



National Association of Public
Child Welfare Administrators

an affiliate of the American Public Human Services Association

**Side-by-Side: Comparison of Provisions in the
Child Welfare Workforce Draft Bill and Senate Finance
Bill (S.2944)**

Bill Name & Number	Child Welfare Workforce Improvement Draft Bill	Child Welfare Workforce Improvement Act (S. 2944)—110th Congress
Sponsor(s)	Senator Blanche Lincoln (D-AR)	Former Senator Hillary R. Clinton (D-NY) and Senator Harry Reid (D-NV)
Act Amendments	Title IV-E of the Social Security Act	Child Abuse Prevention and Treatment Act (CAPTA)
Purpose	To examine and improve the child welfare workforce and other purposes.	Same
Findings	<p>GAO conducted a study and identified a number of factors believed to hinder both recruitment and retention of child welfare workers and supervisors. These barriers include high caseloads, lack of supervisory support, low salaries, high safety risks, and insufficient time to participate in training.</p> <p>Overall, GAO found that there are few incentives in federal law that encourage improvements in the child welfare workforce. Additionally, the agency found several restrictions in Title IV-E that created barriers for training staff. One restriction includes the link to the AFDC requirements on Title IV-E that is currently tied to administrative costs.</p>	<p>Same</p> <p>The findings show limited funding in Title IV-E for training child welfare staff. The congressional study also shows that the AFDC requirements on Title IV-E administrative costs are burdensome for states to improve their child welfare system and are contributing to the limitation of training dollars.</p>
Definitions	<p>Amends the definition of “child welfare staff” to include employees of state and local child welfare agencies working with children and families involved in the child welfare system. State-licensed and state-approved nonprofit private agencies are also included in this language.</p> <p>Amends the definition of “related professionals” to include employees working in child- and family-serving fields (i.e., education, health, mental health, substance abuse prevention and treatment, juvenile justice, domestic violence facilities that have contact with a state or local child welfare agency).</p> <p>Does not include this language.</p>	<p>Same</p> <p>Same</p> <p>Includes legal staff who work with children and families that have contact with a state or local child welfare agency, judges, guardians ad litem, and CASA workers.</p>

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National Child Welfare Staff Study Conducted by the National Academy of Sciences	<p>The National Academy of Sciences will collect data and conduct a research study on public child welfare workforces to increase accountability for better outcomes for youth in care. Research activities include the examination of turnover rate, work and caseload size, policy and practices in prevention, protective, foster care, adoption, and kinship services. The legislation also includes the examination of strengths and challenges presented in working relationships among child welfare workers, legal staff and other related professions.</p> <p>The study will make recommendations on how states collect data on their child welfare staff and these data shall be reported regularly to the HHS secretary. These data will be incorporated into AFCARS and NYTD.</p> <p>The secretary shall issue proposed regulations no later than 12 months from the HHS report and after consulting with child welfare administrators, staff and other stakeholders. Additionally, 2 years after receiving the report, the HHS secretary shall issue the final rules.</p> <p>Authorizes \$5 million from FY 2010 through FY 2014 for the study.</p>	<p>The National Academy of Sciences will collect data and conduct a research study on public child welfare workforces to increase accountability for better outcomes for youth in care. Research activities include the examination of staff turnover rate, work and caseload size.</p> <p>Same</p> <p>Same</p> <p>Authorizes \$5 million from FY 2009 through FY 2013 for the study.</p>
Removal of Barriers to Provide Training for Child Welfare Staff and Other Professionals Under Title IV-E & B	<p>Allows states to claim federal reimbursement for all training expenditures, including training for families and workers providing services to those receiving foster care and adoption assistance. The legislation also de-links the AFDC eligibility requirements from Title IV-E regarding training eligibility standards. However, individuals receiving guardianship assistance are not included in the de-link.</p> <p>Training activities can be flexible to include services related to children and families having contact with a state or local agency (as administered in the state plan).</p>	<p>Same.</p> <p>Same</p>

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<i>Removal of Prohibition on Funding State Share from Private Sources with Private and Nonprofit Education Institutions</i>	<p>States may use private resources as a part of their state match for training expenditures, especially if the training efforts are in partnership with a private, nonprofit educational institution.</p> <p>States can use their funding for short- or long-term training and funding can be given to these entities in the form of a grant or financial assistance for enrolled students. States can also reinvest any savings from workforce improvements towards benefiting children in the child welfare system.</p>	Same
<i>Definition of Child Welfare Staff and Related Professionals</i>	<p>This language expands Title IV-E training eligibility standards for child welfare staff and other related professionals by including staff working to ensure safety, permanency and child well-being. The language also includes state-licensed or state-approved nonprofit private agency staff.</p> <p>Amends Section 474 of the Social Security Act requiring the HHS secretary to make state allocations to ensure safety, permanency, and child well-being in state programs and in accordance with the state plan.</p> <p>Allows states to claim 75 percent of expenditures related to the short-term training of state-licensed or state-approved nonprofit private agencies.</p>	<p>Removes “staff of child care institutions and current or prospective foster care or adoptive parents” eligible to receive training under Title IV-E.</p> <p>Same</p> <p>Same</p>
<i>State Plan Requirement(s) for Annual Evaluation and Assessment of Training Activities under Title IV-B & E</i>	<p>States must establish and maintain a plan for the evaluation of training activities as well as staff development. This evaluation must include an annual assessment of these activities and its impact on staff as well as children and families.</p> <p>These requirements must be made on the first day of the first calendar quarter that begins on or after the date of enactment. If state legislation is needed and the legislature assembles after the bill’s enactment, states will not be held accountable for meeting the additional requirements and are allowed a delay for implementation until the state legislation has passed.</p>	Same

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<p>Comprehensive Child Welfare Workforce Demonstration Grants</p>	<p>Allows states to apply for and establish a competitive child welfare workforce improvement demonstration program to assist eligible entities in developing and implementing child welfare workforce improvement plans. These plans include components to help states improve their workforce, create a curriculum that promotes the prevention of child abuse and neglect, and encourages more support for families that provide permanency for children.</p> <p>Grants must be implemented in two phases. Phase I requires states to conduct a needs assessment and report on three critical areas. Phase II requires states to implement a workforce improvement plan in accordance with the findings and recommendations from the assessment.</p>	<p>Does not include this language.</p>

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<p><i>Planning and Implementation Phase I</i></p>	<p>State agencies are responsible for administering programs under Title IV-B and E to create a Child Welfare Workforce Quality Improvement Task Force. The role of the task force is to guide the assessment of the child welfare workforce and inform the development, implementation, and ongoing monitoring of a plan for improving the quality of the child welfare workforce. This assessment shall study the adequacy of support for the child welfare workforce in the following areas:</p> <ul style="list-style-type: none"> • The ability of the child welfare workforce to accurately assess the needs of children and families. • The adequacy of resources necessary to support the child welfare workforce’s work with children and families. This may include the manageability of case and workloads carried by workers, supervisors and managers, funds for workforce improvement, appropriateness of technology resources available to support child welfare staff, and safety and sustainability of working conditions, etc. • The supports to connect the child welfare workforce to the children and families it serves. Such supports may include strategies to improve cultural competence and sensitivity, enhancing workers knowledge and skills to effectively work with children and families in a strength-based manner, improve the capacity to work with educated staff in child welfare and other agencies such as educational, health, mental health, substance abuse treatment, domestic violence agencies and courts. <p>Task force participants must consist of representatives from public or private child welfare agencies, schools of social work and other educational institutions that prepare workers (including child welfare workers) for employment, court personnel, child welfare advocates, researchers studying the child welfare workforce, and youth and families who have been involved in the child welfare system. The task force can be already in existence or a newly established entity.</p> <p>If a state has already conducted a similar assessment, the grantee can bypass these requirements.</p>	<p>Does not include this language.</p>

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<i>Phase II: Required Implementation Components for CW Workforce Improvements</i>	After the state has completed all the components with Phase I, the state shall submit an application for Phase II. The application must contain a report on the needs assessment and a statement of goals for improving their child welfare workforce and child outcomes. The state must also present how the funds awarded under the demonstration grants program were used to achieve these goals and conduct the following activities: training and technical assistance, data and technology resources, recruitment and retention strategies, community outreach strategies, etc. to improve their workforce and child outcomes. In the application, the state must show how the funding was used to assist their program improvement plans and performance in their CFSRs.	Does not include this language.
Distribution of Grant Awards	The secretary shall distribute no more than 15 grant awards under Phase I and no more than 15 grants to conduct Phase II.	Does not include this language.
Duration of the Two Phases	The Phase I Grant period shall be awarded for 1 year. The Phase II Grant shall be awarded no less than 4 years, but no more than 5 years. The secretary or grantee can opt to terminate their grant funding at any time if they are not meeting the eligibility requirements.	Does not include this language.
Award Amount and Match Requirements	Phase I Planning Grants: <ul style="list-style-type: none"> shall not exceed \$100,000 and requires a 25% match from the state. Phase II Implementation Grants: <ul style="list-style-type: none"> shall not exceed \$250,000 for each grant period. The match requirements are as followed: <ul style="list-style-type: none"> 10% state match requirement for the first year; 15% state match requirement for the second year; 20% state match requirement for the third year; and 25% state match requirement for the fourth and fifth year. Distribution of grant awards: The secretary shall give preference to grantees who decide to partner with private nonprofit agencies, universities or colleges, etc., to better their child welfare workforce to improve outcomes for children and families.	Does not include this language.

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Technical Assistance and Evaluation	<p>Technical Assistance:</p> <p>The secretary shall request the National Child Welfare Workforce Institute to provide technical assistance to states that plan to operate a demonstration program. Technical assistance is designed to assist states with assessing their child welfare workforce, identifying the areas needing improvement in their workforce, and developing as well as implementing a work plan based on the Institute's recommendations. These services shall be provided to grantees during the entire grant period.</p> <p>Evaluation:</p> <p>The secretary shall have states evaluated and assessed on their achievements to improve their workforces and outcomes for children and families. The Secretary shall offer grant funding, contractual or interagency agreements to support activities under the evaluation.</p>	Does not include this language.
Increased Federal Match Rate for Successful Achievement of Implementation	If a state has successfully completed its goals within Phase II Implementation Grants, the state shall receive a 3 percent increased FMAP rate for Title IV-E administrative costs for five fiscal years beginning on the first quarter that begins after the end of the last fiscal year quarter.	Does not include this language.

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