

# **State of Alaska FY2009 Governor's Operating Budget**

## **Department of Health and Social Services Children's Services Training Component Budget Summary**

**Component: Children's Services Training**

**Contribution to Department's Mission**

The Office of Children's Services Training component provides education and training to OCS front line workers, social services associates, licensing workers, supervisors, and managers. Training is designed to enhance workers' ability to recognize abuse and neglect, prevent abuse and neglect from occurring, increase their skills in working with children and their families, and strengthen workers' ability to assess when it is necessary to retain custody of a child.

**Core Services**

The Office of Children's Services and the University of Alaska partner to provide the three primary programs of this component: the Children's Services Training Academy, the "return to school" program, and the student recruitment program. The Children's Services Training Academy provides a two-week intensive Training and Orientation of New Employees (TONE) within the first month of hire. The office also provides at least four days of advanced training for journey-level workers, and advanced specialized training for experienced staff.

The Children's Services Training Academy staff track the training of OCS social workers and develop curricula, materials, and technology to deliver current information for OCS social work staff. They also coordinate and facilitate presentation of training by other experts in the field of child welfare. The University practicum instructors are funded under a Reimbursable Services Agreement with OCS. They are available on site for the students during their practicum work experience.

The "return to school" program gives OCS staff the opportunity to complete either a Bachelor of Social Work (BSW) or Master of Social Work (MSW) at the University of Alaska, Anchorage (UAA) or Fairbanks (UAF) while on educational leave. The staff member is obligated to return to OCS as an employee for no less than 12 months upon completion of the degree.

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 OCS offices in special units with a practicum instructor. In an effort to attract new workers to rural areas of the state, the program continues to include an enhanced stipend for any student who will agree to fulfill their work commitment with OCS anywhere in the state.

**FY2009 Resources Allocated to Achieve Results**

<b>FY2009 Component Budget: \$1,824,800</b>	<b>Personnel:</b>	
	Full time	0
	Part time	0
	<b>Total</b>	<b>0</b>

**Key Component Challenges**

Significant effort needs to continue in FY 2009 on improved practice for case carrying workers and their supervisors. Regulating practice standards statewide continues to be a challenge for Alaska due to the geographical differences and cultural norms. Continued focus will be on achieving consistency in our practice as required by the federal Administration for Children and Families.

**Significant Changes in Results to be Delivered in FY2009**

In July of 2006, Office of Children's Service (OCS) management began to review the training (TONE: Training of New Employees) curriculum that was being offered to newly hired child protective services caseworkers by the University of Alaska's Family & Youth Services Training Academy (FYSTA). The OCS formed a TONE Advisory group that consisted of OCS staff and Tribal partners. The goal of the advisory group was to review and revise the current curriculum to be more practice oriented, incorporate the new safety decision-making model and enhance cultural competency throughout training, rather than offering it in just one training session.

Prior to this OCS-initiated effort, the DHSS contracted in May of 2006 with ACTION for Child Protection, Inc., a national child safety intervention organization, to study and evaluate the OCS. The ACTION report recommended that training should employ the Adoption & Safe Families Act as a foundation or framework to the entire curriculum; that the training curriculum should clearly identify the OCS mission and define who OCS serves; that there be a clear distinction in curriculum regarding the difference between maltreatment, risk and safety; and that much more time should be spent training staff on safety planning. The executive summary portion of the ACTION report recommended that OCS *develop an exceptional training program for new and experienced workers.*

In January of 2007, the University of Alaska Anchorage's School of Social Work – Social Work Evaluation Program, released a brief to the OCS titled Child Welfare Training Opportunities in Alaska. This brief was prepared in response to a request from OCS to provide some recommendations about Alaska's child protection employee training. Among other issues, UAA's research revealed that Alaska has a low number of training days as compared to other states. They found that cultural competency is not discussed enough. And they recommended that training should be related to the Child & Family Services Review outcomes for Alaska.

The OCS believes it is necessary to expand OCS TONE training by two additional weeks to offer its staff the full spectrum of training that is being recommended by national experts, UAA professionals, Tribal partners and its own management. Alaska's children and their families deserve caseworkers that have been given the tools and training necessary to provide exemplary services.

## Major Component Accomplishments in 2007

*Trained New Safety Assessment:* Safety assessment and planning practice training was successfully worked into the University curriculum to assure continued, on-going skill building and education of new workers and community partners. This system practice change provides a framework to more effectively work with families to assess the safety of children. Initial implementation planning began in 2006 focusing on program leadership and management, staff development and supervision, quality assurance, and policy and procedure development.

The Children's Services Training Center delivered courses providing training for OCS participants. Division staff attended training on a variety of topics that included "Advanced Intensive Sexual Abuse Interviewing Skills", "Core Separation, Placement and Reunification", "Structured Decision Making", "Indian Child Welfare Act (ICWA)", "Advanced Specialized Foster Care & Adoption", "Legal Issues in Child Welfare", "Understanding Adolescents", "Specialized Case Planning", "Adult Psychopathology", "Key Issues in Employee Relations Law", "Substance Abuse Treatment", "Ethical Child Welfare Practice", "Issues in Permanency Planning & ICWA", and "Coaching Skills for Supervisors". Training also included community partners such as tribal/Indian Child Welfare Act workers, law enforcement personnel, and university students.

*Offered Social Work Degree Programs at UAA or UAF:* OCS and the University of Alaska continued its partnership to provide OCS staff the opportunity to complete either a Bachelor of Social Work or Master of Social Work at UAA or UAF while on educational leave.

Potential OCS child protective services workers were provided practicum experiences through UAA and UAF field offices. This resulted in the hiring of new workers who participated in the University program.

*The Foster Parent Training Center:* The Foster Parent Training Center and foster parents met with new workers to explain their roles in assisting children in OCS custody.

## Statutory and Regulatory Authority

Social Security Act, Title IV-E, Title IV-B  
AS 47.05.010 Duties of Department  
AS 47.14.100 Powers and duties of Department over care of children  
AS 18.05.010-070 Administration of Public Health and Related Laws

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### Children's Services Training Component Financial Summary

*All dollars shown in thousands*

	FY2007 Actuals	FY2008 Management Plan	FY2009 Governor
<b>Non-Formula Program:</b>			
<b>Component Expenditures:</b>			
71000 Personal Services	4.7	18.0	18.0
72000 Travel	170.4	135.8	343.3
73000 Services	636.8	1,244.0	1,463.5
74000 Commodities	0.0	0.0	0.0
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
<b>Expenditure Totals</b>	<b>811.9</b>	<b>1,397.8</b>	<b>1,824.8</b>
<b>Funding Sources:</b>			
1002 Federal Receipts	543.3	755.1	813.0
1003 General Fund Match	19.1	419.1	419.1
1004 General Fund Receipts	112.3	223.6	592.7
1037 General Fund / Mental Health	137.2	0.0	0.0
<b>Funding Totals</b>	<b>811.9</b>	<b>1,397.8</b>	<b>1,824.8</b>

### Estimated Revenue Collections

Description	Master Revenue Account	FY2007 Actuals	FY2008 Management Plan	FY2009 Governor
<b>Unrestricted Revenues</b>				
None.		0.0	0.0	0.0
<b>Unrestricted Total</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Restricted Revenues</b>				
Federal Receipts	51010	543.3	755.1	813.0
<b>Restricted Total</b>		<b>543.3</b>	<b>755.1</b>	<b>813.0</b>
<b>Total Estimated Revenues</b>		<b>543.3</b>	<b>755.1</b>	<b>813.0</b>

**Summary of Component Budget Changes  
From FY2008 Management Plan to FY2009 Governor**

*All dollars shown in thousands*

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
<b>FY2008 Management Plan</b>	<b>642.7</b>	<b>755.1</b>	<b>0.0</b>	<b>1,397.8</b>
<b>Proposed budget increases:</b>				
-Basic Staff Training and Development	369.1	57.9	0.0	427.0
<b>FY2009 Governor</b>	<b>1,011.8</b>	<b>813.0</b>	<b>0.0</b>	<b>1,824.8</b>