HOUSE RESEARCH

Bill Summary

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Subject: Child welfare training

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Overview

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 **Child welfare workforce stability study.** (a) Proposes coding for § 260C.81. Requires the commissioner of human services to partner with the University of Minnesota Center for Advanced Studies in Child Welfare to conduct a workforce stability study, examining (1) workforce intent to remain in child welfare, (2) statewide turnover, and (3) barriers to retention.

(b) Requires that the study be completed by June 30, 2020, and repeated biannually, and requires a report by December 1, 2020, and biannually thereafter.

(c) Requires the commissioner, after each study is complete, to work with the Child Welfare Training Academy and stakeholders to develop strategies to stabilize the child welfare workforce.

(d) Appropriates $75,000 in fiscal year 2020 and biannually thereafter for these studies.

2 **Minn-LInK study.** (a) Proposes coding for § 260C.82. Requires the commissioner of human services to partner with the University of Minnesota's Minn-LInK statewide data project to conduct an annual study on characteristics, experiences, and outcomes of children and families in the child welfare system.

(b) Requires the commissioner to submit a report of the research results.

Section

(c) Appropriates $150,000 in fiscal year 2019 and annually thereafter for the studies.

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.

4   **Child welfare caseload study.** (a) Requires the commissioner of human services to conduct a child welfare caseload study by July 1, 2019, collecting data on the number of child welfare workers in the state and the amount of time they spend on different aspects of their work.

(b) Requires the commissioner to submit a report on the results of the study by December 1, 2019.

(c) Requires the commissioner to work with counties and other stakeholders to develop a method to monitor child welfare caseloads on an ongoing basis.

5   **Rulemaking.** Allows the commissioner of human services to adopt necessary rules to establish the Child Welfare Training Academy.

6   **Appropriation.** (a) Appropriates $5,428,500 in fiscal year 2019 for the Child Welfare Training Academy. Specifies that the base is $7,287,800 in fiscal year 2020 and $9,107,170 in fiscal year 2021.

(b) Appropriates $400,000 in fiscal year 2019 for the child welfare caseload study.