



## 2021 Child Welfare Staffing Survey

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### Agency Information

1. For what county are you reporting the child welfare staffing data?\*

A dropdown menu with the text "-- Please Select --" and a small downward-pointing arrow on the right side.

2. Who compiled your agency's data for this report and will serve as the contact person?\*

A rectangular text input field.

3. Please select the position that best represents the person completing or compiling the data.\*

A dropdown menu with the text "-- Please Select --" and a small downward-pointing arrow on the right side.

4. Enter the e-mail for the person named in Question 2 above.\*

A rectangular text input field.



## 2021 Child Welfare Staffing Survey

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### CPS Reports During and After Business Hours

According to General Statutes, Directors of departments of social services are required to establish protective services in their county, including a means to receive and respond to protective services reports 24 hours a day, 7 days a week. In an effort to make this system readily accessible to the public, the Division of Social Services will be posting business and after hours contact phone numbers for each county department of social services on the Division's website. This is intended to make it easier for citizens with concerns to make reports quickly and efficiently in addition to facilitating the prompt transmittal of information between county departments of social services.

5. What is your agency's primary contact **telephone number** for receiving protective services reports **during your agency's business hours**?\*

6. What is your agency's primary means of contact for receiving protective services reports **outside of your agency's business hours**?\*

7. **If you do not use 911** as your primary agency contact telephone number for receiving protective services reports outside your agency's business hours, **what number do you use**? If you use 911, enter 0.\*

8. What is the telephone number to which persons **outside your county** can call your agency to make a protective services report **outside of business hours**?\*



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### Malicious Reports

Before responding to this question, please review Administrative Letter FSCWS 02-05 regarding the handling of Malicious Child Protective Services Reports. [http://info.dhhs.state.nc.us/olm/manuals/dss/csm-05/man/FSCW\\_AL0205.htm#P0\\_0](http://info.dhhs.state.nc.us/olm/manuals/dss/csm-05/man/FSCW_AL0205.htm#P0_0)

9. In the calendar year 2021, how many reports did your agency record as malicious reports and retain a review report after following the protocol for their identification as outlined in FWCWS-AL-03-05?\*



## 2021 Child Welfare Staffing Survey

### Legal Representation

10. How many attorney full time equivalent positions are available to your agency to manage child welfare cases in Juvenile Court? Record percentages less than full time equivalent attorneys as decimals.\* The value must be between .1 and 10, inclusive.

11. **Of the attorney FTE's from Question 10 above, record below the relationship that the FTE's have in your county. The total must not exceed the number in Question 10.**

\*

	DSS Employee Reporting to Director	Employees of the County Attorney	Contract with the agency or county	Other	
Attorney Relationship in the County	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0



## 2021 Child Welfare Staffing Survey

### Child Welfare Staff Makeup

For each of the questions, full time equivalents (FTEs) refer to budgeted positions or portions of positions. For example, if a worker or supervisor spend a portion on their time in something other than child welfare, record only the portion of their FTE that was responsible for child welfare activities. This will be true when calculating total personnel, race, ethnicity, and age: the sum of all races in each position should equal the total number of FTEs for that position; the sum of ethnicities in each position should equal the total number of FTEs for that position; the sum of all age ranges in each position should equal the total number of FTEs for that position.

12. Using your agency organizational chart and Child Welfare Workforce Data Book for 2021, in Column 1, list many full time equivalent positions were budgeted in child welfare for each of the following positions. **In Column 2, list how many of the positions were filled as of 12/31/2021.** Percentage of positions should be recorded as a decimal. For example, if a Program Manager spends half time with child welfare and half time with adult services, record .5 for that FTE.\*

	Budgeted FTEs	Filled as of 12/31/2021
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Workers	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>
Child Welfare Supervisors	<input type="text"/>	<input type="text"/>
Program Managers	<input type="text"/>	<input type="text"/>
Program Administrators	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>

13. For each of the staff employed in the following child welfare positions on December 31, 2021, record the race for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.

In other words, the sum of all races for each position below should equal the number you inserted for that position above, according to the FTE's you had filled on 12/31/2021. If you count someone as .5 FTE for Foster Care above, when you record their race for Foster Care below, you should count that person as .5 FTEs.\*

	American Indian/Alaska Native	Asian	African American/ Black	Native Hawaiian/ Pacific Islander	White	Bi- Racial
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CPS Assessment	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Social Workers						
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. For each of the staff employed in the following child welfare positions on December 31, 2020, record the ethnicity for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare. In other words, the sum of all ethnicities for each position below should equal the number you inserted for that position above, according to the FTE's you had filled on 12/31/2021. If you count someone as .5 FTE for Foster Care above, when you record their ethnicity for Foster Care below, you should count that person as .5 FTEs.\*

	Hispanic/ Latino	Non- Hispanic/ Non- Latino
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>

CW Supervisor	<input type="text"/>	<input type="text"/>
Program Manager	<input type="text"/>	<input type="text"/>
Program Administrator	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>

15. For each of the staff employed in the following child welfare positions on December 31, 2020, record the age grouping for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.

In other words, the sum of all age ranges for each position below should equal the number you inserted for that position above, according to the FTE's you had filled on 12/31/2021. If you count someone as .5 FTE for Foster Care above, when you record their age range for Foster Care below, you should count that person as .5 FTEs.\*

	18-24	25-34	35-44	45-54	55-64	65-74	75 +
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	



## 2021 Child Welfare Staffing Survey

### Child Welfare Staff Vacancies

For each of the questions, full time equivalents refer to budgeted positions or portions of positions. For example, if a worker or supervisor spend a portion on their time in something other than child welfare, record only the portion of their FTE that was responsible for child welfare activities.

16. Using your agency organizational chart and Child Welfare Workforce Data Book for 2021, how many full time equivalent positions were budgeted in child welfare for each of the following positions? Percentage of positions should be recorded as a decimal. For example, if a Program Manager spends half time with child welfare and half time with adult services, record .5 for that FTE.\*

	Number	
CPS Intake Social Workers	<input type="text"/>	<input type="text" value="0"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text" value="0"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text" value="0"/>
Foster Care Social Workers	<input type="text"/>	<input type="text" value="0"/>
Foster Care 18-21 Workers	<input type="text"/>	<input type="text" value="0"/>
Adoption Social Workers	<input type="text"/>	<input type="text" value="0"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text" value="0"/>
Child Welfare Supervisors	<input type="text"/>	<input type="text" value="0"/>
Program Managers	<input type="text"/>	<input type="text" value="0"/>
Program Administrators	<input type="text"/>	<input type="text" value="0"/>
	<input type="text"/>	

17. For the calendar year 2020, record the number of full time equivalent child welfare positions which became vacant due to the reasons below. The total must equal the total number of child welfare workers who left your agency during the year. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.\*

	Promotion within your agency	Lateral transfer within your agency	Voluntary resignation	Involuntary dismissal	Retirement	Death	Reduction in force	Other	
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>



Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	



## 2021 Child Welfare Staffing Survey

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### Training

This data will be used to determine the length of time it routinely takes for a child welfare social worker to begin assuming responsibility for a case load.

18. During calendar year 2021, how many child welfare social workers did your agency hire to fill vacancies? \* The value must be between 0 and 50, inclusive.

19. What was the average number of weeks for newly hired social workers to assume responsibility for a caseload? The time frame would be from the time the position becomes vacant to completion of pre-service training. \* The value must be between 0 and 25, inclusive.

20. Of the number of new hires noted in the previous question, how many were fully trained and able to assume responsibility for a caseload on their start date? \* The value must be between 0 and 25, inclusive.



## 2021 Child Welfare Staffing Survey

### Education

This provides information on the academic degrees of child welfare staff.

21. For each of the staff employed in the following child welfare positions on December 31, 2021, record the highest degree they have obtained. The total recorded must not exceed the number record in Question 12 above. In other words, the sum of all categories for each position below should equal the number you inserted for that position in question 12, according to the FTE's you had filled on 12/31/2021. If you counted someone as .5 FTE for Foster Care Social Worker in question 12, when you record their education level for Foster Care below, you should count that person as .5 FTEs.\*

	BSW	Other Bachelors	MSW	Other Masters	Higher Degree	
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Child Welfare Supervisors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Managers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Administrators	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

