



Department of Human Resources &
Civil Service

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Belmont, New York 14813
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**CONTINUOUS RECRUITMENT
OPEN COMPETITIVE EXAMINATION**

CASEWORKER #280

EXAMINATION DATES TO BE DETERMINED BY
ALLEGANY COUNTY HUMAN RESOURCE/CIVIL SERVICE DEPARTMENT

Allegany County is temporarily waiving all examination fees for exams being administered
between January 1, 2024 and December 31, 2025

DISTINGUISHING FEATURES OF THE CLASS: The work involves responsibility for providing social work services to individuals and families. An incumbent assists people who have economic, emotional, social and/or environmental difficulties by making the necessary service referrals to address the problems identified throughout the life of a case. The Caseworker, in consultation with a supervisor and other service providers, formulates and carries out plans to meet individual and/or family problems of the cases assigned. The work is performed under the direct supervision of a Case Supervisor, Grade B. General assistance may be received from a Senior Caseworker. Extensive mandated training is provided as appropriate through the State and the agency. Does related work as required.

MINIMUM QUALIFICATIONS:

- A) Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents to grant degrees with a Bachelor's degree; OR
- B) Possession of a currently valid license to practice as a Registered Nurse and one year of satisfactory full-time paid experience in that profession.

SPECIAL REQUIREMENT:

1. Possession of appropriate level driver's license is required at time of appointment and must be maintained throughout the time of service in this classification.
2. New hires will be required to submit to and pass a pre-employment Staff Exclusion List (SEL) check and a State Central Register (SCR) background check due to access of exposure to child abuse and maltreatment records.

RESIDENCY: Candidates must be residents of Allegany or a surrounding county for at least one month prior to the date of exam. Preference in certification may be given to successful candidates who have been legal residents of Allegany County.

VACANCY: The eligible list established as a result of this examination will be used to fill present and future vacancies as they occur in Allegany County Department of Social Services.

SALARY: Starting Rate: \$23.7554/hour.

APPLICATION FORMS for this examination are accepted continuously and may be obtained from, and must be filed with the Allegany County Human Resource/Civil Service Department, 7 Court Street, Belmont, NY 14813; (585) 268-9212. You can download the forms from the Allegany County website at <http://www.alleganyco.gov>; however, e-mail or faxed applications are not accepted.

VETERAN'S CREDIT: Veterans or disabled veterans who are eligible for additional credit must submit an application for veteran's credit with their application for examination or at any time between the date of their application for examination and the date of the establishment of the resulting eligible list. Applications for veteran's credit are available from this office. Veteran's credit can only be added to a passing score on the examination.

Effective January 1, 1998, the State Constitution was amended to permit a candidate currently in the armed forces to apply for and be conditionally granted veteran's credit in examinations. Any candidate who applies for such credit must provide proof of military status to receive the conditional credit. No credit may be granted after the establishment of the list. It is the responsibility of the candidate to provide appropriate documentary proof indicating that the service was in time of war, as defined in Section 85 of Civil Service Law, and that the candidate received an honorable discharge or was released under honorable conditions in order to be certified at a score including veteran's credit.

TIME AND PLACE OF EXAMINATION: Accepted candidates will be contacted by admission notice 7 to 10 days prior to the examination, when and where to appear for this examination. If notice of acceptance or disapproval is not received at least three days prior to the examination date, please call this office at (585) 268-9212.

NOTE: You must bring positive identification to the written examination such as a driver's license, passport or student identification which contains a photo and your signature.

Saturday Sabbath Observers/Disabled Persons and Military Personnel called to Active Duty: If special arrangements for testing are required, indicate this on your application form.

Subject of Examination: The written test will cover knowledge, skills and/or abilities in such areas as:

- 1) **ESTABLISHING AND MAINTAINING EFFECTIVE HELPING RELATIONSHIPS IN SOCIAL CASEWORK SETTING** – A test of your understanding of the factors contributing to the development and maintenance of positive and productive client-worker relationships. The questions will describe specific client-worker interactions designed to evaluate your judgment regarding appropriate responses and/or reactions. Questions will also include, but not necessarily be limited to, a basic understanding of areas such as confidentiality, time management, professional ethics and referral techniques.
- 2) **INTERVIEWING** – A test designed to evaluate your understanding of the principles and techniques of interviewing and their application to specific client-worker situations. The test

will consists of questions concerning procedures that are part of the interviewing process and some knowledge of various interviewing techniques. Also included will be a series of concrete interviewing situations for which you will be required to select an appropriate course of action based on an analysis of the situation, the application of the information provided and the ramifications of various interviewing principles and strategies.

- 3) **PREPARING WRITTEN MATERIAL** – These questions test for the ability to present information clearly and accurately and to organize paragraphs logically and comprehensibly. For some questions, you will be given information in two or three sentences followed by four restatements of the information. You must then choose the best version. For other questions, you will be given paragraphs with their sentences out of order and then asked to choose from four suggestions the best order for the sentences.

Unless otherwise notified, candidates are permitted to use quiet, hand-held, and solar or battery powered calculators. Devices with typewriter keyboards, “Spell Checkers”, “Personal Digital Assistants,” “Address Books”, “Language Translators”, “Dictionaries”, or any similar devices are prohibited. You may not bring books or other reference materials.

The written test is being prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of the Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations dealing with the rating of examinations will apply to the written test.

ADDITIONAL INFORMATION FOR CANDIDATES: For free copies of the booklet, “A Guide to Taking the Examination for Caseworker Series,” visit our website at: (<http://www.alleganycoco.gov>). This guide will be sent to all approved candidates no later than two weeks before the test date.

ELIGIBLE LISTS: Successful candidates will have their names placed on the eligible list in accordance with the requirements of the New York State Civil Service Department. The names of qualified candidates will remain on the eligible list for one year.

*****IMPORTANT CASEWORKER CANDIDATE NOTICE*****

A candidate is permitted to take a Caseworker examination prepared by the New York State Department of Civil Service only once during each of the following defined periods:

January 1 – June 30 OR July 1 – December 31

1. A candidate who applies and is approved for more than one Caseworker examination during the same six-month period (January 1-June 30 or July 1-December 31) is required to use the score resulting from a single test administration for all examinations held during the same six-month period.
2. The candidate must inform the civil service agency if he/she has previously taken a Caseworker examination in any other civil service agency and provide the location and date the examination was taken.
3. A candidate must pay application fees for each examination requiring such fees.
4. A candidate’s placement on resultant eligible list(s) and duration of eligibility for appointment will be determined by the civil service agency conducting the examination(s).