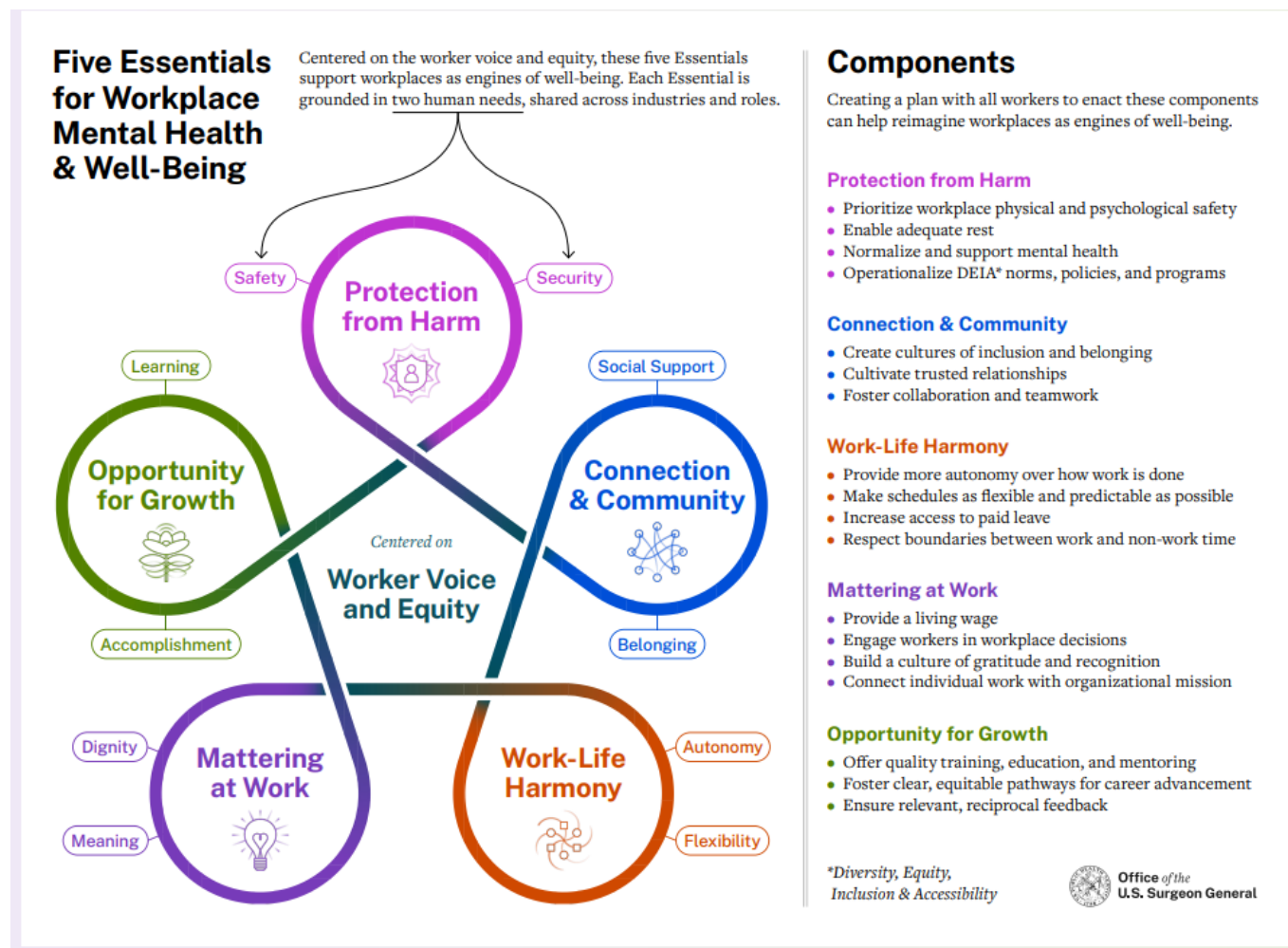


Framework for Fostering a Sustainable Workforce

This workplan is based upon the U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being
<https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>



Key OCS Indicators:

Annual Turnover 9/30/22

-All Staff: **46%**

-Case-Carrying: **56%**

-Non Case-Carrying: **40%**

Vacancies 6/30/22

-All Staff: 109 PCNs (**18%**)

-Case-Carrying: 67 PCNs
(**29%**)

-Non Case-Carrying: 42
PCNs (**12%**)

U.S.S.G Essential Domain	U.S.S.G. Components	Current OCS Strategies
Protection from Harm -Safety -Security	<ul style="list-style-type: none"> • Prioritize workplace physical and psychological safety • Enable adequate rest • Normalize and support mental health • Operationalize DEIA norms, policies, and programs 	<ol style="list-style-type: none"> 1. Create a Generative Safety Culture: Safety and Security Team 2. Prioritize Employee Health and Wellness: MHC4/Wellness and Resiliency Officer
Connection & Community -Social Support -Belonging	<ul style="list-style-type: none"> • Create cultures of inclusion and belonging • Cultivate trusted relationships • Foster collaboration and teamwork 	<ol style="list-style-type: none"> 1. Enhance Supervision: Facilitating Attuned Interactions (FAN) 2. Nurture a Healthy Court Culture: Court Improvement Project
Work-Life Harmony -Autonomy -Flexibility	<ul style="list-style-type: none"> • Provide more autonomy over how work is done • Make schedules as flexible and predictable as possible • Increase access to paid leave • Respect boundaries between work and non-work time 	<ol style="list-style-type: none"> 1. Minimize After-Hours Responsibilities: On-Call Workgroup 2. Offer Flexible Work Schedules (4x10, AWW, LOA, Telework)
Mattering at Work -Dignity -Meaning	<ul style="list-style-type: none"> • Provide a living wage • Engage workers in workplace decisions • Build a culture of gratitude and recognition • Connect individual work with organizational mission 	<ol style="list-style-type: none"> 1. Provide Bonuses for Field Staff FY 2023+ (SSA, PSS 1-4, CCLS 1-2) 2. Offer SHARP Incentive Contracts 3. Engage Staff: Staff Advisory Board 4. Engage Staff: Supervisory Leadership Council
Opportunity for Growth -Learning -Accomplishment	<ul style="list-style-type: none"> • Offer quality training, education, and mentoring • Foster clear, equitable pathways for career advancement • Ensure relevant, reciprocal feedback 	<ol style="list-style-type: none"> 1. Offer Career Advancement Opportunities: Protective Services Specialist 3 2. Offer Educational Opportunities: Occupational Endorsement Certificate in Child Welfare 3. Offer Educational Opportunities: Practicum Coordinator