

Child Welfare Family-Centered Workforce

Under the current Safety Plan (SP) and Family Safety, Risk, and Permanency (FSRP) contract, the Iowa Department of Human Services entered into contracts with a total of eight (8) agencies to cover five Service Areas in the state.

- Eastern and Des Moines Service Areas have two contractors per each area.
- Western, Northern, and Cedar Rapids are each divided into two (2) Sub-Areas with the Department contracting with two (2) Contractors within each Sub-Area.

On average, contracted agencies provide services to more than 5,000 families monthly to keep families intact or work to reunify the family unit.

The implementation of Family First cannot be done without a workforce to meet the needs of Iowa's vulnerable children and families, reduce out-of-home placements, and keep families together. One great challenge to the child welfare system is the investment in a workforce to maintain stability with families.

The Coalition completed a salary survey of member organizations. Twenty-two (22) of the twenty-seven (27) agencies completed the survey. Results were utilized to identify the workforce gap within the child welfare system. Current contracted provider salaries were compared to starting wages of the Department of Human Service workers maintaining similar roles.

- Current workforce numbers were based on date-in-time FSRP workforce for contracted agencies. Seven (7) of the eight (8) contract agencies shared information.
 - An assumption was made from the agency that did not report to carry similar workforce numbers as identified to their counterparts within the service area served.
 - Current workforce numbers include total number of open positions agencies are seeking to actively fill.
- Based on the Coalition's 2018-2019 Salary Survey data, the starting wage for a Direct Care Worker with a 4-year degree, providing Family Centered Services is \$14.39 per hour / \$29,931 per year.
- Based on the Coalition's 2018-2019 Salary Survey data, the starting wage of a Program Coordinator, identified as a position requiring a 4-year degree with staff supervision responsibilities, the starting wage is \$17.48 per hour / \$39,872 per year.
- The State starting salary for a Social Worker 2 position is \$43,596. The starting salary for a Social Work Supervisor is \$53,580.

	Direct Care Workforce	Supervision Workforce
Current Workforce Numbers	499	66
Current Starting Annual Salary	\$29,931	\$36,359
Recommended Starting Salary	\$43,000	\$53,000
Salary Gap	\$13,069	\$16,641
WORKFORCE INVESTMENT	\$7,044,083	\$1,098,306
TOTAL WORKFORCE INVESTMENT	\$8,142,389	