

COST OF WORKFORCE TURNOVER

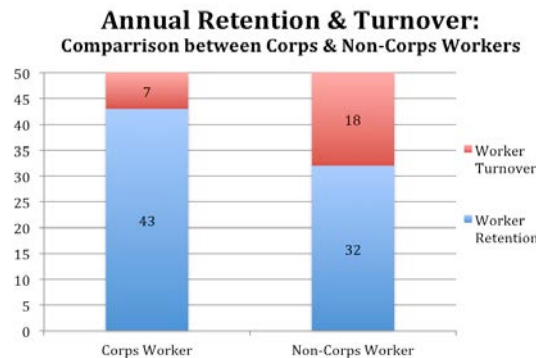
Child welfare caseworkers are critical stewards in identifying a child's unmet needs. Unfortunately across the country, we are facing a crisis of child welfare caseworker turnover. Up to 40% of child welfare caseworkers leave their jobs every year, while 90% of agencies report difficulty hiring and retaining qualified staff. This has devastating consequences for children and families. Children with one caseworker achieve permanency in 74.5% of cases (Flower, McDonald, & Sumski, 2005). *But the more caseworkers involved in a child's life, the less chance that child has to achieve permanency, ranging from 17.5% for children with two caseworkers, to the devastatingly low rate of 0.1% for children who had six or seven caseworkers during their time in care.*



Workforce turnover not only affects outcomes for children and families, but also financially impacts service providers and the child welfare system (as well as taxpayers). Replacing a child welfare caseworker is estimated to cost an agency between 70-115% of the worker's annual salary. Additionally, the average cost-per-youth in family-based foster care is \$29,000 each year (according to the New York State Office of Children and Family Services). Caseworker turnover equals: **longer time in foster care for children and youth, and a higher financial burden on service providers and city, state, and federal government.**

IMPACT OF CHILDREN'S CORPS

IMPROVING RETENTION: Children's Corps retention rates continue to remain higher than NYC's child welfare system. The Children's Corps average yearly retention rate is **86%**, while the average NYC foster care retention rate is between 60-65% (according to a 2012 COFCCA study on NYC foster care workforce turnover).



FAMILY IMPACT: Children's Corps members are strong and persistent advocates for the needs of children, youth, and families, and provide appropriate and effective interventions, referrals, and services. With 99 Corps members currently in the field, each with an average caseload of 12, we estimate that ***Children's Corps members and alumni are serving nearly 1,200 children and families each year.*** As a result of Children's Corps retention, **99 more families achieve permanency each year.**

DEVELOPING FUTURE LEADERS: Children’s Corps recognizes the need for dedicated leaders in child welfare. The Children’s Corps Alumni Association (CCAA) currently has 60 members, 28 of whom are still serving in NYC’s child welfare system. Other alumni are beginning careers in mental health counseling, social work, nonprofit management, family law, juvenile justice, education, and child welfare policy – all of which continue to impact children and families.

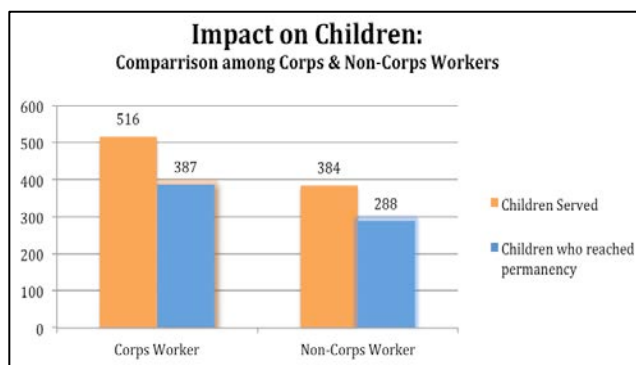
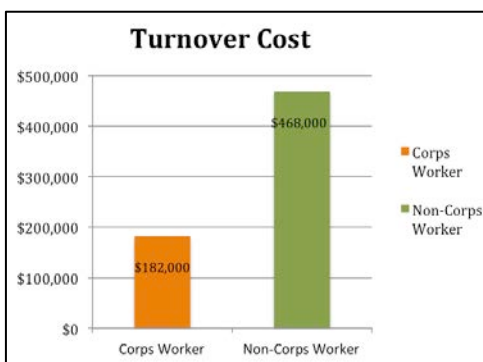
- **73%** of our alumni **are currently pursuing or have completed related master’s degrees** in social work or a related field.
- **74%** of the 2013 Corps alumni have committed to a third year of child welfare service.
- **47%** of Children’s Corps alumni continue to work **on the frontlines** of child welfare.
- **13** alumni/Corps members were **promoted to supervisory positions** over the last year.



During and beyond the two-year commitment, Corps alumni are developing into the future leaders of child welfare and human services. Quality leadership will help sustain frontline workforce, which will only continue to benefit more children and families.

FINANCIAL IMPACT OF CHILDREN’S CORPS

RETENTION: Of 50 Children’s Corps caseworkers who get placed each year, 43 will stay throughout one year, while only 32 of non-Children’s Corps caseworkers will stay on average. This retention difference equates to **\$286,000 of annual savings** for the child welfare system.



PERMANENCY: Using the data that every youth placed in family-based foster care cost an average of \$29,000 per year, children with one caseworker achieved permanency in 75% of cases, the average retention rates of 50 Children’s Corps’ and NYC’s workers, and an average caseload size of 12, it is estimated that **99 more families achieve permanency each year** because of Children’s Corps’ higher retention of frontline caseworkers. This difference saves **\$2.87 million each year** in foster care costs.

TOTAL ANNUAL SAVINGS: Assuming the above projections are accurate, the Children’s Corps model saves NYC’s child welfare system an estimated total of over **\$3 million each year**.

The Children’s Corps model has significant impact towards building better outcomes for children, improving frontline turnover, and creating future leaders in the field. **Expanding this initiative across the U.S. will not only save in regard to the human costs of children lingering in the child welfare system, but also the financial costs on local, state and federal government.**

