



# CHILD WELFARE *CAN* ADDRESS BURNOUT

## Did you know?

The **World Health Organization (WHO)** classifies burnout<sup>1</sup> as a

## SYNDROME



Child welfare workers experience burnout at a **higher rate** than other helping professions.

## What predicts burnout?



- Caseload size
- Negative organizational climate
- Job stress

## EXIT

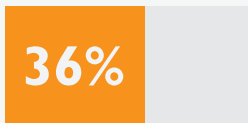
Workers who experience burnout are **more likely to leave the organization**

## Who feels it the most?



### Of burnout is **WORK**-related

- Paperwork
- Bureaucracy
- Inability to affect change



### Of burnout is **CLIENT**-related

- Secondary trauma
- Personal safety threats
- Not enough client engagement

**This means that child welfare organizations can make a difference!**

## To address burnout, child welfare organizations can:

### Manage workloads

Set and honor caseload limits



Reduce paperwork

Use teaming approaches

Allow job mobility for a change of role

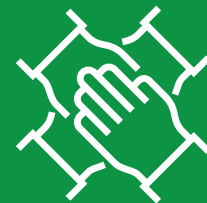
### Build a supportive organizational climate

Encourage peer relationships

Offer supports for secondary trauma

Use safety and self-care plans for all staff

Normalize asking for and receiving help



Use trauma-informed lens to better support workforce and families

<sup>1</sup>**Burnout:** feelings of physical or emotional exhaustion resulting from chronic job stress

He et al. (2018). Examining internal and external job resources in child welfare: Protecting against caseworker burnout. *Child Abuse & Neglect*, 81.

Leake et al. (2017). A deeper look at burnout in the child welfare workforce. *Hum Serv Orgs*, 41(5);

Phillips et al. (In press). Factors associated with caseworker burnout in child welfare: Does tenure matter? *Journal of the Society for Social Work and Research*.

WHO. (2019). Burn-out an "occupational phenomenon," [https://www.who.int/mental\\_health/evidence/burn-out/en/](https://www.who.int/mental_health/evidence/burn-out/en/)