



CHILD PROTECTIVE SERVICES WORKFORCE ALLOCATIONS

2023 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)¹ throughout West Virginia. The analysis reviewed the average number of cases by county for calendar year 2022, the percentage of total caseload per region and judicial circuit, current allocated CPSW and CPS Seniors combined, and the population by county based on the 2020 census. Workers needed based on census data averaged with the number of workers needed to achieve a caseload standard of 10 indicates the need for an additional 100 positions: 78 for the northern region and 22 for the southern region. The attached spreadsheet reflects the counties that will receive these positions.

Definitions of Columns

CPSW & Senior 5.31.23: This column indicates the allocated number of CPSW and CPS Senior positions as of May 2023.

Average Cases (CY2022): Calendar year 2022 (CY2022) 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.

% of Total Caseload: The percentage of the total statewide caseload (6,304) in each county.

Workers Needed Per C: This column indicates the total number of workers needed per the average caseload (C) to achieve 10 cases per worker.

Increase Per C: The increase of workers needed from baseline (CPSW & Senior 5.31.23) to the workers needed to achieve a caseload (C) of 10.

2020 Population: Population based on 2020 census data.

% Total P: The percent of total statewide population (1,793,716) in each county.

Workers Needed Per P (5.31.23 Staffing): The number of workers needed per the percent of population (P) utilizing the 5.31.23 allocated staff (518).

Workers Per C & P Average: Total workers needed using the average of those needed per caseload (C) and per population (P).

Increase Per C & P: The increase of workers needed from baseline (CPSW & Senior 5.31.23) to the workers needed per the average of caseload (C) and population (P).

¹A CPS Senior is a CPSW who has a minimum of two years of experience and mentors new CPSWs while maintaining a caseload. A CPS Senior is not a supervisor.

Judicial District	County	CPSW & Senior 5.31.23	Average Cases (CY2022)	% Total Caseload	Workers Needed Per C	Increase Per C	2020 Population	% of Total P	Workers Needed Per P (5.31.23 Staffing)	Workers Per C & P Average	Increase Per C & P
District 1 Total		27	344	0.05	36	13	94079	0.024	27	32	10
	OHIO	13	196	0.03	20	7	42425	0.0237	12	16	3
	BROOKE	0	56	0.01	6	8	22559	0.0126	7	7	0
	HANCOCK	14	92	0.01	8	0	29095	0.0162	8	9	0
District 2 Total		14	194	0.03	19	6	53346	0.0297	15	18	6
	MARSHALL	6	90	0.01	9	3	30691	0.0171	9	9	0
	TYLER	0	31	0	3	3	8313	0.0046	2	3	0
	WETZEL	8	73	0.01	7	0	14442	0.0081	4	6	0
District 4 Total		28	337	0.05	34	6	89490	0.0299	26	30	2
	WIRT	1	22	0	1	1	5194	0.0029	2	2	1
	WOOD	27	315	0.05	32	5	84296	0.047	24	28	1
District 14 Total		16	187	0.03	17	3	36284	0.0202	10	15	1
	BIGW	5	61	0.01	6	1	12447	0.0069	4	5	0
	BRAXTON	3	47	0.01	5	2	8051	0.0045	2	4	1
	CLAY	3	28	0	3	0	7408	0.0041	2	3	0
	GILMER	3	31	0	3	0	8378	0.0047	2	3	0
	WEBSTER	5	31	0	3	0	8378	0.0047	2	3	0
District 15 Total		18	260	0.04	26	8	65921	0.0368	19	23	5
	HARRISON	11	149	0.02	15	4	56205	0.0313	16	16	0
District 16 Total		14	193	0.03	19	5	108822	0.059	31	25	11
	MORGAN	9	138	0.02	14	5	34216	0.0191	10	12	3
District 18 Total		16	171	0.03	17	1	32170	0.0179	9	14	0
	TAYLOR	8	78	0.01	8	0	16705	0.0093	5	7	0
	BARBOUR	8	93	0.01	9	1	15465	0.0086	4	7	0
District 20 Total		12	112	0.02	11	0	27932	0.0186	8	10	0
District 21 Total		14	149	0.02	16	4	51739	0.0344	18	18	0
	GRANT	5	37	0.01	4	0	10976	0.0061	3	4	0
	MINERAL	7	59	0.01	6	0	26938	0.015	8	7	0
	TUCKER	0	17	0	2	2	6762	0.0038	2	2	0
	MORGAN	2	36	0.01	4	2	17063	0.0095	5	5	0
District 22 Total		8	146	0.02	15	7	43655	0.0243	13	14	0
	HAMPSHIRE	6	67	0.01	7	1	23093	0.0129	7	7	0
	HARDY	2	64	0.01	6	4	14299	0.008	4	5	0
	PENDLETON	0	15	0	2	2	6143	0.0034	2	2	0
District 23 Total		27	350	0.06	35	8	179777	0.1002	52	44	17
	BERKELEY	21	259	0.04	26	5	122076	0.0681	35	31	10
	JEFFERSON	6	91	0.01	9	3	57701	0.0322	17	13	7
District 26 Total		9	143	0.02	14	5	40849	0.0226	12	14	5
	LEWIS	6	62	0.01	8	0	17033	0.0095	5	6	0
	UPSHUR	3	81	0.01	8	5	23816	0.0133	7	8	0
District 3 Total		7	87	0.01	10	3	23905	0.0133	6	9	2
	RITCHIE	3	37	0.01	4	1	8444	0.0047	2	3	0
	PLEASANTS	3	25	0	3	0	7653	0.0043	2	3	0
	DODDRIDGE	1	25	0	3	2	7808	0.0044	2	3	0
NORTH TOTALS:		230	2938	0.47	297	78	94370	0.527	272	254	78

Judicial District	County	CPSW & Senior 5.31.23	Average Cases (CY/2022)	% Total Caseload	Workers Needed Per C	Increase Per C	2020 Population	% of Total P	Workers Needed Per P (5.31.23 Staffing)	Workers Per C & P Average	Increase Per C & P
District 26 Total		23	249	0.04	25	3	42272	0.0238	12	19	0
	BOONE	13	163	0.03	16	3	21809	0.0122	6	11	0
	LINCOLN	10	86	0.01	9	0	20463	0.0114	6	8	0
District 29 Total	PUTNAM	9	113	0.02	11	2	57440	0.032	17	14	6
District 7 Total	LOGAN	12	140	0.02	14	2	32567	0.0182	9	12	0
District 30 Total	MINGO	8	82	0.01	8	0	23568	0.0131	7	8	0
District 4 Total	JACKSON	25	323	0.06	32	10	73501	0.041	21	27	6
	JACKSON	11	123	0.02	12	1	27791	0.0155	8	10	0
	ROANE	2	59	0.01	6	4	14028	0.0078	4	5	3
	CALHOUN	6	31	0	3	0	8229	0.0035	2	3	0
	MASON	6	110	0.02	11	5	25453	0.0142	7	9	3
District 6 Total	CABELL	31	388	0.08	37	6	94350	0.0526	27	32	5
District 24 Total	WAYNE	13	147	0.02	15	2	38982	0.0217	11	13	0
District 13 Total	KANAWHA	64	821	0.43	82	18	180745	0.1008	52	67	3
District 12 Total	FAYETTE	17	157	0.02	18	0	40488	0.0226	12	14	0
District 28 Total	NICHOLAS	10	96	0.02	10	0	24604	0.0137	7	9	0
District 10 Total	RALEIGH	20	204	0.03	20	0	74591	0.0416	22	21	1
District 11 Total	GREENBRIER	8	117	0.02	12	2	40449	0.0228	12	13	3
	GREENBRIER	8	87	0.01	9	1	32977	0.0184	10	10	2
	POCAHONTAS	2	30	0	3	1	7869	0.0044	2	3	1
District 31 Total		4	54	0.01	5	2	24336	0.0136	7	6	2
	MONROE	3	23	0	2	0	12376	0.0069	4	3	0
	SUMMERS	1	31	0	3	2	11959	0.0067	3	3	2
District 8 Total	MERCER	23	302	0.06	30	7	59664	0.0333	17	24	1
District 6 Total	MCDOWELL	10	93	0.01	9	0	19111	0.0107	6	8	0
District 27 Total	WYOMING	9	100	0.02	10	1	21382	0.0119	6	8	0
	SOUTH TOTAL:	289	3366	0.63	339	55	843468	0.473	249	295	22

CPSW & Senior 5.31.23	% Total Caseload	Workers Needed Per C	Increase Per C	% of Total P	Workers Needed Per P (5.31.23 Staffing)	Workers Per C & P Average	Increase Per C & P
*North	0.47	297	78	0.527	272	294	78
*South	0.53	336	55	0.473	245	295	22
Total	100%	633	133	100%	517	589	100

*Data copied from the North and South totals that included county breakdown