



# CHILD PROTECTIVE SERVICES WORKFORCE ALLOCATIONS

## 2022 Allocation of Child Protective Service Workers

As required by W. Va. Code § 9-2-6(b), the West Virginia Department of Health and Human Resources, Bureau for Social Services (BSS) analyzed the allocation of child protective service workers (CPSW) and child protective service seniors (CPS Seniors)<sup>1</sup> throughout West Virginia. The analysis reviewed the average number of cases by county for calendar year 2021, the percentage of total caseload per region and district, current allocated CPSW and CPS seniors, and CPSW and CPS Senior vacancy. The conclusion of the analysis was to move 13 CPSW positions and 1 CPS senior position to the northern region from the southern region. The attached spreadsheet indicates where the positions will be taken from and moved to.

For the southern region, one CPSW position will also be moved to Wayne district. Over the next year, a close analysis will be conducted on the Kanawha district; the current percentage of total case for Kanawha district is 27% of the southern region cases. The Kanawha district also has the highest number of vacant current positions (35 of 61). As these vacancies are filled and staff is maintained, BSS believes that the average number of cases in Kanawha district will decrease.

For the northern region, the additional 13 CPSW positions will be allocated by the percentage of total number of cases.

### Definitions of Columns

**Average # of Cases (CY2021):** Calendar year 2021 (CY2021) caseload data was utilized to determine the average number of cases for the calendar year. Case total is determined by two reports: FACTS Executive Dashboard Referral Report, which reflects all referrals accepted for investigation each month, and CPS8802 CPS Ongoing, which provides the total number of open cases on the last day of the month. The totals are added for each calendar month of the year and divided by 12 for an average workload in each county and each BSS district.

**% of Total Caseload:** The total average number of cases was used to determine the percentage of total caseload for each the region.

**Current Allocated CPSW:** This column indicates the allocated number of CPSW positions as of July 2021.

**CPSW Vacancy:** The number of vacancies is as of May 31, 2022.

**2022 Allocated CPSW:** This column indicates the allocated CPSW as of July 1, 2022. Due to the number of vacancies, attrition will not need to be utilized.

**Current Allocated CPS Senior:** This column indicates the allocated number of CPS Senior positions as of July 2021.

**CPS Senior Vacancy:** The number of vacancies for the CPS Senior position as of May 31, 2022.

**2022 Allocated CPS Senior:** This column indicates the allocated CPS Senior positions as of July 1, 2022. Due to the number of vacancies, attrition will not need to be utilized.

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<sup>1</sup>A CPS Senior is a CPSW who has a minimum of 2 years of experience and mentors new CPSWs while maintaining a caseload. A CPS Senior is not a supervisor.

	Average # of Cases (CY2021)	% of Total Caseload	Current Allocated CPSW	CPSW Vacancy	2022 Allocated CPSW	Current Allocated CPS Senior	CPS Senior Vacancy	2022 Allocated CPS Senior
North	2911	44%	197	57	210	24	6	25
South	3649	56%	280	84	267	32	6	31
<b>Total</b>	<b>6560</b>	<b>100%</b>	<b>477</b>	<b>151</b>	<b>477</b>	<b>56</b>	<b>12</b>	<b>56</b>

**NORTH**

	Average # of Cases (CY2021)	% of Total Caseload	Current Allocated CPSW	CPSW Vacancy	2022 Allocated CPSW	Current Allocated CPS Senior	CPS Senior Vacancy	2022 Allocated CPS Senior
OBH District	327	11%	25	3	23	2	0	3
OHIO	181							
BROOKE	50							
HANCOCK	96							
MTW District	168	6%	11	3	13	1	0	1
MARSHALL	84							
TYLER	24							
WEITZEL	60							
WW District	332	11%	24	6	23	2	0	3
WIRT	33							
WOOD	299							
BCGW District	164	6%	14	6	12	3	1	1
BRAXTON	52							
CLAY	41							
GILMER	31							
WEBSTER	40							
Harrison District	247	8%	13	2	17	2	1	2
HARRISON								
Marion District	190	6%	14	4	13	1	0	1
MARION								
Monongalia District	195	7%	11	4	15	1	1	2
MONONGALIA								
TBP District	306	11%	20	5	23	3	0	3
TAYLOR	77							
BARBOUR	96							
PRESTON	133							
Randolph District	140	5%	11	6	10	1	0	1
RANDOLPH								
GMT/HP District	280	10%	16	6	21	3	1	3
GRANT	46							
MINERAL	52							
TUCKER	19							
HAMPSHIRE	75							
HARDY	71							
PENDLETON	17							
BJM District	344	12%	24	11	25	3	1	3
BERKELEY	231							
JEFFERSON	81							
MORGAN	32							
LURPD District	218	7%	14	1	15	2	1	2
LEWIS	63							
UPSHUR	74							
RITCHIE	36							
PLEASANTS	20							
DODDRIDGE	25							
<b>NORTH TOTALS:</b>	<b>2911</b>	<b>100%</b>	<b>197</b>	<b>57</b>	<b>210</b>	<b>24</b>	<b>6</b>	<b>25</b>

**SOUTH**

	Average # of Cases (CY2021)	% of Total Caseload	Current Allocated CPSW	CPSW Vacancy	2022 Allocated CPSW	Current Allocated CPS Senior	CPS Senior Vacancy	2022 Allocated CPS Senior
Boone/Lincoln/Put District	391	11%	29	4	29	3	0	3
BOONE	185							
LINCOLN	102							
PUTNAM	104							
Logan/Mingo District	244	7%	20	9	19	2	0	2
LOGAN	158							
MINGO	86							
JRCM District	295	8%	26	8	23	4	0	4
JACKSON	110							
ROANE	50							
CALHOUN	33							
MASON	102							
Cabell District	364	10%	30	3	28	4	0	3
CABELL District								
Wayne District	134	4%	10	3	11	2	0	2
WAYNE								
Kanawha District	997	27%	61	35	61	4	1	4
KANAWHA								
Fayette/Nicholas District	332	9%	26	9	25	3	2	3
FAYETTE	210							
NICHOLAS	122							
Raleigh District	223	6%	20	2	18	3	1	3
RALEIGH								
GMPS District	172	5%	13	9	13	3	1	2
GREENBRIER	88							
MONROE	24							
POCAHONTAS	25							
SUMMERS	35							
Mercer District	273	7%	26	6	23	3	1	3
Mercer								
McDowell/Wyoming District	224	6%	19	6	17	1	0	2
MCDOWELL	101							
WYOMING	123							
<b>SOUTH TOTALS:</b>	<b>3649</b>	<b>100%</b>	<b>280</b>	<b>94</b>	<b>267</b>	<b>32</b>	<b>6</b>	<b>31</b>