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KENTUCKY CABINET FOR  
HEALTH AND FAMILY SERVICES

**DCBS Workforce Overview:  
Build a Healthy and Resilient Organization**



# Key Issues Impacting DCBS Workforce

- Diminished Capacity
- Traumatized staff and clients
- High Caseloads/High Turnover
- Chronic Fatigue – Secondary Trauma
- Chronic: Low Salaries/No Raises
- Coaching and Mentoring of staff
- Lack of institutional support for Self-Care
- Culture and Climate



# DCBS Response

- Alternative Response / Differentiating between high risk and low risk cases
- Trauma /Resilience /Engaged healing as a primary focus
- Prevention Collaborative
- Training – moving away from academia approach towards skills based with behavioral anchors to ground staff in the work: DCBS Certification
  - Training to better support supervisors with regards to staff development, secondary trauma response, coaching, etc.
- Advocating for a living wage and supports for staff
- Establish workgroups to gain insight from the frontline regarding alternative ways to support the workforce
- Inclusion of frontline on problem solving/tasks groups/planning
- Virtual Forums, accessibility and transparency



# Response Needed from our Stakeholders

- Acknowledgment and Advocacy of the work of the department
  - Supporting living wages and the need for additional Secondary Trauma supports for Staff
  - Legislative Advocacy
  - Grace and Patience with staff
- Supporting our Message: while DCBS is the lead Child Welfare Agency for the state, the Child Welfare System belongs to all of us
- Continuing to come along side of us
- Move Upstream: Increase efforts around primary and secondary prevention

# Do you have any questions?



