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**“Burnout and Wellbeing Among the Louisiana Department of Children & Family Services:  
DCFS Survey Results.”**

In recent times, the Department of Child and Family Services (DCFS) has been reportedly grappling with an alarming surge in attrition rates. Historically, ensuring the retention of a dedicated and skilled workforce in child and family services has been a daunting task, a challenge that has been accentuated by the impacts of the global pandemic (Peinado, M., & Anderson, K. N., 2020). Particularly vulnerable to burnout are social workers, who stand at the forefront of child protection and welfare initiatives. The literature indicates many factors that lead to increased rates of burnout: low wages, heavy caseloads, time constraints, work climate, and even structural organization of the workplace (McFadden, P., Campbell, A., & Taylor, B., 2015). When health professionals experience burnout, the quality of services is imperiled (Salyers, M. P. et. al., 2017), leading to questions about the sustainability and effectiveness of the child welfare system. This study was undertaken by LSUHSC to understand the reasons underpinning the state of job satisfaction among Louisiana DCFS workers.

Five hundred Louisiana DCFS employees voluntarily filled out an anonymous survey regarding their thoughts on employment burnout and emotional wellbeing. The qualitative data obtained was subsequently subjected to theme analysis, which revealed several recurrent themes. Chief among these was the perception of inadequate training for those entering the department. Many respondents expressed feeling under-equipped to meet the demands of their roles, a sentiment that may undeniably contribute to their levels of stress and overall dissatisfaction. Additionally, many felt that the department routinely encroached upon their personal time and did not respect their emotional boundaries. The challenges of the ongoing pandemic further compounded these feelings, adding an additional layer of stress to their already demanding roles.

In light of these findings, there's a pressing need to reevaluate and reform the current training processes and work practices within the DCFS. Ensuring adequate training and establishing clear boundaries are pivotal, not merely for the benefit of the social workers but for the children and families who rely on their services. The insights from the study underscore the necessity for policy adjustments, training overhauls, and a strategic, holistic approach to bolster the welfare and efficiency of the workforce.