

# CHILD WELFARE WORKFORCE CHALLENGES

## A STRATEGIC RESPONSE

Child Welfare Oversight and Advisory Committee  
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# What we know.

- Child welfare workers are increasingly faced with daunting caseloads, compassion fatigue, secondary traumatic stress, and professional burnout, among other challenges.
- Public child welfare professionals may be disproportionately impacted by resource restrictions (internal/external).

# What we know.

Child welfare workplace conditions, and associated consequences, can impact:

- Retention
- Recruitment
- Morale
- Service provisions



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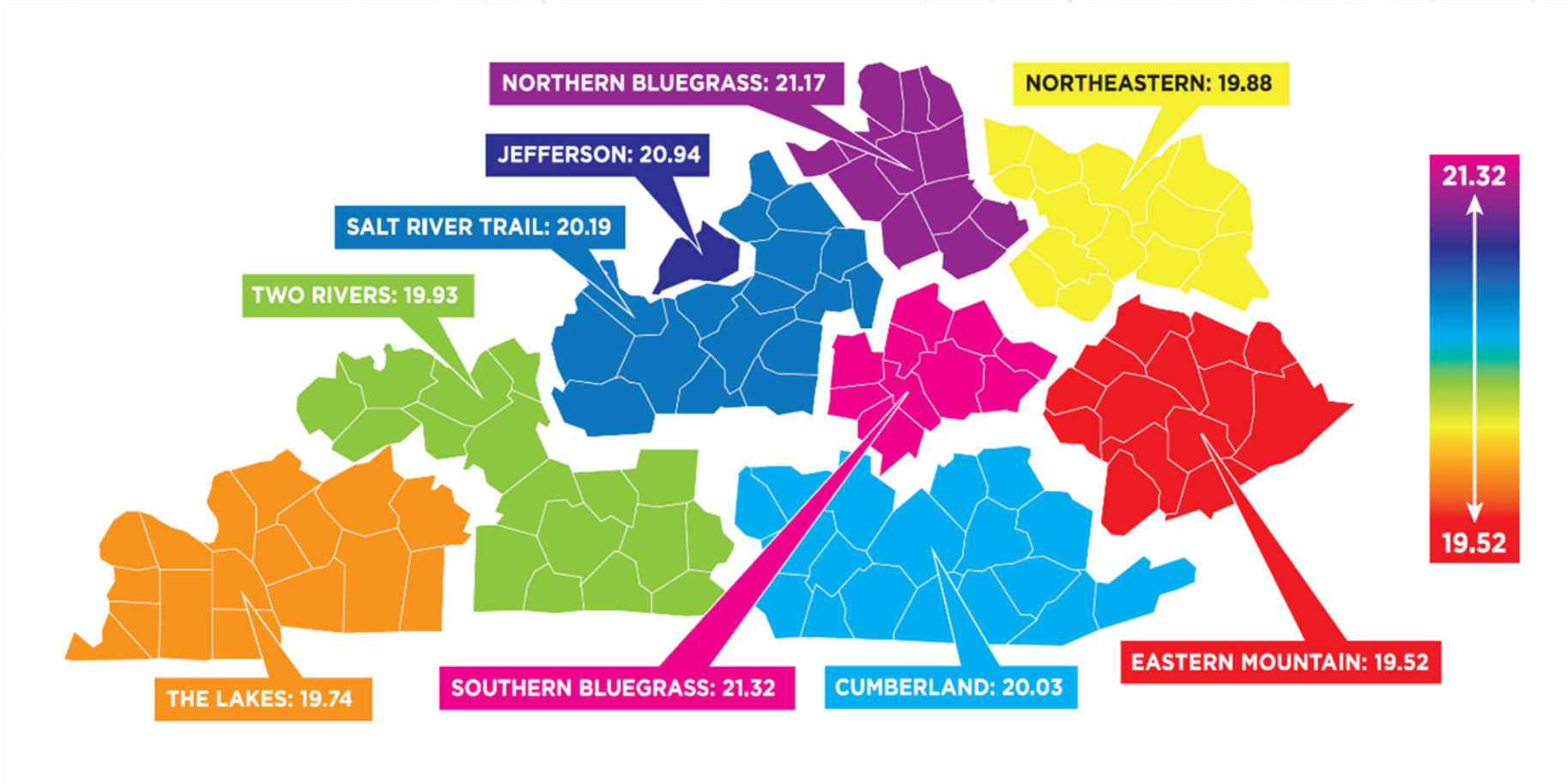
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# What we did.

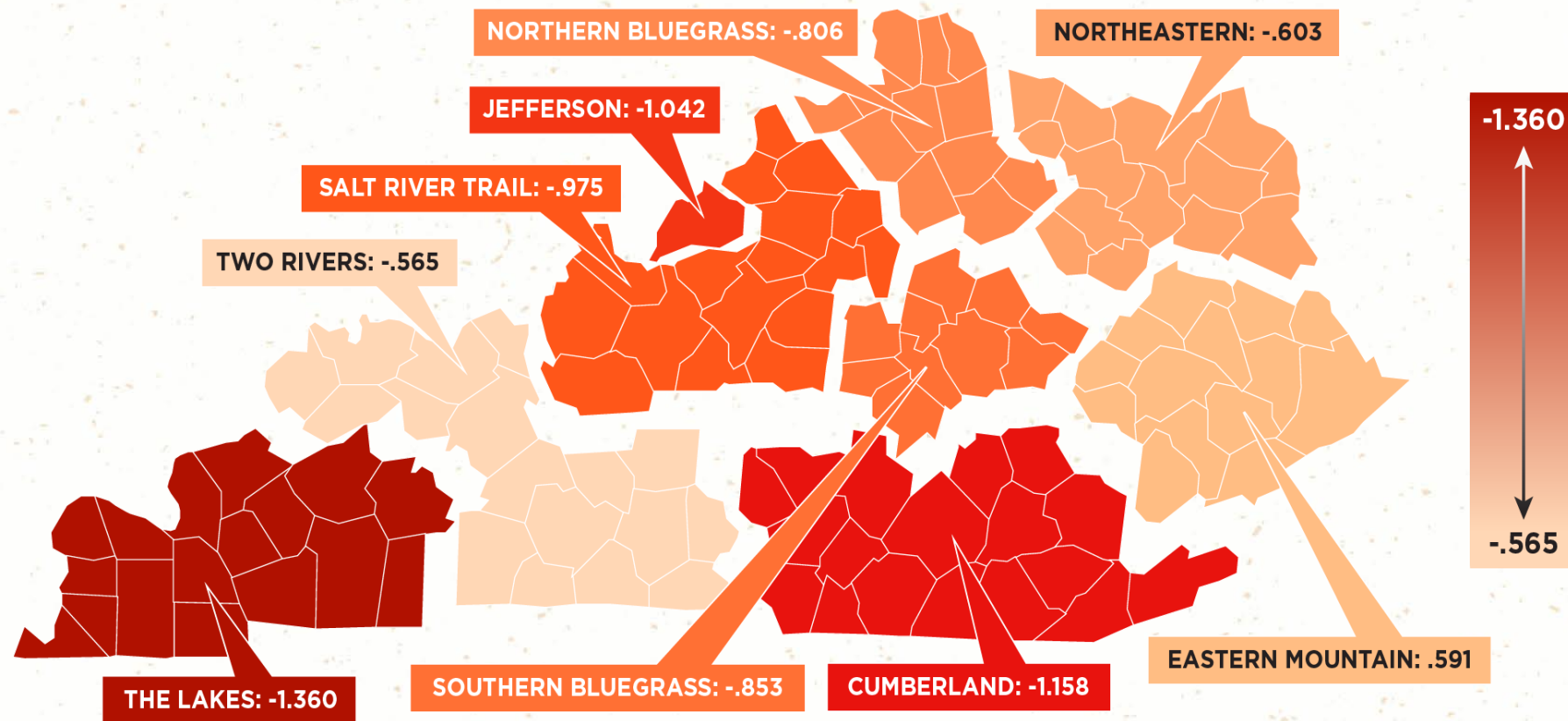
## Conceptualizing Needs

- Multi-step, 18-month process to develop training intervention FROM the perspective of child welfare workers
- Strategic implementation and assessment plan for training
- Conducted statewide needs assessment, initially launched in 2016 (2018, 2020)

# Worker Wellness: Regional Distinctions



# The Impact of COVID-19: Worker Wellness



# What we did.

## Strategic Partnerships and Responses

- Conducted a study to conceptualize an overarching wellness initiative
- Launched self-care/wellness intervention designed to assuage issues burnout, stress, physical/mental health, etc.
- Tested the intervention's impact on wellness of child welfare workers



  
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# What we found.

- Knowledge
- Confidence
- Value
- Burnout
- Secondary Trauma
- Peritraumatic Distress



Self-care practices among foster parents: An exploratory study  
J. Jay Miller<sup>a,\*</sup>, Margia Conley<sup>a</sup>, Cary Owens<sup>a</sup>, Jessica Day<sup>a</sup>, Ianick<sup>a</sup>, Shaquon Moody<sup>a</sup>

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**ABSTRACT**  
Foster parents are critical to the well-being of children in foster care. However, foster parents often experience secondary trauma, burnout, and peritraumatic distress. This study explored the self-care practices of foster parents and the relationship between these practices and their well-being. The study found that foster parents who engaged in self-care practices were more likely to report lower levels of secondary trauma, burnout, and peritraumatic distress.

**Keywords:**  
Foster parents  
Self-care  
Secondary trauma  
Burnout  
Peritraumatic distress

**1. Introduction**  
Foster parents play a critical role in the lives of children in foster care. They provide a safe and stable home for children who have been removed from their biological families. However, foster parents often experience secondary trauma, burnout, and peritraumatic distress. This study explored the self-care practices of foster parents and the relationship between these practices and their well-being.

**2. Method**  
The study used a cross-sectional design to explore the self-care practices of foster parents. Data were collected from a survey of 100 foster parents. The survey included questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**3. Results**  
The results of the study showed that foster parents who engaged in self-care practices were more likely to report lower levels of secondary trauma, burnout, and peritraumatic distress. The study also found that foster parents who reported higher levels of secondary trauma, burnout, and peritraumatic distress were less likely to engage in self-care practices.

**4. Conclusion**  
The study found that self-care practices are important for foster parents. Foster parents who engaged in self-care practices were more likely to report lower levels of secondary trauma, burnout, and peritraumatic distress. This study highlights the need for foster parents to have access to self-care resources and support.

**5. Limitations and Future Research**  
The study has several limitations. First, the study used a cross-sectional design, which limits the ability to establish causality. Second, the study only included foster parents who responded to the survey. Third, the study did not include a control group. Future research should address these limitations.

**6. Acknowledgments**  
The authors would like to thank the following people for their assistance with this study: [Names of individuals who assisted with the study].

**7. References**  
[1] Miller, J. J., Conley, M., Owens, C., Day, J., Ianick, J., & Moody, S. (2015). Self-care practices among foster parents: An exploratory study. *Children and Youth Services Review*, 40, 1-10.

**8. Appendix A**  
Appendix A contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**9. Appendix B**  
Appendix B contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**10. Appendix C**  
Appendix C contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**11. Appendix D**  
Appendix D contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**12. Appendix E**  
Appendix E contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

**13. Appendix F**  
Appendix F contains the survey instrument used in the study. It includes questions about demographic information, self-care practices, and levels of secondary trauma, burnout, and peritraumatic distress.

# What we will continue to do.

- Continue to deliver our evidence-based intervention/training and associated with wellness/retention
- Continue to examine way to efficiently offer unique offerings in New Employee Orientation and Protection and Permanency Academy trainings AND integrate into existing training
- Leverage the existing training framework to conceptualize wider organizational wellness culture and initiative

Questions, comments, concerns, or  
celebrations?

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