A Competency-Based Selection Model for a diverse workforce in the Allegheny County Department of Human Services (DHS)

Assessing and addressing potential biases in the CYF caseworker hiring process

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Recruitment – Competency-Based Selection Model

Goal: To recruit and retain a competent and diverse workforce with the skills and experience needed to represent the communities we serve.

Space for Growth: Use research and evidence-based approaches to identify and address potential hiring biases, paving the way for a competency-based hiring model.

Central Guiding Questions:

1. What are the criteria for a competent CYF caseworker that addresses the needs of our local communities? (Caseworker Competency Framework)

2. What potential prejudices and biases manifest in the hiring process, and how do we mitigate these biases in our hiring practices, reaffirming our commitment to equity? (Intersectionality & DEI Professional Development)

3. How do we build an equitable and inclusive hiring process and practice toolkit to encourage candidates of diverse backgrounds to represent and serve our communities? (Competency-Based Selection Model)

4. Moving forward, how do we centralize and standardize the competency-based selection model to implement it across all offices within DHS? (Universal Design)

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Stages	Conceptualization & Project Planning	Organizational Assessment	Data Collection & Analysis	Model Development	Implementation & Ongoing Evaluation
Timeline	May - June 2024	July - August 2024	September - December 2024	Jan - April 2025	May - December 2025
Deliverables	Allegheny County CYF Caseworker Competency Framework	Policy Analysis Presentation	1. Data analysis results presentation 2. Competency Based Selection Model Proposal	Competency-Based Selection Model	1. Revision of Competency-Based Selection Model 2. Universal Design
Action Steps	1. Literature review of existing caseworker competency frameworks. 2. Review community needs assessments and collect CYF hiring managers' inputs.	1. Literature review of common hiring biases & strategies of addressing such biases in the hiring process, as well as competency-based hiring models. 2. Review of current CYF hiring practices & policies.	1. Data collection: Field notes and interviews, etc. 2. Identify opportunities for growth through data triangulation. 3. Literature review on design principles. 4. Model proposal.	Model construction	Model implementation. Ongoing evaluation and revision