

Task Force on Strengthening the Child Welfare Workforce for Children and Families
WebEx/Conference Call

July 15, 2020 – 10:00-11:00a.m.
MINUTES - DRAFT

- Welcome/Call to Order/ Roll Call
Sen. Morrison called the meeting to order and Rep. Edly-Allen seconded

MEMBERS PRESENT (in person)	MEMBERS PRESENT (via phone)	MEMBERS ABSENT
N/A - WebEx	Anne Irving Betsy Goulet Lisa Jones Mark Stutrud Paola Baldo Royce Kirkpatrick Rep. Karina Villa Monico Whittington- Eskridge Rep. Mary Edly-Allen Denice Murray Sen. Craig Wilcox Cameron, Casey Anderson, and Chris Boyster on behalf of Deb McCarrel	Sen. Julie Morrison Jan Stepto-Millett Rep. Mike Marron Rep. Steven Reick Sen. Robert Peters Sen. Steve McClure

Review and Approval of Minutes

Minutes were approved

Research Components

- **Update on Employer Survey**

Michael Braun reported that the survey response is high enough to be usable at 39%; however, he will send follow up emails and/or place phone calls to individuals as an effort to increase the response rate. Upon request at the next meeting he will be providing a summary of the data that has been collected.

- **Update on Literature/Policy Review**

Prior to today’s meeting the Literature/Policy Review was distributed to members. Rep. Edly-Allen and Michael Braun discussed the term “stress” being used in the document. Michael Braun stated that it is related to burn-out and secondary traumatic stress as stated in the Betsy

Goulet discussed the importance of the supervisors and investing in supervisor training. The group discussed the supervisor enhancement series that will be coming out this fiscal year. The enhancement series will focus on enhancing the supervisor's role and responsibilities. In the terms of supervision, the series is focusing on preparing for a change in the workforce as long-term employees are reaching retirement and less experienced employees are left/entering the workforce. The plan is to look back at the data to measure the impact.

Subcommittees Reports

The group discussed current hiring qualifications for caseworkers at DCFS and training techniques. UIS has a simulation lab that members believe would be beneficial to see in more universities. The program is called CAST (Child Advocacy Studies). Betsy Goulet stated that little to no data is available regarding the UIS program because keeping in contact with graduates is a challenge; however, work is being done to collect data. Mississippi has funding for the program; however, Illinois does not. Sen. Morrison commented that there would likely be benefits to having mini-simulation labs for provider agencies to better prepare employees for the reality of the job. Simulation training participation can be added to recruitment/exit surveys for purpose of data tracking. Monico Whittington-Eskridge stated that by the end of the fiscal year there will be simulation labs in 19 or 20 universities and added that fieldtrips may be added for additional training purposes. Making sure the program is cost effective and accessible is key. Mark Stutrud and Chris Boyster both said they would collect data and share it with the group.

Sen. Morrison added that the recruitment subcommittee is working on collecting necessary data. How many employees does DCFS hire each year from a provider agency? How many students that we reach out to at universities end up getting hired? The literature review we received discusses that the payback for the tuition waiver is usually three years, which overlaps with the tenure. The subcommittee discussed a do not compete clause for a set number of years exceeding three years before being eligible for hire at DCFS. Meaghan Jorgenson shared that currently we're looking at what other states are doing at their universities. Information was requested regarding the do not complete clause; however, there currently is not information as it was only discussed in the meeting. Meaghan Jorgenson added that non-competes are difficult to execute as salary has to be high enough as well as other benefits. A radius has to be clearly stated and cannot be state-wide. These are not impossible, but they are very difficult to prepare and enforce.

The Racial Equity meeting was canceled due to low turnout. We will have to reschedule that meeting.

Reimagine Workforce Preparation (RWP) Grants Program

Meaghan Jorgenson shared that under the CARES Act there is a grant available to the department of education to rejuvenate the workforce. In order to qualify it must go through a workforce board with DCEO. A call is being setup to partner up with them to get grant money for this workforce. Monico A bid has already been submitted on behalf of the State of Illinois related to COVID-19. There are two priorities for this funding. One priority is working with universities and other types of educational institutions to eliminate the burden of tuition. The second priority is entrepreneurship and bolster small businesses. DCFS would want to be a sub-bidder. The workforce board is a combination of state entities, public & private universities, businesses and labor. The smallest grant aware to states is \$5mil. A link has been

shared with members with additional information. It is due August 24, 2020. Rep. Edly-Allen and Sen. Morrison would like to be contact people involved in this process to help in any way they can on the legislative side.

Public Comment

Adjournment

Meeting was adjourned