

State of Alaska FY2003 Governor's Operating Budget

Department of Health and Social Services Family and Youth Services Training Component Budget Summary

Component: Family and Youth Services Training

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Component Mission

The mission of the Division of Family and Youth Services (DFYS) is to protect children who are abused and neglected or at risk of abuse and neglect.

Component Services Provided

The Family and Youth Services Staff Training component provides education and training for DFYS social workers, social services associates, licensing workers, supervisors and managers to enhance their ability to recognize abuse and neglect, to increase their skills in working with children and their families to prevent further abuse and neglect, and to strengthen their ability to assess when it is necessary to remove children from potentially harmful situations before physical or mental injury occurs or is repeated.

DFYS and the University of Alaska have partnered to provide the three primary programs of this component; the Family Services Training Academy, the "return to school" program and the student recruitment program. The Division, through the Family Services Training Academy, provides a two-week intensive Training and Orientation of New Employees (TONE) within the first month of hire. The Division also provides at least four days of advanced training for journey-level workers, and advanced specialized training for experienced staff. Additionally, the Family Services Training Academy provides a minimum of four days managerial training for managers and supervisory staff.

The Family Services Training Academy staff track the training of DFYS social workers and develop curriculum, materials, and technology to deliver current information for DFYS social work staff, as well as coordinate and facilitate presentation of training by other experts in the field of child welfare. The practicum instructors are provided under RSA's with DFYS. They are available on site for the students during their practicum time.

The "return to school" program gives DFYS staff the opportunity to complete either a Bachelor of Social Work or Master of Social Work at UAA or UAF while on educational leave. The staff member is obligated to return to DFYS to work upon completion of the degree. Five persons have completed their MSW's under this program to date.

The student recruitment program supports individuals who are completing their BSW degree program at UAA or UAF. These individuals are placed in the Anchorage or Fairbanks DFYS offices in special units with a practicum instructor. In an effort to attract new workers to rural areas of the state, the program for FY2001 continues to include an enhanced stipend for any student who will agree to fulfill their work commitment with DFYS anywhere in the state. Three of the nine students have taken advantage of this opportunity for FY2001. Two BSW graduates have gone to work for DFYS under this program to date.

Component Goals and Strategies

1) INCREASE WORKERS' KNOWLEDGE AND SKILLS IN CHILD PROTECTION TO ENHANCE THE DIVISION'S ABILITY TO PROTECT ALASKAN CHILDREN WHO ARE AT RISK OF MENTAL OR PHYSICAL ABUSE OR NEGLECT:

- Provide initial and on-going training to new and current DFYS social workers, social services aides, licensing workers, and managers through the Family Services Training Academy.
- The Family Services Training Academy is a joint venture of DFYS and the University of Alaska, Anchorage, School of Social Work. The Training Academy is funded through Federal Title IV-E Foster Care program training funds, other federal grant funds, and general funds. The University provides part of the funding package in the form of non-reimbursed indirect costs.

2) INCREASE THE DIVISION'S ABILITY TO RECRUIT AND RETAIN PROFESSIONAL LEVEL SOCIAL WORKERS:

- Continue the Stipend Program: The Division will continue to provide a stipend program for recruitment of Bachelor of Social Work students at the University of Alaska, Anchorage, and the University of Alaska, Fairbanks. This provides new workers who are already trained and mentored to fill vacancies in the DFYS workforce. The students spend their senior year practicum assigned to special DFYS field units in the Anchorage and Fairbanks Family Services offices. DFYS pays the student a monthly stipend while they are in school and doing the practicum. After graduation, they are legally obligated to accept employment as DFYS Social Workers.
- Continue the "return to school" program to retain existing staff professional level. The staff member may apply for a Master of Social Work at UAA or a Bachelor of Social Work at UAA or UAF. Once accepted by the University program and attending the program, the Division will pay the employee an educational stipend. Upon completion of the degree, they are legally obligated to return to work within DFYS. This arrangement gives the staff professional enhancement and increased expertise to conduct the best child welfare/child protection practice to serve abused and neglected children and their families.

3) REDUCE EMPLOYEE TURNOVER BY INCREASING WORKER KNOWLEDGE AND OVERALL JOB SATISFACTION:

- The Family Services Training Academy is the centralized training center for DFYS social work staff and provides new workers with three weeks of nationally-recognized core training within the first six months of their hire.
- On-going workers receive specialized and advanced training throughout the year, such as Advanced Indian Child Welfare Act training, Advanced Assessment of Risk, and Advanced Intensive Sexual Abuse Interviewing Skills Training.
- Supervisors and managers receive training in areas such as basic supervision, management, and program administration.
- The Family Services Training Academy tracks the training needs of social work staff, and develops and adapts new curriculum and course materials as needs are identified.

Key Component Issues for FY2002 – 2003

- Provide education and training to staff: The Division, through the Training Academy, will provide education and training for DFYS social workers, social services associates, licensing workers, supervisors and managers to enhance their ability to recognize abuse and neglect, to increase their skills in working with children and their families to prevent further abuse and neglect, and to strengthen their ability to assess when it is necessary to remove children from potentially harmful situations before physical or mental injury occurs or is repeated.
- Continue to train new workers: The Division will furnish new social workers with two weeks of training prior to assigning them a caseload and a third week of training within their first six months of work with DFYS.
- Continue the "return to school" program and the student recruitment program: The "return to school" program gives DFYS staff the opportunity to complete either a Bachelor of Social Work or Master of Social Work at UAA or UAF while on educational leave. The staff member is obligated to return to DFYS to work upon completion of the degree.

Major Component Accomplishments in 2001

1) FAMILY SERVICES TRAINING ACADEMY CONTINUES NEW WORKER TRAINING:

- During FY2001 the Family Services Training Academy continued to refine and develop advanced and specialized curricula for child protection workers. Materials acquisition, research and adoption of child welfare curriculum for training Alaskan child protective services social workers continued. The standard for new workers was established within DFYS policy: within the first month of hire, the new worker attends a two-week intensive Training and Orientation of New Employees (TONE). TONE includes the best child welfare practices, an introduction to the Alaskan DFYS agency, policy and procedures and system requirements. There is also emphasis on the legal system, Indian Child Welfare Act, and cultural competence.

- TONE training is followed within six months by a week-long training on the effect of child abuse and neglect on normal child development and the effects of separation, grief and loss on the child. DFYS supervisors provide mentoring and follow-up in these areas with the new worker.

2) TRAINING PROVIDED IN FY2001:

- In FY2001 the Family Services Training Academy delivered 44 training sessions, representing 252 days of in-service training to 289 DFYS workers. Approximately 73 new social workers completed two weeks of the Training and Orientation for New Employees (TONE) courses offered. In addition, 59 DFYS workers completed the Core 103, Identification of Abuse and Neglect training.

- Over 50 workers attended Separation, Placement and Reunification training at the Training Academy. Specialized Risk Assessment training, provided in both Anchorage and Fairbanks, was attended by over 20 DFYS workers. Close to 50 employees participated in Specialized Foster Care and Adoption Training offered in Anchorage, Fairbanks and Juneau.

- Training sessions have occurred at the Anchorage site, and throughout the state in Ketchikan, Juneau, Palmer, Fairbanks, Nome, Kenai, and Bethel. Two courses were distance-delivered throughout the state.

- Curricula were developed in Advanced Related Topic: Legal Issues for CPS Workers, Advanced Related Topic: AOD/FAS/FAE, Advanced Specialized Intensive Sexual Abuse Interviewing Skills Training, Advanced Specialized Foster Care and Adoption, and Advanced Related Topic: Domestic Violence Issues for CPS Workers.

3) COMMUNITY PARTNERS:

- The Division's community partners provided invaluable assistance to the Family Services Training Academy and DFYS workers who attended training during FY2001. The Residential Care Providers Association hosted the monthly Training and Orientation of New Employees (TONE) providing valuable information about their place in the continuum of care for abused and neglected children.

- The Foster Parent Training Center and foster parents met with new workers to explain their roles in assisting children in DFYS custody. The Attorney General's staff, the Public Defender's office and the Guardian Ad Litem's office all contributed time and staff to provide information about their organizations and services to the DFYS workers.

- Family Services Training Academy and DFYS invited their community partners, such as the tribal Indian Child Welfare Act (ICWA) workers, to participate in the Family Services Training Academy. This has led to a greater understanding of one another's roles and responsibilities in keeping children safe.

- Another aspect of the partnership between DFYS and UAA is the utilization of UAA dormitory space for trainees attending Family Services Training Academy sponsored training.

4) RECRUITING AND RETAINING PROFESSIONAL LEVEL SOCIAL WORKERS:

- DFYS and the University of Alaska have partnered to provide three primary programs of this component: the Family Services Training Academy, the "return to school" program and the student recruitment program. The "return to school" program gives DFYS staff the opportunity to complete either a Bachelor of Social Work or Master of Social Work at UAA or UAF while on educational leave. The staff member is obligated to return to DFYS to work upon completion of the degree. Nine persons have completed their MSW's under this program to date.

- The student recruitment program supports individuals who are completing their BSW degree program at UAA or UAF. These individuals are placed in the Anchorage or Fairbanks DFYS offices in special units with a practicum instructor. In an effort to attract new workers to rural areas of the state, the program for FY2001 continued to include an enhanced stipend for any student who will agree to fulfill their work commitment with DFYS anywhere in the state. To date, thirty persons have completed their BSW's under this program.

Statutory and Regulatory Authority

No statutes and regulations.

**Family and Youth Services Training
Component Financial Summary**

All dollars in thousands

	FY2001 Actuals	FY2002 Authorized	FY2003 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	0.0	0.0	0.0
72000 Travel	251.7	100.0	100.0
73000 Contractual	834.2	1,133.5	1,133.5
74000 Supplies	10.1	0.0	0.0
75000 Equipment	0.0	0.0	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	1,096.0	1,233.5	1,233.5
Funding Sources:			
1002 Federal Receipts	654.7	797.0	797.0
1003 General Fund Match	436.5	436.5	436.5
1007 Inter-Agency Receipts	4.8	0.0	0.0
Funding Totals	1,096.0	1,233.5	1,233.5

Estimated Revenue Collections

Description	Master Revenue Account	FY2001 Actuals	FY2002 Authorized	FY2002 Cash Estimate	FY2003 Governor	FY2004 Forecast
Unrestricted Revenues						
None.		0.0	0.0	0.0	0.0	0.0
Unrestricted Total		0.0	0.0	0.0	0.0	0.0
Restricted Revenues						
Federal Receipts	51010	654.7	797.0	797.0	797.0	797.0
Interagency Receipts	51015	4.8	0.0	0.0	0.0	0.0
Restricted Total		659.5	797.0	797.0	797.0	797.0
Total Estimated Revenues		659.5	797.0	797.0	797.0	797.0

Family and Youth Services Training
Proposed Changes in Levels of Service for FY2003

No service changes.

Summary of Component Budget Changes
From FY2002 Authorized to FY2003 Governor

All dollars in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2002 Authorized	436.5	797.0	0.0	1,233.5
FY2003 Governor	436.5	797.0	0.0	1,233.5