

# [ CENTERING ]

## Child Welfare Worker Well-being

Workers are the heart of the child welfare system. By [centering their well-being](#), organizations are better able to support children and families.

### Child welfare organizations can:

#### Build a supportive organizational culture

- Allow [flexible work schedules/telework options](#)
- [Recognize](#) staff's hard work
- Commit to ongoing work on [racial equity](#) and building an inclusive work culture
- Offer [equitable wages](#)
- Demonstrate engaged and responsive [leadership](#)

#### Provide ongoing career support

- Provide equitable access to [training and career advancement opportunities](#)

#### Foster relationships

- Provide opportunities for [supervisor](#) and [peer support](#)
- Connect staff with mentors and [coaches](#)

#### Support individuals

- Support work life balance and [self-care](#)
- Create a culture where workers [can learn and grow](#)
- Talk about [morally distressing experiences](#)
- Address [burnout](#) and [secondary trauma](#)



National Child Welfare  
Workforce Institute

LEARNING, LEADING, CHANGING