



Sen. Julie A. Morrison

**Filed: 4/4/2018**

10000SB2628sam001

LRB100 18775 KTG 37442 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 report to the  
17          General Assembly and the Governor no later than October 1,  
18          2019, and a final report, along with recommendations and any  
19          proposed legislation, to the General Assembly and the Governor  
20          by January 1, 2020. The Task Force is dissolved on January 1,  
21          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.".