

State of Alaska FY2020 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

Funds education and training to the Office of Children's Services' protective service specialists, social services associates, foster care licensing workers, supervisors, and managers. Training is designed to:

- Enhance workers' ability to identify child maltreatment
- Assess safety and risk factors of children in their homes
- Mitigate safety and risk to the child within the family's home
- Enhance parental protective factors
- Achieve timely permanency for children
- Address child well-being
- Prevent child maltreatment whenever possible

Workers learn to: effectively work with children and families to remedy factors leading to child maltreatment, assess for safety within the family home to determine ways that a child can remain safely in the family home, and identify when out-of-home placement is necessary in order to protect the child. Workers will also learn how to assess the family's strength and needs; accurately assess when children can be safely returned to their parents or when an alternative permanency plan is necessary. The child's well-being including past trauma is also addressed and if needed, treatment is arranged to assure the child is developing appropriately. Worker safety is also taught that includes Crisis Prevention Intervention and Environmental Awareness. Front line supervisors are learning to use coaching as a technique to enhance worker's critical thinking skills.

Core Services

- Provide for education and training for Office of Children's Services child protection front line workers, foster care licensing workers, supervisors, managers, and other staff to enhance their skills and knowledge of the practice of child protection services.
- Multiple methods of training are used to achieve competency in child protective services practice including; face to face training, online modules, mentoring, supervisory coaching, and frequent webinars on selected topics.

Major Component Accomplishments in 2018

House Bill 151 "Children Deserve a Loving Home Act" provided for expanded training for front line case worker from three weeks to six weeks. In response, the Office of Children's Services and the Child Welfare Academy (CWA) are working in partnership to expand and update curricula for new staff. The Child Welfare Academy is utilizing focus group discussions, surveys, and ongoing feedback to help inform and drive the necessary changes to the curricula and methods of training. The six week training is anticipated to be rolled out in early 2019.

Office of Children's Services continues to focus on the use of Strengthening Families (SF) Protective Factors as a framework for staff and Alaska providers. This research informed framework is a way to create a common language for building resiliency in families who come to the attention of the child welfare system. In 2018, approximately 12 trainings were provided in nine different locations around the state, with Office of Children's Services staff and community partners in attendance.

Over the last year, the Protective Services Manager I's participated in a training program entitled "Coaching Supervisors to Best Practice." This training expands skills related to the Office of Children's Services practice model as well as leadership development. The graduates of the coaching program facilitate transfer of learning calls with supervisors and managers. The transfer of learning calls are intended to develop and enhance the classroom learning received by new staff as they transition to field practice.

Office of Children's Services continues to participate in the response to Alaska's Opioid crisis. All Office of Children's Services staff who provide services to clients and the general public received training in opioid addiction and the utilization of Narcan as an overdose response.

In March 2018, Office of Children's Services implemented the Mentor Program. The Mentor Program is another strategy designed to help cultivate a competent workforce. Mentors are experienced and skilled staff who work primarily with new staff for six months to promote transfer of learning, child welfare competencies, and collaboration. Mentors help to guide, share, and navigate the complexities of child welfare for new staff. The long term goal of this program is to retain a competent workforce.

Increased training opportunities for long-term employees, supervisors, and managers continue to be made available. Office of Children's Services and Child Welfare Academy utilize web based training opportunities based on data analysis and identified regional needs. In addition to the web based trainings, Child Welfare Academy travels to do in person trainings in regions and offices with the topics independently chosen through needs assessment.

Key Component Challenges

The Office of Children's Services recognizes that it must continue to provide appropriate and exemplary training to retain staff and achieve maximum federal reimbursement.

Standards, Knowledge, and Insight Leading to Success training offered by the University of Alaska Child Welfare Academy is mandatory for front line workers employed by Office of Children's Services. The Office of Children's Services recognizes that continual updates and enhancements to training will always be necessary. The logistics of providing for training outside of the academy becomes a challenge with 23 outlying offices, some with only one or two workers; internet connectivity and bandwidth problems in rural areas make web-based training difficult; and the expense of transportation to and from rural areas, as well as inclement weather are all seen as challenges in the delivery of training.

Significant Changes in Results to be Delivered in FY2020

Increasing training time for staff from three weeks to six weeks will require Office Children's Services to redesign and update the initial training plan for staff. Up-to-date, appropriate and effective training for all of the Office of Children's Services staff will result in improved outcomes in the field, and improved services offered to children and families. Region-specific training efforts, implemented through the Child Welfare Academy, will provide more responsive training for the front-line workers and supervisors in regard to specific areas that need improvement. Good practices in the field also result in an increased ability to claim federal reimbursement, allowing for more services to be delivered. The Office of Children's Services anticipates steady improvement in all these areas over the course of FY2020.

To improve worker readiness at the field level, Office of Children's Services will focus specifically on training new workers, social services associates, and supervisors during their first year on the job.

Statutory and Regulatory Authority

- 18.05.010-070 Administration of Public Health and Related Laws
- 47.05.010 Duties of department
- 47.14.112 Training and Workload Standards
- 47.14.100 Powers and duties of department over care of child

Social Security Act, Title IV-E, Title IV-B

Contact Information
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Component Detail All Funds
Department of Health and Social Services

Component: Children's Services Training (2667)
RDU: Children's Services (486)

Non-Formula Component

	FY2018 Actuals	FY2019 Conference Committee	FY2019 Authorized	FY2019 Management Plan	FY2020 Governor	FY2019 Management Plan vs FY2020 Governor	
71000 Personal Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
72000 Travel	263.9	327.2	327.2	327.2	327.2	0.0	0.0%
73000 Services	1,076.1	1,459.6	1,605.2	1,449.0	1,449.0	0.0	0.0%
74000 Commodities	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
75000 Capital Outlay	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
77000 Grants, Benefits	0.1	0.0	0.0	0.0	0.0	0.0	0.0%
78000 Miscellaneous	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Totals	1,340.1	1,786.8	1,932.4	1,776.2	1,776.2	0.0	0.0%
Fund Sources:							
1002 Fed Rcpts (Fed)	563.8	967.6	1,030.2	874.0	874.0	0.0	0.0%
1003 G/F Match (UGF)	127.6	803.3	803.3	803.3	803.3	0.0	0.0%
1004 Gen Fund (UGF)	648.7	15.9	98.9	98.9	98.9	0.0	0.0%
Unrestricted General (UGF)	776.3	819.2	902.2	902.2	902.2	0.0	0.0%
Designated General (DGF)	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Other Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Federal Funds	563.8	967.6	1,030.2	874.0	874.0	0.0	0.0%
Positions:							
Permanent Full Time	0	0	0	0	0	0	0.0%
Permanent Part Time	0	0	0	0	0	0	0.0%
Non Permanent	0	0	0	0	0	0	0.0%

Change Record Detail - Multiple Scenarios with Descriptions
Department of Health and Social Services

Component: Children's Services Training (2667)
RDU: Children's Services (486)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2019 Conference Committee To FY2019 Authorized *****												
FY2019 Conference Committee												
	ConfCom	1,786.8	0.0	327.2	1,459.6	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		967.6										
1003 G/F Match		803.3										
1004 Gen Fund		15.9										
DHSS; CINA; Foster Care; Child Protection (Sec2 Ch15 SLA2018 P42 L7 (HB286) (HB151))												
	FisNot	145.6	0.0	0.0	145.6	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		62.6										
1004 Gen Fund		83.0										
Subtotal 1,932.4 0.0 327.2 1,605.2 0.0 0.0 0.0 0.0 0 0 0												
***** Changes From FY2019 Authorized To FY2019 Management Plan *****												
Transfer to Front Line Social Workers for Payment to Co-Signers of the Alaska Tribal Child Welfare Compact												
	Trout	-156.2	0.0	0.0	-156.2	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		-156.2										
Transfer to Front Line Social Workers to align with services expenditure requirements.												
Subtotal 1,776.2 0.0 327.2 1,449.0 0.0 0.0 0.0 0.0 0 0 0												
***** Changes From FY2019 Management Plan To FY2020 Governor *****												
Reverse DHSS; CINA; Foster Care; Child Protection (Sec2 Ch15 SLA2018 P42 L7 (HB286) (HB151))												
	FNOTI	-145.6	0.0	0.0	-145.6	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		-62.6										
1004 Gen Fund		-83.0										
DHSS; CINA; Foster Care; Child Protection (Sec2 Ch15 SLA2018 P42 L7 (HB286) (HB151))												
	IncM	145.6	0.0	0.0	145.6	0.0	0.0	0.0	0.0	0	0	0

HB 151 sets manageable caseload limits, strengthens the search for family members for a placement with a family member, increases and provides necessary training for new employees including assigning mentors to train and support new employees, provides for efficiencies in day-to-day decision-making surrounding the child, improves the decision timeline for license applications within 45 days, enables youth 14 and older to participate in their case plan and permanent home goals.

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Change Record Detail - Multiple Scenarios with Descriptions
Department of Health and Social Services

Component: Children's Services Training (2667)
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Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions										
										PFT	PPT	NP								
1002 Fed Rcpts		62.6																		
1004 Gen Fund		83.0																		
Totals											1,776.2	0.0	327.2	1,449.0	0.0	0.0	0.0	0	0	0

HB 151 sets manageable caseload limits, strengthens the search for family members for a placement with a family member, increases and provides necessary training for new employees including assigning mentors to train and support new employees, provides for efficiencies in day-to-day decision-making surrounding the child, improves the decision timeline for license applications within 45 days, and enables youth 14 and older to participate in their case plan and permanent home goals.

Line Item Detail (1676)
Department of Health and Social Services
Travel

Component: Children's Services Training (2667)

Line Number	Line Name		FY2018 Actuals	FY2019 Management Plan
2000	Travel		263.9	327.2
Object Class	Servicing Agency	Explanation	FY2018 Actuals	FY2019 Management Plan
2000 Travel Detail Totals			263.9	327.2
2000	In-State Employee Travel	Transportation and per diem costs for existing and new employees to attend educational and training sessions delivered at the Children's Services Training Academy. Additional travel expected for meetings related to the business process mapping related to mandatory noticing. OCS has been working to bring mandatory noticing into compliance with federal and court ordered actions.	260.3	326.2
2006	Other Travel Costs	Cash advance fee	3.6	1.0

Line Item Detail (1676)
Department of Health and Social Services
Services

Component: Children's Services Training (2667)

Line Number	Line Name		FY2018 Actuals	FY2019 Management Plan
3000	Services		1,076.1	1,449.0
Object Class	Servicing Agency	Explanation	FY2018 Actuals	FY2019 Management Plan
3000 Services Detail Totals			1,076.1	1,449.0
3000	Education Services	Employee training services and conference fees.	3.5	4.0
3006	Delivery Services	Delivery Services- delivery, freight, messenger and courier costs	0.0	4.0
3009	Structure/Infrastructure/Land	Room rental costs for various required meeting	0.0	3.9
3011	Other Services		1.3	0.0
3029	Inter-Agency Education/Training	Univ - Department-wide	1,071.3	1,437.1
		RSA: University of Alaska Anchorage, Child Welfare Academy and Field Practicum Instruction. Administration and Operation through UAA of the OCS Training Academy, Return to school program and the Student Recruitment Program. Includes costs to develop curriculum, and materials and technology to deliver current information for social worker staff. Cost to coordinate and facilitate presentation of training by other (outside) experts in the child protection field.		

Line Item Detail (1676)
Department of Health and Social Services
Grants, Benefits

Component: Children's Services Training (2667)

Line Number	Line Name		FY2018 Actuals	FY2019 Management Plan
7000	Grants, Benefits		0.1	0.0
Object Class	Servicing Agency	Explanation	FY2018 Actuals	FY2019 Management Plan
		7000 Grants, Benefits Detail Totals	0.1	0.0
7001	Grants		0.1	0.0

Revenue Detail (1681)
Department of Health and Social Services

Component: Children's Services Training (2667)

Revenue Type (OMB Fund Code) Revenue Source	Component	Comment	FY2018 Actuals	FY2019 Management Plan
5002 Fed Rcpts (1002 Fed Rcpts)			672.5	874.0
5019 Federal - Miscellaneous Grants		Federal Receipts: Title IV-E of the Social Security Act- federal reimbursement based on allowable expenses and Title XIX Medicaid and Federal Project Revenue	672.5	874.0
6004 Gen Fund (1004 Gen Fund)			0.8	0.0
6046 General Fund - Prior Year Reimbursement Recovery			0.8	0.0

Inter-Agency Services (1682)
Department of Health and Social Services

Component: Children's Services Training (2667)

	FY2018 Actuals	FY2019 Management Plan
Component Totals	1,071.3	1,437.1
With University of Alaska	1,071.3	1,437.1

Object Class	Servicing Agency	Explanation	FY2018 Actuals	FY2019 Management Plan
3029	Inter-Agency Education/Training	Univ - Department-wide	1,071.3	1,437.1
		RSA: University of Alaska Anchorage, Child Welfare Academy and Field Practicum Instruction. Administration and Operation through UAA of the OCS Training Academy, Return to school program and the Student Recruitment Program. Includes costs to develop curriculum, and materials and technology to deliver current information for social worker staff. Cost to coordinate and facilitate presentation of training by other (outside) experts in the child protection field.		