

HF2996 - 0 - "Modify Child Welfare Training System"

Chief Author: **Ron Kresha**
 Committee: **Health and Human Services Finance**
 Date Completed: **03/29/2018**
 Lead Agency: **Human Services Dept**
 Other Agencies:
 University Of Minnesota

State Fiscal Impact	Yes	No
Expenditures	X	
Fee/Departmental Earnings	X	
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings) Dollars in Thousands	Biennium			Biennium	
	FY2017	FY2018	FY2019	FY2020	FY2021
Human Services Dept					
General Fund	-	-	3,401	4,200	5,146
University Of Minnesota	-	-	-	-	-
Other Misc. Special Revenue	-	-	-	-	-
State Total					
General Fund	-	-	3,401	4,200	5,146
Other Misc. Special Revenue	-	-	-	-	-
Total	-	-	3,401	4,200	5,146
Biennial Total			3,401		9,346

Full Time Equivalent Positions (FTE)	Biennium			Biennium	
	FY2017	FY2018	FY2019	FY2020	FY2021
Human Services Dept					
General Fund	-	-	7	14	21
University Of Minnesota	-	-	-	-	-
Other Misc. Special Revenue	-	-	-	-	-
Total	-	-	7	14	21

Lead Executive Budget Officer's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with MMB's Fiscal Note policies.

EBO Signature: Travis Bunch Date: 03/29/2018
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State Cost (Savings) Calculation Details

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*Transfers In/Out and Absorbed Costs are only displayed when reported.

State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands		FY2017	FY2018	FY2019	FY2020	FY2021
Human Services Dept						
General Fund		-	-	3,401	4,200	5,146
University Of Minnesota						
Other Misc. Special Revenue		-	-	-	-	-
	Total	-	-	3,401	4,200	5,146
	Biennial Total			3,401		9,346
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Human Services Dept						
General Fund		-	-	3,401	4,200	5,146
University Of Minnesota						
Other Misc. Special Revenue		-	-	4,922	5,772	6,561
	Total	-	-	8,323	9,972	11,707
	Biennial Total			8,323		21,679
2 - Revenues, Transfers In*						
Human Services Dept						
General Fund		-	-	-	-	-
University Of Minnesota						
Other Misc. Special Revenue		-	-	4,922	5,772	6,561
	Total	-	-	4,922	5,772	6,561
	Biennial Total			4,922		12,333

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 Date Completed: **03/29/2018**
 Agency: **Human Services Dept**

State Fiscal Impact	Yes	No
Expenditures	X	
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2017	FY2018	FY2019	FY2020	FY2021
General Fund	-	-	3,401	4,200	5,146	
Total	-	-	3,401	4,200	5,146	
Biennial Total			3,401		9,346	

Full Time Equivalent Positions (FTE)	Biennium			Biennium	
	FY2017	FY2018	FY2019	FY2020	FY2021
General Fund	-	-	7	14	21
Total	-	-	7	14	21

Executive Budget Officer's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with MMB's Fiscal Note policies.

EBO Signature: Travis Bunch Date: 3/27/2018 4:26:14 PM
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State Cost (Savings) Calculation Details

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State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands		FY2017	FY2018	FY2019	FY2020	FY2021
General Fund	-	-	-	3,401	4,200	5,146
Total		-	-	3,401	4,200	5,146
Biennial Total					3,401	9,346
1 - Expenditures, Absorbed Costs*, Transfers Out*						
General Fund	-	-	-	3,401	4,200	5,146
Total		-	-	3,401	4,200	5,146
Biennial Total					3,401	9,346
2 - Revenues, Transfers In*						
General Fund	-	-	-	-	-	-
Total		-	-	-	-	-
Biennial Total					-	-

Bill Description

This bill, if passed, would require biannual child welfare workforce stability studies, annual Minn-LInK child welfare studies, modifications to the Child Welfare Training System, and a child welfare caseload study.

Section 1: Appropriated \$75,000 in FY 2020 and biannually thereafter for a child welfare workforce stability study.

Section 2: Appropriates \$150,000 annually for a Minn-LInK study

Section 3: Child Welfare Training System:

Subd. 1. Modifications. (a) Requires the commissioner of human services to modify the Child Welfare Training System and rename it as the Child Welfare Training Academy.

(b) Specifies that the Academy will be administered through five regional hubs, each of which will provide training targeted to the needs of the region.

(c) Specifies that the Academy will use training methods best suited to the training content, employing national best practices in adult learning. Lists methodologies to be used.

(d) Requires each child welfare worker and supervisor to complete a certification, including a test and skills demonstration, at the end of initial training and biannually thereafter. Requires the commissioner to develop ongoing training requirements and way to track certifications.

(e) Requires each regional hub to have a regional organizational effectiveness specialist trained in continuous quality improvement strategies, who will provide organizational change assistance to counties and tribes.

(f) Specifies that the Academy must include training and resources that address worker well-being and secondary traumatic stress.

(g) Specifies that the Academy will serve county and tribal child welfare workers and supervisors, and staff at private child placement agencies that partner with counties.

Subd. 2. Partners. Requires the commissioner to partner with the University of Minnesota to administer the workforce trainings. Requires the commissioner to partner with one or more other agencies for consultation, subject matter expertise, and capacity building in organizational resilience and workforce well-being

Section 4: Requires a Child Welfare caseload study.

Section 5: Allows commission of human service to adopt necessary rules to establish the Child Welfare Training Academy.

Section 6. Appropriates 5,428,500 in FY 2019, 7,287,800 in FY 2020 and 9,107,170 in FY 2021 for the Child Welfare Training Academy. It also appropriates \$400,000 in FY 2019 for the child welfare caseload study.

Assumptions

This bill is related to the Child Welfare Training Academy which the Department of Human Service and the University of Minnesota have worked jointly to create. The appropriations align with the budget jointly developed.

The budget was developed envisioning the leveraging of federal Title IV-E training funds, which have an enhanced rate over general Title IV-E administrative reimbursement (75% multiplied by the penetration rate vs. 50% multiplied by the penetration rate).

The DHS staff costs for 2019 assume staff will be hired October 1, 2018. The FTE reflected in this fiscal note are for the DHS staffing component.

The agreement between the Department and the University is assumed here to be implemented as a professional / technical contract. It may, however, ultimately be determined to be more appropriate as a grant contract which would require the funds to be appropriated into a different part of the department's budget structure.

This note also assumes that, in order to maximize efficiencies in claiming federal financial participation, the general fund appropriations for the child welfare training will be transferred to and managed in the special revenue fund under the authority in MS § 626.559. As a technical note, the bill could be improved by making this assumed authority more explicit.

The caseload study required in Section 4 is a one-time event, though a strict application of budgeting rules to the appropriation section would treat the associated \$400,000 in FY2019 as an ongoing appropriation. The bill could be improved by making this appropriation explicitly one-time.

Expenditure and/or Revenue Formula

	<u>DHS / UMN Costs</u>	<u>FY2019</u>	<u>FY2020</u>	<u>FY2021</u>
One-time Personnel				
2 faculty (IT & CI)**	UMN	\$50,000		
Project Manager Specialist	UMN	\$150,000		
Consulting & Contracts				
Coaching Training Institute	UMN	\$60,000	\$60,000	
Curriculum consultation - National	UMN	\$80,000	\$80,000	\$80,000
Web technical consultation - simulation, teleconferencing, video production	UMN	\$20,000		

Development of web-based platform and LMS	UMN	\$400,000	\$200,000	\$100,000
Development of simulation center - planning design, components, actor contracts	UMN	\$25,000	\$5,000	
Well-Being Academy	UMN	\$200,000	\$400,000	\$400,000
APHSA - organizational support modeling	UMN		\$50,000	\$25,000
Native American Curriculum and certification consultation	UMN	\$180,000	\$180,000	\$180,000
Out-state Regional Office Tech Support	UMN	\$23,922	\$47,843	\$47,843
Ongoing Network costs-outstate	UMN	\$21,000	\$42,000	\$84,000
Ongoing Network costs-metro	UMN	\$16,650	\$22,200	\$22,200
Capital Development (Not Part of Base Funding)				
Central Academy Building Renovation	UMN	\$300,000	\$200,000	
Office Furnishings	UMN	\$150,000	\$100,000	
Computer Lab Equipment	UMN	\$50,000	\$20,000	
Staff Equipment	UMN	\$156,500		
Teleconferencing Room	UMN	\$15,000		
Video Production Room	UMN	\$19,000		
Simulation Rooms (4-6)	UMN	\$45,000		
MFD Lease	UMN	\$600		
Filtered Water	UMN	\$300		
security Locks	UMN	\$6,000	-	
Network install	UMN	\$34,250		
4 Regional Sites				
Regional Building Renovation	UMN	\$100,000	\$50,000	\$150,000
Office Furnishings	UMN	\$43,000	\$20,000	\$63,000
Computer Lab Equipment	UMN	\$70,000	\$17,000	\$87,000
Teleconferencing Room	UMN	\$30,000		\$30,000
Staff Equipment	UMN	\$63,900		\$63,900
MFD Lease	UMN	\$1,200		\$1,200
Filtered Water	UMN	\$360		\$360
security Locks	UMN	\$12,000		\$12,000
Meeting Room and Training Room furnishings	UMN	\$31,800		\$31,800
Network install	UMN	\$32,978		\$32,978
Software Start up				
Design Software	UMN	\$10,000	\$4,000	\$4,000
Video Production Software	UMN	\$50,000	\$5,000	\$5,000
Personnel				
DHS (FTEs 0,7,14,21)	DHS	\$610,975	\$1,548,600	\$2,306,000
UMN (FTEs 0,13,19,25)	UMN	\$816,075	\$1,588,600	\$2,095,600

Simulation				
	UMN		\$450,100	\$450,100
Leases				
Central 9 mos, then 12 mos	UMN	\$344,640	\$459,520	\$459,520
Regional offices 6 mos, then 12 mos	UMN	\$126,000	\$252,000	\$504,000
Supplies				
Trainer Supply Budget	DHS	-		
Video Production Supplies	UMN	\$10,000	\$10,000	\$10,000
Mailing Costs to Regional Offices	UMN	-	\$68,800	\$68,800
Branding Supplies / Promotional Items	UMN	\$10,000	\$10,000	\$10,000
Printing	UMN	\$32,000	\$32,000	\$32,000
Travel				
Travel for Regional trainers and Coordinators to Twin Cities	DHS		\$39,360	\$39,360
Travel for OE Staff	DHS			\$152,880
Travel for Regional Coordinators - Local	DHS	\$44,712	\$44,712	\$44,712
Travel for Trainer Coaches - local	DHS		\$67,392	\$101,088
Professional Development				
DHS staff	DHS		\$40,500	\$52,500
UMN Staff	UMN		\$28,500	\$37,500
Total Direct Costs		\$4,442,862	\$6,143,127	\$7,784,341
UMN Direct Costs		\$3,787,175	\$4,402,563	\$5,087,801
UMN Indirect Costs @ 26%		\$984,666	\$1,144,666	\$1,322,828
Total UMN Costs (These costs will be covered in a contract drawing on combined state and federal funds managed in the special revenue fund.)		\$4,771,841	\$5,547,229	\$6,410,629
Est. Dedicated Revenue (47.2% FFP on Direct and 29.2% on Indirect)		(\$2,075,069)	(\$2,412,252)	(\$2,787,708)
Net UMN State Share of Costs		\$2,696,772	\$3,134,977	\$3,622,921
Total DHS Direct Costs (DHS Rows)		\$655,687	\$1,740,564	\$2,696,540
Est. Dedicated Revenue (47.2% FFP on Direct)		(\$309,484)	(\$821,546)	(\$1,272,767)
Net DHS State Share of Costs		\$346,203	\$919,018	\$1,423,773
General Fund BACT 12 (in thousands)				
Uof M Contract State Share		\$2,697	\$3,135	\$3,623
DHS Direct Cost State Share		\$346	\$919	\$1,424
Net State Share Fiscal Impact		\$3,043	\$4,054	\$5,047

Fiscal Tracking Summary (\$000's)

Fund	BACT	Description	FY2018	FY2019	FY2020	FY2021
GF	12	State Share of UofM CWT Costs	0	2,697	3,135	3,623
GF	12	State Share of DHS CWT Costs	0	346	919	1,424
GF	12	CW Workfor Stab. Study (P/T Contract with U)	0	0	75	0
GF	12	MINN-LINK Study (P/T Contract with U)	0	150	150	150
GF	12	CW Caseload Study (P/T Contract)	0	400	0	0
GF	REV1	FFP @ 35% on Studies)	0	(192)	(79)	(52)
		Total Net Fiscal Impact	0	3,401	4,200	5,146
		Full Time Equivalents		7	14	21

Long-Term Fiscal Considerations

This creates a permeant change to child welfare training.

Local Fiscal Impact

No direct fiscal impact on counties and tribes. County and tribes will benefit for the additional training resources and regional training sites.

References/Sources

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Agency Fiscal Note Coordinator Signature: Don Allen

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Date: 3/27/2018 3:37:21 PM

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 Committee: **Health and Human Services Finance**
 Date Completed: **03/29/2018**
 Agency: **University Of Minnesota**

State Fiscal Impact	Yes	No
Expenditures	X	
Fee/Departmental Earnings	X	
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

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State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2017	FY2018	FY2019	FY2020	FY2021
Other Misc. Special Revenue	-	-	-	-	-	-
Total	-	-	-	-	-	-
Biennial Total			-			-

Full Time Equivalent Positions (FTE)	Biennium			Biennium	
	FY2017	FY2018	FY2019	FY2020	FY2021
Other Misc. Special Revenue	-	-	-	-	-
Total	-	-	-	-	-

Executive Budget Officer's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with MMB's Fiscal Note policies.

EBO Signature: Melissa Lam Young Date: 3/29/2018 9:16:10 AM
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State Cost (Savings) Calculation Details

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State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands		FY2017	FY2018	FY2019	FY2020	FY2021
Other Misc. Special Revenue	-	-	-	-	-	-
Total	-	-	-	-	-	-
	Biennial Total			-		-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Other Misc. Special Revenue	-	-	4,922	5,772	6,561	
Total	-	-	4,922	5,772	6,561	
	Biennial Total		4,922			12,333
2 - Revenues, Transfers In*						
Other Misc. Special Revenue	-	-	4,922	5,772	6,561	
Total	-	-	4,922	5,772	6,561	
	Biennial Total		4,922			12,333

Bill Description

HF2996-0 authorizes the commissioner of human services to partner with the University of Minnesota conduct two studies and administer the Child Welfare Training System.

Section 1: The commissioner of human services will partner with the University of Minnesota's Center for Advanced Studies in Child Welfare to conduct a study on child welfare workforce stability. The report must be completed by December 1, 2020, and biannually thereafter. \$75,000 is appropriated in fiscal year 2020, and biannually thereafter from the general fund to the commissioner of human services for the purposes of this section.

Section 2: The commissioner of human services will partner with the University of Minnesota to conduct an annual study to examine characteristics, experiences, and outcomes of children and families served by the child welfare system. This report will be made annually by December 15. \$150,000 is appropriated in fiscal year 2019, and annually thereafter from the general fund to the commissioner of human services for the purpose of this section.

Section 3: The commissioner of human services shall modify the Child Welfare Training System developed pursuant to Minnesota Statutes, section 626.5591, subdivision 2, as provided in this section. The new training framework shall be known as the Child Welfare Training Academy. The commissioner of human services will collaborate with the University of Minnesota to help in the administration of workforce training.

Assumptions

The University of Minnesota will assume the full costs of conducting the child welfare workforce stability study in Section 1. The University of Minnesota will assume the full costs of conducting the Minn-LInK study in Section 2. The University of Minnesota will assume the following costs related to administration of workforce training in Section 3: staff, consultants, capital, software, rental space, supplies, and training.

Expenditure and/or Revenue Formula

Section 1: Child welfare workforce stability study

	Salary & fringe
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Researcher 1 (234 hours)	\$18,476
Researcher 2 (312 hour)	\$15,896
2 graduate assistants (390+390=780 hours)	\$35,612
Graphic Design (125 hours)	\$4,498
Travel	\$525
Total	\$75,007

FY2020: \$75,007 expenses, \$75,000 revenue from the Department of Human Services

Section 2: Minn-LInK study

	Salary & Fringe
Research supervisor (3,432 hours)	\$14,420
Researcher 1 (416 hours)	\$20,677
Research 2 (1,040 hours)	\$45,678
Graduate Assistant 1 (520 hours)	\$17,372
Graduate Assistant 2 (1,040 hours)	\$34,744
Graduate Assistant 3 (1,040 hours)	\$6,432
Graphic Designer (166 hours)	\$5,851
Administrative support (42 hours)	\$1,506
Server	\$3,000
Software	\$500
Total Project Cost	\$150,180

Server: There are over 15 million records which extends beyond the allotment of any entity at the U of M and therefore additional cost is incurred to house and utilize the data.

FY2019: \$150,180 expenses, \$150,000 revenue from the Department of Human Services

FY2020: \$150,180 expenses, \$150,000 revenue from the Department of Human Services

FY2021: \$150,180 expenses, \$150,000 revenue from the Department of Human Services

Section 3: Child Welfare Training System

	2019	2020	2021
One-time Personnel	\$200,000	\$0	\$0
Consulting & Contracts	\$1,026,572	\$1,087,043	\$939,043
Capital Development	\$1,161,888	\$407,000	\$472,238
Software	\$60,000	\$9,000	\$9,000
Personnel	\$816,075	\$1,588,600	\$2,095,600
Simulation labs	\$0	\$450,100	\$450,100
Leases	\$470,640	\$711,520	\$963,520
Supplies	\$52,000	\$120,800	\$120,800
Professional Development	\$0	\$28,500	\$37,500
Indirect costs	\$984,666	\$1,144,666	\$1,322,828
Total cost	\$4,771,841	\$5,547,229	\$6,410,629

Capital development entails the acquisition of lease space and renovation to make it conducive to training and office space. This includes the offices for the 60 training academy staff as well as simulation rooms for skill enhancement, a video production room for the creation of online training resources, several training spaces (including but not limited to computer labs for worker engagement with the online client management system necessary to do their job). Capital development is included in the first 3 years of this budget but are not included in ongoing expenses of the Training Academy moving forward.

Supplies included in this budget include video production supplies, basic office supplies for daily operation, and printing costs associated with training.

Professional development costs are necessary to maintain a well trained staff within the academy who can leverage the most up to date strategies in adult learning and child welfare training content and practice approaches. Fifteen hundred dollars per year is allotted for each staff member to participate in professional training activities necessary to do their work within the Training Academy.

Revenue

FY2019: \$4,771,841 revenue from the Department of Human Services

FY2020: \$5,547,229 revenue from the Department of Human Services

FY2021: \$6,410,629 revenue from the Department of Human Services

Total expenses

FY2019: \$4,922,021

FY2020: \$5,772,416

FY2021: \$6,560,809

Total revenue

FY2019: \$4,921,841

FY2020: \$5,772,229

FY2021: \$6,560,629

Long-Term Fiscal Considerations

Sections 1 and 2 expenses and revenue are ongoing.

Local Fiscal Impact

References/Sources

Traci LaLiberte, Ph.D., Executive Director, Center for Advanced Studies in Child Welfare

Agency Contact:

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