

Joint Legislative Oversight Committee on Health and Human Services

Child Protective Services Historical Funding and Trend Analysis

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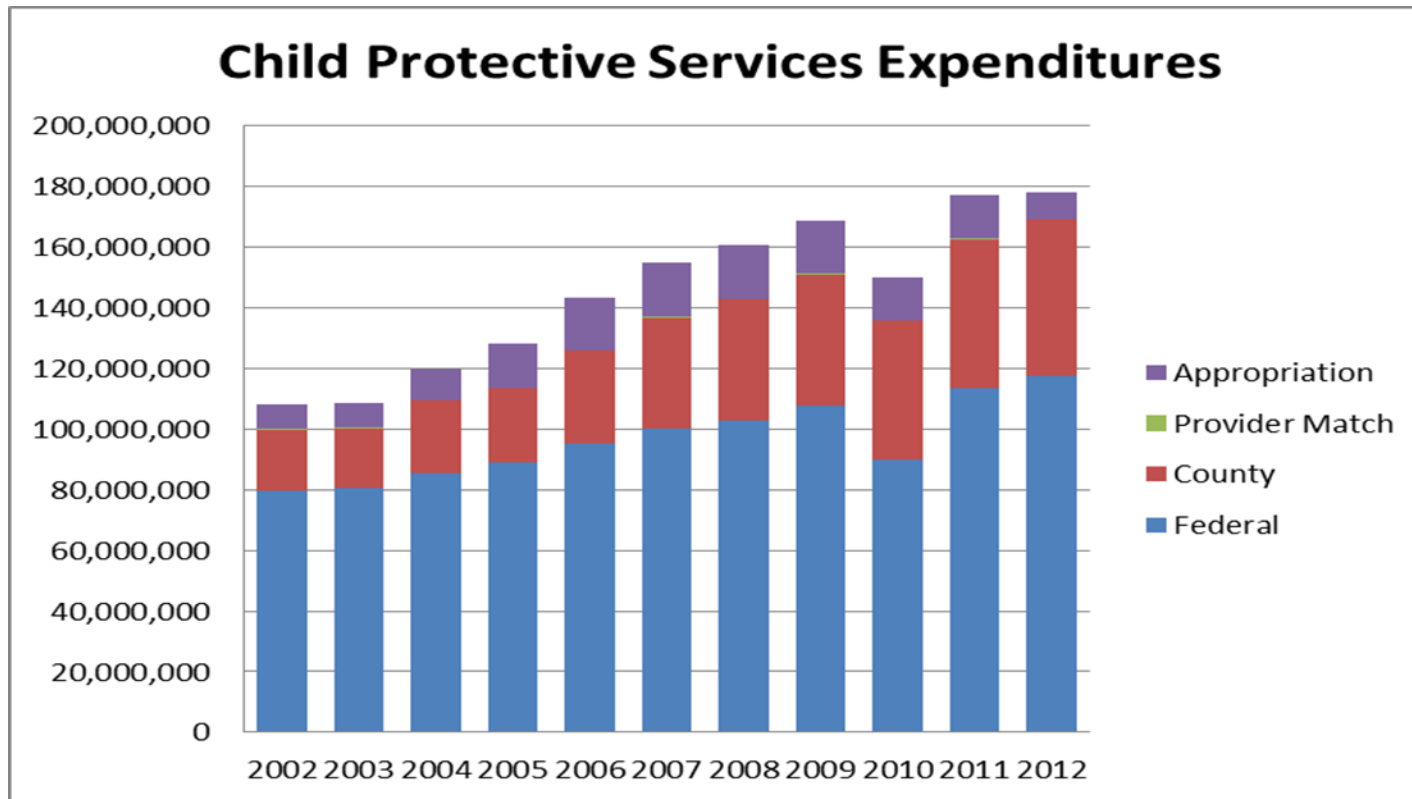
FISCAL RESEARCH DIVISION
A Staff Agency of the North Carolina General Assembly

Presentation Outline

- *Protective Services Expenditures and Funding*
- *Major Legislative Changes*
- *Protective Services Worker Turnover Rates*
- *Child Population and Investigation Rate Trends*

Child Protective Services Expenditures

Fiscal Years 2002-2012



Note:

Fiscal Year 2010 saw a drop in total expenditures of \$19 million for CPS.

Federal funds were \$17.6 million less and state funds were \$3.6 million less than in fiscal year 2009, while county funding was up \$2.3 million.

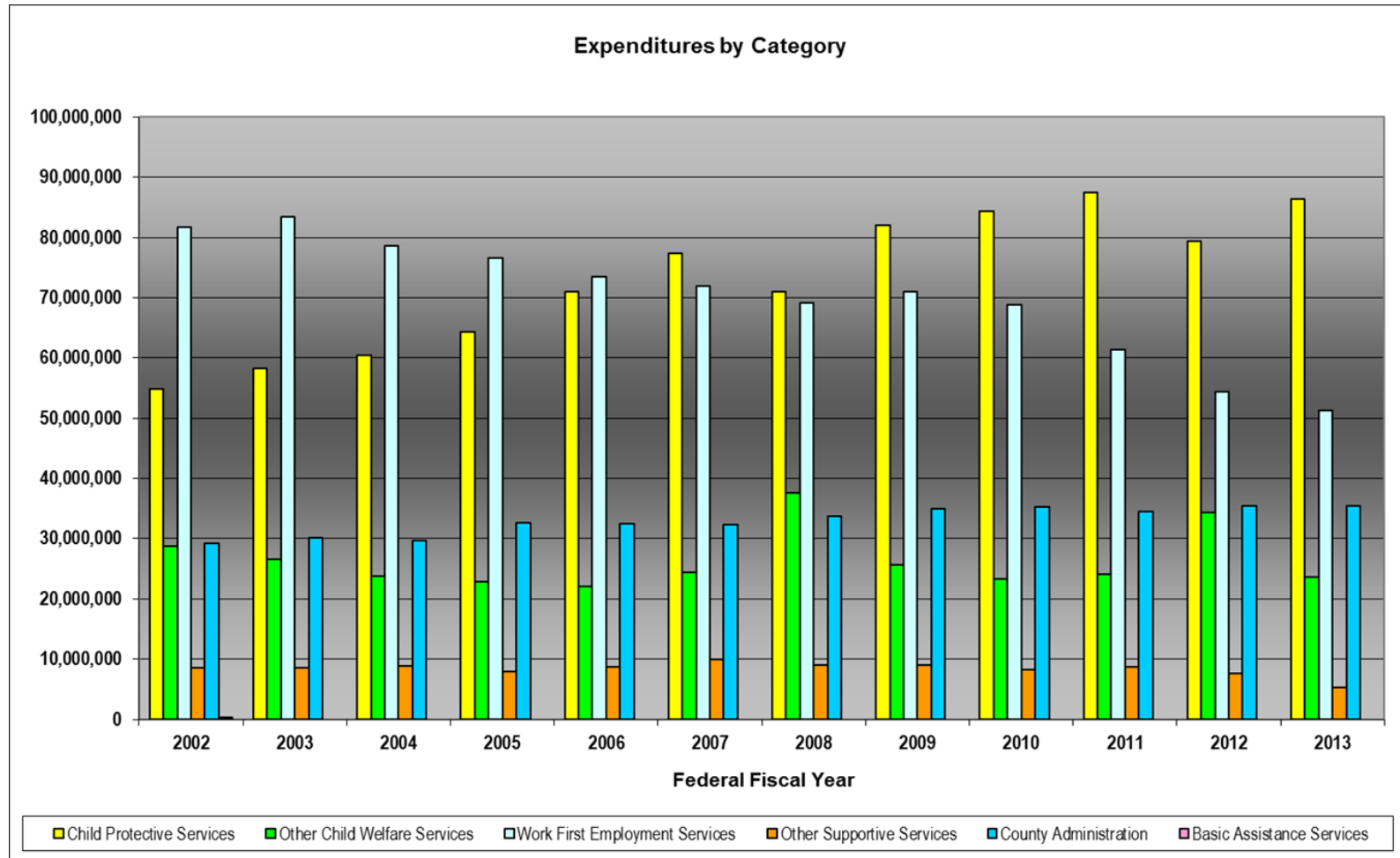
Further analysis is needed to understand why this occurred.

Session Law 2011-145 replaced state funding of \$5 million with federal Social Services Block Grant (SSBG) funds. This \$5 million is currently funded through a transfer of Temporary Assistance to Needy Families (TANF) block grant transfer to SSBG.

Child Protective Services (CPS) Federal Receipts

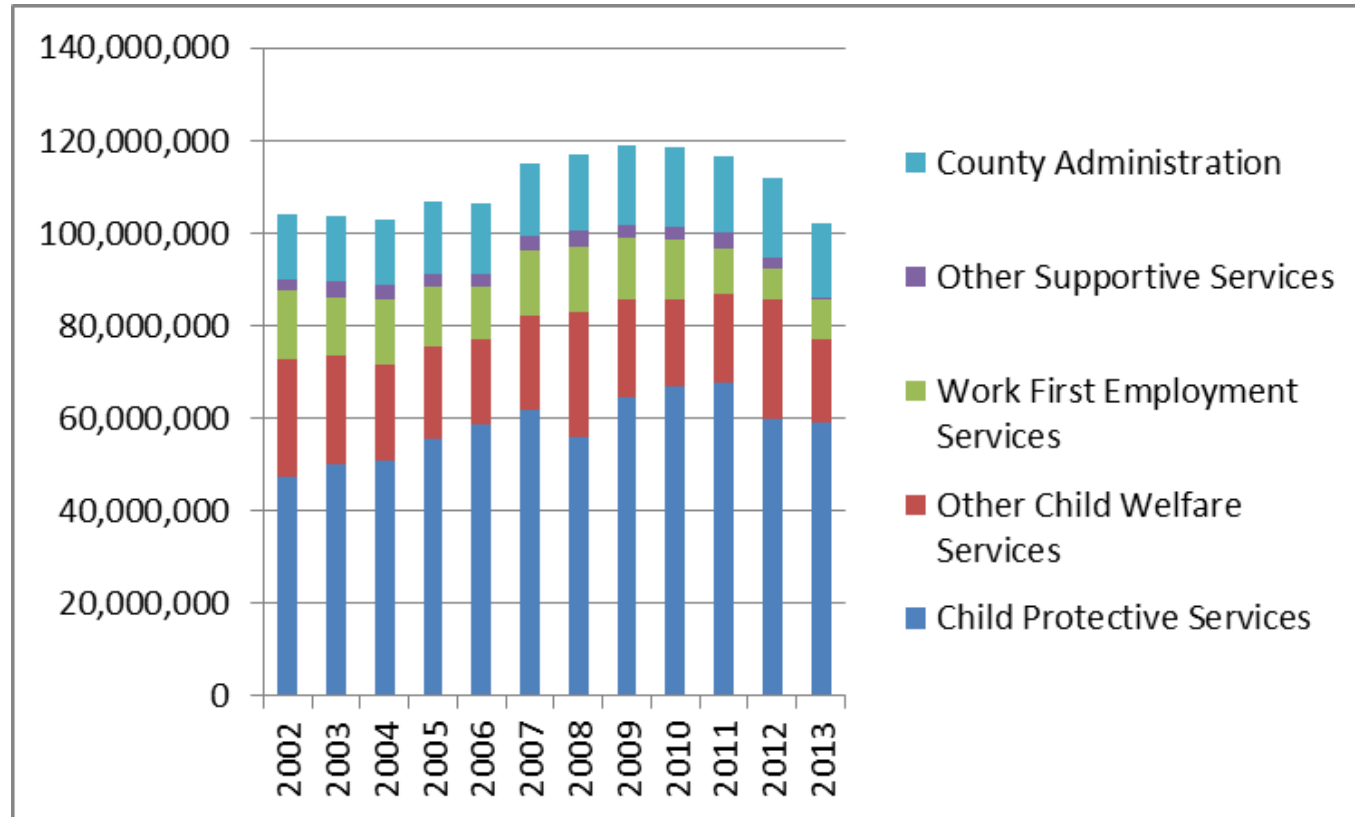
- **Temporary Assistance for Needy Families (TANF) Block Grant – In 2012 was 74.59% of total federal funding for CPS.**
- **IV-E Foster Care – Provides federal participation at a rate of 50% for administration and 75% for training. In 2012 IV-E was 23.08% of total federal funding for CPS.**
- **Title IV-B - Provides federal participation at a rate of 75% for allowable activities. In 2012 was 1.49% of total federal funding for CPS.**
- **Social Services Block Grant (SSBG) -In 2012 was 0.53% of total federal funding for CPS.**

County Temporary Assistance for Needy Family Block Grant Expenditures by Category



Source: Division of Social Services WFBG Category Spending_2002-2012.xls

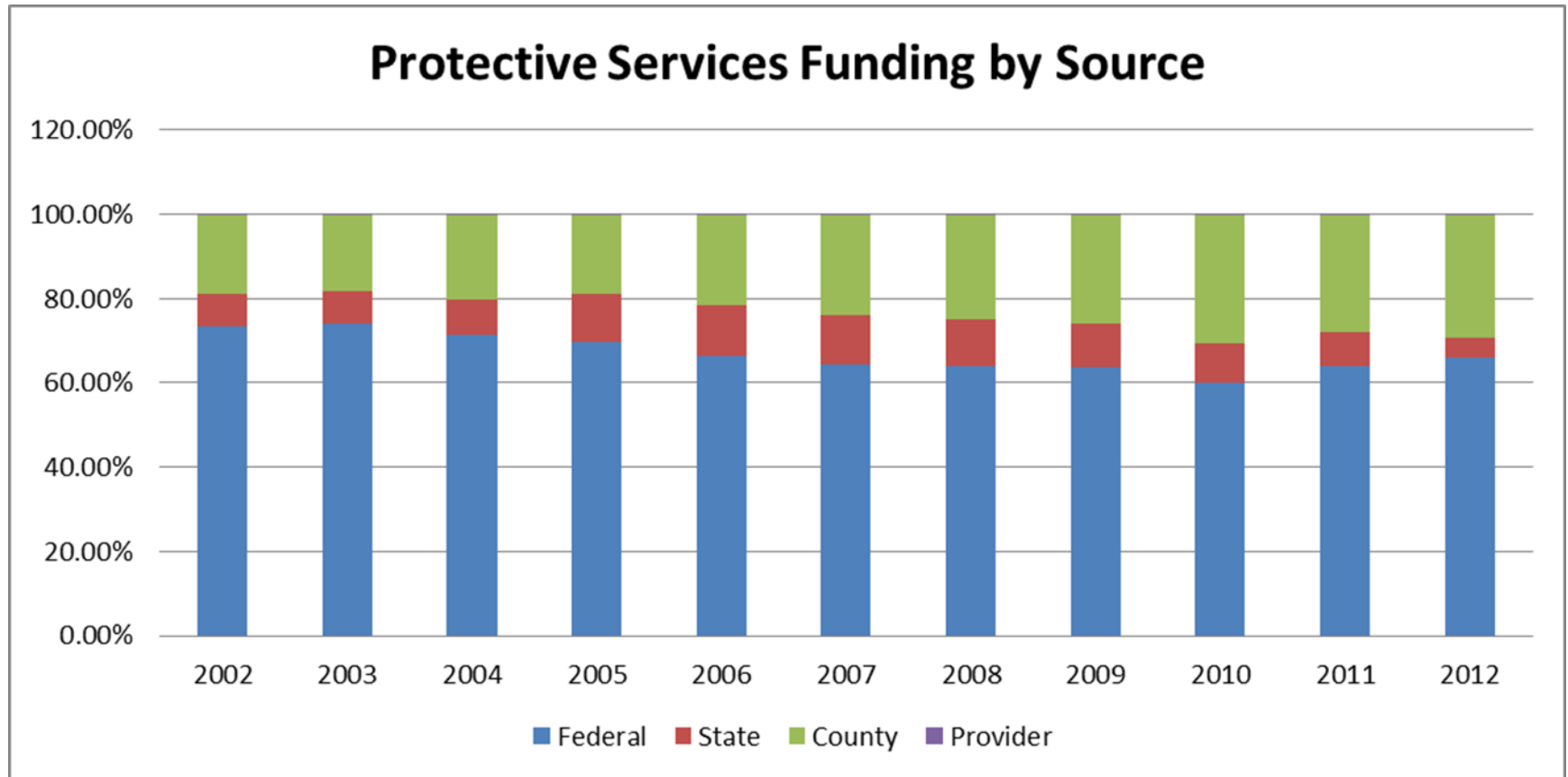
County Federal Temporary Assistance for Needy Families Block Grant Expenditures



Note: There has been a 13.9 % decrease in federal TANF funding for counties from 2009 to 2013.

Source: Division of Social Services

Changes in Child Protective Services Funding Sources from Fiscal Year 2002 through 2012



Note: Provider funding is less than 0.25% of the funding.

Recent Major Legislative Budget Changes for Child Protective Services

- **S.L. 2004-124 HB 1414** - Provided \$4 million in recurring funding for aid to counties for Child Protective Services. An additional \$1 million in Temporary Assistance for Needy Families Block Grant funds is also appropriated for local staff. Combined with the TANF Funds the total amount provided to counties is \$5,000,000.
- **S.L. 2007-323 HB 1473** - Provided \$161,547 in recurring funding for Child Welfare oversight. Funding was provided to support three Social Services Program Consultant positions to strengthen oversight of Child Welfare Services. (Note: S.L. 2009-451 SB 202 eliminated 22.00 FTE from the Division of Social Services, these positions were eliminated by the division as a part of that reduction.)
- **S. L. 2010-31 SB 897** - Reduced state funding authorizations for counties on a recurring basis by \$2,390,896. This continued a reduction in state funding authorizations for counties for Foster Care/Adoption Title IV-E, Child Protective Services-State, and Child Protective Services Title IV-E. The reductions were implemented during FY 2009-10 to cover the projected revenue shortfall.
- **S.L. 2011-145, HB 200** - Replaced \$5 million in state funding for Child Protective Services with Social Services Block Grant funding. County departments of social services received Social Services Block Grant (SSBG) funds in lieu of state general funds.

Source: Report on the Continuation, Expansion, and Capital Budgets

2013 Budget Impacts on Child Protective Services

- County loss of Federal Title IV-E funds. The Division of Social Services estimates this loss to be \$14.6 million on a recurring basis.
- The Governor recommended \$4.8 million to partially replace this loss of federal Title IV-E funding. The recommended appropriation replaces 33% of the lost federal funding on a nonrecurring basis to support the counties while the North Carolina Families Accessing Services through Technology (NCFAST) information system is being developed and implemented.
- The legislature enacted the Governor's recommendation of a nonrecurring increase of \$4.8 million to partially replace the loss of the estimated \$14.6 million in Title IV-E federal funding.

Child Protective Services Block Grant Changes

- The Temporary Assistance for Needy Families (TANF) Block Grant federal funding availability has been decreasing. In fiscal year 2012, \$357 million was available, in 2013, \$316 million and for the 2014 budget \$302.8 million is available.
- Governor's budget reduced the TANF Block Grant line item Child Protective Services – Child Welfare Workers for Local DSS by \$5 million from previous year's block grant plan. (\$14.4 million in fiscal year 2013 to \$9.4 million in fiscal year 2012)
- The legislature enacted the TANF Block Grant reduction of \$5 million for the Child Welfare Workers for Local DSS line item as recommended by the Governor. The Division of Social Service reports that the funding allocation for Child Protective Services workers was reduced by \$4.5 million.

Factors Contributing to Child Maltreatment

Environmental Factors:

- Poverty
- Unemployment
- Social Isolation
- Community Characteristics

Source: US DHHS Office on Child Abuse and Neglect, Child Abuse and Neglect User Manual Series, A
Coordinated Response to Child Abuse and Neglect: The Foundation for Practice

Child Welfare Worker Turnover and Effect on Children's Outcomes

- The US Government Accounting Office reported in 2003 that high turnover rates disrupt the continuity of services, particularly when newly assigned caseworkers must conduct or reevaluate educational, health, and safety assessments. Worker turnover delays the timeliness of investigations and limits the frequency of worker visits with children, thereby hampering agencies' attainment of some key federal safety and permanency goals.

Source: GAO-03-357 Child Welfare Staff Recruitment and Retention March 2003

National Average Child Welfare Worker Turnover Rates

- The GAO reported in 2003 that turnover of child welfare staff is estimated between 30 and 40 percent nationwide with the average tenure for child welfare workers being less than 2 years.
- The American Public Human Services Association, in their Child Welfare Workforce Surveys reports turnover rates of approximately 20%.

Source: American Public Human Services Association. (2005, February). Report from the 2004 child welfare workforce survey: State agency findings. Washington, D.C.: Author.]

Gary Cyphers, Report from the Child Welfare Workforce Survey: State and County Data and Findings, 2001. American Public Human Services Association. Available at <http://www.aphsa.org/policy/doc/cwmsurvey.pdf>

County Department of Social Services Child Welfare Worker Turnover Rates

North Carolina Local Departments of Social Services Child Welfare Reporting on Child Welfare Positions and Turnover Rate

| Year | Total Number of Social Worker FTEs | Total CW Social Worker Vacancies | Turnover Rate |
|------|------------------------------------|----------------------------------|---------------|
| 2004 | 2554 | 829 | 32.5% |
| 2005 | 2645 | 844 | 31.9% |
| 2008 | 2869 | 908 | 31.6% |
| 2011 | 2833 | 749 | 26.4% |

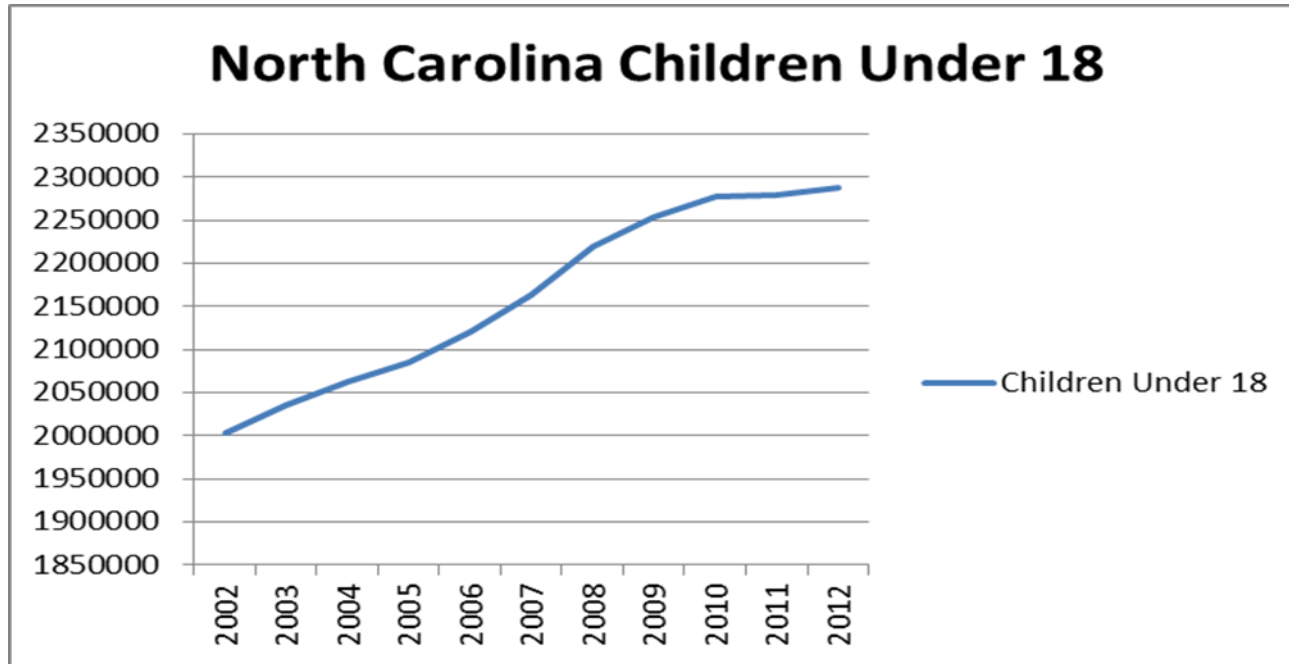
North Carolina Local Departments of Social Services Child Welfare Reporting on Child Welfare Supervisory Positions and Turnover Rate

| Year | Total Number of Supervisor FTE's | Total Number of CW Supervisor Vacancies | Supervisor Turnover Rate |
|------|----------------------------------|---|--------------------------|
| 2004 | 471 | 75 | 15.9% |
| 2005 | 506 | 75 | 14.8% |
| 2008 | 524 | 84 | 16.0% |
| 2011 | 531 | 83 | 15.6% |

Source: Annual DSS Child Welfare Staffing Survey

North Carolina Child Population Growth

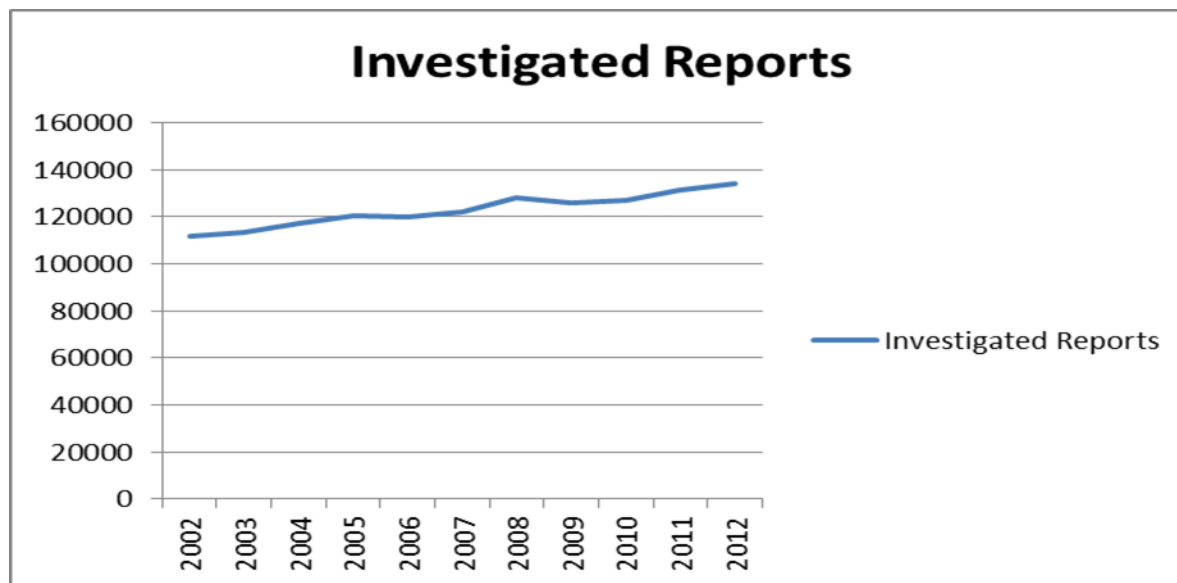
- The statewide under 18 population in North Carolina has grown from 2,003,971 in June 2002 to 2,287,593 in June 2012, a 10.5% increase.



Source: Data from the U.S. Census Bureau, Population Division. Released March 2010

Child Protective Service Investigations Growth

- The **number** of Child Protective Services investigations in North Carolina has grown from 111,720 in fiscal year 2002 to 134,126 in fiscal year 2012, an increase of 20%.



Key Question: Has the number of CPS workers kept up statewide with the growth in number of investigations?

Source: Duncan, D.F., Kum, H.C., Flair, K.A., Stewart, C.J., Vaughn, J., Bauer, R., and Reese, J. (2013). Management Assistance for Child Welfare, Work First, and Food & Nutrition Services in North Carolina (v3.1). Retrieved [December 11, 2013], from University of North Carolina at Chapel Hill Jordan Institute for Families website. URL: <http://ssw.unc.edu/ma/>

Child Protective Services State Recommended Caseload Size

North Carolina Division of Social Services Family Services Manual, Volume I: Children's Services, Chapter VIII: Child Protective Services sets forth the following:

- The average caseload size for child welfare intake shall be no greater than one worker per 100 CPS referrals a month.
- Average CPS caseloads shall be no greater than 10 families at any time for workers performing CPS assessments, and 10 families at any time for staff providing In-Home services.
- Supervisor/worker ratios shall not exceed an average of one fulltime equivalent supervisory position to five fulltime equivalent social work positions.

Note: This is a policy recommendation by the Division of Social Services, there is no federal or state law or rule that **requires** these standards.

Child Protective Services Information and Data Needed

- Accurate staffing data specific to county Child Protective Services (CPS) workers, including vacancy rates, is needed to assess whether adequate staffing exists at the local level.
- Further study and evaluation is needed to determine whether local departments of social services (dss) have adequate funding and support for CPS.
- Utilizing non-recurring sources of funding to support recurring personnel costs needs to be discussed.

Questions?

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