

DCFS Workforce Crisis Task Force

February 16, 2022 10:00am- 11:00am

WebEx/ Telephone

Notes (Draft):

Attendee	Title/Agency	Present (x)
Amanda Whitlock	Children's Home & Aid - Senior Vice President, Child Welfare & Behavioral Health Services	
Anne Irving	AFSCME	X
Betsy Goulet (co-chair)	University of Illinois - Springfield & Child Protection Training Academy	X
Comisa Hamilton	DCFS - Licensing - Acting Deputy Director	
Deja Lockett	Illinois Community College Board	X
Denice Murray	Ascension Advisory Services - Child Welfare	X
Heidi Farris	Illinois Board of Higher Education	X
Jason House	DCFS - Budget Office	X
Joe McDonald	DCFS - Finance - Acting CFO	-
Lisa Jones	Department of Commerce and Economic Opportunity	X
Mark Stutrud	Lutheran Social Service - CEO	X
Paola Baldo	Illinois Criminal Justice Information Authority - Research Analysis	
Rep. Tony McCombie	Illinois State Representative 71st District	
Rep. Dan Caulkins	Illinois State Representative 101st District	X
Rep. Dave Vella	Illinois State Representative 68th District	
Rep. Maurice West	Illinois State Representative 67th District	Somol Cameron
Sarah Daniels	Illinois Collaboration on Youth - Assistant Deputy Director	Ashley Deckert
Sen. Craig Wilcox	Illinois State Senator 32nd District	X
Sen. Julie Morrison (chair)	Illinois State Senator 29th District	
Sen. Steve McClure	Illinois State Senator 50th District	X
Sarah Daniels	ICOY - Assistant Executive Director	
Tami Fuller	Children and Family Research Center - University of Illinois - Urbana-Champaign	X
Non-Members Present for Meeting		
Ada Tong	DCFS - Diversity, Equity and Inclusion	X
Christopher Towers	DCFS - Diversity, Equity and Inclusion	X
Daniel Fitzgerald	DCFS - Diversity, Equity and Inclusion	X
Gwendolyn Payton	DCFS - Division of Licensing	X
Kimberly Bates	DCFS - Office of Employee Services	X

Jose Lopez	DCFS - Diversity, Equity and Inclusion	X
Simone Cameron	Legislative District Staff (Legislative office not noted)	X
Shontee Blankenship	DCFS - Division of Licensing	X
Kate Smith	DCFS - Legislative Programs Manager	X
Helena Buckner	DCFS - Deputy Director of Legislative Affairs	X
Glenda Lashley	DCFS - Special Assistant to the Director	X
Tracey King	DCFS - Deputy Chief of Staff	X

1) Welcome/Call to Order/ Roll Call

Kate Smith took roll (see above). DCFS participants introduced themselves.

2) DCFS Updates

- Recruitment: Kimberly Bates
 - February 2022 total active headcount 2,951
 - January 2022 new hires: 62 (46 direct services; 16 non-direct)
 - Fiscal year 2022 Hires
 - 341 employees
 - Netting +128 employees
 - Employment Requirements
 - Child Protection: Master’s degree or Bachelor’s degree in Social Work or related human service field w/one year of directly related professional experience
 - Child Welfare: Master’s degree in Social Work or directly related human service field or Bachelor’s degree in Social Work w/one year of directly related professional experience OR a Bachelor’s degree in a directly related human service field with two years of professional experience
 - Discussion of expanding titles that would fall under “related human service field”
- Diversity, Equity and Inclusion: Daniel Fitzgerald
 - Draft report for bilingual needs assessment based on caseloads and census information
 - 30 bilingual staff (tentative)
 - Child Protection 14
 - Supervisors: 1
 - Child Welfare: 11
 - Final report should be available by next meeting
- Private Sector: Jason House (slideshow presentation)
 - DCFS Budget – Investment Trends Through FY23
 - Investment in private agency salaries (caseworkers, supervisors, and childcare workers)
 - FY22 \$1,556,310,800; FY23 \$1,806,420,100
 - DCFS Caseload Trends FY17-23 Projected
 - Intact Family Services: FY22 Est. 4,370; FY23 Proj. 4,570
 - Youth Served: FY22 Est. 22,911; FY23 Proj. 23,453

- Investigations: FY22 Est. 97,400; FY23 Proj. 99,300
 - Investments FY23 - Critical Investments in Workforce, Youth Services
 - \$87.1M – Jong Rate Workgroup with Community Based Providers:
 - Salary Increases for Privat Caseworkers, Supervisors – 80% of AFSCME starting point with aim of 90%
 - Child Care Workers – increase in pay \$3/hr
 - Additional Private Support Staff – funding new positions
 - Increase Support for CBP Liability Insurance and Worker Benefits Packages
 - \$25.0M – Level of Care Support Services
 - \$13.2M – FY22 Workforce Crisis Response March 1, 2022 (within current appropriations):
 - Caseworker and Supervisor Salary Increase for:
 - Foster Care (CBP)
 - Intact Family Services (CBP)
 - Child Welfare Service Referrals (CBP)
 - Child Care Workers in Residential Facilities:
 - \$3/hr increase, from \$16.62 to \$19.62 per hour
 - Safety – Glenda Lashley
 - Safety Workgroup meeting was held on 2/07/22
 - Safety devices
 - Panic button devices
 - Physical protective equipment (body armor)
 - Mace/ defensive spray
 - Training
 - In-person training
 - Self defense training
 - Assessing risk technique
 - Co-responsive support
 - Enhance safety measures at DCFS locations
 - Enhance lighting/ security cameras
 - 24/hr security at some locations
 - Public perception
 - Best practices in other states

3)Crisis Task Force Recommendations

- Next Steps to Address the Workforce Crisis
 - Concrete recommendations from group in final report
 - Group discussion on strategies/ideas
 - To discuss preventative analytics 3/2/22

4) Adjournment

- Meeting was adjourned. Final meeting date 3/02/2022

Chat Notes:

Also, have there been consideration around predictive analytics...?
from Ashley Deckert, She/Her/Hers to everyone: 11:00 AM
and using predictive analytics to be a part of the assessment process?