



## Reflection Worksheet

### Collaborating to Conduct a Workforce Needs Assessment

This year's Child Welfare Virtual Expo is designed to be an interactive virtual learning experience where you can hear from experts, identify successful strategies to incorporate into your work, and make connections with others in the child welfare community. In this session, the Quality Improvement Center on Workforce Development (QIC-WD) will describe the QIC-WD's objectives and provide an overview of a workforce needs assessment process it used with its eight project sites. In an interview style format, the QIC-WD will converse with Oklahoma and Washington, two of the eight project sites, about their experiences participating in a workforce needs assessment process. This includes highlighting critical data elements, analytic strategies, external engagement and collaboration, and ways they used data to approach intervention selection to address the needs of their child welfare systems' workforces.

During this session you will build knowledge in these key areas:

- Describe a workforce needs assessment process, including the purpose and structure
- Understand the importance of including multiple stakeholders in the needs assessment process
- Be able to identify the types of data needed to conduct a workforce needs assessment
- Be able to describe strategies for using the needs assessment data to select a workforce intervention

Linking what you hear and see in this session to your everyday work will help you identify where you want to realize change in your agency and the techniques that can help you along the way. Use the table below to keep track of your thoughts during the virtual reflection session.



### Virtual Reflection Questions

<p>1. What would it take to initiate a workforce needs assessment in your agency?</p>	
<p>2. Who would be important to include on a team that is trying to better understand your workforce?</p>	
<p>3. What barriers and facilitators do you anticipate to conducting a workforce needs assessment?</p>	
<p>4. What assumptions about your child welfare workforce would you most like to explore?</p>	
<p>5. What did you learn in today's session that will help you solve any existing barriers to collaboration?</p>	
<p>Additional thoughts:</p>	