

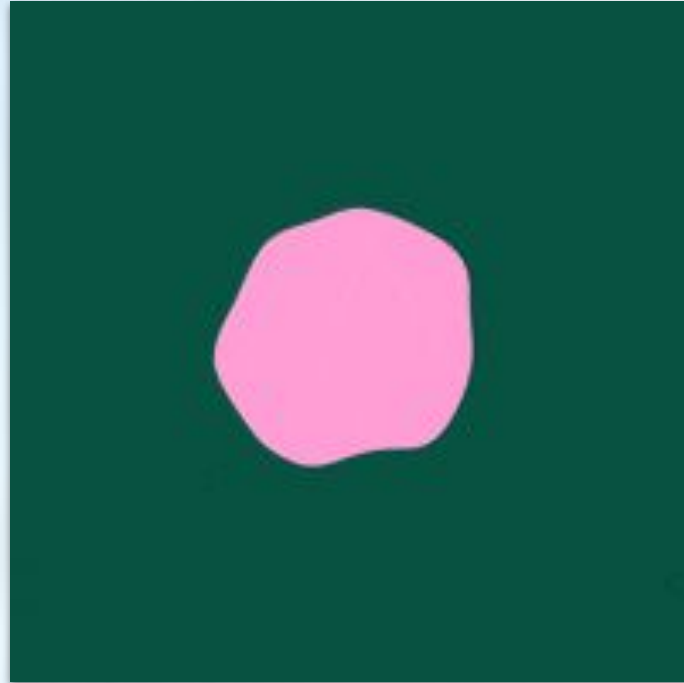


Enhancing Staff Retention, Recruitment, and Hiring Practices in Supervised Visitation Programming

Inspired Boost
Part 1: February 8, 2022



A Moment for Grounding



What draws people to work in a supervised visitation program?



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Info @InspireAction + 13 • 1m

Q1 - What draws people to work in a supervised visitation program?

Made with Love



Response:

Making a difference in the world.

1

Wanting to work with kids

1

Helping families develop relationships they would not otherwise have.

1

Creating a safe space

0

Healthier individuals, families and communities

0

Response:

Helping families stay connected in a safe space!

trying to make a difference that is positive

0

Supporting families going through difficult times

2



Kids! (This is mine, not a client!)

0

Response:

Wanting to give back.

0

A kind heart

0

Gain experience in the human services field.

0

helping support families of color equitably

0

Keep kids safe

0

Response:

NEED

1

Making a difference

2

advocacy for children and families

1

Help families rebuild relationships

0

Helping children and families - Having worked with both women & children as well as offenders

0

Response:

Helping kids connect with their parents.

0

Helping people

1

Want to make a difference in the lives of victims/children who witness

0

having domestic violence impact their own life or someone they care about

0

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According to the U.S. Labor Department:

Almost 35 million people nationwide quit their jobs in 2021.

The social service sector is expected to experience a 15% growth rate in the next decade, faster than the average for all occupations.

Let's

F O C U S

On

**Retaining our Current Staff and
Bringing in New Staff**

What do employees need from an organization?



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Q2 - What do employees need from an organization?

Made with wonder

Response:

To get paid a reasonable salary

♡ 1

Response:

Flexibility for a good home/work balance and a healthy work culture

♡ 1

Response:

Be part of a team

♡ 2

Flexibility

♡ 2

open communication and follow up

♡ 2

Support, communication

♡ 1

Healthy work environment

♡ 1

reflective supervision

♡ 1

A good supervisor, ability to grow professionally, a good team

♡ 1

Support

♡ 2

Training, support and communication

♡ 2

Thoughtful Connection

♡ 1

Tools!

♡ 1

group and individual supervision

♡ 1

A full time position with a living wage.

♡ 1

Self-Care resources

♡ 2

Opportunities to improve organization and self

♡ 1

Understanding of the complexities of SV work

♡ 1

A sense of community

♡ 1

to have shared values and goals

♡ 0

opportunities to talk to and be heard from leadership

♡ 1

grace

♡ 1

A culture that valued my families needs.

♡ 1

to feel safe when debriefing

♡ 1

Team, Safety, Comfort...PAY to meet the job functions and the current pay trends for that job

♡ 0

Conduct Your Own Organizational Assessment

Assess your current work culture by holding individual listening sessions with current and past employees.

Determine what employees need from the organization and what could be improved.



How Could Your Organization:



Invest in employees



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Q3 - How Could Your Organization: Invest in Employees

Made with an open mind

Q3 - Group 1

Response:

Send people to conferences and other professional development opportunities

Communication with supervisor

Listening to employees

Invest in growing the capacity of things that may not be working well, such as tech department may need more employees to help those that are working remotely

Investing in trainings

Benefits (401k)

Self care tips, debriefing, coloring books; things that are helpful when working with difficult clients.

Flexibility

Q3 - Group 2

Response:

Appropriate training

Improve salaries for all employees

Higher wages

Develop full time positions. Too many important positions kept at part time.

Address tough issues that may be happening in the work place

Leadership to create opportunities and time (paid) for staff to be heard/listened to

Wellness time

Mentoring- opportunities to advance

Increase agency support/funding towards health insurance

Continue to let staff work remotely when possible

Q3 - Group 3

Response:

Livable wages

Good, quality, staff-wide training

Informal gatherings to build community

Making sure workload is sustainable and within the realm of possibility

Q3 - Group 4

Response:

Equal training for all

Extra training, regular staff meetings

Time for self care

Balance training and work so not slammed when come back

Cross training

Boundaries with role and expectations

Christmas bonuses

Trust your staff

Salary , ability to show acknowledgment of hard work somehow

Mental health compensation

Consistency, Appreciation, Respect for staff, as well as the folks we serve

Validation and support from supervisors

Respect where we are at mentally - listen

Transparency

Q3 - Group 5

Response:

Being paid more and offer benefits

flexibility

Training

Having gathering and recognizing professional and personal milestones.

Listening to employee feedback and suggestions in order to build teams.

Q3 - Group 6

Response:

Having additional training funds set aside for each individual staff member.

Specific time set aside for self care activities for staff.



How Could Your Organization:



Build and maintain a culture of connection among staff



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Q4 - How Could Your Organization: Build and maintain a culture of connection among staff

Made with a dash of wit

Q4 - Group 1

Response:

Birthday club, super bowl parties, going away parties, and other events

Book club, (if not in person, people have options like a message board), - contactless and remote

Sharing something you learned new time

Allowing those to who want to connect to be included (outside of work and during work hours options)

Check-in, virtually connecting, not talking about work during breaks

Q4 - Group 2

Response:

Agency newsletter with updates around the different programs within the agency

Bi-Annual agency meeting

Zoom Fun activities

Group/peer supervision

Staff from same programs across sites within the organization meet on a monthly basis

All staff meetings

Q4 - Group 3

Response:

Have yoga or any kind of exercise classes for those who are interested.

Going on group walks together to take a break during the work day.

Zoom parties

My favorites list

Knowing what others like and creating a favorites list and sharing during life events.

Gratitudes box

Q4 - Group 4

Response:

Open dialogue - check ins - group and individual

Neutral activities - teamwork - outings

To connect with talking and hard conversations

Mindful of opportunities to come together

Some can be training and some just fun

Build trust so can share - not always a resolution but process . You are part of a team that work together and support each other

Maybe a buddy system like secret Santa but with a buddy a month and get to know each staff . You rotate and write something kind that you saw in that person

Have higher ups be a part of the process . Walk the walk

Stay connected to the work and why we are doing the work

Q4 - Group 5

Response:

Taking time to debrief after services.

Meeting weekly with internal staff and external stakeholders.

Meeting weekly with full-time staff and meeting monthly with part-time staff. Also monthly bring all staff together for meetings, training, and teamwork.

Q4 - Group 6

Response:

Intentional positive reinforcement (staff shout outs)

Encourage vulnerability, particularly among leadership. Make it ok to admit when you don't know

Have fun and share JOY



How Could Your Organization:



Invest in an environment that is functional, comfortable and demonstrates care



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Q5 - How Could Your Organization: Invest in an environment that is functional, comfortable and demonstrates care

Made with an aura of mystery

Q5 - Group 1

Response:

Clean spaces for the families to visit

Client friendly spaces

Pausing to ask, how are you

Listening (helps to build trust)

Friendly decorations

Small snacks

+

Q5 - Group 2

Response:

Best Practices Board support

Bring outside speakers/facilitators to conduct training and feedback sessions

Intentional break time/space

Conduct anonymous surveys and follow up with sharing results with everyone. Continue to follow up with discussions facilitated by external facilitators.

Create written policies that promote flexibility.

Onsite mental health provider for staff

+

Q5 - Group 3

Response:

Comfy spaces- (comfy chairs, good snacks in break room)

Allowing for time each day to practice self care

Have a suggestion box, allow time for concerns and feedback, and acknowledge what is shared

Providing staff the space to share their needs, whether it is a physical need or emotional support need.

Build a caring relationship with the clients, adult and children.

+

Q5 - Group 4

Response:

Set up a wish list for staff to say what they need . Ex books , trainings

Have employees invested by letting them participate in growth ideas

Employees choose which trainings they want

An inclusive environment (representing other cultures) via books, art etc

Invest team in big changes

Assessment was done by external agent with a summary of where we are at , motives , personalities ,

Learn communication and learning styles of your team

Be thoughtful of how you set it up for the employees to feel valued so they want to stay . Get buy in . Be honest and ask them why they want to work there and build on that . Utilize the buy in

Don't just ask for info but actually follow through

+

Q5 - Group 5

Response:

Encouraging self-care and time off is staff have the ability.

Potluck meal and using lunch time to communicate about life and not just work.

+

Q5 - Group 6

Response:

We have an onsite (small) workout room. It shows care for us as WHOLE people

Comfy furniture.

Welcoming scents, adding color to the walls and vinyl decals, etc.

Soft music through the TV's

+

What is it going to take?

Small Breakout Group #1: For those in leadership positions

Small Breakout Group #2: For those front line staff or other positions

Share your responses on this collaborative board: <https://padlet.com/amrita4/vffneifxqlidplf6>

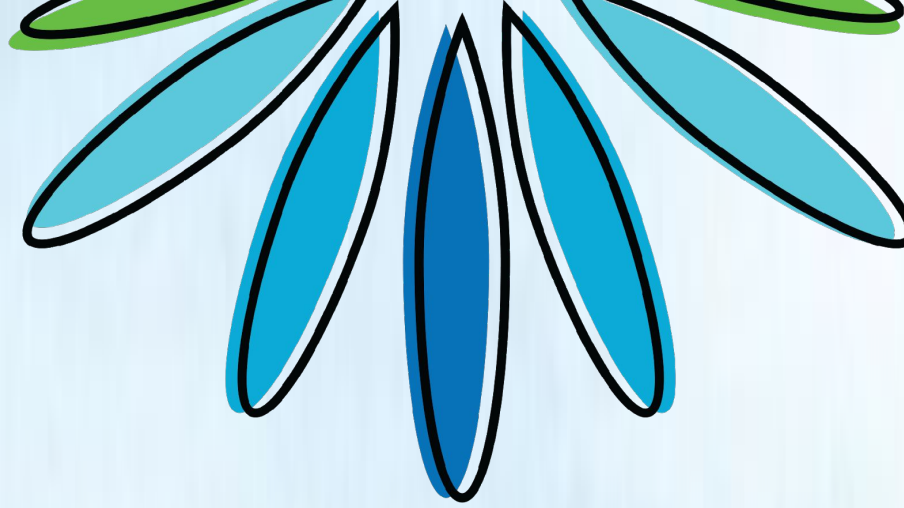
Focus of the Next Session

Recruitment & Hiring Practices in Supervised Visitation

Inspired Boost Session - Part 2: February 15, 2022

8:00-9:00 AM Hawaii / 10:00-11:00 AM Alaska / 11:00 AM-12:00 PM Pacific

12:00-1:00 PM Mountain / 1:00-2:00 PM Central / 2:00-3:00 PM Eastern



We are here to provide you support - please contact us anytime!

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