



Social Work Degrees Are Leading the Child Welfare Workforce

Complete reference list: https://bit.ly/NCWWI_1Pager

WHAT ARE THE CRITICAL FINDINGS?

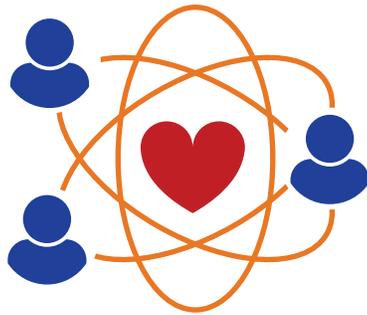
A social work degree, specifically an MSW, is the best predictor of overall performance in social service work. Both BSW and MSW degrees are shown to improve:

- Assessment and decision-making related to risk, behavior, Adverse Childhood Experiences (ACEs), and child safety
- Permanency planning
- Readiness for the work's complexity
- Knowledge and skills in key child welfare and social work competencies

Core social work values and perspectives contribute to better job performance and positive permanency outcomes for children and families.

Core Values

1. Service
2. Social Justice
3. Human Relationships
4. Compassion and Empathy
5. Respect



Perspectives

Ecological - Understanding the person in their environment

Strength-Based - Identifying and integrating family strengths to mitigate safety or risk concerns

Developmental - Understanding and assessing the impact of key developmental experiences on overall functioning and well-being

Permanency - Promoting family stability to enhance child development and attachment

Trauma-Informed Care - Promoting psychological safety and understanding behavior in the context of traumatic experiences

Culturally Responsive - Understanding cultural identity and differences to promote equity across multiple identities and diverse groups



A social work degree program is the best way to prepare workers for child welfare practice because graduates:

- Apply core social work values and perspectives in child welfare field placements
- Have professional identities grounded in social work core values and a path to professional licensure
- Have the skills to support family preservation and are more likely to stay in the field

WHAT ARE THE IMPLICATIONS FOR OUR WORK?

A social work education increases job readiness, decreases burnout and turnover, improves outcomes, and prepares the workforce to address equity and disparity within the system. Child welfare leaders and educators must promote the importance of social work degrees in preparing the child welfare workforce and creating an equitable child welfare system focused on keeping families together.