



Infusing a Strengths-Based and Engagement Approach in Hiring the Right Staff (and Retaining Them); Informed by the Competency Drivers of Implementation Science

Presented by: Ventura County Human Services Agency;
Children and Family Services



Workshop Overview

- Connect competency drivers of implementation science to recruitment, selection, onboarding, and retention processes
- Interactive activities
- Transfer of learning

Audience Poll

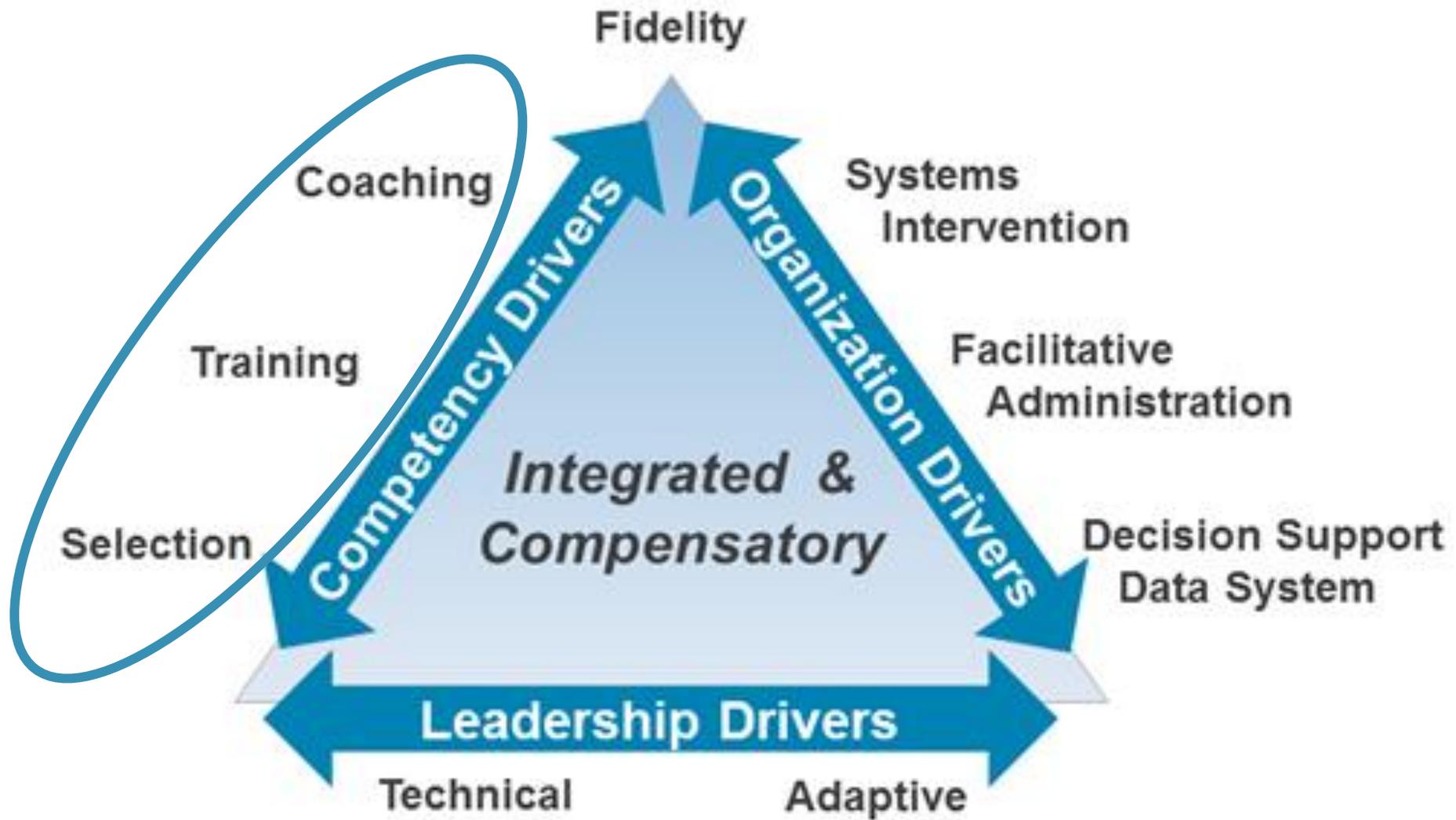
Where are you from?

- Child Welfare
- Administration
- Adult Services
- Employment Services
- Medi-Cal/Cal-Fresh
- Other

We Believe Statements

- We believe families can keep their children safe with support. (and if they can't...)
- We believe children should be cared for in a familiar, nurturing, and safe environment. (and while they are in care...)
- We believe every child is entitled to thrive through stability, family connections, quality treatment, and a voice in planning.
- We believe, through partnership and support, parents can grow and change in order to safely parent their children. (and if the children cannot return home...)
- We believe all children deserve a sense of belonging, and a permanent, unconditional commitment in a lifelong family.

Implementation Drivers



Thoughts on Recruitment

Staffing growth doesn't stop after hire

- Building a strong workforce
- Hiring with a department wide lens, not just filling vacancies

The 3 R's of Recruitment

Recruitment starts with Relationship

- With HR, Inter-Agency Departments, Current Staff
- Candidate

Recruitment needs to be Relatable

- The bigger picture, the “why” to Candidate
- The bigger picture, the “why” to HR

Recruitment can be enhanced by the use of Resources

- Staying current in Job Description and Analysis
- ["A Day in the Life of a Social Worker"](#)
- Dear Candidate Letter

Dear Candidate Letter...



Dear Child Welfare Social Worker Candidate:

Congratulations! You have applied for one of the most rewarding, exhausting and meaningful careers – Child Welfare Social Worker. You have worked hard in school, learned a lot and this job may almost feel like another education to you. There may be days you are exhausted by the fast pace of this multi-tasking profession. You may feel your heartbreak when you enter homes you never thought could be so unsanitary. Often Child Welfare Social Workers are exposed to painful and sometimes tragic circumstances for children and families that can result in secondary trauma. However, we hope that you, as a Child Welfare Social Worker, will also see the strength of the human spirit, the love between families and the commitment to keeping them together.....

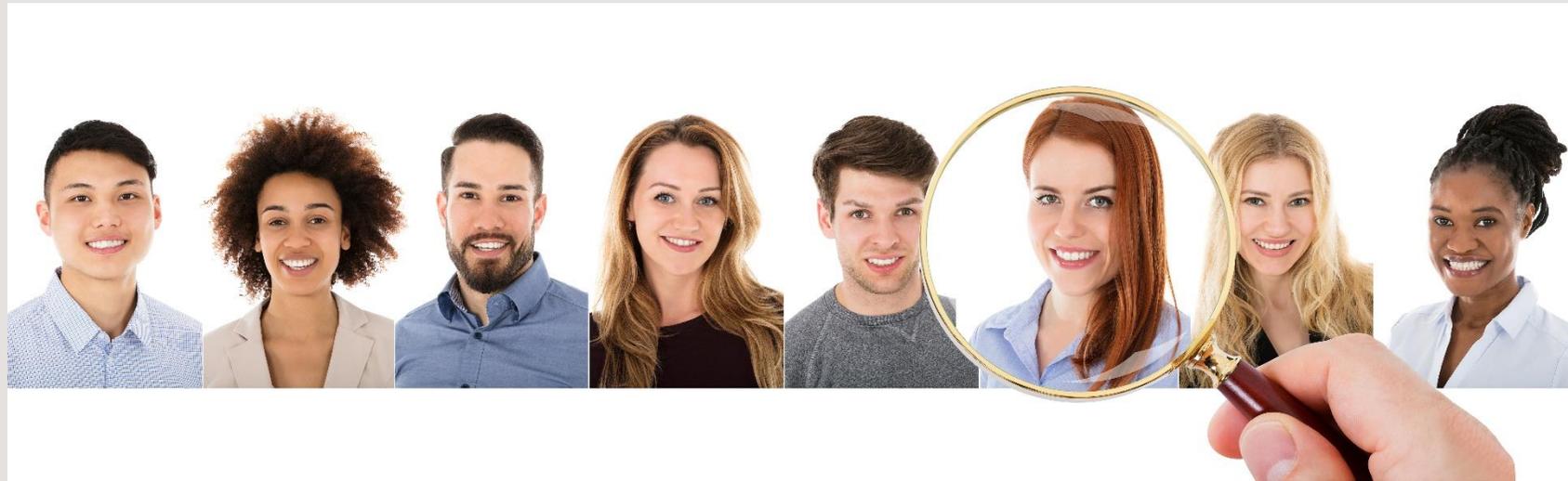
Ventura County CFS Recruitment

- Selection Process

- Behaviorally Observable

- Vignette/Role-play

- Movie Clip – link *Sherrybaby* (2006)



Sherrybaby (2006) Movie Clip

- As you watch this clip be thinking about:
 - What might a candidate say to make them a good fit with your organization's values?
 - What might a candidate say to make them a poor fit with your organization's values?

Sherrybaby (2006) Movie Clip

Type in the chat box what you would hope a candidate would take away from the video



Sherrybaby (2006) Movie Clip

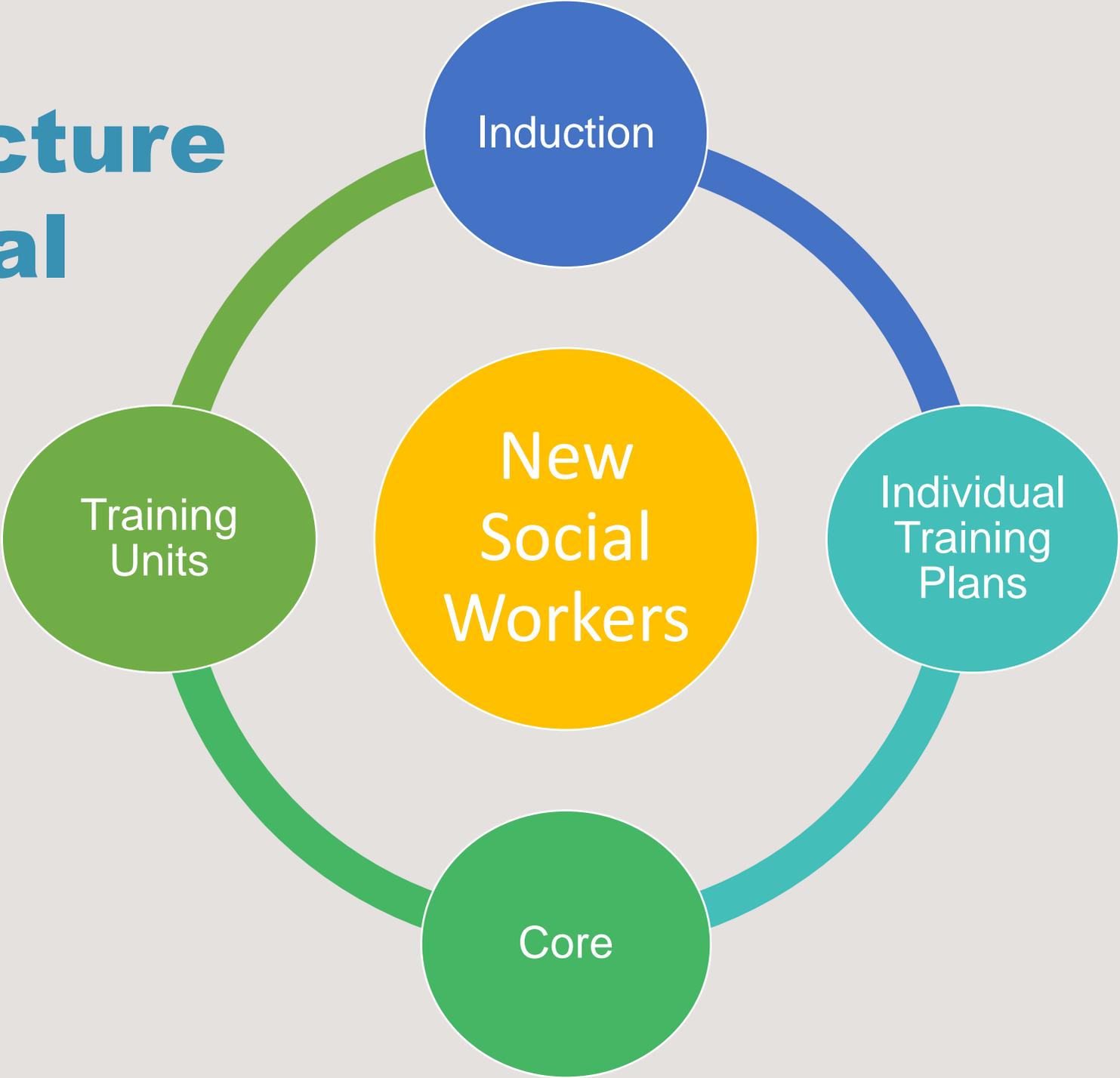
Important Observations:

- Empathy
- Engagement
- Critical Thinking
- Personal Bias
- Red Flags?
- Awareness of Family Dynamics

Wrapping Up Recruitment

- Summary
 - A purposeful process
 - Lenses of Relationship, Relatability and Use of Resources
 - CFS HR and CFS Staff Development work together collaboratively so there is a good understanding of the upcoming cohorts, skill level, languages, and we try for a warm hand off.

Training Structure For New Social Workers



Why Do People Stay?

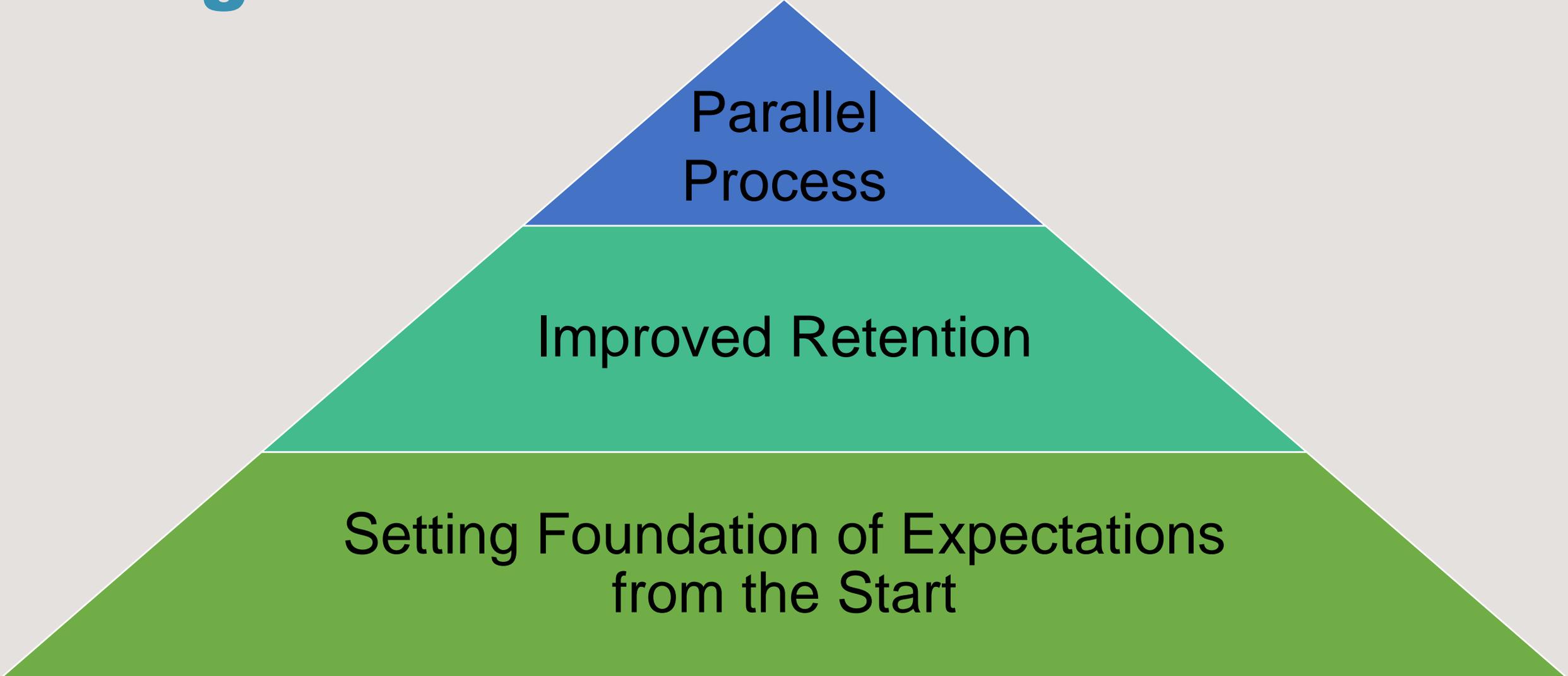
- Coaching

#CoachingCulture

“Everyone deserves a coach”

- Peer Support

Bringing It All Together



Parallel
Process

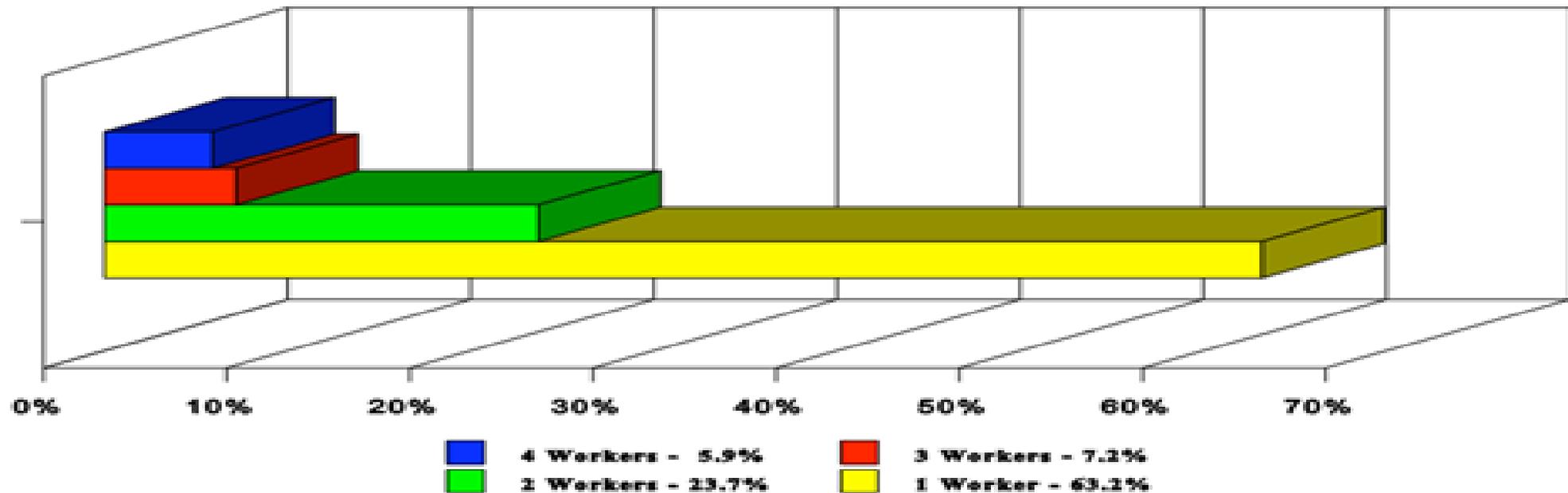
Improved Retention

Setting Foundation of Expectations
from the Start

Bringing It All Together

Fewer Changes in Caseworkers Increases the Chances of Permanency for Children

Children Entering and Exiting Care to Permanency, from January 1, 2004 through September 2004, Who Experienced Worker Changes



Data reported represents 152 children entering and exiting to permanency from January 1, 2004 through September 2004. Data reported to review staff by the Bureau of Milwaukee Child Welfare.



Questions & Thank You

Contact Information

Pamela Grothe – Senior Program Manager

Pamela.Grothe@ventura.org

Karis Lawson – HS Administrative Specialist III

Karis.Lawson@ventura.org

Toni Ayres-Hampton – HS Administrative Specialist III

Toni.AyresHampton@ventura.org

