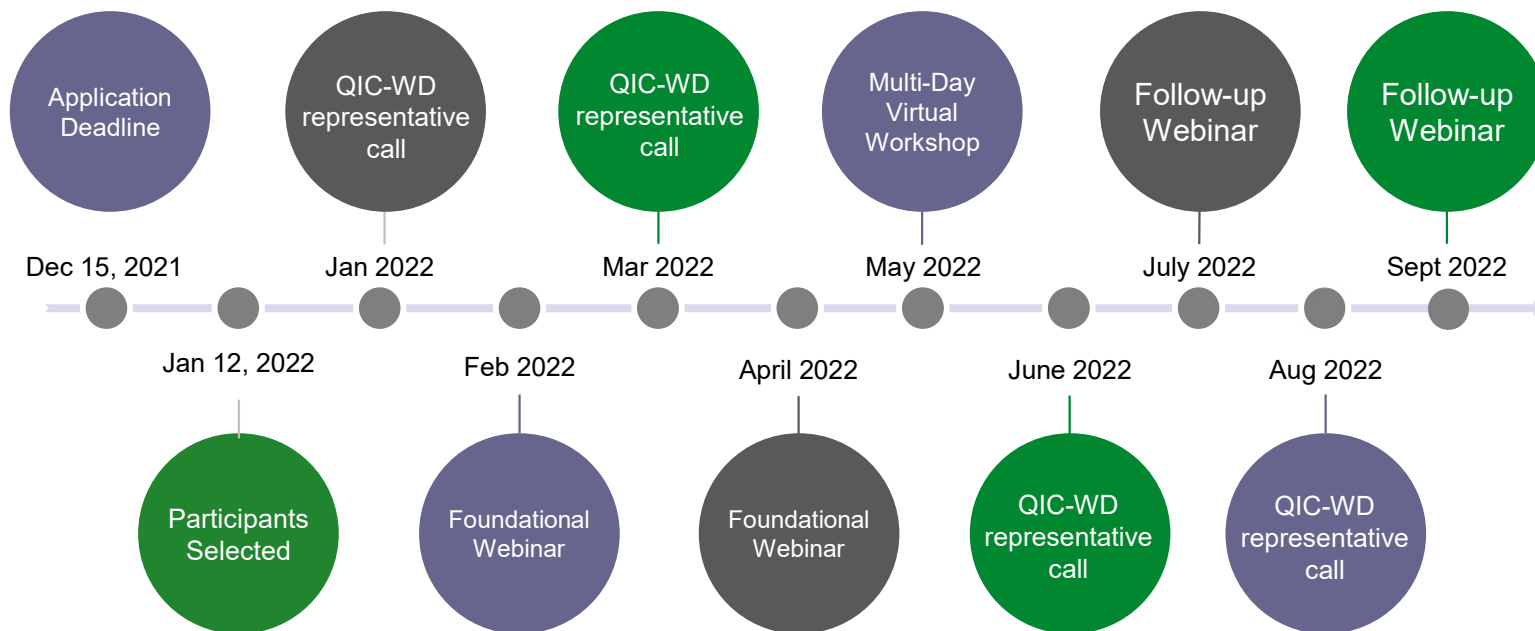
Action Plan Examples

- Start collecting and analyzing a certain type of data
- Improve the quality of workforce data
- Develop interactive workforce metrics reports
- Use workforce data to evaluate the effectiveness of a workforce policy, practice, or intervention

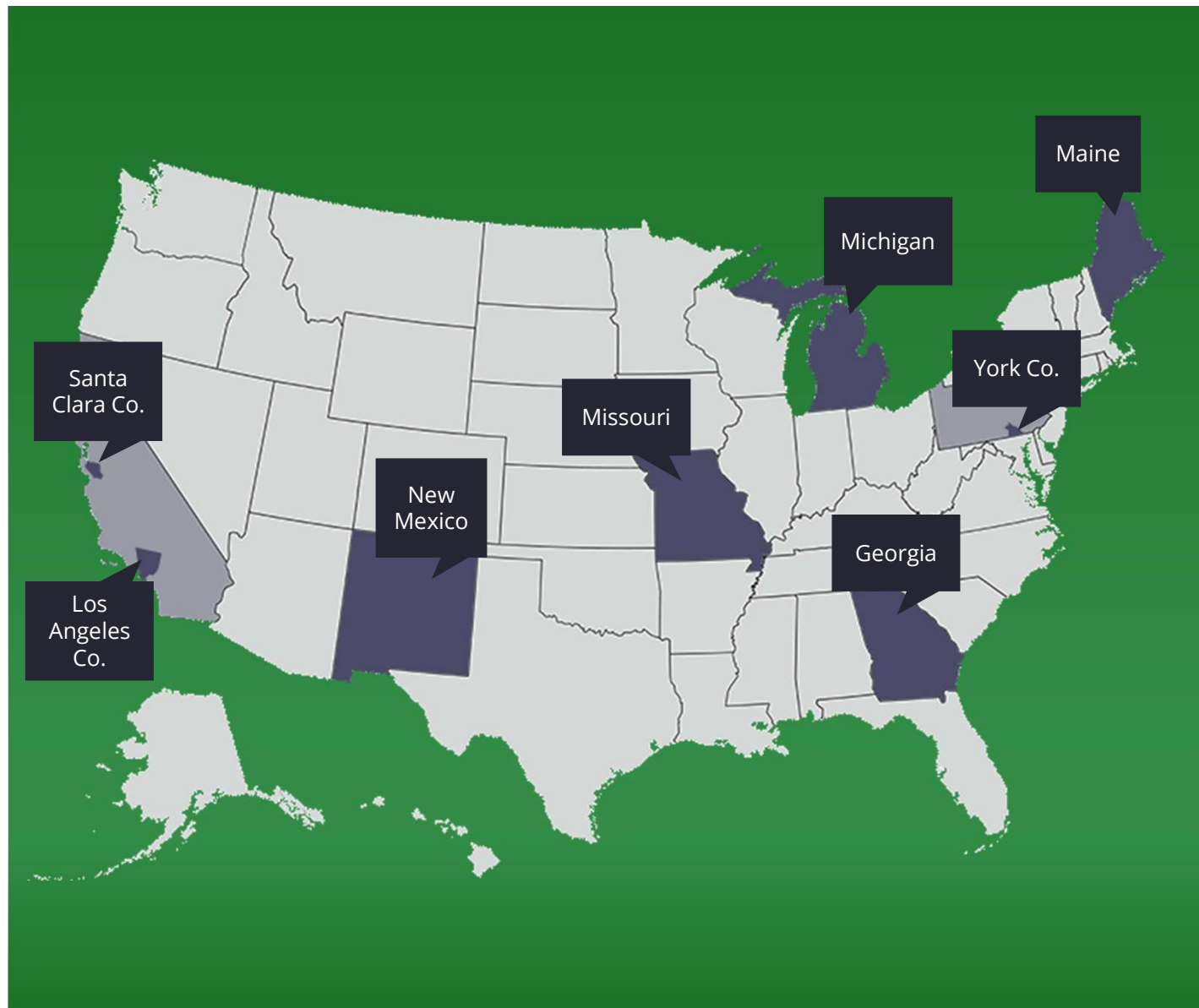
Action Plan Examples

- Examine recruitment source effectiveness
- Assess whether the hiring process causes applicants to drop out
- Analyze current data to see what factors are predictive of a specific workforce outcome
- Determine if turnover is functional or dysfunctional to the agency

Timeline



2020 Institute



Due: December 15th

Application

- Workforce analytics team?
- Where is HR?
- ~Number of frontline staff?
- Relationship between child welfare and HR?
- Personnel data & software
- Data analysis capacity
- Preliminary statement of workforce analytics goal or challenge



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