**Title IV-E Training Programs: Findings from the Literature**

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

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**Shortage of BSW/MSWs in Child Welfare**
- Non-BSW/MSW staff are less effective in service delivery 2, 4, 9, 12, 13

**Policy Changes**
- i.e., Adoption & Safe Families Act

**Complexity of Child Welfare Clients’ Needs**
- Shortened timeframe for service delivery 10

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**Title IV-E Funding for Child Welfare Training**
- [BSW & MSW Programs]

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**FINDINGS:**

- Title IV-E has an impact on retention rates; 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 retention 3.
- 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 welfare 3.
- 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 exhaustion 3.
- Title IV-E graduates report having effective skills, the ability to change agency from within, increased knowledge/ethics, coping skills and assertiveness; BSW Title IV-E participants are, on average, more knowledgeable about child welfare than non-Title IV-E workers 4.
- Administrators rate MSW degree less beneficial than Title IV-E participants did, and less than half of administrators find that MSWs were higher than BSWs in terms of professionalism, skills and other job dynamics 9. Administrators should be educated about the professional benefits of MSW degreeed 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 schedule 9.
- Title IV-E had demonstrated effectiveness in helping participants develop skills, values and ethics 1.
- Around 90% of Title IV-E graduates secured employment at public child welfare agencies 4.
- 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 employees 14.
Bibliography


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