



Sen. Julie A. Morrison

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LRB100 18775 KTG 37962 a

1 AMENDMENT TO SENATE BILL 2628

2 AMENDMENT NO. _____. Amend Senate Bill 2628 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the
5 Strengthening the Child Welfare Workforce for Children and
6 Families Act.

7 Section 5. Findings. The General Assembly finds all of the
8 following:

9 (1) On July 31, 2017, 19,619 children and youth were
10 receiving services through the Department of Children and
11 Family Services after having been abused or neglected.

12 (2) The State's effort to serve abused or neglected
13 children and their families includes utilizing child
14 welfare workers who are employed by the Department of
15 Children and Family Services or by private agencies. Eighty
16 percent of children, youth, and families who receive child

1 welfare services are assigned to private agencies from whom
2 the Department of Children and Family Services purchases
3 services.

4 (3) Unfortunately, as indicated by the following data,
5 the State's efforts have been underwhelming in regard to
6 child safety and timely permanent placements:

7 (i) The percentage of children experiencing a
8 recurrence of maltreatment within 6 months of an
9 initial incident increased, that is worsened, from
10 6.6% to 7.7% (an increase of 15.9%), at the same time
11 that the national average performance for child
12 welfare agencies decreased, that is improved, from 5%
13 to 4.9% (that is a percentage improvement of 2.7%).

14 (ii) The percentage of children experiencing
15 maltreatment in foster care increased, that is
16 worsened, from 0.39% to 0.57% (that is an increase of
17 46.1%), at the same time that the national average
18 performance for child welfare agencies decreased, that
19 is improved, from 0.34% to 0.27% (that is a percentage
20 improvement of 21.4%).

21 (iii) The percentage of children reunited with
22 their families who were in care less than 12 months
23 decreased, that is worsened, from 58.7% to 36.9% (that
24 is a 37.1% change for the worse). Across the same time
25 span, the national average performance for child
26 welfare agencies decreased slightly, from 68.3% to

1 66.1% (that is a 3.3% change, defined as "no change" by
2 the federal government).

3 (iv) The percentage of children adopted who were in
4 care between 12 and 24 months decreased, that is
5 worsened, from 9.6% to 6.4%, (that is a 33% change for
6 the worse). Across the same time span, the national
7 average performance for child welfare agencies
8 improved slightly.

9 (4) In order to improve child safety, achieve timely
10 permanent placements, and ensure child well-being, a child
11 welfare workforce that is stable, capable, trained, and
12 supported is a necessary condition:

13 (i) The National Council on Crime and Delinquency
14 found that high turnover rates among child welfare
15 workers are significantly correlated to higher rates
16 of child maltreatment, and that the correlation
17 between turnover rates and maltreatment recurrence at
18 every point in time was strong and statistically
19 significant.

20 (ii) The United States General Accounting Office
21 surveyed child welfare caseworkers regarding the
22 effects of staff turnover on safety and permanency for
23 children. Caseworkers reported that high turnover
24 rates and staffing shortages leave the remaining
25 caseworkers with insufficient time to conduct the
26 types of home visits that are necessary to assess

1 children's safety and to make well-supported decisions
2 to ensure safe and stable permanent placements. Staff
3 turnover also disrupts the continuity of services,
4 particularly when newly assigned caseworkers have to
5 conduct or reevaluate educational, health, and safety
6 assessments due to poor or insufficient information in
7 case files left behind by former caseworkers.

8 Section 10. Purpose. It is the purpose of this Act to
9 create a task force to study the compensation and workload of
10 child welfare workers to determine the role that compensation
11 and workload play in the recruitment and retention of child
12 welfare workers, and to determine the role that staff turnover
13 plays in achieving safety and timely permanency for children.

14 Section 15. Task Force on Strengthening the Child Welfare
15 Workforce for Children and Families.

16 (a) As used in this Act:

17 "Child welfare workers" or "staff" means child welfare
18 caseworkers, child welfare specialists, and child welfare
19 specialist supervisors.

20 "Child welfare services job" mean an employment position as
21 a child welfare caseworker, child welfare specialist, or child
22 welfare specialist supervisor.

23 (b) The Task Force on Strengthening the Child Welfare
24 Workforce for Children and Families is created to do all of the

1 following:

2 (1) Perform a policy and literature review regarding:

3 (i) compensation and caseload standards in the field of
4 child welfare; (ii) staff turnover rates; and (iii) the
5 impact compensation, caseload, and staff turnover have on
6 achieving safety and timely permanency for children.

7 (2) Survey employers in the public and private sector
8 to determine:

9 (A) how many child welfare service jobs exist;

10 (B) the compensation paid to child welfare
11 workers;

12 (C) how many child welfare service jobs are filled
13 and how many are vacant;

14 (D) how many child welfare service jobs are filled
15 by persons who have at least 18 months in the position;

16 (E) the rate of turnover for child welfare workers;
17 and

18 (F) the causes of turnover for child welfare
19 workers.

20 (3) Conduct a detailed time log analysis for child
21 welfare workers to determine how much time is available to
22 complete each administrative task and how much time is
23 actually spent to complete each administrative task. The
24 time log analysis shall expressly ask child welfare workers
25 the following question for each administrative task, "Is
26 this task duplicative of one that you have already

1 completed?"

2 (4) Develop recommendations on how to (i) improve the
3 recruitment and retention of child welfare workers; and
4 (ii) reduce the turnover rates for child welfare workers.

5 (c) Members of the Task Force shall include:

6 (1) 2 members appointed by the Governor;

7 (2) 2 legislative members appointed by the Speaker of
8 the House of Representatives, one of whom shall be
9 designated as Co-Chairperson;

10 (3) 2 legislative members appointed by the Minority
11 Leader of the House of Representatives;

12 (4) 2 legislative members appointed by the President of
13 the Senate, one of whom shall be designated as
14 Co-Chairperson;

15 (5) 2 legislative members appointed by the Senate
16 Minority Leader;

17 (6) the Director of the Illinois Criminal Justice
18 Information Authority, or his or her designee;

19 (7) the Director of Children and Family Services, or
20 his or her designee;

21 (8) the Director of Commerce and Economic Opportunity,
22 or his or her designee;

23 (9) the Principal Investigator for the Child
24 Protection Training Academy at the University of Illinois;

25 (10) a current public-sector child welfare employee
26 appointed by the Governor;

1 (11) a current private sector employee appointed by the
2 Speaker of the House of Representatives; and

3 (12) the chief executive officer of the Illinois
4 Collaboration on Youth, or his or her designee.

5 (d) The Illinois Criminal Justice Information Authority
6 shall provide administrative and other support to the Task
7 Force.

8 (e) The Department of Children and Family Services shall
9 hire a Total Workforce Analyst to aid in the collection,
10 cataloguing, and analysis of child welfare workforce data.

11 (f) The Task Force shall consider contracting with a
12 qualified company, university, or other entity with
13 demonstrated experience studying and improving human resources
14 management.

15 (g) The Task Force shall meet no less than 6 times.

16 (h) The Task Force shall submit a preliminary electronic
17 report to the General Assembly and the Governor no later than
18 October 1, 2019, and a final electronic report, along with
19 recommendations and any proposed legislation, to the General
20 Assembly and the Governor by January 1, 2020. The Task Force is
21 dissolved on January 1, 2021.

22 Section 20. Repeal. This Act is repealed on January 1,
23 2021.

24 Section 99. Effective date. This Act takes effect upon

1 becoming law.".