

CCAO WORKFORCE, FAMILIES AND CHILDREN SYMPOSIUM

August 25, 2022



PCSAO
PUBLIC CHILDREN SERVICES
association of ohio

Presenters

HEIDI BURNS

Director, Morgan County
Job & Family Services



JOHN FISHER

Director, Licking County
Job & Family Services




MARY WACHTEL

Director of Public Policy,
PCSAO

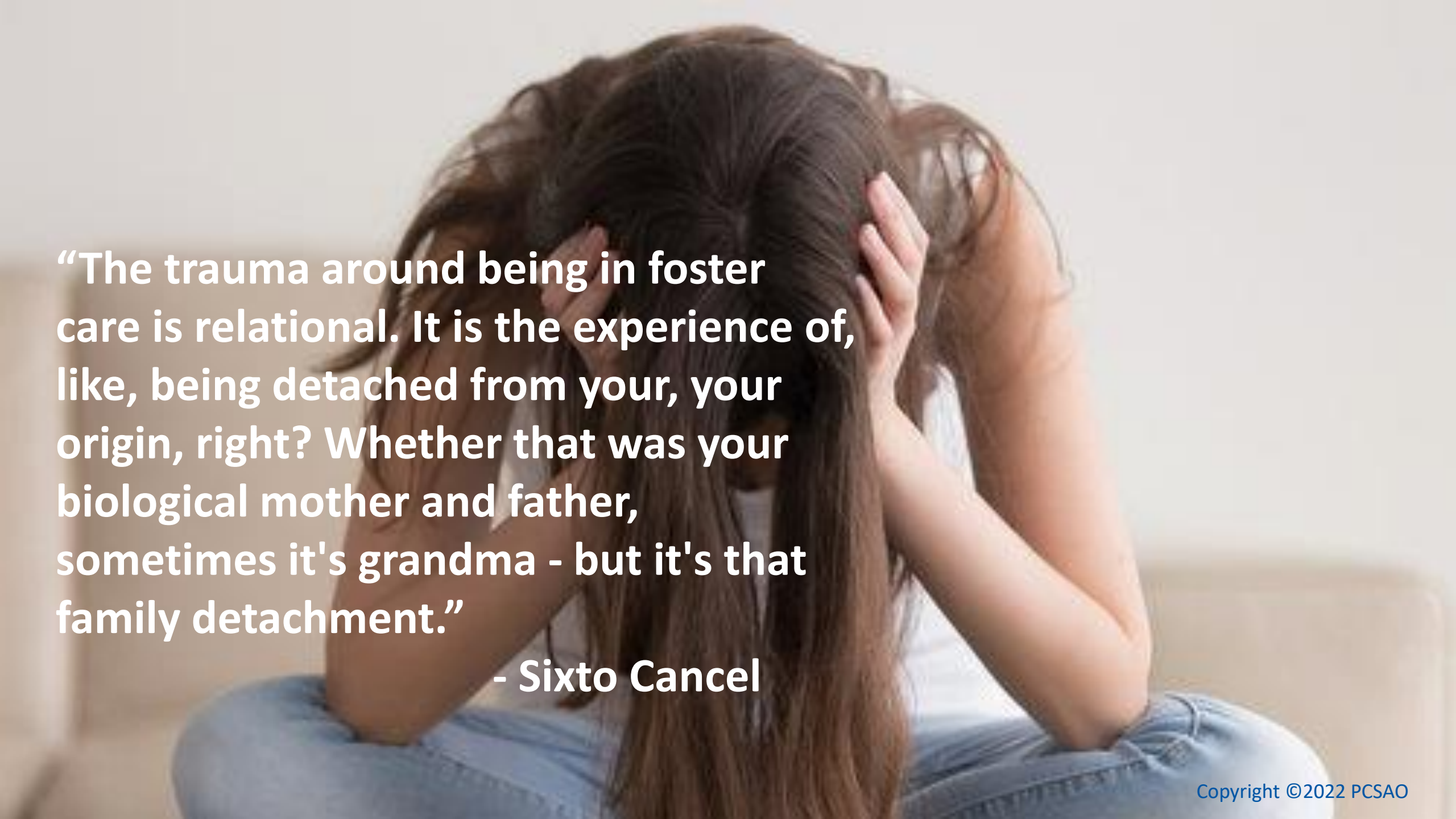




Who We Are



PCSAO is a membership-driven association of Ohio's county Public Children Services Agencies that advocates for sound public policy, promotes program excellence, and builds public value for safe children, stable families, and supportive communities.

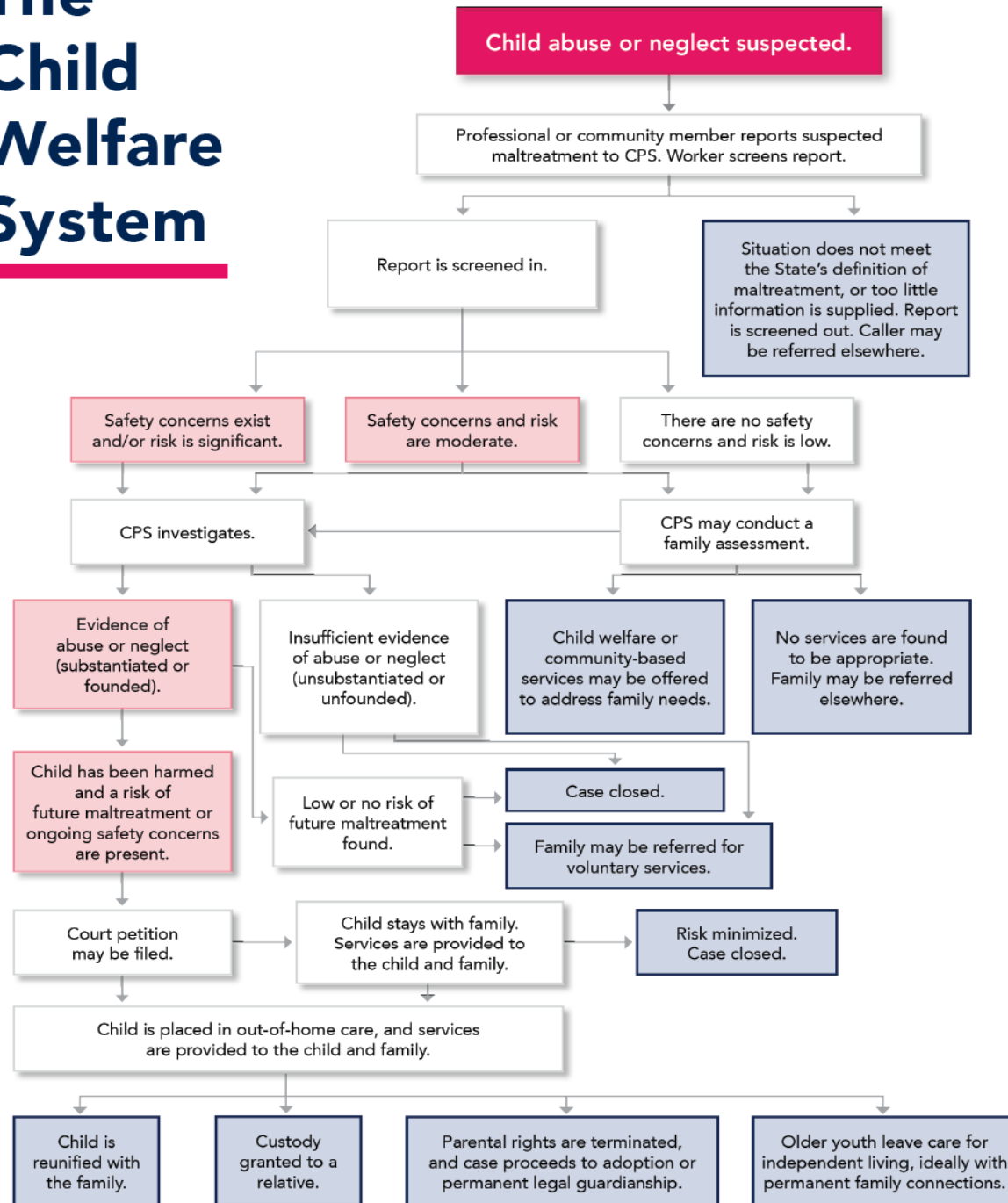


“The trauma around being in foster care is relational. It is the experience of, like, being detached from your, your origin, right? Whether that was your biological mother and father, sometimes it's grandma - but it's that family detachment.”

- Sixto Cancel

What We Do: By the Numbers

The Child Welfare System



Receive
allegations
(207,000)



Photo Credit: a href=<https://www.pngarts.com/explore/8784> target="_blank">Vintage Objects PNG Free Download

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**Screen
allegations
(207,000)**

**ORC, OAC,
ODJFS Guidance**



**Screen
out; refer**

OR

**Screen in and
Investigate**



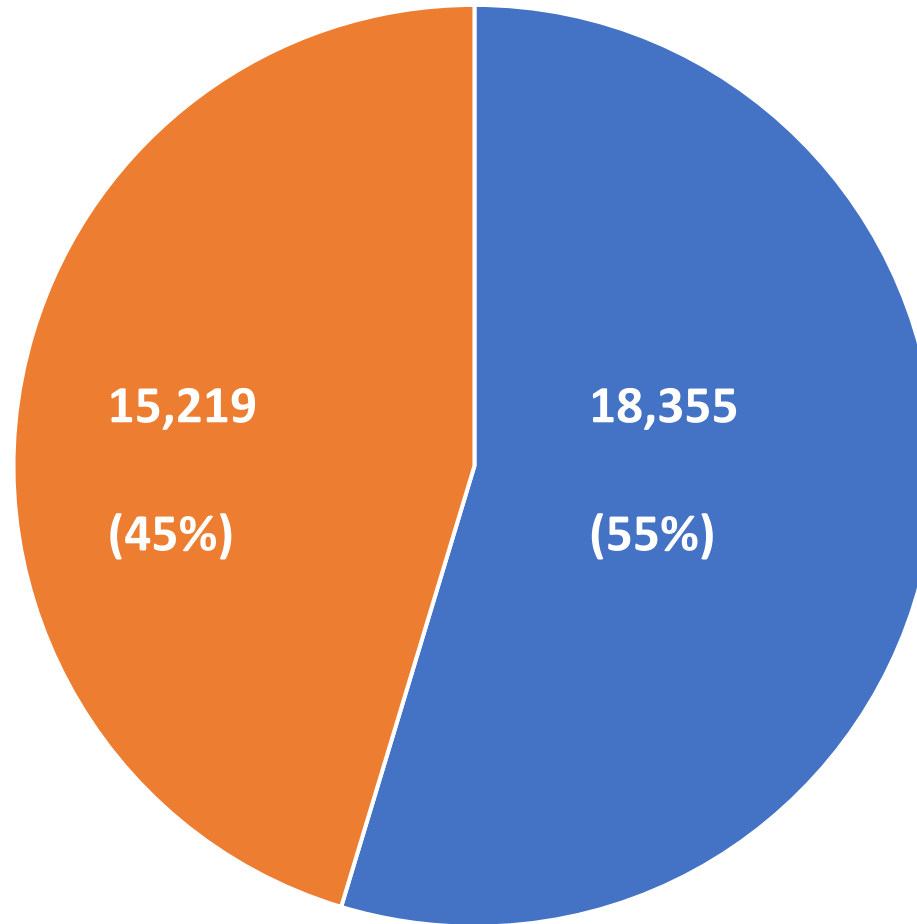
Investigate Screened- In Reports (94,000)



CHILDREN SERVED

As of 7/1/2021

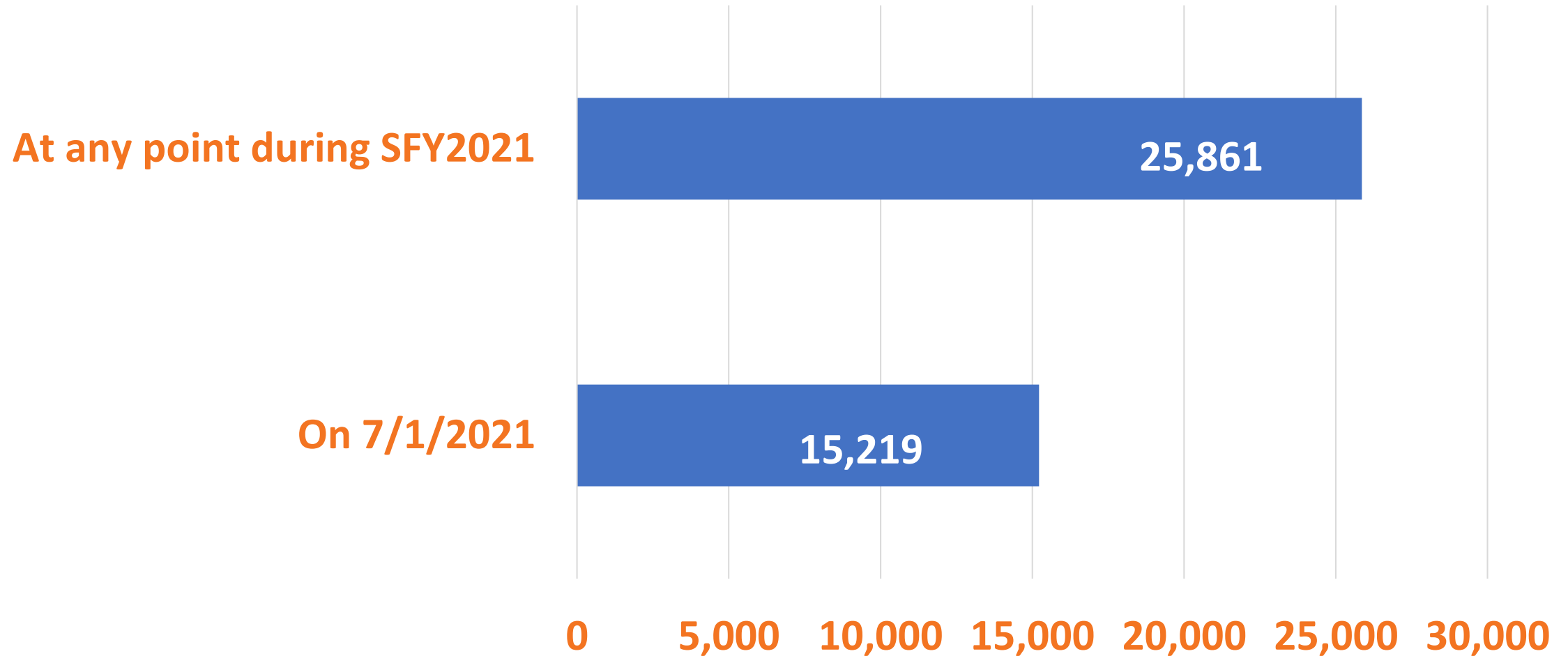
Total = 33,574



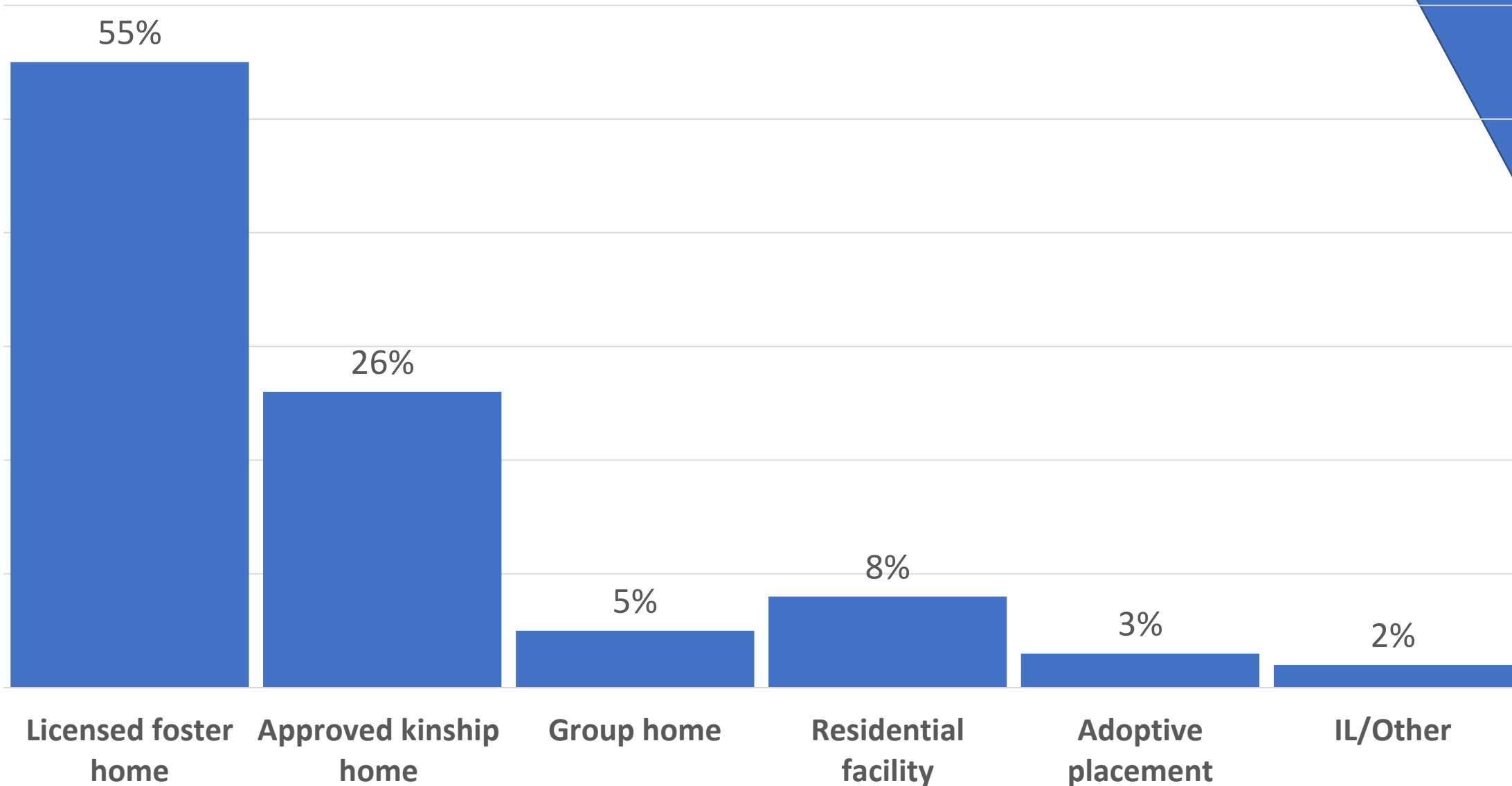
■ Kids served in home

■ Kids in out of home care

CHILDREN IN CUSTODY



Where are children in custody placed?



TOP ISSUES

Workforce



Placement Crisis



Workforce



Caseworker Turnover: The Positive and the Negative

2015

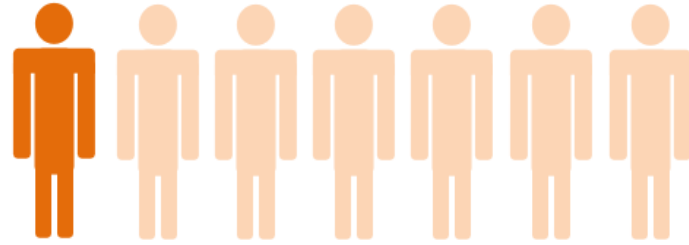


1 in 7 (14%)

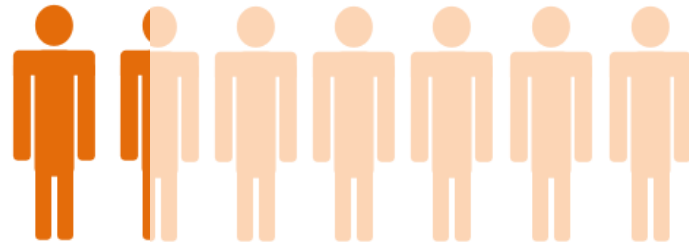
caseworkers left their positions with no performance concerns by their supervisors

→ **24%** overall

2016

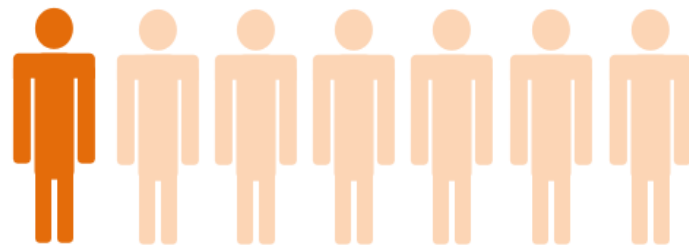


2019



18% → **45%** overall

2020

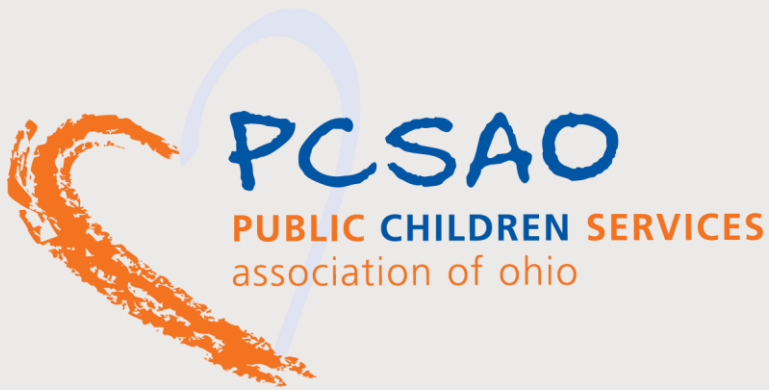


14% → **38%** overall



53%

of caseworkers
demonstrated
elevated levels of
secondary traumatic stress
that meet
PTSD thresholds



Building a 21st Century Children Services Workforce Research Project



THE OHIO STATE UNIVERSITY

COLLEGE OF SOCIAL WORK



Building a 21st Century Children Services Workforce

Research Findings

- Requires a comprehensive coordinated approach
- Complex problem = multiple solutions
- State & county level recommendations
- Balance between recruitment & retention

Research Report available at: www.pcsao.org

What's being done?

- **QIC-WD: Resiliency and Coaching**
- **Children Services Transformation**
- **Rapid Response Team**
- **Onboarding and Training**
- **Virtual Reality Headsets**
- **University Partnership Program**
- **Workforce Research and Data Collection**
- **Treatment Foster Care**

ODJFS Workforce Grant

ODJFS Announces Grant to Agencies for Caseworker Recruitment and Retention

State makes investment as part of Children Services Transformation Advisory Council recommendation

COLUMBUS – The Ohio Department of Job and Family Services (ODJFS) announced today a \$15 million grant program to help public children services agencies recruit and retain frontline caseworkers and supervisors. Agencies can apply for the funding, which was appropriated as part of the state fiscal year (SFY) 2022 budget.

“Ohio has a children services workforce dedicated to creating positive outcomes for children and their families,” said Governor Mike DeWine. “These grants will help increase the pipeline of professionals into Ohio’s children services system and help counties focus on the long-term stability of their workforce.”

Discussion

Placement Crisis

A young man with short dark hair, wearing a red t-shirt, is sitting on a bed in a bedroom. He is looking off to the right with a thoughtful expression, his hand resting near his chin. The room is dimly lit, with a desk and a mirror visible in the background. The overall mood is contemplative and serious.

Placement Crisis Report



Safe Children, Stable Families, Supportive Communities

FOR IMMEDIATE RELEASE: Feb. 2, 2022

CONTACT: Angela Sausser, 614-507-3113 | Scott Britton, 614-507-5483

1 in 4 entering foster care with high-acuity needs leads to statewide placement crisis

Sausser to testify on mental health crisis in House Ways and Means Committee

This Issue Is Not New

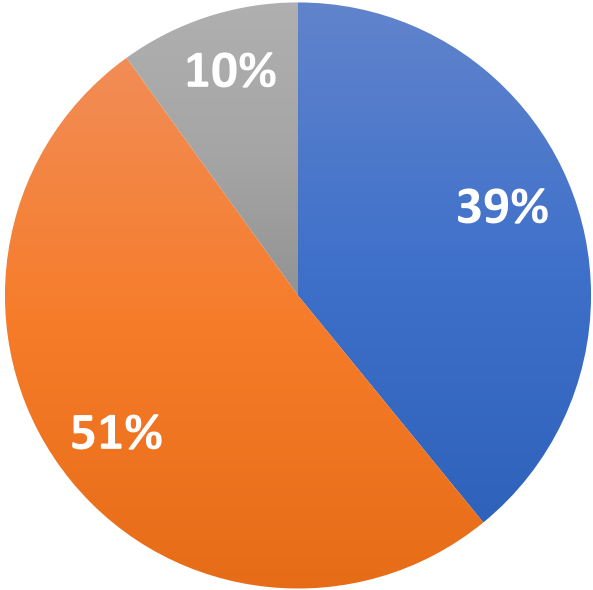
PCSAO studied issue in 2016

Released [Children's Continuum of Care Reform](#) Plan in 2018

New survey among 19
representative PCSAs

24% of youth entered PCSA custody primarily due to BH, DD, or JJ needs in 2021

1,005 Youth Entered Care Primarily Due to BH, DD, or JJ Needs



■ JJ ■ BH ■ DD

Total = 4,242 youth entered care

#1 Reason

34% of PCSAs cite lack of community alternatives as the reason why Ohio has a placement crisis





Left With No Option

6% of youth that came into custody in 2021 had to spend at least 1 night at an agency.

**Fails
children
and youth**

Adds to their trauma

“No one wants me”

Drains PCSA Resources

Staff safety and burnout

Diverts time and attention away from core work in child safety

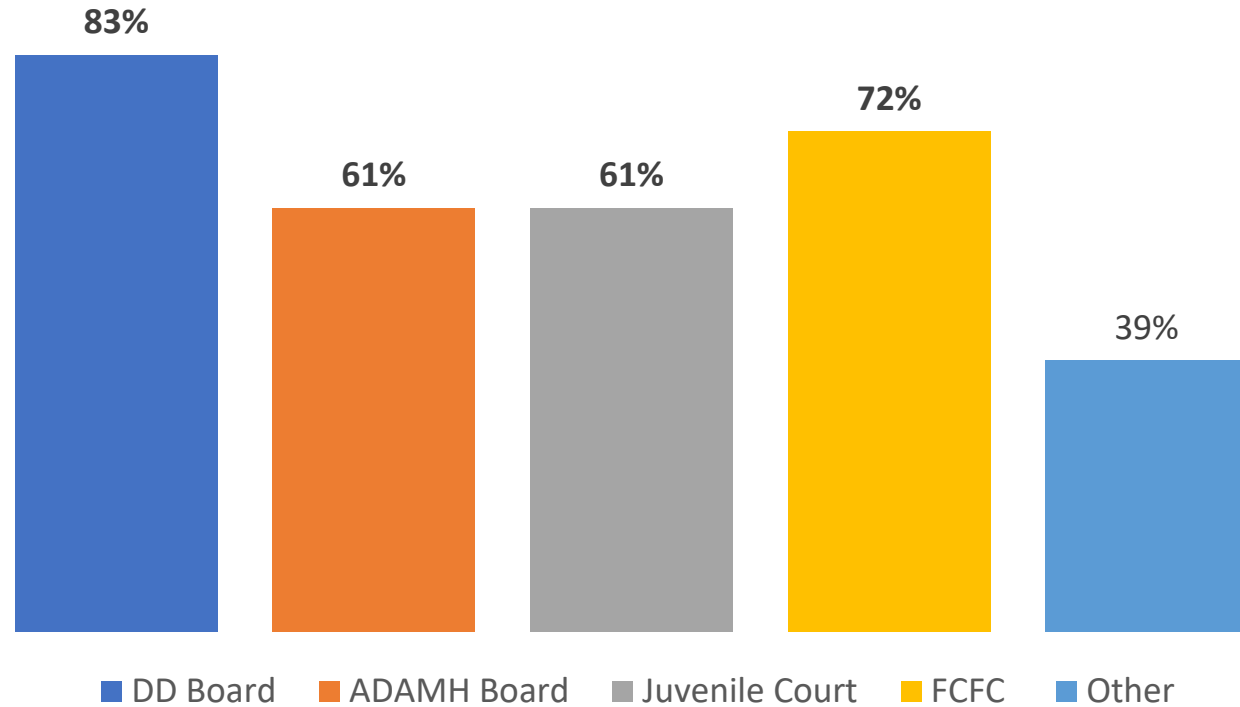
Demands time and energy of agency leadership



- Youth are not being served well & needs are not being met
- Services and treatment options in communities are lacking
- Placements are not readily available for youth with high-acuity, multi-system needs
- PCSA resources are being drained (staff, time, funding)

When Local Collaborations Work

Share Responsibility for Multi-System Youth (JJ, BH, DD/IDD)





When State Collaborations Work

- ✓ Few noted 0 multi-system youth (JJ, BH, DD) came into custody due to State MSY efforts (funding, TA)
- ✓ Very few youth went out of state for placements (.12% in 2021)

OHIO RISE

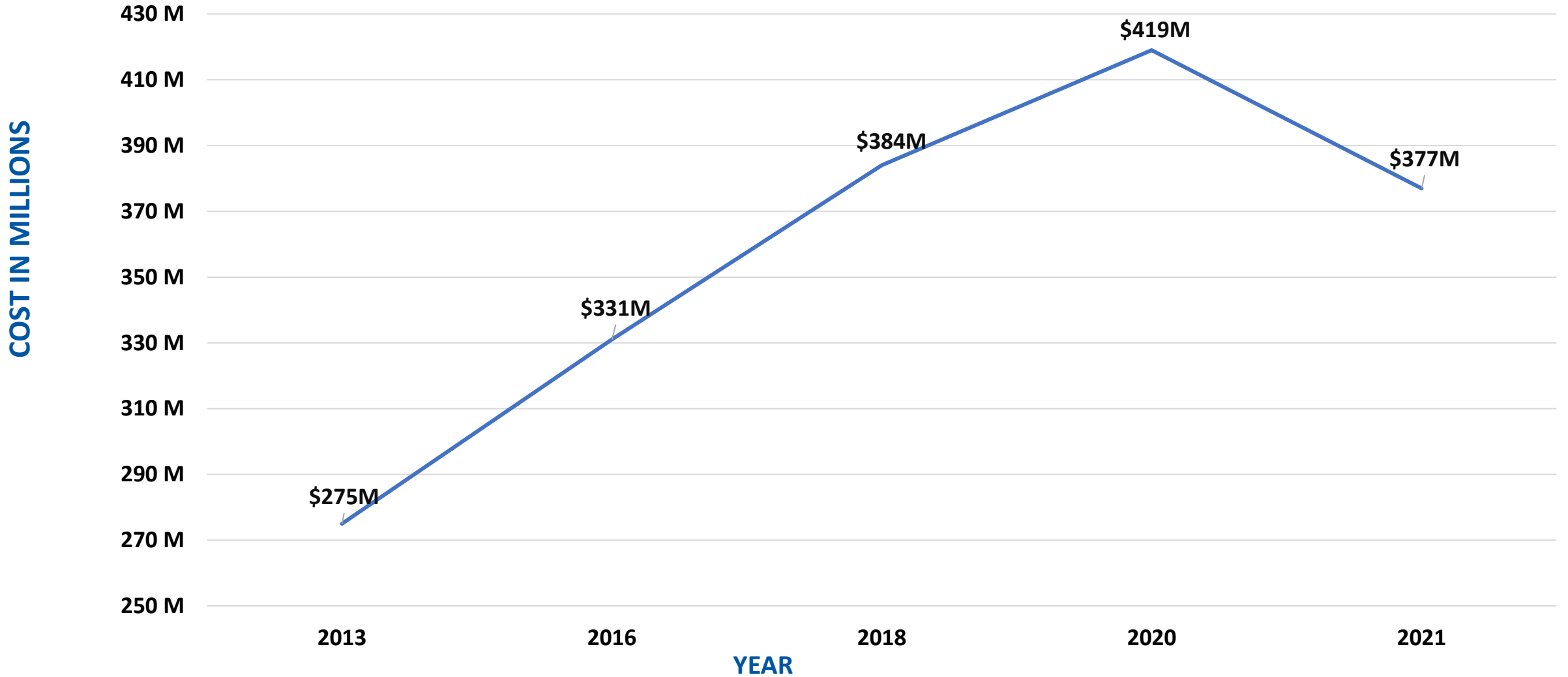
Call to Action

- ❑ Shared commitment, ownership & agreement for these youth among the systems (state and local)
- ❑ Address workforce shortages at private & public agencies
- ❑ Assist counties in securing timely & appropriate placements including regional short-term crisis beds
- ❑ Identify & establish community alternatives
- ❑ Ensure providers can serve youth with high-acuity needs and incentivize stepdown programs

A closer look at placement costs



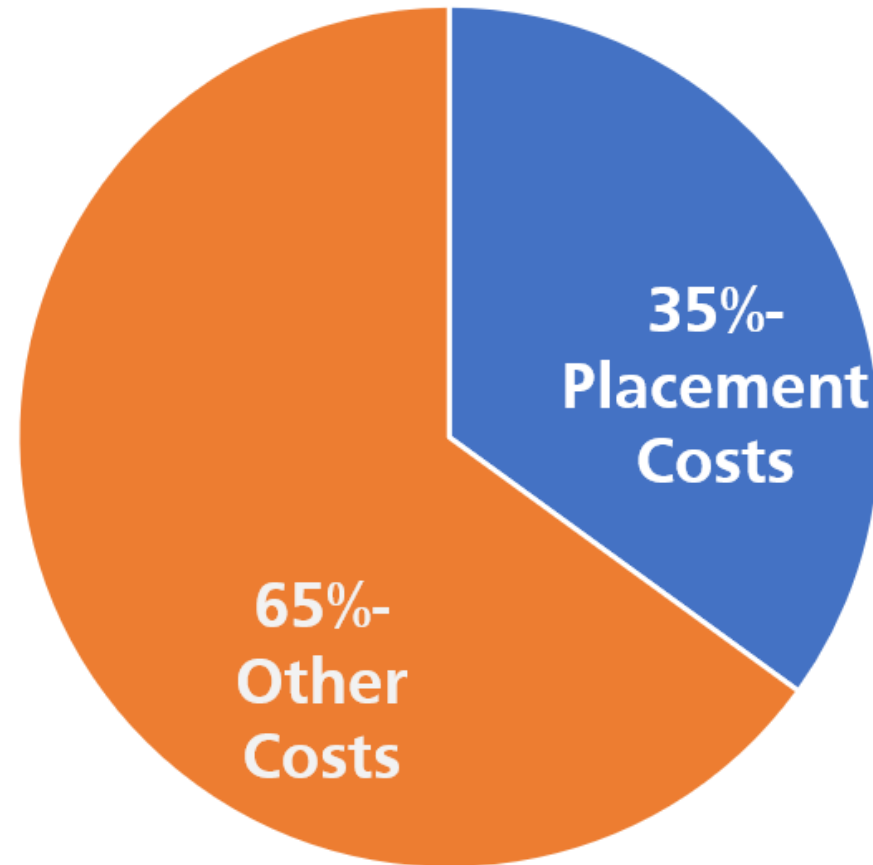
Foster Care Placemet Costs For State Fiscal Years



Why are placement costs so high

SFY2020 Placement costs were 35% of total public children services spending

- Complex needs of kids
- Dynamics of the marketplace
- Provider workforce challenges



What drives placement costs

- **How rates are set (Title IV-E ceiling)**
- **Limited to no ability to negotiate**
- **Can't control demand**
- **Children's complex needs**
- **Hidden costs**

Morgan County

Between 2017 and 2022:

In-county daily foster care rates **increased 30%** (from \$23 to \$30)

Out-of-county daily foster care rates **increased 13%** (from \$80 to \$90)

Average daily rate for residential facilities **increased 133%** (from \$150 to \$350)

Highest daily rate placement for one child **increased 141%** (from \$180 to \$433)

Harrison County

Placement costs for 4 siblings

- \$1,113 per day
- \$33,387 per month total
- **\$11,870 per month with federal reimbursement**

Harrison County was granted temporary custody of four siblings in December 2020. One child was placed in a therapeutic foster home, one in a psychiatric hospital, and two were in different residential treatment centers.

Coshocton County

Coshocton County's placement costs for kids in agency custody

increased 400% between 2014 and 2020 to \$2.4 million, or \$200,000 per month.

Discussion

Questions? Contact us

Public Children Services Association of Ohio

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