

Eastern Panel meeting
Minutes of the Meeting
April 30, 2014

Attendees:

Ed Blatt	Carrie Jefferson Smith	Angela Baris
Mary McCarthy	Lance Jackson	
<i>Guests:</i>	William Gettman	Jeremy Kohoman
<i>OCFS Staff:</i>	Lisa Gordon	Greg Owens
<i>SCAA Staff:</i>	Diane Mastin	

Handouts:

Agenda

Bios for Jeremy Kohoman and William Gettman

Slides: Workforce Implications and Issues for Not For Profit Human Service Sector

NCWWI Integrated Model of Change: Essential Elements for Effective Intervention & Impact

National Child Welfare Workforce Institute: A Comprehensive Workforce Strategy to Advance Child Welfare Outcomes

Child Welfare Workforce Development Framework

U.S. Department of Health and Human Services 45 CFR Part 1355: Statewide Data Indicators and National Standards for Child and Family Services Reviews.

SCAA News Blast: Last Look: NYS Budget 2014-15

ECRP membership list

2014 Child Welfare Legislation, "Same as" Bills

2014-15 NYS Human Services Budget

Commission to Eliminate Child Maltreatment Fatalities Holds First Meeting, Feb. 26, 2014.

Accessed at <http://www.socialworkblog.org/advocacy/2014/02/commission-to-eliminate-child-maltreatment-fatalities-holds-first-meeting/>

SCAA: Family Assessment Response (FAR) 2014 Fact Sheet

Minutes of the February 28th meeting

The meeting began with a welcome and introductions. Bill Gettman, St. Catherine's Center for Children Executive Director, and Jeremy Kohomban, The Children's Village President & CEO, discussed the various workforce and practice challenges their organizations' face in providing quality services to the children and families they serve. The not-for-profit sector employs one out of seven workers and has been flat funded for several years resulting in 50% of the upstate not-for-profits experiencing deficits. Evidence-based programming costs more money. Some providers are now turning in their clinical licenses because they are losing money and mental health services are on the decline. What is needed is earlier identification, crisis interventions, respite services and after-care services for children and families that prevent re-entry. They are working to transition foster care children and youth into managed care and reducing lengths of stay in foster care. In addition, the state's emphasis on Medicaid Redesign, a well-being focus in child welfare, Close to Home, and homeless housing will lead to further changes in how their organizations do business. The system will have to respond in a way that helps not harms

children. They stated their belief in the power of relationships having the ability to transform families more than anything else.

Moving forward there are several workforce challenges that need to be addressed. Employees will have to be life coaches, not caretakers and training will have to build in the skills necessary to develop relationships. The work has become much more challenging and sophisticated yet there is no additional need for licensed clinicians. What is needed is employees who can be in the community helping families directly. They would like to be able to reward performance on the job but don't have the funding to do that. Successful staff understand the social factors behind a child's behavior, serve as role models to them, and help them navigate the world. The staff is younger, more transient and likely to hold another job. Turnover is a problem; if a worker is not committed, (s)he usually leaves within a year. Leadership can make a difference.

Advocacy is needed in the child welfare arena for budget and policy changes. COLA is one of the areas that needs to be included in any advocacy agenda. Dollars saved need to be reinvested into the community.

Greg Owens, OCFS Director of Special Projects in the Office of Strategic Planning & Policy Development, provided panel members with an update on the racial equity work across the state. The work started with five counties three years ago. Now, 13 counties are engaged in addressing inequities and another county has expressed interest; about 30 counties have disparities. Changes in leadership can affect how an individual county moves forward. At this time, there is no science to inform what practices work or do not work. Some counties in New York have had some success in reducing racial inequities while other's struggle. Another factor in doing this work is that the initial planning grants available have expired and funds are no longer available to counties. The key question that drives this work has to do what is it about a local district's practice or philosophy that disparities exist. The following concerns were raised and discussed: the issue of voluntary participation by counties, lack of COPS funding effects local districts ability to respond with flexibility, and the need for collaboration from other systems such as police, hospitals and schools. Current work includes integrating racial equity into the curriculum at the schools of social work in New York. OCFS is looking at Connecticut's success using a racial impact statement to create policy change.

Mary McCarthy, Director of the Social Work Education Consortium at the School of Social Welfare, SUNY Albany and Co-Principal Investigator for the National Child Welfare Workforce Institute, provided information regarding work at the national level to make improvements in child welfare for the workforce. The Children's Bureau, through the Workforce Institute, have identified 11 university partnership sites across the country to test and track impacts on the child welfare workforce. Building the skills of the child welfare workforce will be key to gaining improvements in outcomes for children and families. Some of the challenges include a lack of data, lack of workload standards, high turnover, vicarious trauma, and lack of incentives for performance.

Panel members received updates on the 2014-15 Enacted Budget, child welfare legislation under consideration during the current session and the June 13th Joint Panel meeting.