

OCS Staff Survey 2010
Comparison of Results from 2009 & 2010

Table 1

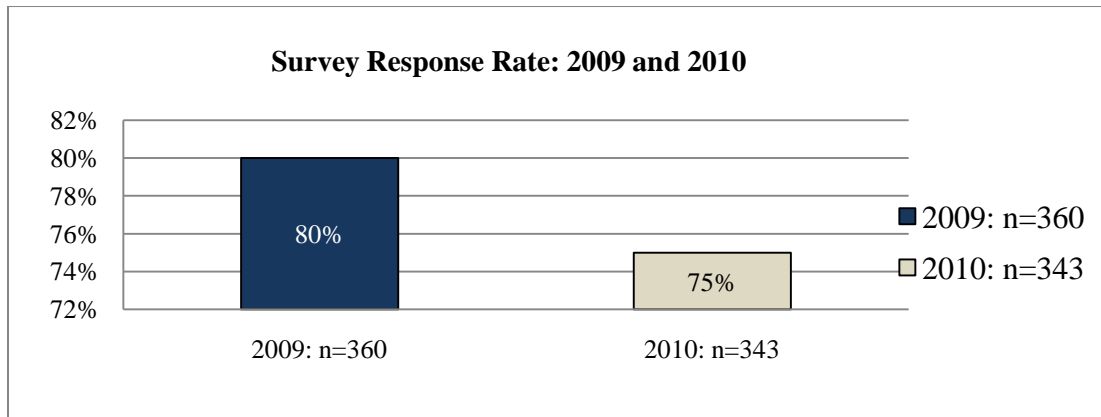


Table 2

Respondents by Job Title and Percent 2009 and 2010		
Job Title	Percent of Respondents: 2009	Percent of Respondents: 2010
Administrative/Clerical Support Staff	16%	16%
Children's Services Manager	1%	1%
Community Care Licensing Specialist	6%	5%
Eligibility Technician	3%	4%
Independent Living Specialist	0%	0%
Mental Health Clinician	0.3%	0.3%
ORCA Support Staff	1%	1%
Psychiatric Nurse	0.6%	1%
Social Service Associate	9%	8%
Social Worker I-III/Children's Services Specialist I-III	41%	40%
Social Worker IV/Children's Services Supervisor IV	10%	11%
Social Worker V/Staff Manager	1%	2%
State Office Program Staff	7%	7%
Other	4%	3%
Total	n=355	N=338

Table 3

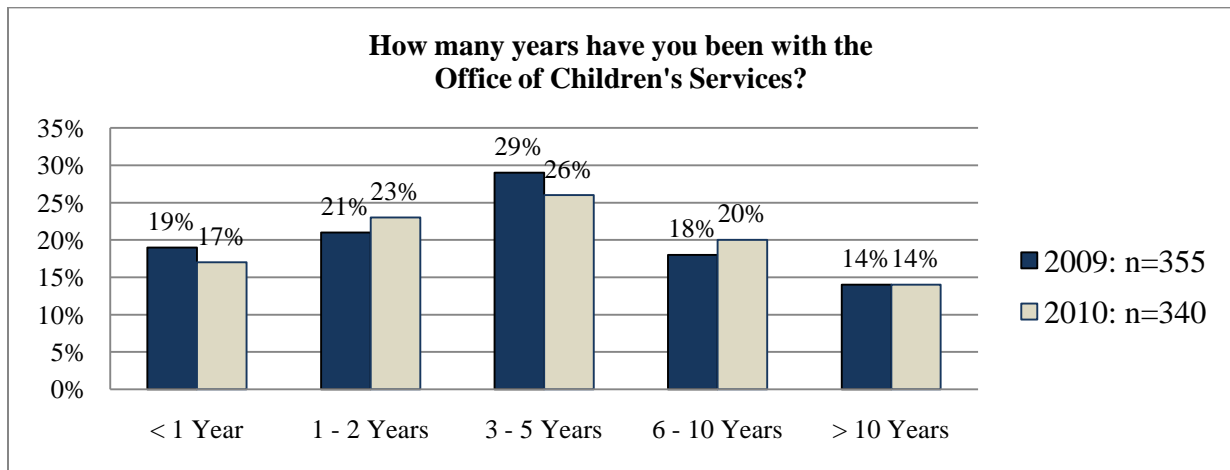


Table 4

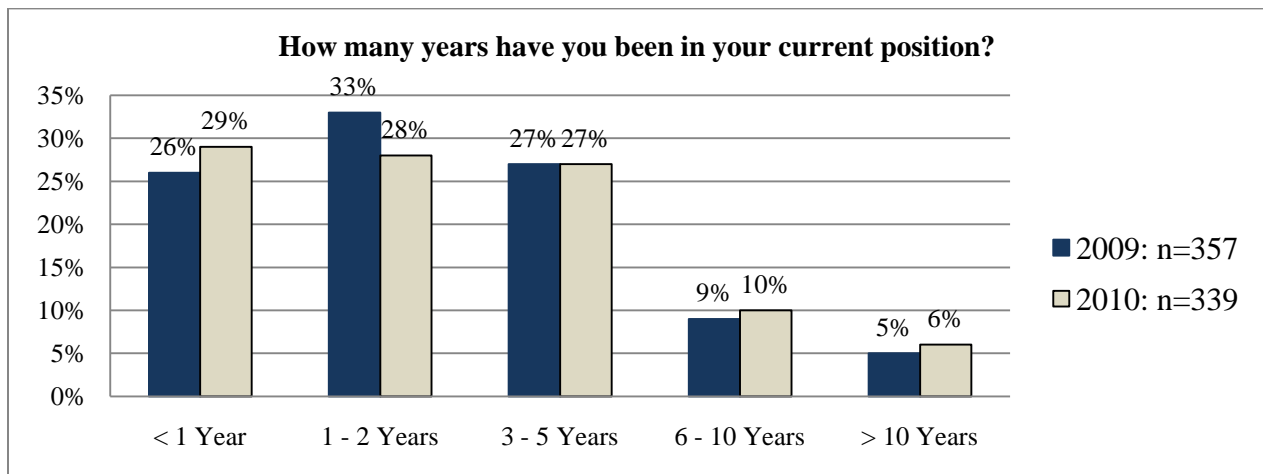


Table 5

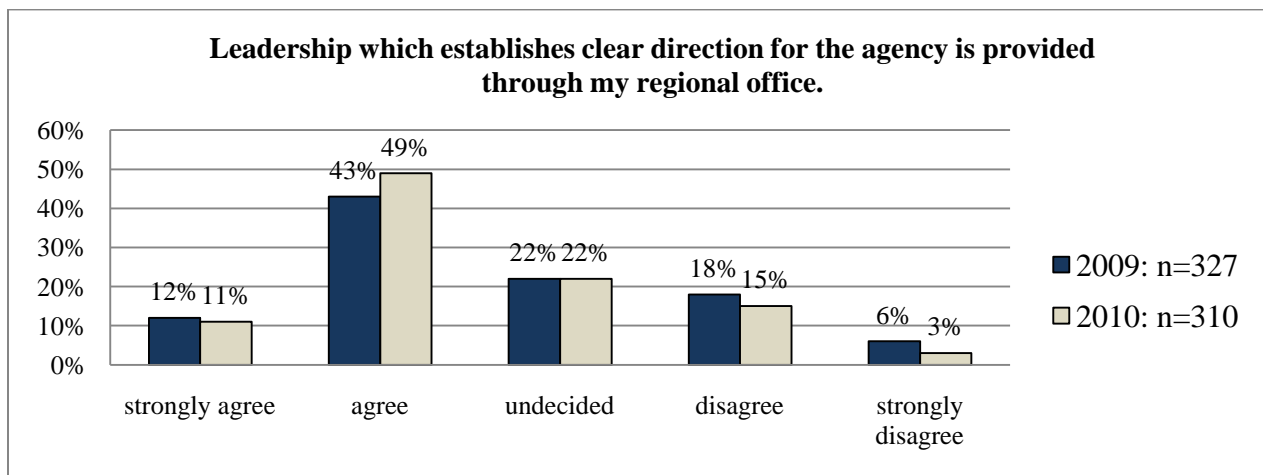


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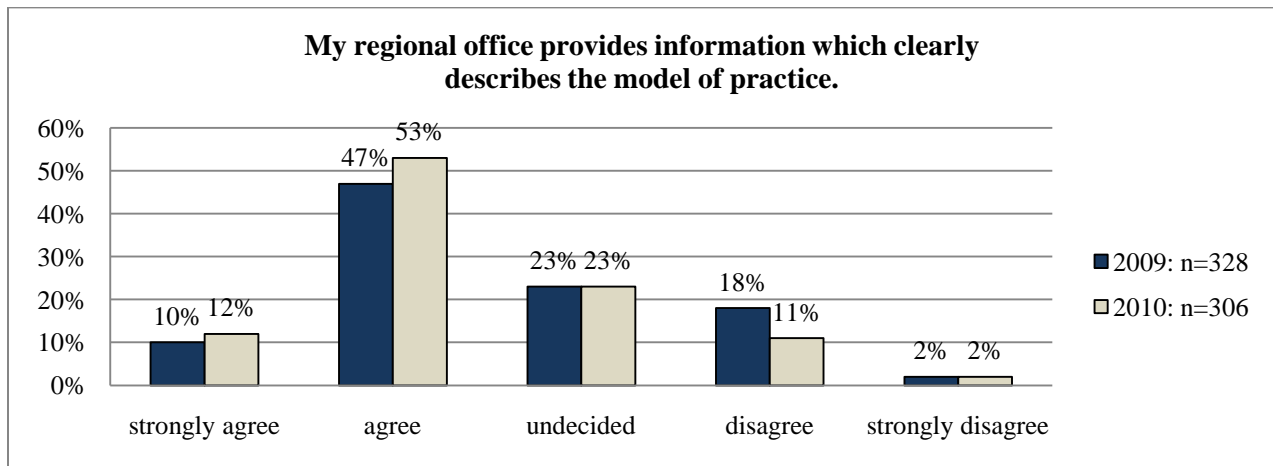


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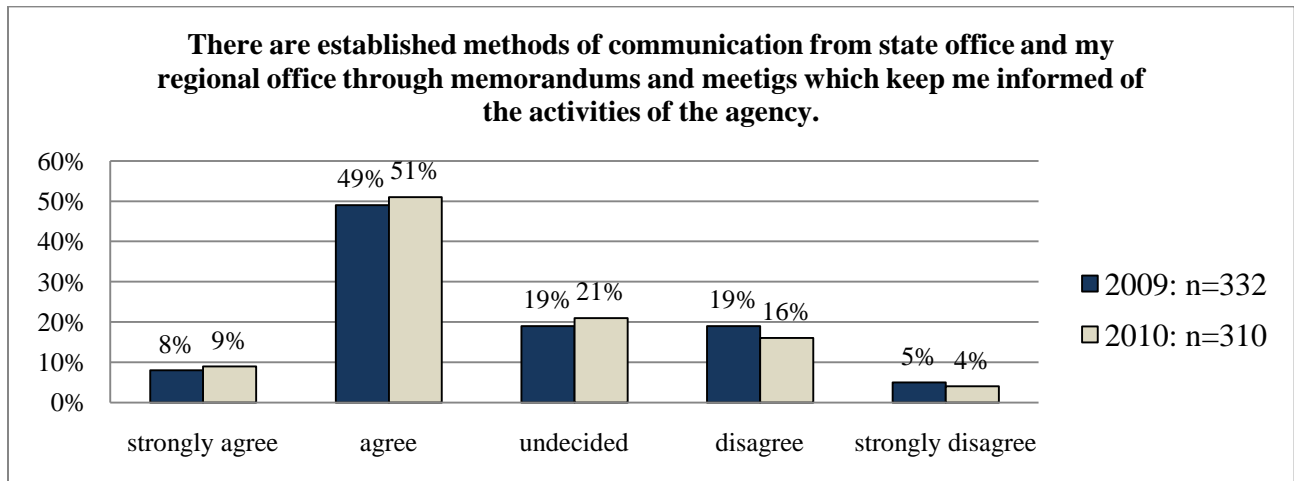


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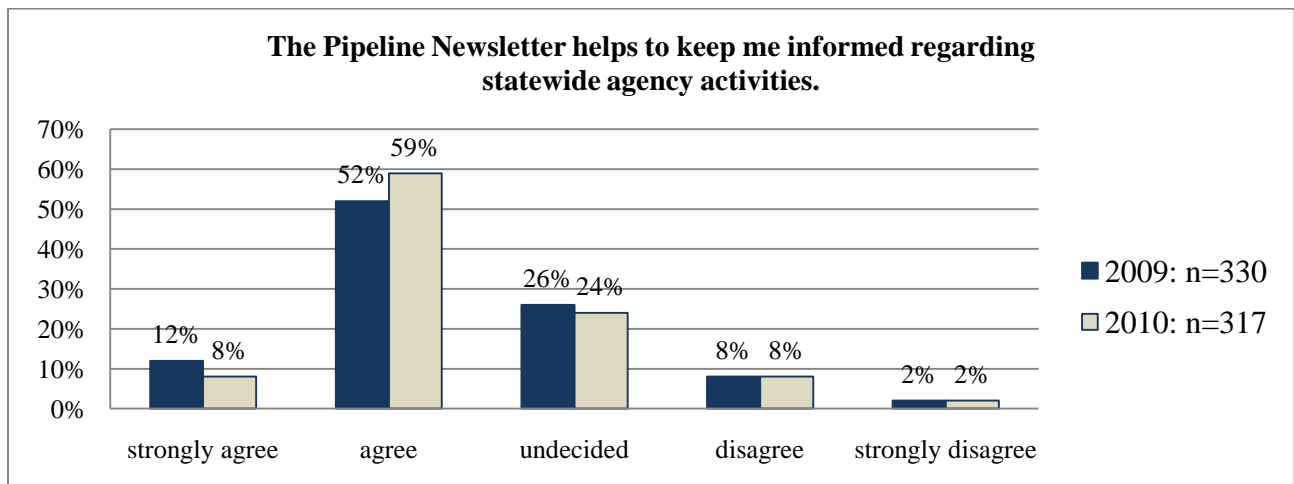


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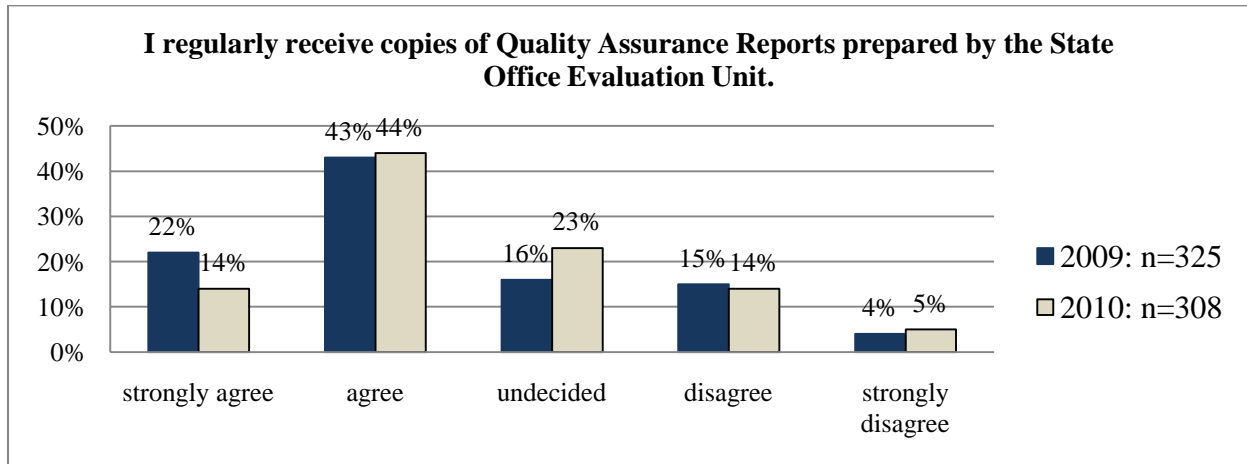


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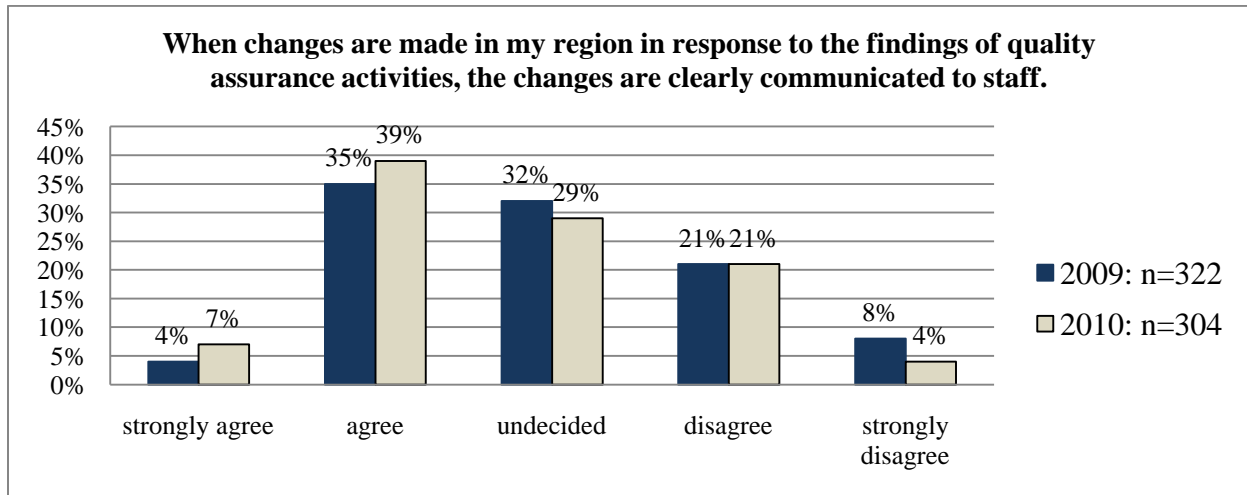


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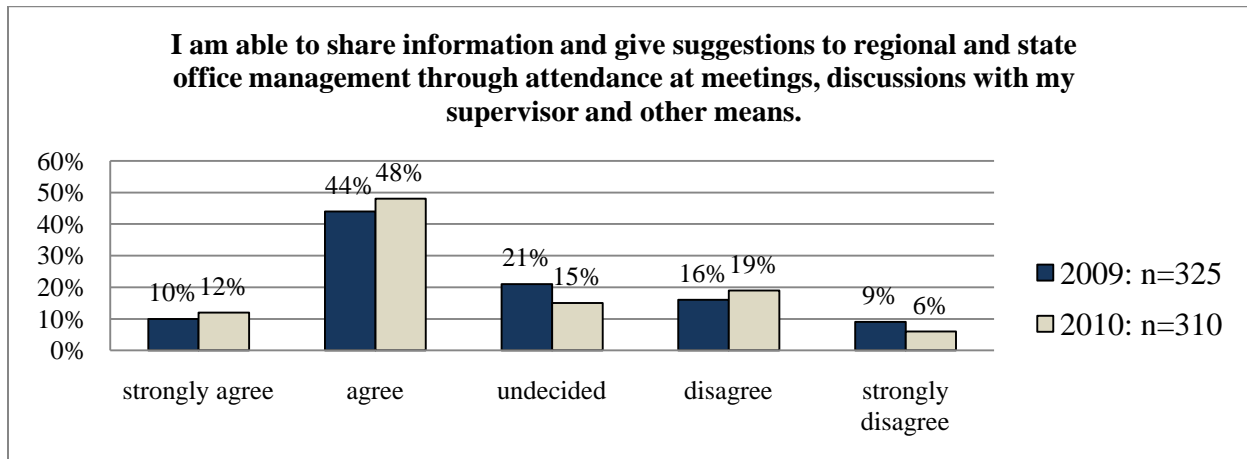


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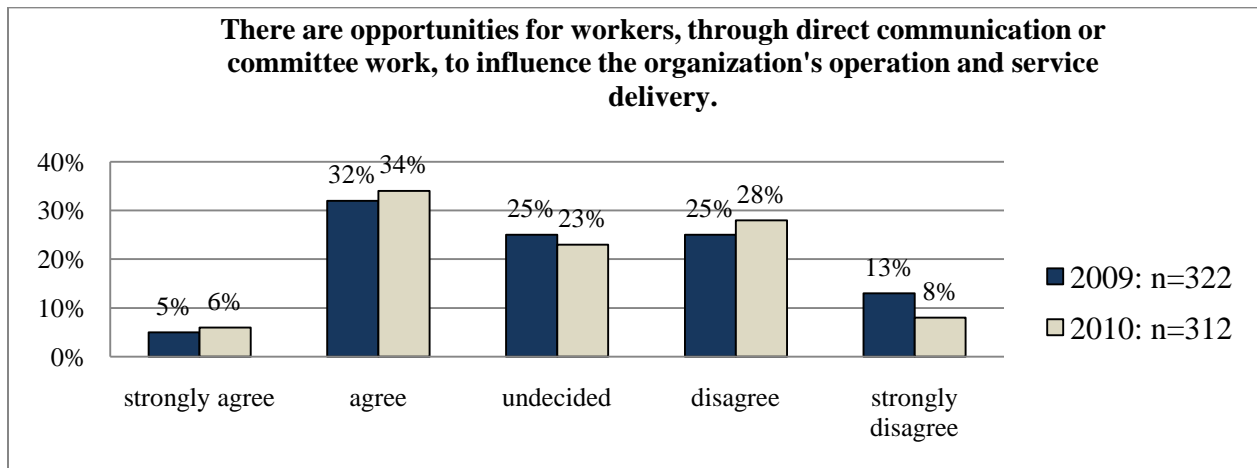


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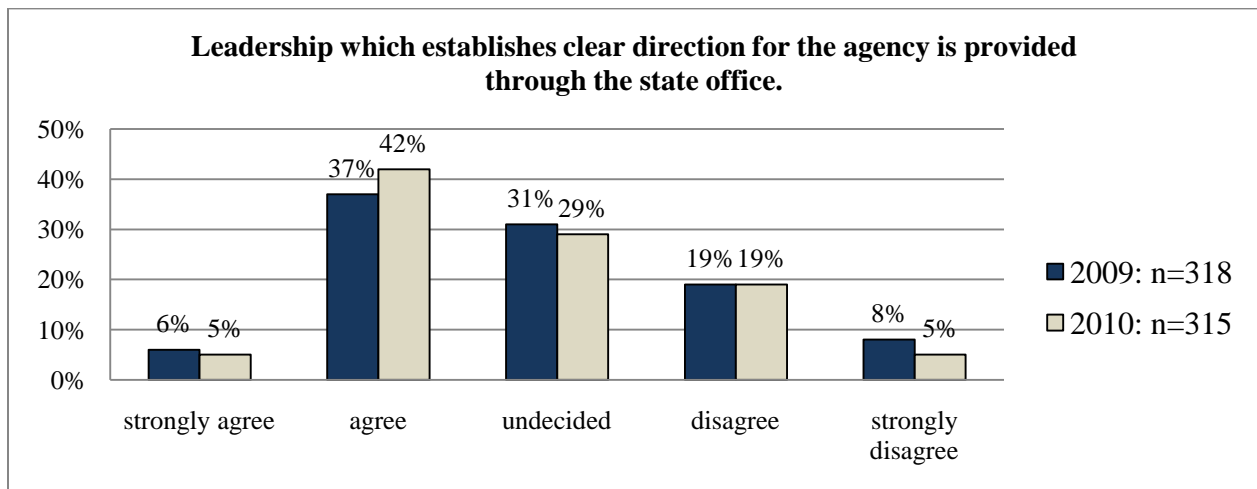


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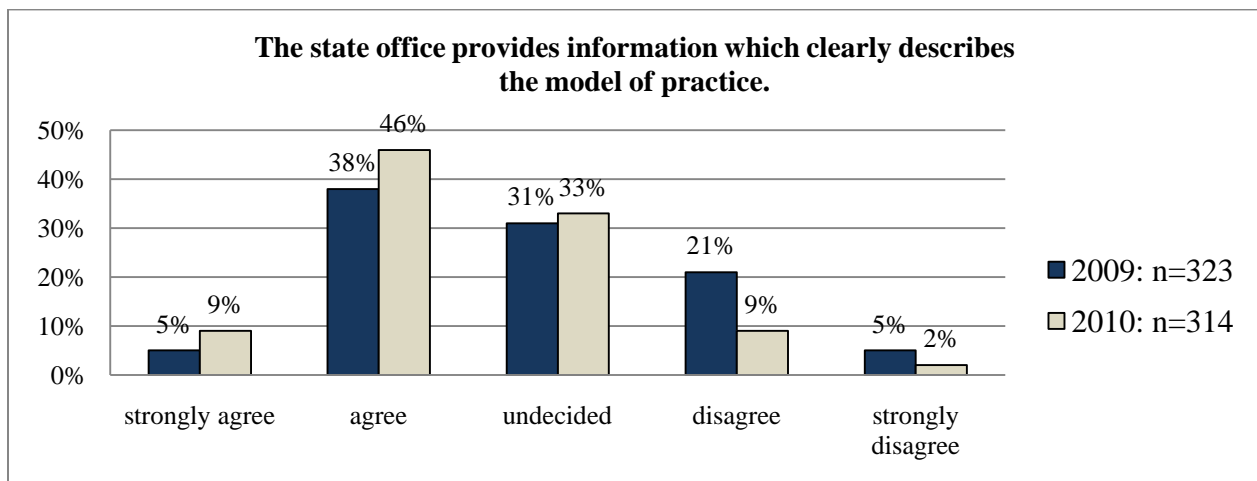


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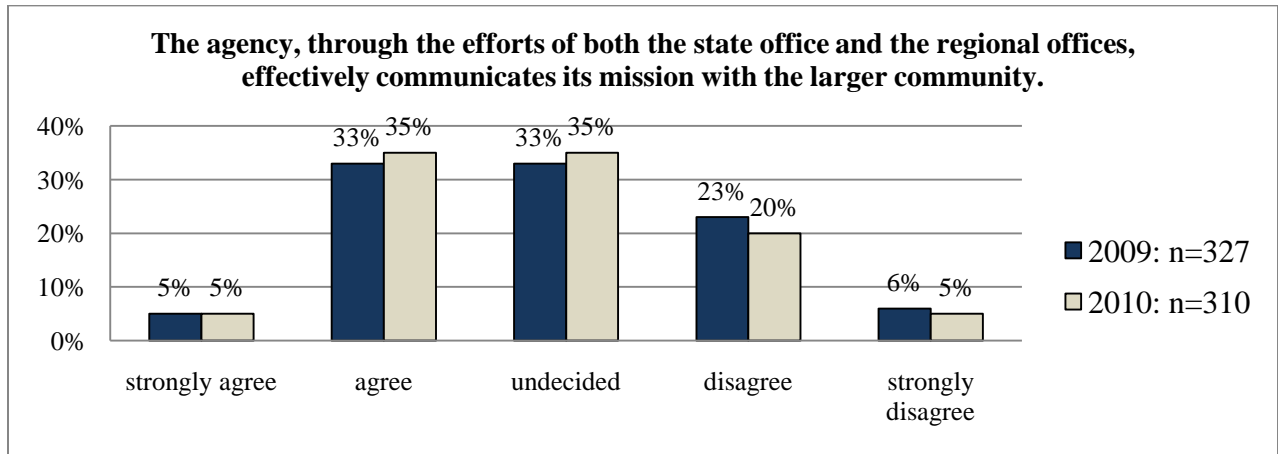


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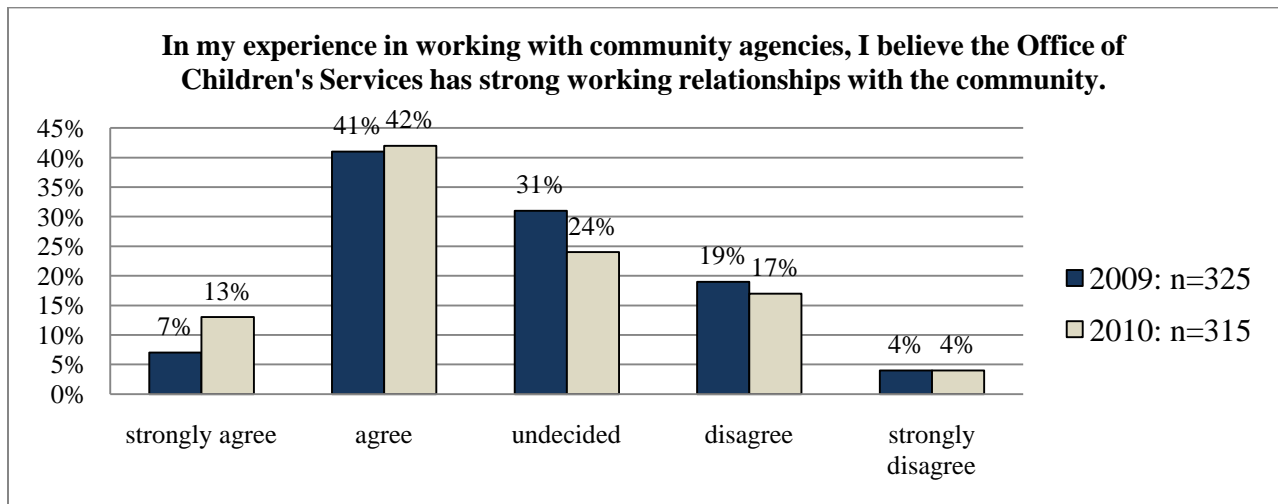


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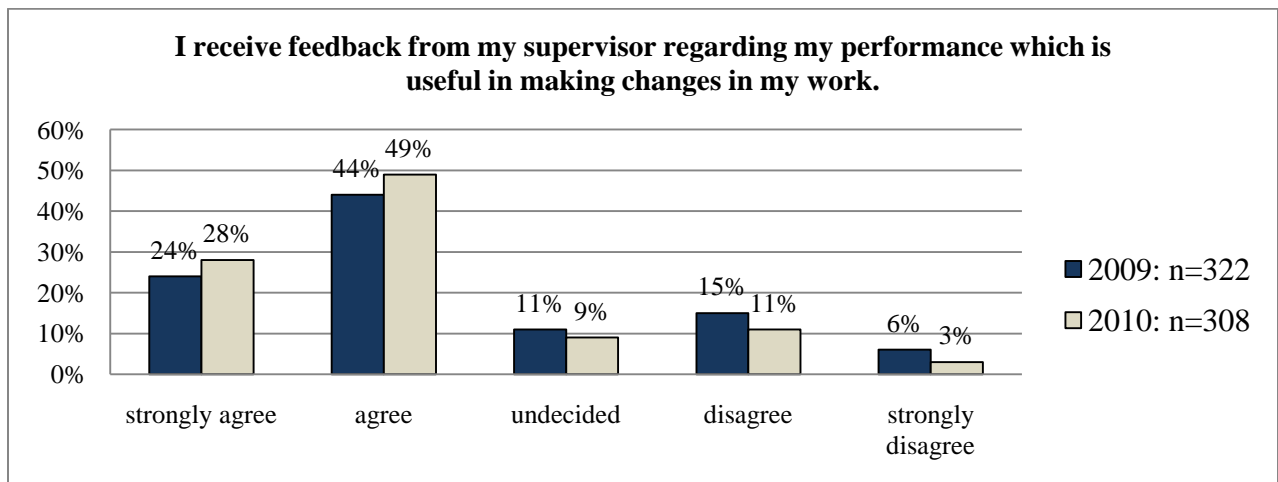


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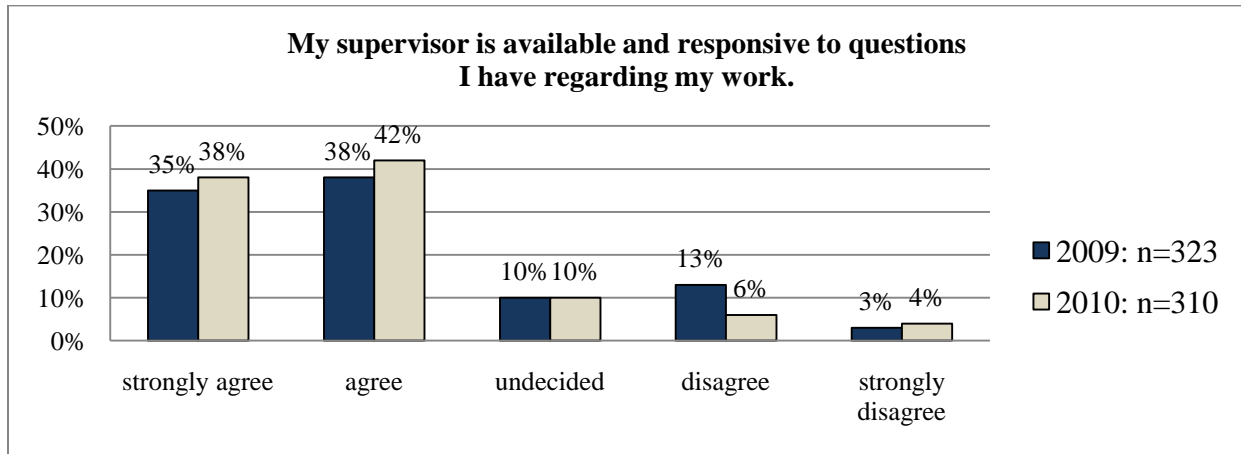


Table 19

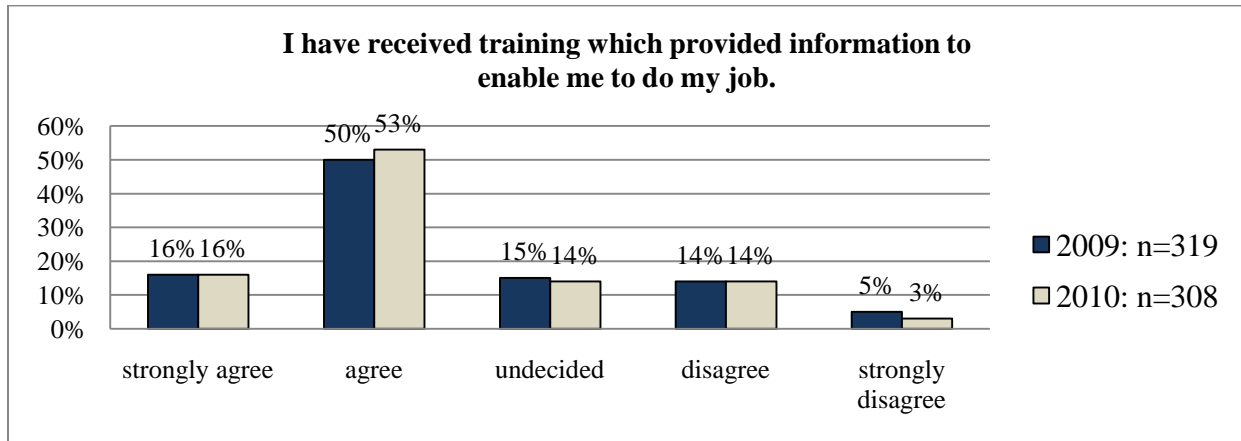


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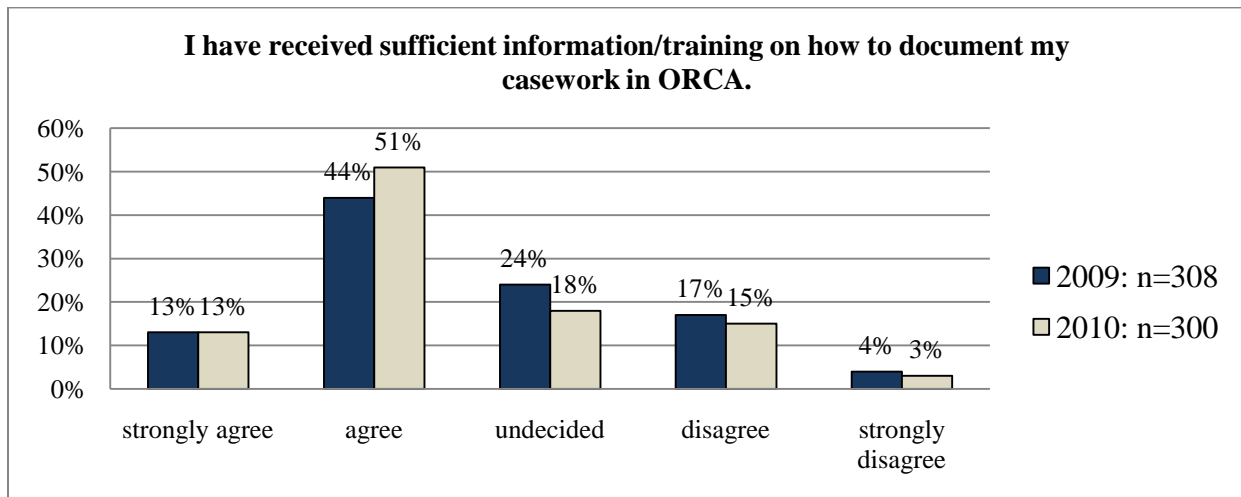


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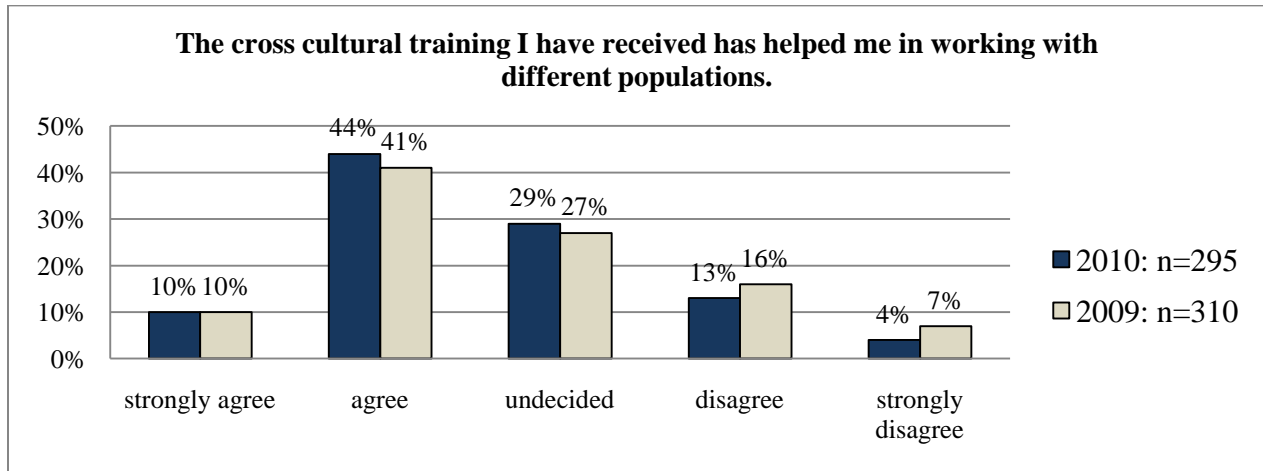


Table 22

Please check the areas which reflect reasons you have continued to choose to work at the Office of Children’s Services		
Reason	Percent of Respondents: 2009	Percent of Respondents: 2010
The job duties match my training and background	53%	53%
I have decided to pursue a professional career in child welfare	29%	29%
My job duties are challenging and allow me to use my skills, talents, and problem solving abilities	66%	65%
The pay and benefits are commensurate with the work	28%	28%
I value the opportunity for an alternate work week	21%	19%
I enjoy the challenges of working to insure the well-being of children	62%	56%
I enjoy the professional atmosphere of the agency	19%	19%
My co-workers contribute to and make my job satisfying	53%	61%
I value the security and benefits of working for the state	62%	64%
I enjoy working with other state agencies or community agencies	36%	37%
	N=312	N=302

Table 23

Please check the areas which reflect reasons you have continued to choose to work at the Office of Children's Services		
Reason	Percent of Respondents: 2009	Percent of Respondents: 2010
Increased recognition for work accomplishments	43%	42%
Increased pay and benefits	62%	63%
Greater autonomy in work decisions	13%	13%
A better work environment (i.e. office space, furniture, supplies)	18%	19%
Increased opportunities to attend trainings	27%	23%
Increased opportunities to influence agency procedures	29%	27%
Opportunities for the alternate work week	23%	23%
Improved quality of supervision	36%	28%
Increased clerical support	31%	28%
Increased case (SSA) support	36%	32%
Alternate staff to cover vacant caseloads	26%	30%
Overall reduction in workloads	58%	55%

N=315

N=305

Table 24

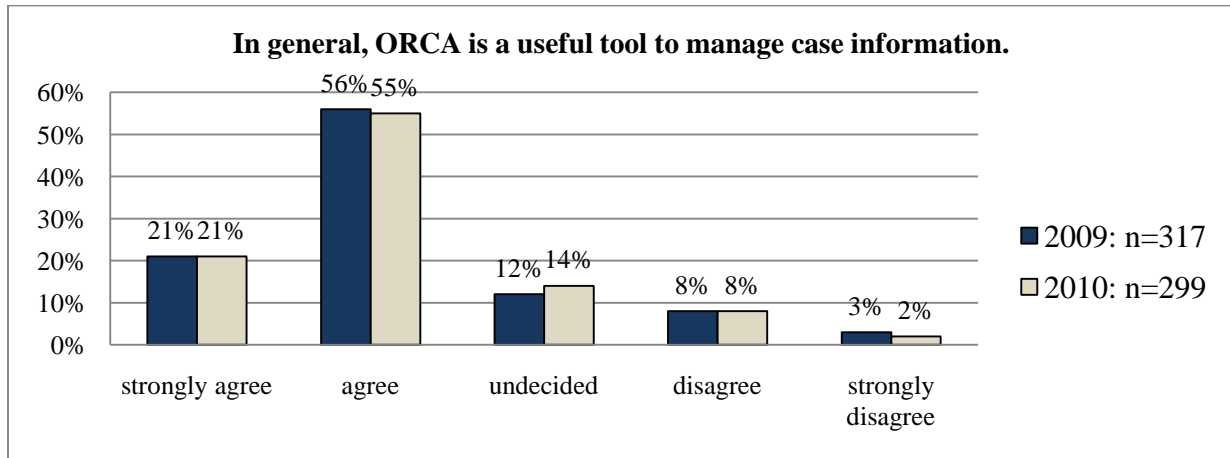


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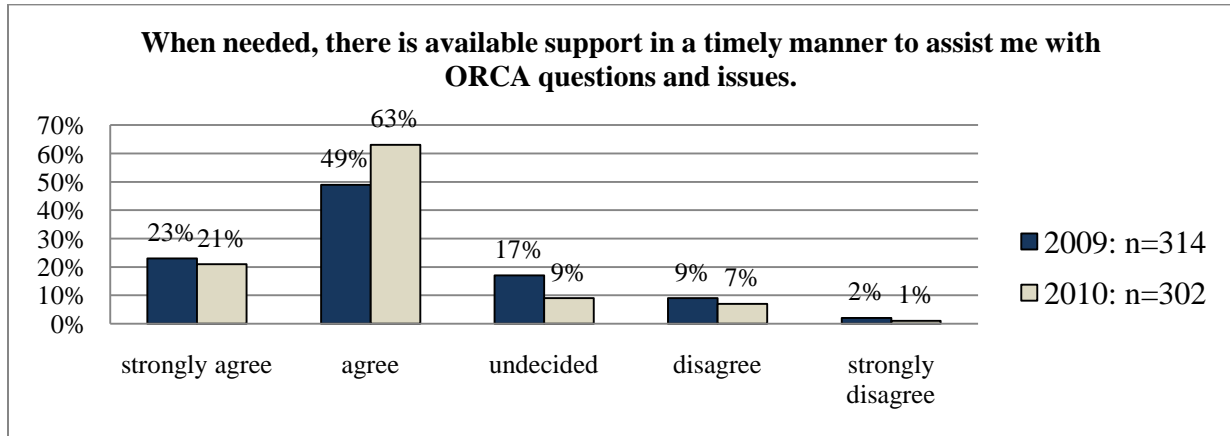


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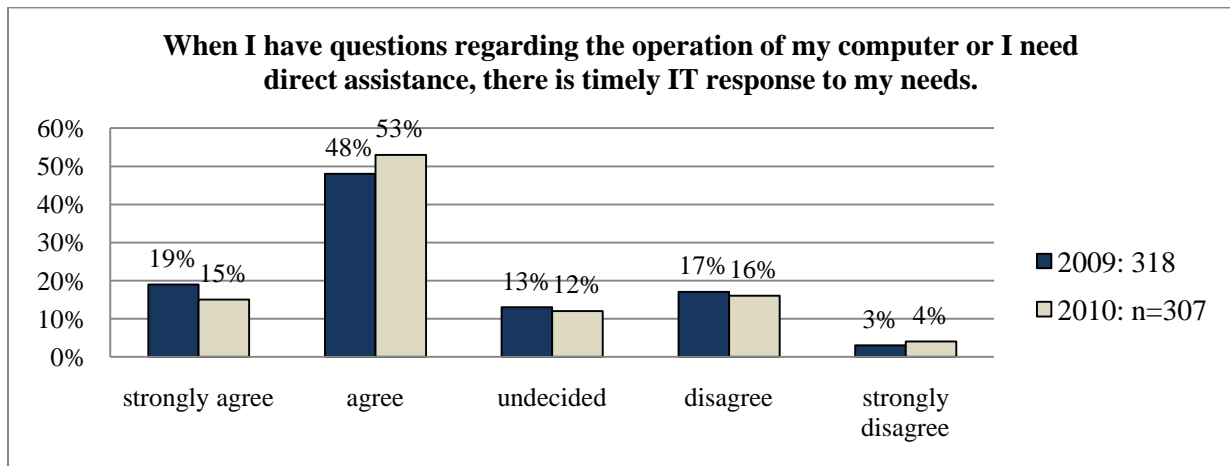


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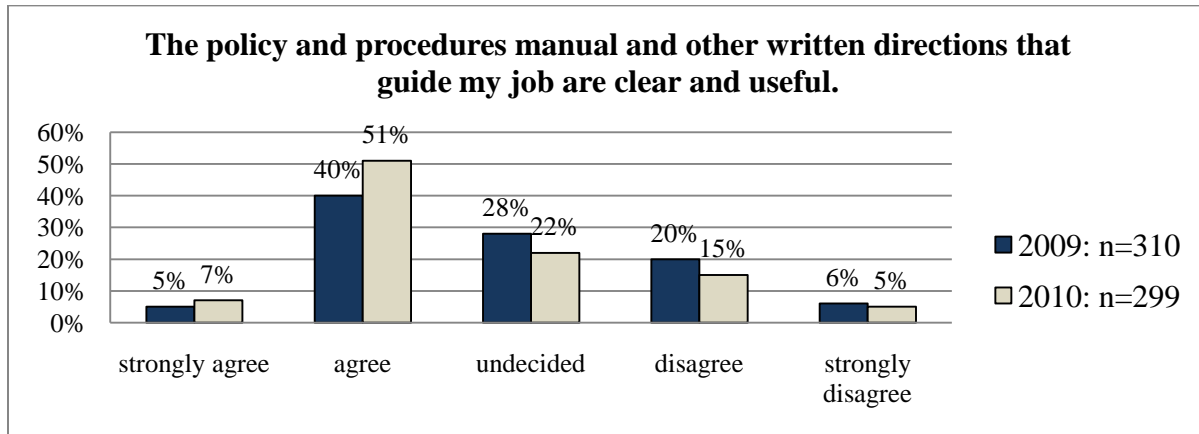


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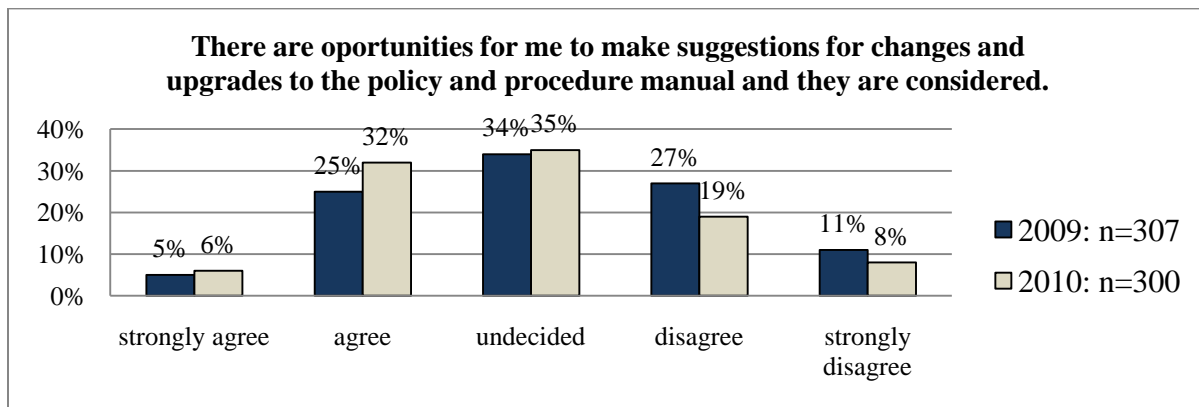


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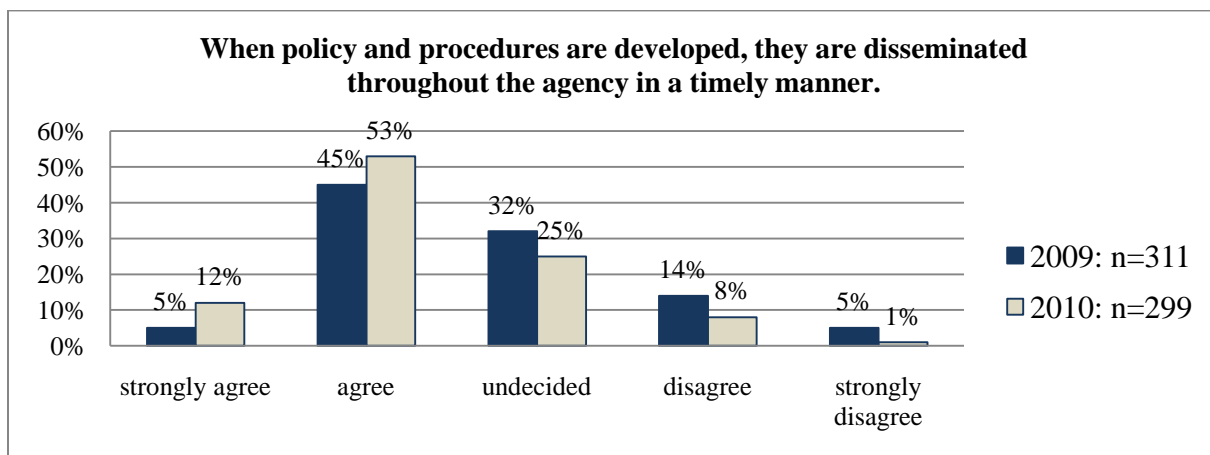


Table 30

