

**COUNTY OF OSWEGO
CHILD PROTECTION ADVISORY COUNCIL (CPAC)
Recruitment/Retention Task Force**

May 4, 2022 – 11:00 AM
Via WebEx and In-Person at Catholic Charities, Fulton, NY

PRESENT:

Liz McLean, Vice Chair
Karla Barnes
Nicole Nicholson
Tanya VanOrnum
Mary Margaret Pekow
Heather DelConte

EX-OFFICIO/GUESTS:

Stacy Alvord, DSS
Brian Chetney, Youth Bureau
Marti Babcock, DSS

MEDIA:

CNY Central

Vice Chair of the Council Liz McLean called the meeting to order at 11:07 A.M.

1. Welcome and Introductions

2. Review history of retention concerns regarding Caseworkers

- Deputy Commissioner Marti Babcock reviewed observations from her exit interviews with staff
 - o Highlighted the difficulty of work, difficult cases, fear of missing something, emotional toll of the work, lack of community support, heavy caseloads, documentation, long workday
 - o Learning curve/training issues – new Caseworkers have never seen a lot of what they walk into in the field
 - o Role of the Senior Caseworker is very demanding due to the number of Caseworkers they supervise and level of responsibility on their cases
- Discussion regarding current state of Oswego County Child Protective Data and the workload in relation to the number of Caseworkers we have
 - o Oswego County has a higher indication rate of abuse compared to the NYS or National average
- Currently 18 Caseworker vacancies, 9 possible candidates
- Reviewed amount of training required in Albany for Caseworkers, and internal training/mentoring
- Supports currently in place:
 - o Part time therapist available for Caseworker to process case trauma
 - o Group work to process case decisions/removals of children/blind review of potential removals
 - o In house trainer to supplement NYS training
 - o Overtime is available

3. Brainstorm how the task force can assist this concern

- Put together what a “premiere” Child Welfare team would look like
 - o 12 cases to 1 Caseworker ratio
 - o Not only looking at NYS recommendation for staffing, but a proposal unique to Oswego County

Adjournment:

Meeting adjourned at 12:02 P.M.

Next meeting of the taskforce – TBD