

Eastern Kentucky University Training Resource Center

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Topics

- 1** Overview – EKV/DCBS Contract
- 2** DCBS Employee Engagement Survey
- 3** DCBS Retention Data

EKU TRC and DCBS

- Contract has been in place for 38 years
- EKU TRC provides:
 - Customized workforce training and support for DCBS staff and foster parents
 - Training records management
 - Administrative, evaluation, and technological support for DCBS initiatives

DCBS Employee Engagement Survey

The DCBS Employee Engagement Survey explores agency and staff performance attributes, staff satisfaction, and perceptions of key elements of organizational functioning.

The ECU TRC assists with the development of the survey items and compiles a report of the data.

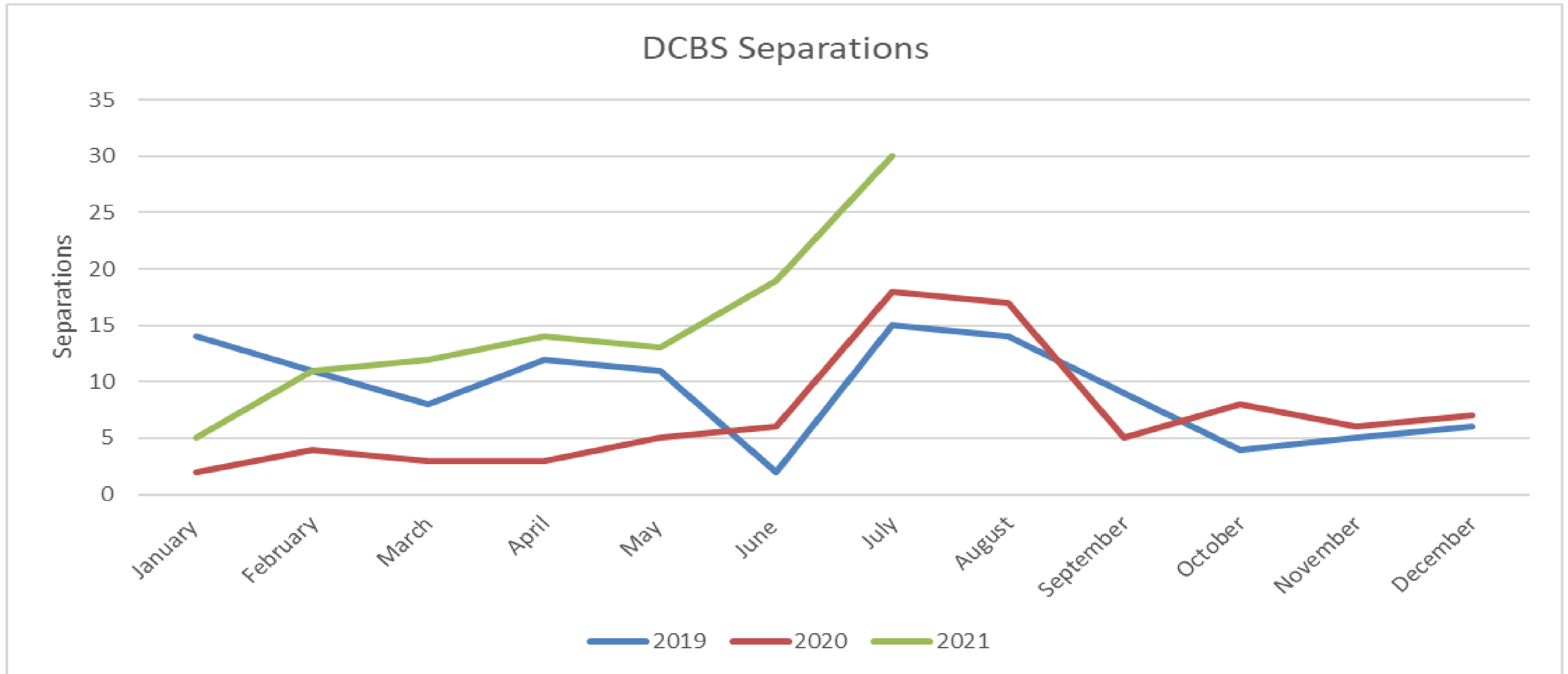
2018 DCBS Employee Engagement Survey Data

- 2,237 respondents (46% of DCBS workforce)
 - Measures related to self-efficacy ($M=4.31$) and adaptability ($M=3.98$) were consistently high
 - Measures related to staffing ($M=2.56$) and stress ($M= 2.13$) were the lowest score averages
 - The biggest barrier to completing quality risk and safety assessment and prevention plans across the life of a case for DCBS workers was **workload** (81% reported this as a top 3 barrier)
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2021 DCBS Employee Engagement Survey Status

- Survey includes an updated set of questions related to employee engagement
 - Additional questions related to mental health, secondary trauma, and self-care
 - Data collection in October with a final report available in early December 2021
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EKU TRC Data Analysis: DCBS Staff Separations



EKU TRC Data Analysis: DCBS Staff Retention

Most Frequently Reported Separation Reasons

2019	2020	2021
Career Change	Better Job Outside of State Government	Better Job Outside of State Government
Insufficient Pay	Standard Retirement	Insufficient Pay
Better Job Outside of State Government	Insufficient Pay	Family Reasons/Responsibilities
Lack of Promotional Opportunities	Early Retirement	Health: Personal or Other
Lack of Recognition	Too Many Cases	Heavy workload

Thank you

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