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A qualitative study of 369 child welfare professionals' perspectives about factors contributing to employee retention and turnover

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Abstract

A statewide qualitative study of personal and organizational factors contributing to employees' decisions to either remain or leave employment in child welfare is described. Of particular interest was identifying factors related to *employee retention*. Professional staff ($n = 369$) in a state public child welfare agency, representing all levels of the agency and regions of the state, participated in 58 focus group interviews comprising some 1200 person hours of data collection. Core findings of the results are presented and discussed in view of information from other recent child welfare workforce studies. Recommendations and implications of the results for policy and practice are described.



Keywords

Child welfare; Employee retention; Turnover; Qualitative study

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