



# National Data

**391,098** kids in foster care in the U.S.

Average time in care is **21.7** months

**19,000** youth left foster care in 2021  
without reuniting with their parents or having  
another permanent family home

“Foster children with one social worker achieve permanency, on average, **74.5%** of the time and only **17.5%** of the time when there is social worker turnover.”

-National Center on Crime & Delinquency



# IF THE SOCIAL WORKER QUILTS

## 1) Up to 28 Children Lost Advocate in System

- Stuck in system 1-3 yrs more
- **4x** more likely to Age Out. > 11 – **9x**, > 15 ~ **100%**

*For those who age-out*  
without the support they need...



**60%**

Homeless, incarcerated, drug addicted, pregnant, or  
dead within the first year.

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## 2) If the child ages out

- Boys **7x** and Girls **64x** more likely to be arrested.
  - Conviction rates **18x higher**
- Up to **8x** more likely to be a victim of violent crime
- **8x** more likely to experience homelessness by age 21.
- **60x** more likely to be a victim of human trafficking by age 21

# IF THE SOCIAL WORKER QUILTS

## 1) Immediate costs to the state

- Between **\$1m - \$6m**

## 2) Cost to Society due to avg life outcomes to age 26

- 1 class of kids aging out (19,350 in 2021) through age 26 - **\$6.8b**
- Next 10 classes to age 26 - **\$87.4b**

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**BUT WE CAN MAKE A HUGE DIFFERENCE**





A CHAMPION FOR EVERY  
KID



# Decrease in Turnover



**2018: 69%**

**2021: 29%**

**2019: 29%**

**2022: 22%**

**2020: 19%**



**Est. 2018**

**socialight**

BE A LIGHT TO A SOCIAL WORKER IN OUR CITY

# Cost of Social Worker Turnover ROI Calculator

<b>Cost of Social Worker Turnover Calculator</b>		
<b>State or Entity</b>	<b>United States</b>	
<b>Cost of Social Worker Turnover While in Care</b>		
	<b>START</b>	<b>TARGET/END</b>
Total Number of Children Served	606,031	606,031
Number of Social Workers	22,000	22,000
Turnover Rate of Social Workers	30%	27%
Number of social workers turned over per year	6,600	5,940
Avg. number of children per worker	28	28
Number of children Impacted by Turnover	181,809	163,628
Avg. total cost of child in foster care/month	\$ 6,000	\$ 6,000
Avg number of months in care before permanency	18	18
If turnover, added time in care in months for kids impacted	36	36
Avg cost to train new social worker	\$ 54,000	\$ 54,000
<b>Total Impact (Savings or Cost) due to turnover change</b>		<b>\$ 3,962,720,880</b>
<b>Change in Number of Social Workers Turned Over per year</b>		<b>-660</b>
<b>Total Cost to State When 1 Social Worker Lost</b>	<b>\$ 6,004,123</b>	
<b>Aging Out Considerations to Age 26</b>		
	<b>Today</b>	<b>With Change in Turnover</b>
<b>Cost to Society for 1 class aging out until age 26</b>	<b>\$ 6,831,442,921</b>	\$ 5,963,202,752
<b>Total Costs for classes next 10 years just to age 26</b>	<b>\$ 87,442,469,386</b>	<b>\$ 76,328,995,228</b>
<b>10 yr change</b>		<b>\$ (11,113,474,158)</b>

# NEED YOUR HELP

## 1) ROI Calculator

- Introduction to any state finance or foster care leaders to get them the calculator
- Programming help (HTML, Markdown, CSS, and JavaScript) to turn from spreadsheet to online calculator

## 2) Be a Sociallight in your community

- You and your companies/communities to be the volunteer Socialites. To write the cards, “adopt” social workers
- Company sponsorships of non-profits with state relationships (flowers, lunches, prizes, gift cards)

# NEED YOUR HELP

## Resources

- List of Non-Profits and agencies in your area to connect with
- Tools to help create a Sociallight Program in your community/company
- The ROI Calculator and background research if you can share
  - [greg@retailroi.org](mailto:greg@retailroi.org) if you can help with coding for web version

# Get Access

to additional resources to help combat  
**Social Worker Turnover in your area**



<https://www.cfknc.org/socialworkerturnover>

