



COMMISSION OF INQUIRY INTO THE CIRCUMSTANCES
SURROUNDING THE DEATH OF PHOENIX SINCLAIR

Commision Disclosure 2132

CFS SCET SURVEY RESULTS (November, 2010)

Summary

The profile of survey respondents (Needs Assessment Survey) is summarized below (n=614).

Aboriginal Status

- About the same proportions of survey respondents self-reported as “First Nations” (44%) or “Non-Aboriginal” (43%). Just over one-tenth (13%) indicated “Métis”.
- About three-quarters of the survey respondents from the First Nations of Southern Manitoba CFS Authority (73%) indicated “First Nations” as their Aboriginal status, while 83% reported the same at the First Nations of Northern Manitoba CFS Authority. At the Métis CFS Authority, 55% of the survey participants self-reported as “Métis” while 47% indicated “Non-Aboriginal”. Almost all of the survey participants from the General CFS Authority (93%) indicated that they were “Non-Aboriginal”.

Educational History

- More than half of all academic credentials reported by the survey participants (53%; or 324 out of 614 certificates/ diplomas/ degrees completed or in progress) included only CFS Diplomas, BSWs, MSWs and PhDs in Social Work. [Survey Q#6 Academic Credentials]
- About two-thirds of all reported Social Work Education and Training (67%; or 313 out of 469 certificates/ diplomas/ degrees) included only CFS Diplomas, BSWs, MSWs and PhDs in Social Work. [Survey Q#20 Social Work Education and Training]
- “CFS Certificates and Diplomas” were reported most often by survey participants from the First Nations of Southern Manitoba CFS Authority (Academic Credentials: 12%;

Social Work Education & Training: 16%); and respondents from the Métis CFS Authority (Academic Credentials: 11%; Social Work Education & Training: 15%).

“Bachelor of Social Work Degrees” were noted most often by survey respondents from the Métis CFS Authority (Academic Credentials: 57%; Social Work Education & Training: 52%); and the General CFS Authority (Academic Credentials: 56%; Social Work Education & Training: 58%).

- “Graduate Degrees in Social Work” predominated among survey respondents from the General CFS Authority (Academic Credentials: 11%; Social Work Education & Training: 15%); and the First Nations of Northern Manitoba CFS Authority (Academic Credentials: 8%; Social Work Education & Training: 8%).

Employment History

- More than half of the survey participants (55%) had either very little or a great deal of experience in the provision of direct CFS services. About one-quarter (23%) reported working for “Less than 3 Years”, while about one-third (32%) had “More Than Fifteen Years” of direct CFS work experience.
- Almost one-third of survey respondents from the First Nations of Southern Manitoba CFS Authority (32%) reported working for “Less than 3 Years” in direct CFS work, compared to 22% for the Métis CFS Authority, 19% for the First Nations of Northern Manitoba CFS Authority, and only 11% of survey participants from the General CFS Authority who reported this level of experience.
- More than three-fifths of survey participants from the General CFS Authority (62%) reported lengthy careers of “More Than 15 Years” in direct CFS work. In contrast, the corresponding figures for the other Authorities are much lower with 25% of survey respondents from the First Nations of Northern Manitoba CFS Authority indicating this level of experience; 19% of those from the Métis CFS Authority; and 17% of survey

participants from the First Nations of Southern Manitoba CFS Authority reporting “More Than 15 Years” experience in direct CFS work.

Current Employment Status

- The largest group of survey respondents reported an affiliation with the First Nations of Southern Manitoba CFS Authority (45%), compared to 27% associated with the General CFS Authority, 14% for the First Nations of Northern Manitoba CFS Authority, and less than 10% of the sample consisting of employees from the Métis CFS Authority or Manitoba Family Services and Housing—Child Protection Branch (8% and 6%, respectively).
- Almost all of the survey participants (95%; or 409 of 432 respondents) were working for a CFS Authority or Agency; or the FSH Child Protection Branch on a full-time basis.
- Just under three-fifths of the survey participants were employees (58%) working out of offices in the City of Winnipeg, while 18% worked on-reserve and 10% in a Brandon office.
- Survey respondents who reported working in a Winnipeg office were most often affiliated with the General CFS Authority or the Métis CFS Authority (68% and 64%, respectively). The corresponding figures for the other CFS Authorities were 56% for the First Nations of Southern Manitoba CFS Authority and 42% for the First Nations of Northern Manitoba CFS Authority.
- Almost one-third of survey respondents from the First Nations of Northern Manitoba CFS Authority (32%) worked in offices located on-reserve, and a slightly smaller proportion of survey participants from the First Nations of Southern Manitoba CFS Authority (30%) also reported that their offices were situated on-reserve.

- Survey participants affiliated with the General CFS Authority and the First Nations of Southern Manitoba CFS Authority were most likely to report working out of a Brandon office (14% and 10%, respectively).
- More than half of the survey respondents (52%) were employed as “Frontline CFS Workers”. Of these, 37% were assigned a caseload dedicated to a single area of CFS Agency activity, and 15% assumed a mixed caseload. The other types of positions most represented in the survey sample included “Agency Program Coordinators/ Managers and Supervisors” (16%); followed by “CFS Authority Staff” (10% of respondents).
- There were differences between the CFS Authorities in terms of the employee categories represented in the survey. With the exception of the “Agency Executive Directors and Senior Management” category where the level of participation was about equal—First Nations of Southern Manitoba CFS Authority (10%); General CFS Authority (11%); and First Nations of Northern Manitoba CFS Authority (13%)—the other kinds of positions represented in the survey varied by CFS Authority. (Note: The Métis CFS Authority did not have any survey participants from the most senior ranks listed above).
- At the “Agency Program Coordinator/Manager and Supervisory” levels, the highest rate of participation in the survey was from the First Nations of Northern Manitoba CFS Authority (43%); followed by the General CFS Authority and First Nations of Southern Manitoba CFS Authority with 19% each; and, again, no representation from the Métis CFS Authority in this category of employees.
- There were also differences between the CFS Authorities in the level of representation of “Frontline CFS Workers” in the survey sample. Almost two-thirds of the survey respondents from the General CFS Authority (65%) were “Frontline CFS Workers”, compared to 62% for the Métis CFS Authority, and 57% for the First Nations of Southern Manitoba CFS Authority. There were far fewer “Frontline CFS Workers” who participated in the survey from the First Nations of Northern Manitoba CFS Authority

(33%), although these results must be interpreted with caution because of the small number of respondents due to missing data on almost one-quarter of all cases in the sample.

- Finally, there was also great variation in the levels of participation for the “CFS Authority Staff” employee category. The highest survey participation rates were from “CFS Authority Staff” at the Métis CFS Authority and the First Nations of Northern Manitoba CFS Authority (29% and 24%, respectively). Very few respondents from the other two CFS Authorities were from this employee category [First Nations of Southern Manitoba (7%) and General CFS Authority (3%)].