Attracting and Hiring Workers: Evidence-Informed Strategies webinar (June2023)– Additional Resources

QIC-Tip: Job Posting - A job posting must be candidate-centric, informative, clear, transparent, and appealing to potential child welfare job candidates. This QIC-Tip is designed to highlight actionable strategies to create a good job posting.

Umbrella Summary: Recruitment - What does research say about getting people to apply for and accept a job? This Umbrella Summary describes the available evidence about employee recruitment.

QIC-WD Child Welfare Analytics Institute Workforce Metrics resource - This resource includes over 90 metrics with some that are focused on recruitment and selection.

[Umbrella Summary: Realistic Job Preview (RJP)](#) - A RJP is a strategic organizational communication designed to provide job candidates with positive and negative information about the job and the organization, for the purpose of influencing employee perceptions, attitudes, job performance, and ultimately, retention. This Umbrella Summary highlights the available research on their effectiveness.
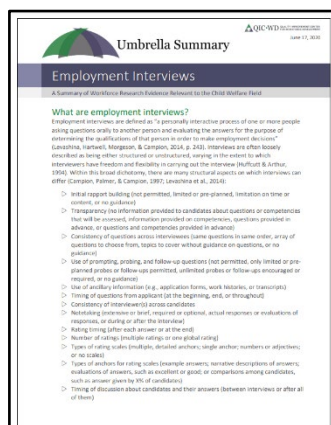
[Umbrella Summary: Employment Interviews](#) - This Umbrella Summary describes the available evidence about what makes a hiring interview most effective.
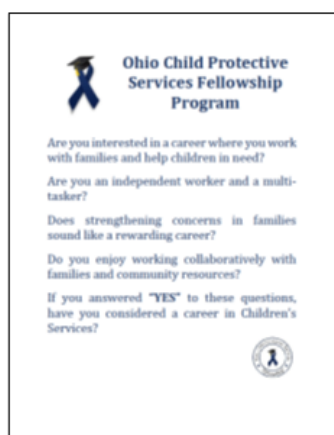
[Spotlight on Innovative Recruitment Strategies: Northwest Ohio Fellowship Program](#) – This blog post highlights the fellowship program the QIC-WD is testing in partnership with Wood County, Ohio. The pilot program is designed to create a pipeline of college students, majoring in fields other than social work, into child welfare positions.