



BUILDING KNOWLEDGE TO IMPROVE WORKFORCE OUTCOMES

Webinar Announcing Call for Applications

December 14, 2016

Presenters:

Michelle Graef, QIC-WD Director

Lisa Merkel-Holguin, QIC-WD Implementation Lead

An Expanded Investment in Workforce

- A new five-year cooperative agreement (2016-2021) between the Children's Bureau and the University of Nebraska-Lincoln (UNL)
 - UNL's Center on Children, Families and the Law is the Project Lead with partners at:
 - University of Colorado, Denver
 - Kempe Center
 - Centers for American Indian and Alaska Native Health
 - University of Louisville
 - Kent School of Social Work
 - University of Tennessee, Knoxville
 - Center for Behavioral Health Research
 - C.F. Parry Associates
 - CLH Strategies & Solutions
 - Great Eastern Consulting



Overall Project Mission

**MISSION
ACCOMPLISHED**

- QIC-WD is dedicated to understanding how to improve child welfare workforce outcomes
- Through evaluation, the QIC-WD will enhance what is known about promising and evidence-informed workforce interventions, and how they are related to outcomes for children
- Testing what works in 5-10 selected sites

Current Landscape

- Staff recruitment, retention, and workforce development are persistent challenges for many child welfare agencies
- Costly to continually recruit and replace personnel
- Staff turnover can negatively impact relationship between agencies and families, leading to poorer child and family outcomes
- Over the past three CFSRs, agencies have noted issues with workforce turnover as a strong contributor to inability to meet federal performance standards
- Lack of research on effective strategies to attract and retain child welfare staff



An Opportunity to Advance the Child Welfare Field through Evidence Building

- QIC-WD will:
 - Use a continuous workforce development process to guide selected agencies to
 - Identify their workforce needs
 - Implement evidence-informed interventions
 - Draw from a variety of professional fields to gather workforce trends and what works in areas such as staff recruitment, retention, agency culture and climate
 - Work with agencies to test the effectiveness of promising interventions
 - Synthesize the current state of workforce research, drawing from a variety of related fields beyond child welfare
 - Generate new knowledge about effective strategies to improve workforce outcomes

New Evidence

- Select 5-10 diverse state and tribal child welfare project sites to implement and evaluate evidence-based/-informed workforce interventions, applying the workforce development framework
- Conduct robust site and cross-site evaluation to assess implementation, outputs, workforce environment, workforce outcomes, child welfare practice, child welfare outcomes, and costs for multiple workforce interventions
- Disseminate processes and findings

Enhanced Capacity

- Provide intensive, ongoing support, guidance, coaching, and technical assistance (TA) to sites in project implementation, data collection, and evaluation
- Support, through resource allocations and capacity building services, a strong implementation infrastructure in each of the project sites
- Collaborate with each site to develop a detailed plan for sustaining an integrated workforce development process with the agency's strategic planning, human resource, and CQI processes

Benefits to Becoming a QIC-WD Project Site

- Systematically identify and address agency workforce challenges
- Develop implementation strategies to reduce worker turnover
- Develop implementation strategies to enhance workforce development
- Participate in ongoing peer learning network with other sites
- Increase capacity to implement and sustain a continuous workforce development process
- Implement and use results of nationally normed measure of organizational culture and climate (the OSC)
- Access staff resources and capacity building services to support implementation and evaluation of workforce development interventions



Financial Resources

- This is not a grant program; no monetary awards to sites
- The QIC-WD will cover expenses related to implementation and evaluation of the project
 - Specific amounts will vary per site, based upon site needs, project scope, and total number of sites selected, and will be developed each year
 - Covered site expenses can include administrative and programmatic expenses, approved in advance by QIC-WD, with required documentation
 - Partial salary support for necessary project positions



Working With Selected Project Sites



Proposed Implementation Structure



Capacity Building and Implementation Support for Selected Project Sites



Exploration

- August –November 2017
- Comprehensive OSC Assessment
- Selection of workforce interventions/strategies
- Organize/convene site-based Implementation Team



Installation

- December 2017 – March 2018
- Staff selection
 - Capacity building services on workforce intervention, implementation
 - Develop/adapt workforce intervention
 - Establish CQI Process
 - Assess readiness to implement



Initial Implementation

- April – September 2018
- Capacity building services on workforce, implementation and evaluation
- Assess readiness for full implementation
- Cross-site learning
- OSC Assessment (August – September 2018)
- Coaching



Full Implementation

- October 2018 – September 2021
- Full implementation of workforce interventions
- 2 additional OSC assessments
- Ongoing support
- Integration into CQI and other processes
- Evaluation
- Sustainability planning
- Dissemination

QIC-WD WIE TEAM ACTIVE ENGAGEMENT and SUPPORT

Project Site Requirements and Expectations

Establish an Implementation Team Structure

Appoint a Site Implementation Manager

Appoint a Data Coordinator

Enter into a Binding Agreement or Memorandum of Understanding with the QIC-WD

Co-Develop and Execute a Data Sharing Agreement

Select and Implement a Workforce Strategy/Intervention

Participate in the Evaluation of the Workforce Strategy/Intervention

Participate in a Community of Learning

Plan for Sustainability and Engage in Dissemination

Application Process and Timeline



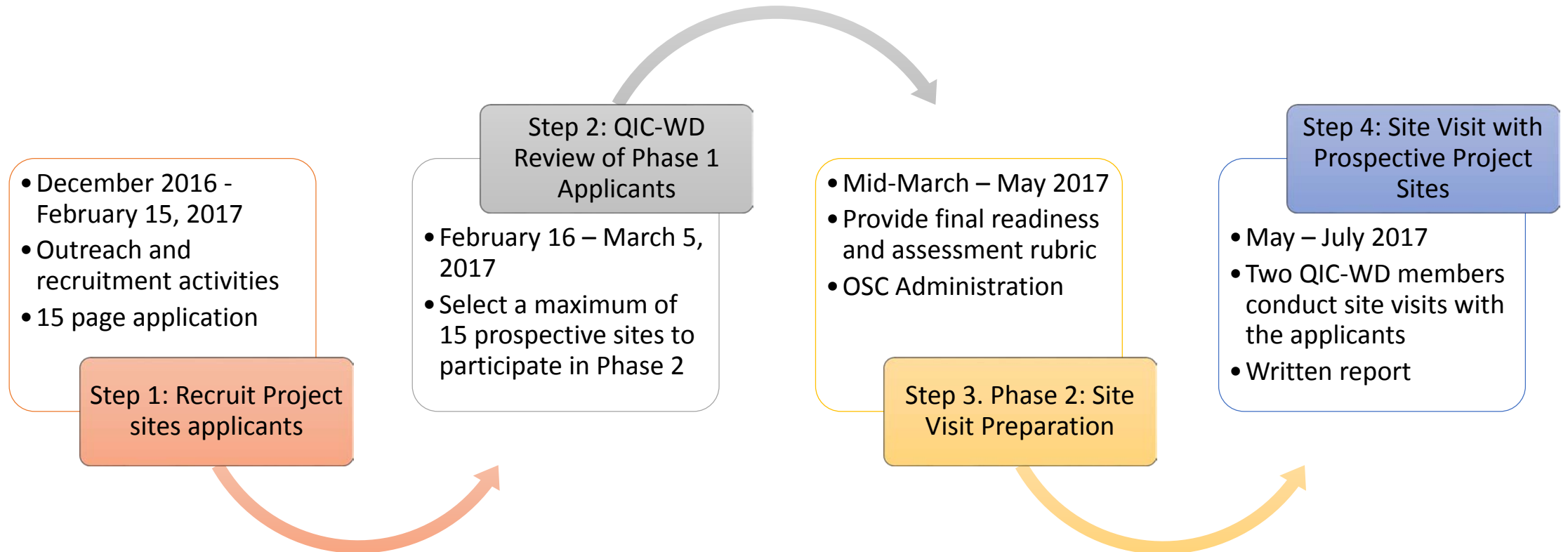
Eligible Applicants

State public
child welfare
agencies

County public
child welfare
agencies within
a state-
supervised,
county-
administered
system

Tribes and Tribal
Consortia that
are currently
receiving Title
IV-B grant funds
administered by
the Children's
Bureau

Overview Timeline: Project Site Recruitment and Selection



Phase 1: Application Steps

Dec 2016

Step 1.1: Application Released

By January
15, 2017

Step 1.2: Email Notice of Intent to Apply

Thru Feb. 1,
2017

Step 1.3: Submission of and Responses to Questions

By Feb. 15,
2017

Step 1.4: Applications Due

By March
6, 2017

Step 1.5: Selection of Sites to Proceed to Phase 2

Application Components

Cover Sheet

- Fillable Word Form
- Found at www.qic-wd.org

Cover Letter

- Requirement
- Signatory varies by applicant

Application

- Agency profile
- Description of workforce needs
- Organizational and evaluation readiness
- No more than 15 pages double spaced

Cover Sheet

Agency Name: [Click here to enter text.](#)

Mailing Address: [Click here to enter text.](#)

City, State, Zip code: [Click here to enter text.](#)

Primary Contact Name for this Application: [Click here to enter text.](#)

Primary Contact Title for this Application: [Click here to enter text.](#)

Primary Contact Phone for this Application: [Click here to enter text.](#)

Primary Contact Email for this Application: [Click here to enter text.](#)

Type of agency:

☐ State ☐ County ☐ Tribe ☐ Tribal Consortia

The Project Site Requirements are found on pages ## of this Application. We understand that while there are numerous benefits to becoming a QIC-WD project site that there are also a number of corresponding requirements and responsibilities. By checking the boxes, you are noting that you have a basic understanding of these expectations, and that if selected to proceed to Phase II of the application process, you will work with the QIC-WD to explore these further in the context of your application.

Understanding of Project Site Requirements	Agreement
Establish an Implementation Team Structure	<input type="checkbox"/>
Appoint a Site Implementation Manager	<input type="checkbox"/>
Appoint a Data Coordinator	<input type="checkbox"/>
Enter into a Memorandum of Understanding	<input type="checkbox"/>
Enter into a Data Sharing Agreement	<input type="checkbox"/>
Implement a Workforce Intervention/Strategy	<input type="checkbox"/>
Co-create and support the implementation of an evaluation	<input type="checkbox"/>
Participate in a community of learning	<input type="checkbox"/>
Sustain effective workforce interventions	<input type="checkbox"/>
Disseminate project learnings	<input type="checkbox"/>

Name of authorizing individual (typed): [Click here to enter text.](#)

Signature of authorizing individual: [Click here to enter text.](#)

Instructions:

There are three options to submit your application: (1) Type into this fillable field; (2) Create your application in a separate Word document and cut and paste it into the fillable field; or (3) Submit a Word document as an attachment to the email with your application. Please save your document with your agency name as the name of the file (e.g., as "XYZ agency.doc")

[Click here to enter text.](#)

Preparing an Application

1. Visit www.qic-wd.org
2. Download the Call for Applications for all details
3. Download the Cover Sheet Template
 - Complete fields, including the signature (which can be electronic) and save it.
4. Secure your Cover letter(s)
5. Write your application
 - This can be unloaded into the fillable Cover Sheet document on page 2 OR
 - This can be a separate Word or PDF document

Submitting your Application

By February 15, 2017 at
11:59pm CT

Attach the Cover Sheet,
Cover Letter and
Application to an email
addressed to: [apply@qic-
wd.org](mailto:apply@qic-wd.org)

QIC-WD will
acknowledge the
completeness of your
application within 72
hours of receipt.

Phase 2 of the Application Process

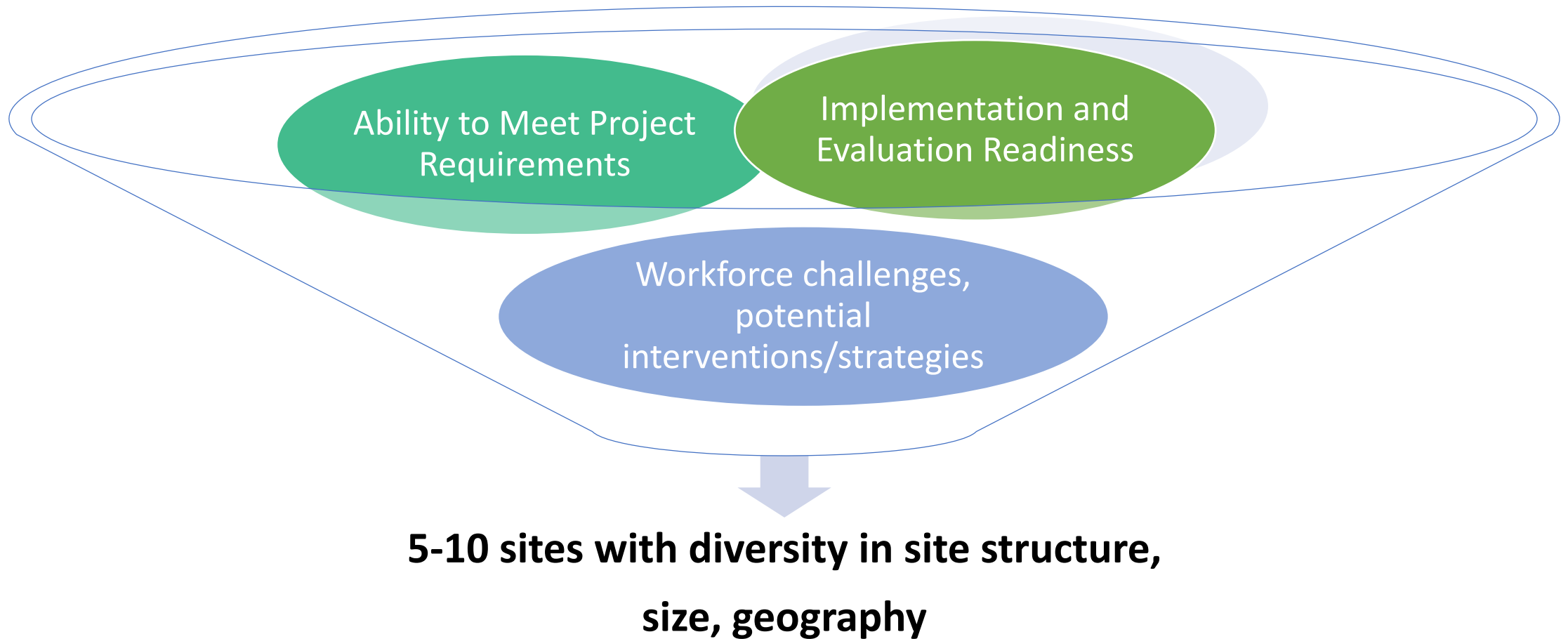
Step 2.1 Planning (March – May 2017)

- Each Phase 2 applicant will be assigned a QIC-WD liaison
- Creating plans for the in-person site visit, administering the OSC, and reviewing/requesting additional data

Step 2.2 In-person site visit (May – July 2017)

- QIC-WD will supply a review framework
- Site visit will be a conversation about a potential site's workforce needs, challenges, successes and a review of OSC results

Final Site Selection



Questions?

- Contact us at info@qic-wd.org
- Answers to questions submitted will be posted to the QIC-WD website (qic-wd.org) as they are received
- This webinar will be posted to the website for viewing later