Umbrella Summaries

Frequently Asked Questions (FAQs)

What is an Umbrella Summary?

An Umbrella Summary highlights findings from the workforce literature to address pertinent child welfare workforce challenges. These summaries provide a synopsis of the published meta-analyses of a specific workforce topic. The research is summarized in a straightforward question-and-answer format. Each summary highlights the implications of the research for child welfare professionals.

Why use meta-analyses?

Meta-analyses capitalize on numerous data sources. A meta-analysis is a study that quantitatively synthesizes results across many individual studies, overcoming the inherent limitations of individual studies, to arrive at overall conclusions that are more reliable, accurate, and generalizable.

What literature is included in the Umbrella Summaries?

Due to the limited availability of meta-analyses in child welfare, the Umbrella Summaries are primarily based on studies conducted on many different occupations and published by researchers in fields such as management, business, industrial-organizational psychology, organizational behavior, applied psychology, and human resources.

What topics do the Umbrella Summaries cover?

Topics for the Umbrella Summaries were identified based on the state of the research and its applicability to child welfare. Identified topics include, but are not limited to, recruitment, various hiring assessments, onboarding, various training strategies, employee engagement, telework, emotional labor, diversity and inclusion climates, leadership, job design, and turnover.

QIC▪WD QUALITY IMPROVEMENT CENTER FOR WORKFORCE DEVELOPMENT