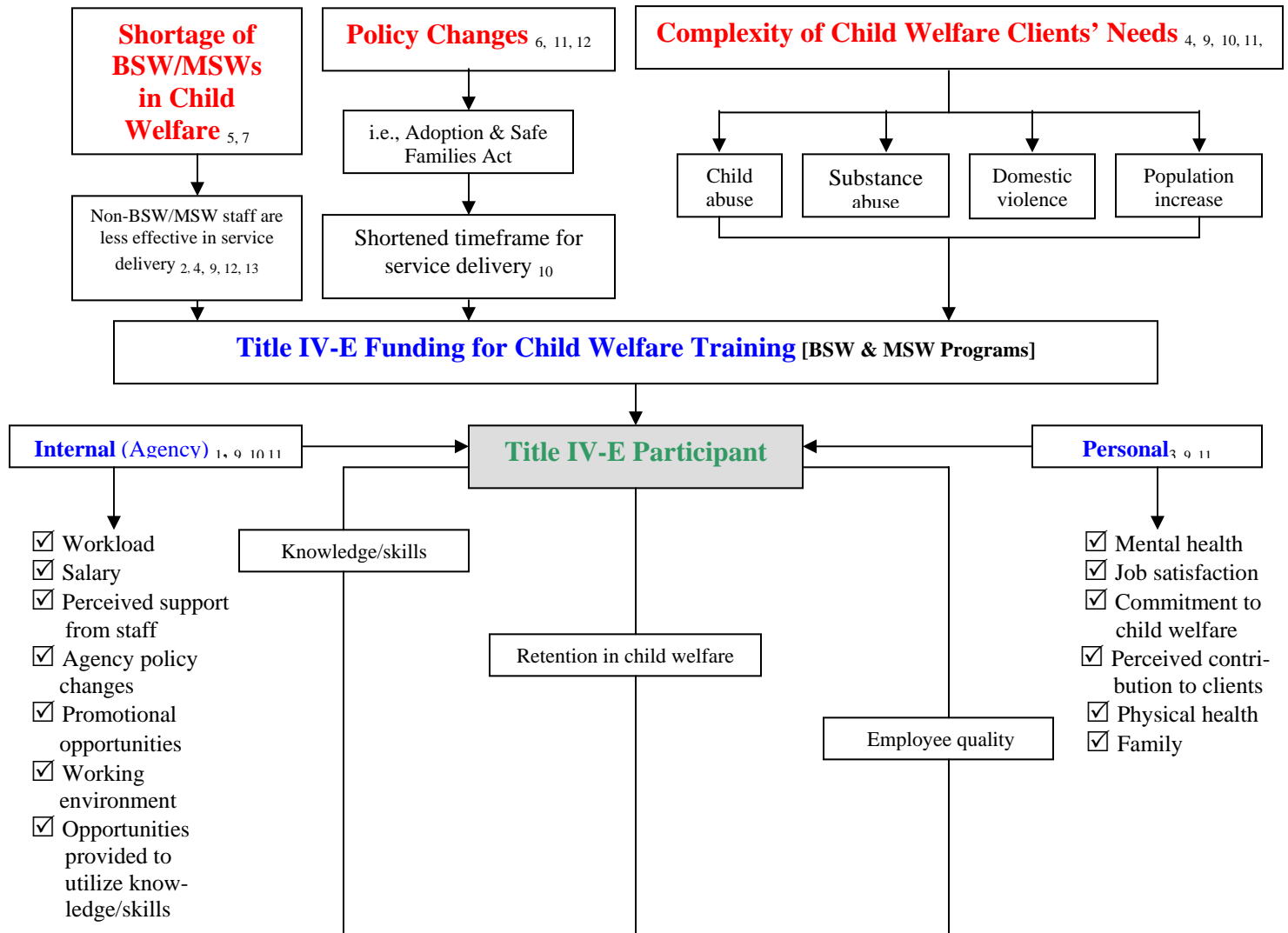


Title IV-E Training Programs: Findings from the Literature

By Nicole Willis & Patrick Leung, University of Houston, 2004



FINDINGS:

- Title IV-E has an impact on retention rates₁₅; around 50% of Title IV-E participants stay in public child welfare_{1, 3, 5, 8}
- Organization factors such as burnout, salary and caseload affect retention₃
- Level of job satisfaction has an impact on retention_{3, 10}
- Size of caseload alone does not have a significant effect on employee tenure in public child welfare₃
- Employees who stay in public child welfare were significantly more satisfied than those who left in terms of: supervisor support, personal growth/promotion opportunities, opportunities to improve knowledge/skills, feeling of accomplishment, professional recognition, decision-making autonomy, and opportunities to make a difference in clients' lives_{3, 5, 11}
- Relationships with co-workers serve as a buffer for emotional exhaustion₃
- Title IV-E graduates report having effective skills, the ability to change agency from within, increased knowledge/ethics, coping skills and assertiveness₅; BSW Title IV-E participants are, on average, more knowledgeable about child welfare than non-Title IV-E workers₄
- Administrators rate MSW degree less beneficial than Title IV-E participants did₉, and less than half of administrators find that MSWs were higher than BSWs in terms of professionalism, skills and other job dynamics₉. Administrators should be educated about the professional benefits of MSW degreed workers in child welfare in terms of skills and knowledge.
- Reasons Title IV-E participants leave public child welfare include: salary, workload, supervision and lack of promotional opportunities_{8, 9}
- Reasons Title IV-E participants stay in public child welfare include: commitment to child welfare practice and flexible schedule₉
- Title IV-E had demonstrated effectiveness in helping participants develop skills, values and ethics₁
- Around 90% of Title IV-E graduates secured employment at public child welfare agencies₈
- Title IV-E participants who leave public child welfare obtain higher paying jobs_{3, 8}
- Title IV-E participants have higher core competencies and are better prepared for their jobs than other employees₁₄

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