

**CHILD WELFARE ENHANCED TRAINING**

2002 GENERAL SESSION

STATE OF UTAH

**Sponsor: David Litvack**

**This act modifies the Utah Human Services Code. This act creates a pilot program for enhanced training of new employees of the Division of Child and Family Services. The act appropriates \$1.7 million to implement the program and requires annual reporting to the Legislature.**

This act affects sections of Utah Code Annotated 1953 as follows:

AMENDS:

**62A-4a-107**, as last amended by Chapter 101, Laws of Utah 1999

*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **62A-4a-107** is amended to read:

**62A-4a-107. Mandatory education and training of caseworkers -- Development of curriculum -- Pilot program for enhanced training.**

(1) There is created within the division a full-time position of Child Welfare Training Coordinator, who shall be appointed by and serve at the pleasure of the director. The employee in that position shall not be responsible for direct casework services or the supervision of those services, but shall:

(a) develop child welfare curriculum that is current and effective, consistent with the division's mission and purpose for child welfare;

(b) recruit, select, and supervise child welfare trainers;

(c) develop a statewide training program, including a budget and identification of sources of funding to support that training;

(d) evaluate the efficacy of training in improving job performance;

(e) assist child protective services and foster care workers in developing and fulfilling their individual training plans;



(f) monitor staff compliance with division training requirements and individual training plans;

(g) expand the collaboration between the division and schools of social work within institutions of higher education in developing child welfare services curriculum, and in providing and evaluating training; and

(h) report annually to the board and the Legislature on training activities, compliance with the training plan, and achievement of individual training goals.

(2) (a) The director shall, with the assistance of the child welfare training coordinator, establish a core curriculum for child welfare services that is substantially equivalent to the Child Welfare League of America's Core Training for Child Welfare Caseworkers Curriculum.

(b) Any child welfare worker who is employed by the division for the first time after July 1, 1999, shall, before assuming significant independent casework responsibilities, successfully complete:

(i) the core curriculum; and

(ii) except as provided in Subsection (2)(c), on-the-job training that consists of observing and accompanying at least two capable and experienced child welfare workers as they perform work-related functions:

(A) for three months if the worker has less than six months of on-the-job experience as a child welfare worker; or

(B) for two months if the worker has six months or more but less than 24 months of on-the-job experience as a child welfare worker.

(c) A child welfare worker with at least 24 months of on-the-job experience is not required to receive on-the-job training under Subsection (2)(b)(ii).

(3) The division shall provide an annual report to the Legislative Child Welfare Oversight Panel before November 1 on the implementation and status of on-the-job training for child welfare workers required under Subsection (2).

(4) (a) Beginning July 1, 2002, the division shall implement a pilot program to provide enhanced training to new employees who work as child welfare caseworkers. The training shall be in addition to training required under Subsection (2)(b) and shall include the following elements:

(i) reduced caseloads during the first six to nine months following the training required

59 under Subsection (2)(b):

60 (ii) enhanced supervision and evaluation of casework during the first nine months  
61 following the training required under Subsection (2)(b):

62 (iii) personalized intervention plans to improve employee knowledge, skill, and  
63 performance based on evaluations at 12, 18, and 24 months following the date of hire; and

64 (iv) other training developed by the division to enhance employee performance, job  
65 satisfaction, and retention.

66 (b) The pilot program under Subsection (4)(a) shall be implemented by the division to the  
67 extent funds are specifically appropriated by the Legislature for that purpose; however, no more  
68 than 37 persons may participate in the program during fiscal year 2002-03.

69 (c) The division shall report to the Health and Human Services Joint Appropriations  
70 Subcommittee each annual general session on the implementation and outcomes of the pilot  
71 program. The report shall:

72 (i) contrast the performance and length of service of participants and nonparticipants;

73 (ii) identify costs and savings attributable to the program; and

74 (iii) include a method for determining the amount of program funding needed for the next  
75 fiscal year.

76 **Section 2. Appropriation.**

77 There is appropriated to the Division of Child and Family Services within the Department  
78 of Human Services \$1,700,000 from the General Fund, for fiscal year 2002-03 only, to implement  
79 the pilot program required under Subsection 62A-4a-107(4).

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**Legislative Review Note**

**as of 2-1-02 3:01 PM**

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

**Office of Legislative Research and General Counsel**