

## WHAT IS OCCURRING

Social workers today must navigate **the rapidly increasing and complex** needs of a larger, more diverse population.

**10.6%**

Increase in OR population from 2010 - 2020 <sup>1</sup>



COVID-19 has led to increased demand of services

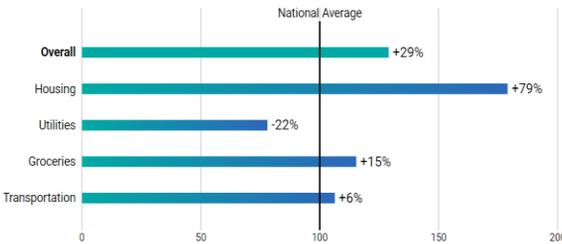


OR inflation increasing faster than the national average



Significantly less resources due to stress and lower mental health

Cost of Living in Portland, Oregon by Expense Category



Cost of living has led to many states and industries raising their minimum wage to **\$15 per hour** or more and **expanding benefits** to stay competitive and meet market demands.

External factors are leaving community-based organizations (CBO) with **significantly reduced workforce pipeline and diverse applicant pools** compared to jobs requiring similar levels of education.

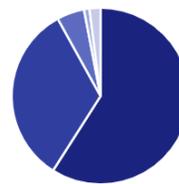
Social Workers who stay 1-2 years



Social Workers who stay less than 1 year



Social Worker Degree Levels <sup>2</sup>



- Bachelors, 59%
- Masters, 33%
- Associate, 5%
- High School Diploma, 1%
- Other Degrees, 2%

## THE IMPACTS

Given increasing case demand and complexity, social workers are feeling the pressure to respond, but **lack necessary resources, training, and support**.



**1 in 5 EMPLOYEES ACCEPT A NEW JOB BECAUSE OF CAREER DEVELOPMENT CONCERNS.** <sup>3</sup>

CHILD SUCCESS RATES PER NUMBER OF CASEWORKERS PER YEAR <sup>4</sup>

With One Caseworker



With Two Caseworkers



With Three Caseworkers



Societal and economic challenges lead to an inconsistency of services and longer wait times which have increased **trauma, stress, and distrust** of social services.

Oregon has a higher prevalence of youth mental illness and **nationally ranks in the bottom 8% for accessibility to care.** <sup>5</sup> Access to behavioral health has fallen 40% in the last year. <sup>6</sup>

**Burnout** and low pay in social and educational work have greatly contributed to **low interest in entering the sector** and has led to increased turnover.

## ACTIONS AND STEPS TO BE TAKEN BY CBOs

### COMPENSATION & BENEFITS

#### Financial Stability

- Competitive wages, Retirement Plans, Bonuses

#### Health & Well-Being

- Full-coverage insurance, unlimited PTO, gym reimbursements

### ROLE STABILITY

#### Effective Onboarding Process

- Standardized hiring processes, job profiles and success criteria

#### Equitable Training & Resources

- Needs-based support, Security & Compliance training, technology

### CAREER SUCCESS

#### Explicit Career Growth

- Career development, continued education, career mapping

#### Regular Feedback & Recognition

- Regular check-ins and feedback, performance reviews, recognition program

## WHAT LEGISLATION CAN DO

- Increase wages to reflect cost-of-living YoY
- Initiate new, or bolster existing State-based student loan repayment programs
- Assist in offering retirement programs and/or savings plans

- Create state-wide role consistency (titling, salary bands)
- Lead or empower professional development and compliance trainings

- Create sustainable, clear career paths
- Provide support for in-state continued education expenses and/or certifications
- Celebrate and recognize CBO's and their employees