



ABOUT US

The Pennsylvania Council of Children, Youth and Family Services (PCCYFS) is the collective voice for private agencies that serve Pennsylvania’s most vulnerable children and their families. PCCYFS represents nearly 100 private agencies employing more than 10,000 professionals statewide. Services include foster care/kinship care, adoption, juvenile justice, behavioral health services, and others.

CHILDREN’S SERVICES WORKFORCE CRISIS

The child and family serving providers within the child welfare and juvenile justice fields have long-struggled with staffing challenges even prior to COVID-19; the pandemic has brought this issue to crisis levels.

PCCYFS requests a one-time investment of \$94,680,000 to support the critical need for staff recruitment and retention among Pennsylvania’s child welfare and juvenile justice service providers. Given the longevity of workforce and funding shortages even prior to COVID, the field is not likely to recover without financial support from the state.

CHILD WELFARE AND JUVENILE JUSTICE WORKFORCE CRISIS BY THE NUMBERSⁱ



The workers in these fields were considered “essential” and diligently continued their work throughout the pandemic. They established creative, safe, and compliant methods to operate while balancing issues related to the human services workforce such as shift coverage, staffing ratios, and hazard pay.



The work of the human services field does not allow employers to propose benefits that appeal to the priorities of post-pandemic workers. Children and family providers cannot offer completely virtual environments, are limited in shift flexibility, and pay raises are set by government partners, yet, the work is extremely taxing.



Providers struggled with a decrease in referrals in 2020, as the pandemic prompted statewide shutdowns. Because of reduced contact between mandated reporters and children, Pennsylvania saw almost 10,000 fewer reports of abuse and hundreds of fewer substantiated reports in 2020 than 2019.ⁱⁱ

80%

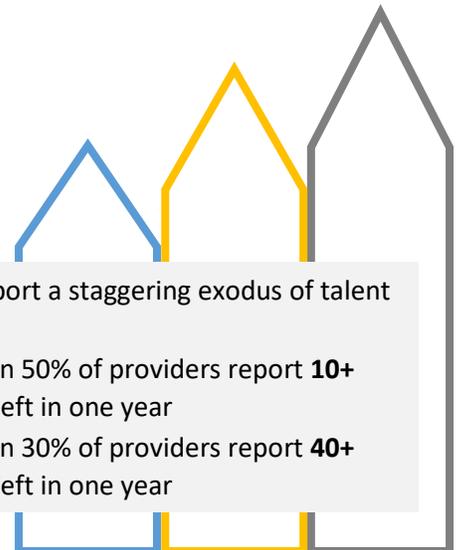
More than 80% of providers stated that they were unable to keep up with hiring needs for both full-time and part-time employees

25%+ of providers had more than 30 vacant full time equivalent positions working directly with children and youth

25%

75%

Over 75% reported multiple vacancies

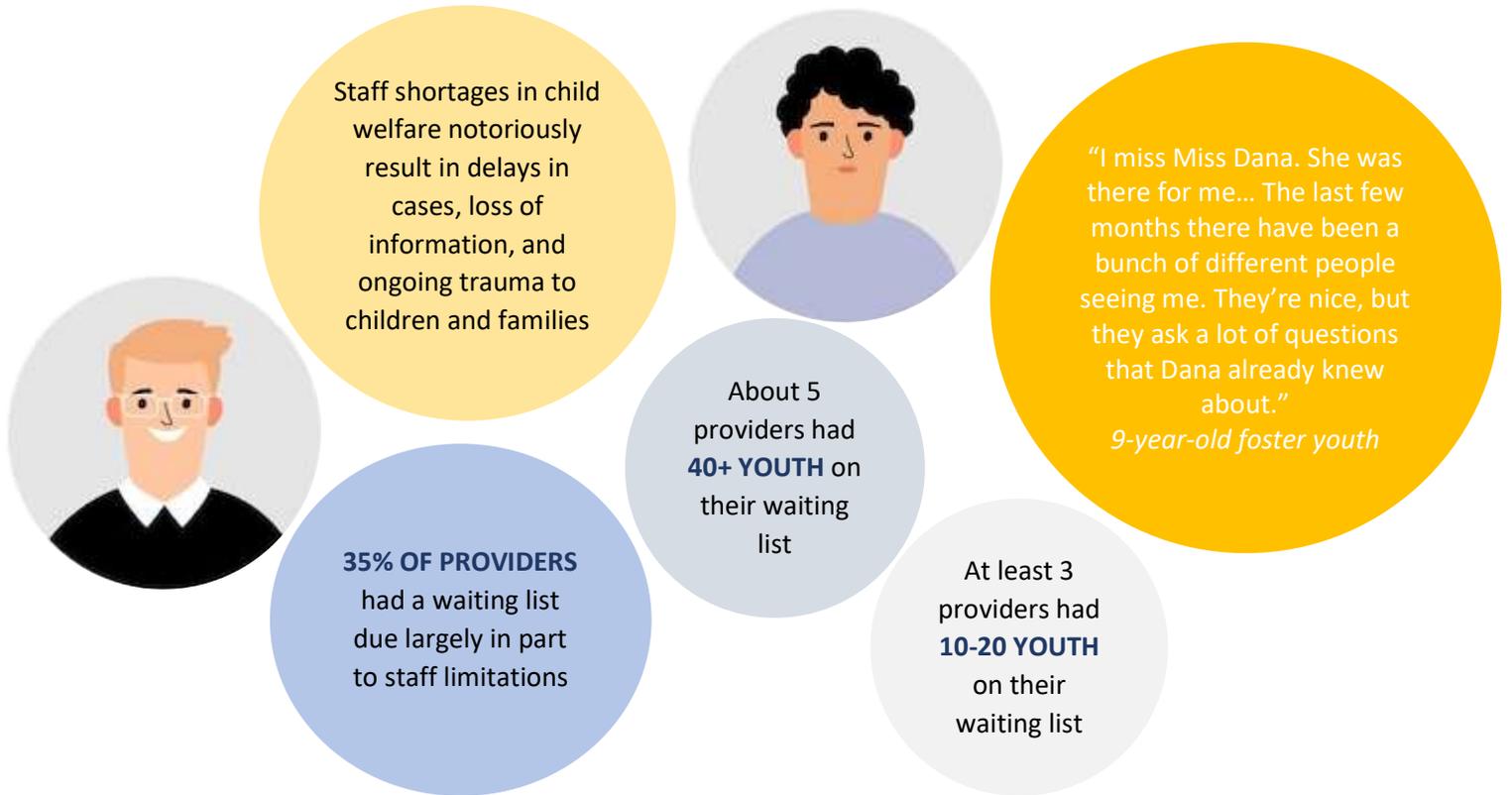


Providers also report a staggering exodus of talent in the past year:

- More than 50% of providers report **10+ workers** left in one year
- More than 30% of providers report **40+ workers** left in one year

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PCCYFS is a leading statewide membership organization serving as a united voice for our valued partners through education, data, resources, and advocacy towards achieving a brighter future for children, youth, and families.



FUNDING REQUEST

PCCYFS requests a **one-time infusion of funding** to support the people and safety net of services that tirelessly stabilizes Pennsylvania’s children and families. Based on the average number of employees among PCCYFS members, extrapolated across child welfare and juvenile justice providers statewide, PCCYFS estimates approximately **18,936** positions (both vacant and filled) in the fields of child welfare and juvenile justice.

Staff at 86 PCCYFS member agencies (based on calculated average of 147 employees per member)	12,624
Projected # of staff at PCCYFS non-member agencies (approximately 1/3 of Pennsylvania’s providers)	6,312
Total projected number of positions in child welfare and juvenile justice providers	18,936
\$5,000 per position for recruitment or retention	x \$5,000
TOTAL	\$94,680,000

A one-time infusion of \$5,000 for each of these positions to support with either recruitment (for vacant positions) or retention (for filled positions) will have an initial fiscal impact of \$94,680,000.

Yet, the investment in services to help sustain children and families, at a time when needs are at an all-time high, will have an indelible impact on Pennsylvania’s communities and workforce.

ⁱ These data are based on a survey conducted of PCCYFS provider members, analyzed and summarized in [The Workforce Crisis Affecting Behavioral Health & Child Welfare Services: Analysis & Recommendations](#)

ⁱⁱ Pennsylvania Department of Human Services. (2021). *Child Protective Services 2020 Annual Report*.

https://www.dhs.pa.gov/docs/Publications/Documents/Child%20Abuse%20Reports/2020%20Child%20Protective%20Services%20Report_FINAL.pdf