



## The QIC-WD's Workforce Research Catalog: A tool to Navigate the Evidence Captured in Umbrella Summaries

To help child welfare practitioners and researchers adopt a more evidence-based approach to workforce challenges, the QIC-WD has developed two resources: [Umbrella Summaries](#) and the [Workforce Research Catalog](#).

Umbrella Summaries are synopses of research on workforce topics that are pertinent to child welfare. More specifically, the summaries are based on meta-analyses, which are studies that quantitatively synthesize findings across many individual studies to arrive at overall conclusions that are more accurate and generalizable to other settings. Umbrella Summaries are presented in a straightforward question-and-answer format, and there are over 80 topics that cover areas such as recruitment, hiring, onboarding, training, supervision and leadership, work design, work environment, and numerous employee attitudes and behaviors. Read these [frequently asked questions](#) (FAQs) to learn more about Umbrella Summaries.

The Workforce Research Catalog is an innovative tool to share further details about the workforce research described in the Umbrella Summaries. Whereas Umbrella Summaries each provide a narrative review of research on a specific workforce topic, the catalog is a data visualization tool that combines the research findings across all the summarized topics. The catalog's interactive format gives users more power and precision to explore various research findings related to key workforce outcomes, including job satisfaction, organizational commitment, learning, performance, well-being, and turnover. There are two versions of the visualization—a researcher version with more detailed search options and study findings and a practitioner version with broader search categories and study findings. A series of FAQs, specific to each version, is available as part of the catalog.

The collective goal of the summaries and the catalog are to bridge the gap between research and practice. Practitioners can enhance their workforce practices by using research evidence to drive decision making in the workplace. Researchers can advance the evidence base by capitalizing on the strengths of past research, identifying limitations and needs, and exploring ways to close the gaps. Finally, practitioners and researchers can work together to develop evidence that is grounded in the practical realities, needs, and interests of agencies and the workforce.