

NYS Citizen Review Panel for Child Protective Services: Child Welfare Workforce Roundtable

Meeting Summary
October 10, 2019 • 10:00 a.m. to 12:30 p.m.

Attendees:

Citizen Review Panel Members

Eunju Lee
Sharon Chesna
David Lansner
JoAnn Merriman
Melissa Cavagnaro
Sarlyn Tate
Ellen Kennedy
Marion White
Mathea Rubin
Todd Sage

OCFS

Shelly Fiebich-Aubertine
Jennifer Maurici
Mary Carli

Welfare Research, Inc.

Jennifer Goldman
Ariela Perez-Wallach
Darlene Ward
Ellen Unruh

Guests

Kathleen Brady-Stepien, Council of Family and Child Caring Age
Jim Purcell, Council of Family and Child Caring Agencies
Samantha Fletcher, National Association of Social Workers
Amelia Lochner, National Association of Social Workers
John Befus, Westchester County
Tim Hathaway, Prevent Child Abuse NY
June Paul, Skidmore College of Social Work
Katharine Briar-Lawson, SUNY Albany School of Social Welfare
Racquel Saddler, Office of State Senator Velmanette Montgom
Shirley Gatenio Gabel, Fordham University Graduate School of
Christina Philo, Office of Assemblymember Ellen C. Jaffee

Handouts

Agenda	NCWWI Handout – Resilience and Burnout
List of attendees and Citizen Review Panel Members	NCWWI Handout – Recruitment and Retention
NYS Citizen Review Panels Overview	NCWWI Handout – Alternative Work Schedules, Telecommuting & Other Supports
NCWWI Handout – Why the Workforce Matters	

Welcome – Jennifer Goldman

Purpose and Goals – Facilitated by Darlene Ward

- The purpose of roundtable is to gather guidance and recommendations for the annual report that are grounded in the realities of the child welfare workforce.

OCFS Workgroup Update – OCFS Staff

- OCFS reconvened a workgroup to focus on workforce issues such as availability and accessibility of the civil service exam, accurate and useful trainings, and uplifting the public image of child welfare workers.

Child Welfare Workforce Wellness – Facilitated by Ariela Perez-Wallach

- Ideas to improve wellness included higher salaries, lower caseloads, peer support/cohorts for new staff, and combatting inaccurate assumptions associated with being a child welfare worker. Addressing safety issues in the workplace and doing an ACE's assessments for employees were also suggested.

Child Welfare Workforce Retention – Facilitated by Darlene Ward

- Ideas to improve retention included increased mentorships and supervision, providing support to workers when a crisis happens and combatting public perception of child welfare workers. Research has shown that if a child welfare worker stays on the job for 2 years, they are much more likely to stay in the field, which means children will be discharged from the system more quickly.

Child Welfare Workforce Recruitment – Facilitated by Ariela Perez-Wallach

- Suggested recruitment strategies included paying off student loans for employees, supporting students of color who plan to enter the field, and eliminating barriers to entry level jobs.

Fiscal Considerations – Facilitated by Darlene Ward

- There may be fiscal opportunities with Medicaid funding. It was also recommended that NYS expand the use of Title IV-E dollars to be used to help employees pay for student loans and also attract new students with scholarships.

Focusing Recommendations – Facilitated by Ariela Perez-Wallach

- Emerging themes include the reinstated of Title IV-E money, the importance of mentorships and supervisory trainings, funding agencies for extra case workers to address the turnover rate, and the potential impact for children and families in NYS if more funding and resources is not invested in the child welfare workforce.

Closing Comments – Jennifer Goldman

- Any thoughts, ideas, recommendations or resources should be sent to Jennifer Goldman. The Citizen Review Panel Annual Report will be released in January 2020.