



POLICY & FUNDING RECOMMENDATIONS:

Community Based Care System: Building A Strong, Stable and Prepared Frontline

The frontline of child welfare – the professionals working directly with children and families – is understaffed and overwhelmed. Child welfare workers are expected to take on more and more duties and responsibilities, all the while serving ever-increasing numbers of children and families. It's a dangerous combination. With burnout on the rise, the workforce remains in jeopardy – and the absence of a stable child welfare workforce has a direct negative impact on child outcomes. When we invest in the frontline, we can achieve better outcomes for our children.

CHS strongly supports new funding to be allocated toward the direct-service workforce to achieve better outcomes for our children.

PRIORITY: The workforce that serves children and families should be highly qualified, compensated and supported.



Studies show a direct link between case manager turnover and child outcomes. Every time a case manager turns over, every child on that caseload will spend an

ADDITIONAL 4.5 MONTHS IN FOSTER CARE.¹

Children assigned to only one case manager while in foster care are reunified with their families or placed in permanent homes 75 percent of the time. That compares with:

- 18 percent of children who have two case managers
- less than 6 percent among children with three to five case managers; and
- 0.1 percent among those who had six or seven case managers.¹

Child-to-Caseworker Ratio²

22:1
(Florida)

14:1
(Recommended)

RETURN ON INVESTMENT

30 - 200%

Every time a caseworker leaves, the cost to the child welfare agency is 30-200 percent of the exiting employee's annual salary.³

\$38,674

The cost to care for a child in foster care for the additional 4.5 months due to case manager turnover is \$38,674.⁴ The cost of the average caseload (22): \$850,828.

When a caseworker leaves, it has a tangible impact on the local economy. A caseworker who has enrolled their family in a company health plan may pay thousands more in premiums through COBRA, thus significantly reducing their ability to invest in the community.



29% increase in health insurance premiums through COBRA



Annual disposable income to invest back into the economy: \$7,137⁵

¹ YOUTHTODAY.ORG/2005/04/CASEWORKER-TURNOVER-HURTS-KIDS-AND-AGENCIES/

² FLCHILDREN.ORG/WP-CONTENT/UPLOADS/2018/07/TAXWATCH.PDF

³ NCWWI.ORG/FILES/RETENTION/CALCULATING_THE_COST_OF_EMPLOYEE_TURNOVER.PDF

⁴ THEOUNCE.ORG/WHO-WE-ARE/WHY-INVESTMENTS-IN-EARLY-CHILDHOOD-WORK

⁵ CHS Internal Human Resources Figures