

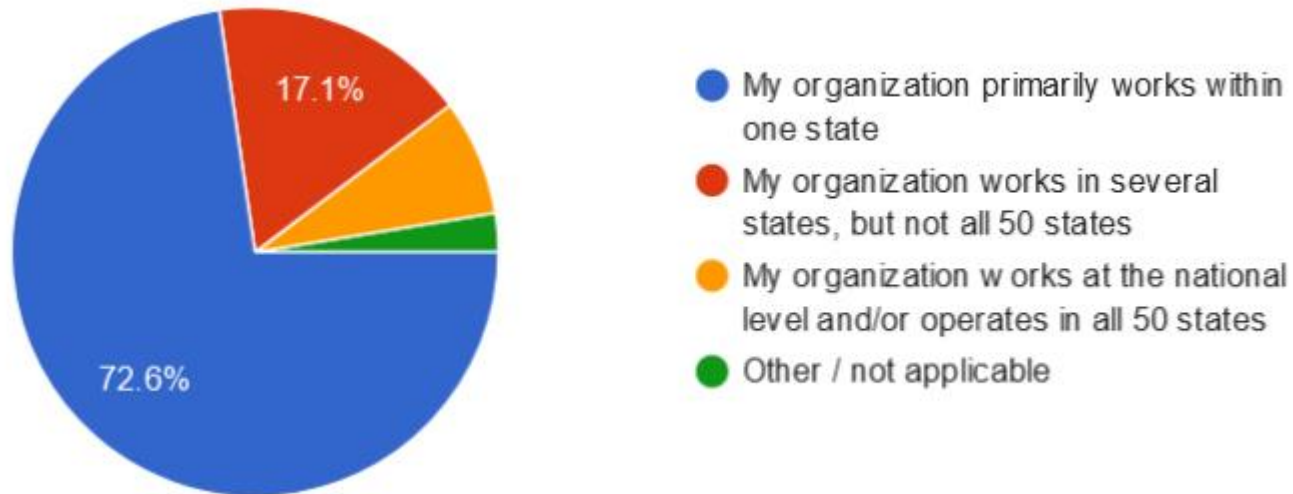
VFA 2023 Adoption Workforce Survey

Thursday, November 2, 2023

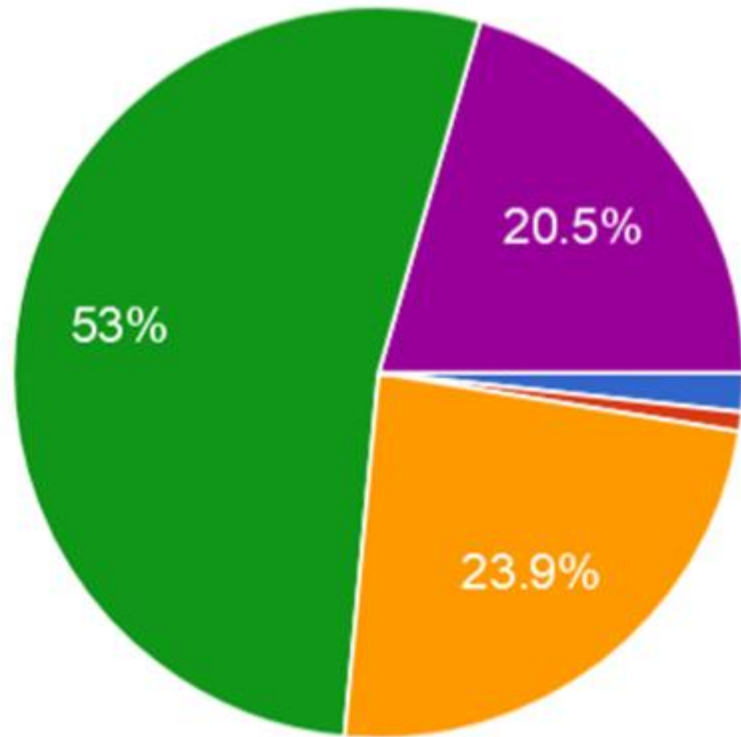
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VFA Adoption Workforce Survey

- Online survey of 117 organizational representatives from 34 states (representing 79% of American children in foster care) in Voice for Adoption’s network. Survey respondents work for nonprofit organizations and state and local government agencies that work on adoption from foster care issues.
- Survey conducted September 20 – October 27, 2023



Organizational Impact of Workforce Shortages



- I am not sure / not applicable
- Not a problem
- Minor problem affecting a few positions, but not substantially hindering organizational performance
- Major problem leading to high turnover and numerous vacancies
- Severe problem large enough that it affects overall organizational performance

Child Impact of Workforce Shortages

Question: What impact have workforce-related challenges had on adoptive families and adopted youth from foster care in your state or service area? (117 responses)

Fewer adoptions from foster care 39.3%

Increased rate of failed adoptions,
including return to the foster care system 45.3%

At least one of the above 59.0%

Child Impact of Workforce Shortages

Question: What impact have workforce-related challenges had on adoptive families and adopted youth from foster care in your state or service area? (117 responses)

Service delivery delays 82.1%

Reduced access to services 70.1%

Reduced quality of services 67.5%

Reduced trust among adoptive families and/or adopted youth 73.5%

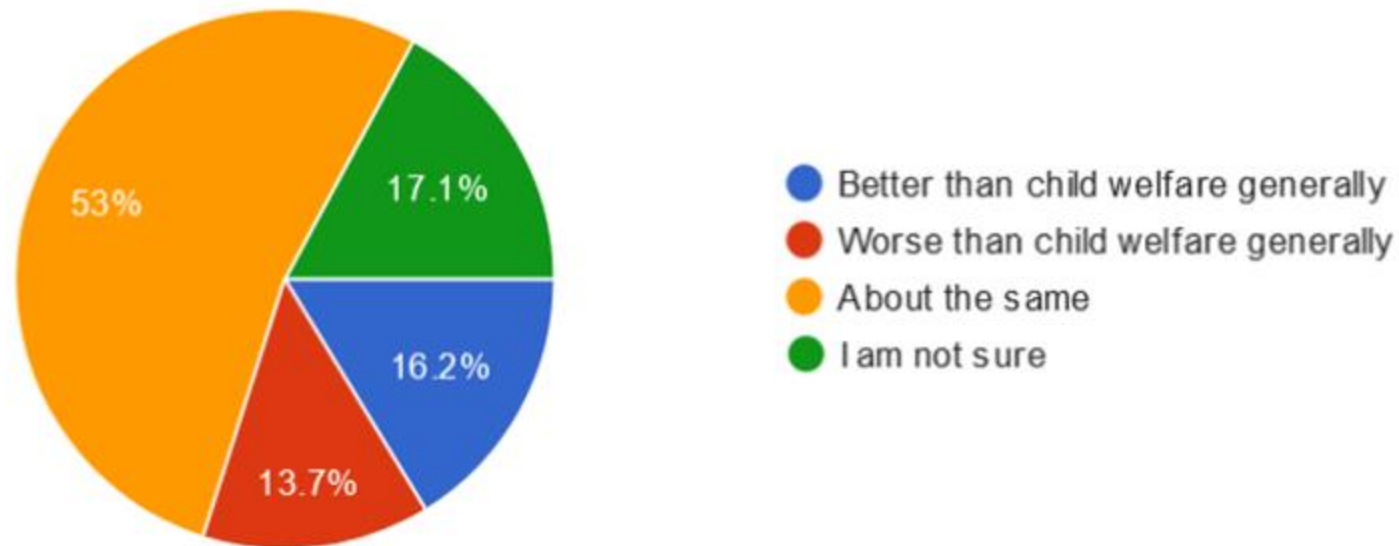
Digging Deeper: Where are Workforce Shortages?

Service	Average Rating (0-3)	Degree of Problem				
		Severe	Major	Minor	None	Unsure
Post-adoption: Mental Health	2.33	46.2%	27.4%	6.0%	6.0%	14.5%
Post-adoption: Substance Use	1.97	24.8%	18.8%	12.8%	6.8%	36.8%
Post-adoption: Independent Living	1.93	23.1%	20.5%	12.0%	7.7%	36.8%
Parent Recruitment	1.79	21.4%	32.5%	29.9%	5.1%	11.1%
Post-adoption: Job Training	1.76	17.1%	19.7%	14.5%	8.5%	40.2%
Post-adoption: Education Related	1.74	17.1%	31.6%	24.8%	12.0%	14.5%
Post-adoption Services (general)	1.67	22.2%	26.5%	29.1%	11.1%	11.1%
Home Studies	1.65	19.7%	27.4%	37.6%	6.5%	8.5%
Post-adoption: Parent Support Groups	1.63	17.1%	31.6%	24.8%	12.0%	14.5%
Post-adoption: Financial Assistance	1.55	15.4%	20.5%	23.1%	12.0%	29.1%
Pre-adoption Training	1.44	12.0%	29.9%	35.9%	13.7%	8.5%
Legal Assistance	1.26	9.4%	17.9%	19.7%	19.7%	33.3%

Adoption vs. Child Welfare Workforce Issues Generally?

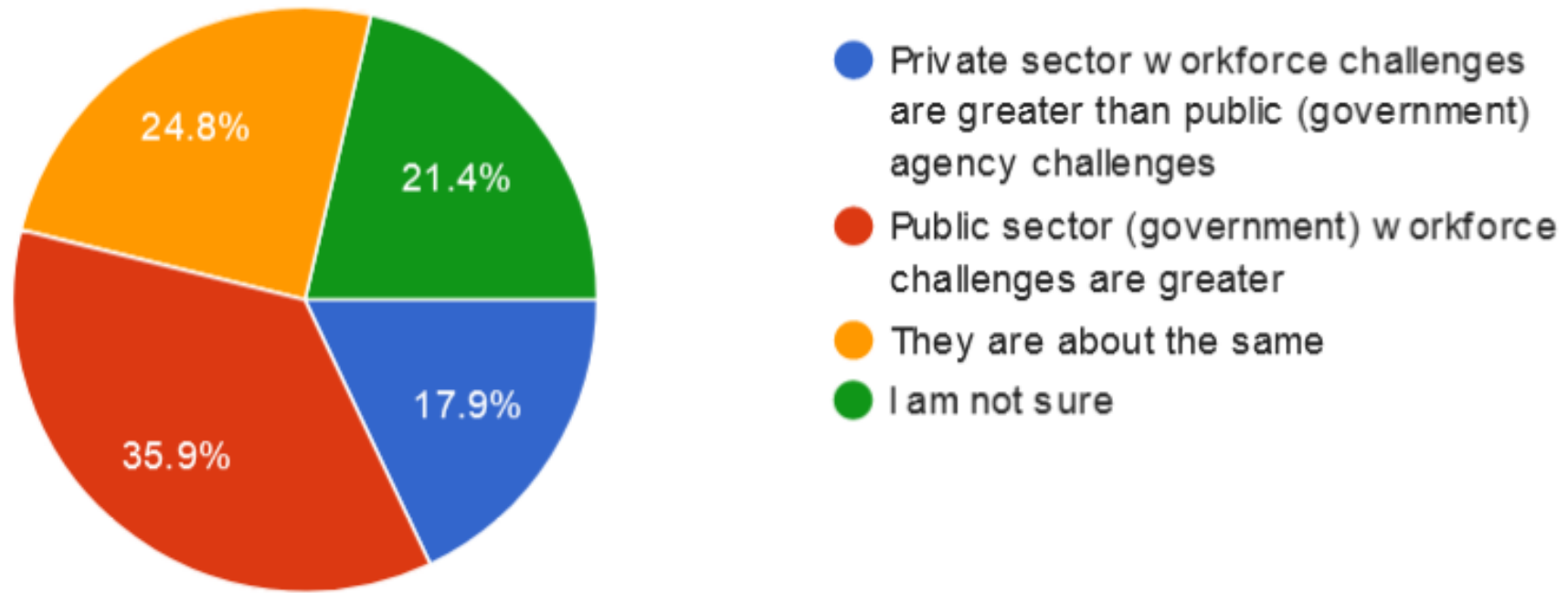
Are adoption from foster care workforce shortages for organizations in your state or service area better, worse, or about the same as for child welfare-focused organizations overall?

117 responses



Public vs. Private Sector Workforce Challenges?

How do adoption from foster care workforce challenges in public (government) agencies compare to private agencies in your state or service area?



Causes

Cause	Average Rating (0-4)	Impact of Cause					
		Largest	Large	Medium	Small	None	Unsure
High workloads / caseloads	3.28	48.7%	31.6%	12.0%	3.4%	0.5%	3.4%
Lower pay and/or benefits (competitors)	3.11	41.9%	30.8%	19.7%	3.4%	1.7%	2.8%
High paperwork and admin. burdens	2.96	25.6%	46.3%	23.9%	2.6%	0.0%	0.9%
Trauma and/or emotional stress	2.86	42.6%	32.5%	17.9%	12.0%	0.9%	5.1%
Low job satisfaction	2.58	22.2%	29.8%	24.8%	12.0%	4.3%	6.8%
Competition from other organizations	2.53	23.9%	28.2%	18.8%	15.4%	6.0%	7.7%
Inadequate training	2.25	8.5%	27.4%	39.3%	17.1%	1.7%	6.0%
Retirements	2.18	9.4%	23.9%	24.8%	21.4%	3.4%	17.1%
Low supervisor support	2.04	6.8%	18.8%	41.0%	22.2%	3.4%	7.7%
Fewer graduates with appropriate degrees	1.87	3.4%	17.1%	29.9%	20.5%	6.8%	22.2%
Hazardous work conditions	1.56	6.0%	14.5%	20.5%	31.6%	17.1%	10.3%
Possible criminal or civil legal jeopardy	1.27	0.9%	9.4%	17.9%	36.8%	17.1%	17.9%

What are Some Solutions?

<u>Solution</u>	Average Rating (1-4)	Effectiveness of Solution				
		<u>Highest</u>	<u>High</u>	<u>Medium</u>	<u>Low</u>	<u>Unsure</u>
Higher pay and benefits	3.62	65.0%	29.1%	4.3%	0.0%	1.7%
Caseload reduction / prioritization	3.19	38.5%	38.5%	19.7%	0.0%	3.4%
Reduced paperwork / administrative work	3.12	35.0%	41.9%	19.7%	1.7%	1.7%
Student loan forgiveness or assistance	3.09	35.0%	39.3%	14.5%	6.0%	5.1%
Increased / improved training	2.98	34.2%	32.5%	23.9%	6.0%	3.4%
Recruitment bonuses (\$)	2.88	27.4%	32.5%	34.2%	2.6%	3.4%
Better onboarding of new staff	2.79	23.9%	34.2%	26.5%	8.5%	6.8%
Greater work flexibility (hours)	2.74	19.7%	41.9%	25.6%	9.4%	3.4%
More aggressive minority recruitment	2.71	20.5%	35.9%	25.6%	11.1%	6.8%
More efficient use of existing staff	2.67	22.2%	44.3%	28.2%	12.8%	3.4%
Greater use of remote telework	2.60	22.2%	32.5%	21.4%	19.7%	4.3%
Better use of technology	2.59	14.5%	41.0%	25.6%	13.7%	5.1%

What are Some Solutions?

<u>Solution</u>	Average <u>Rating (1-4)</u>	Effectiveness of Solution				
		<u>Highest</u>	<u>High</u>	<u>Medium</u>	<u>Low</u>	<u>Unsure</u>
More aggressive graduate recruitment	2.55	14.5%	36.8%	31.6%	12.8%	4.3%
Revised worker qualifications	2.30	13.7%	23.1%	35.0%	22.1%	6.0%
Revised hiring processes	2.26	10.0%	21.4%	36.8%	18.8%	12.8%