

STATE OF NEW YORK

5560

2025-2026 Regular Sessions

IN ASSEMBLY

February 14, 2025

Introduced by M. of A. JACKSON -- read once and referred to the Committee on Children and Families

AN ACT to amend the social services law, in relation to requiring child protective services workers to receive training in developmental disability awareness and sensitivity and cultural competency, sensitivity and implicit bias

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Paragraphs (b) and (c) of subdivision 5 of section 421 of
2 the social services law, paragraph (b) as amended by chapter 470 of the
3 laws of 2024, paragraph (c) as amended by chapter 67 of the laws of
4 2019, are amended to read as follows:
5 (b) promulgate regulations setting forth training requirements which
6 shall specify, among other things, that all persons hired by a child
7 protective service on or after April first, nineteen hundred eighty-six
8 shall have satisfactorily completed a course approved by the department
9 within the first three months of employment, in the fundamentals of
10 child protection, provided, however, that on or after April first, two
11 thousand twenty-five, such course may be satisfactorily completed
12 through distance learning methods which evince that all participants are
13 in attendance for the duration of the course and are able to ask ques-
14 tions of the instructor. Each county shall be authorized to adopt a
15 local law, ordinance or resolution to provide for a local department of
16 social services to fulfill the training requirement established by this
17 paragraph through a distance learning method, excluding the annual in-
18 service training requirement. Such course shall include at least basic
19 training in the principles and techniques of investigations, including
20 relationships with other investigative bodies, legal issues in child
21 protection, and methods of remediation, diagnosis, treatment and
22 prevention. Such regulations shall also specify that all persons
23 employed by a child protective service [~~on or after December first, two~~

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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1 ~~thousand six~~] shall satisfactorily complete [~~six~~] eight hours of annual
2 [~~in-service~~] in-service training, beginning in their second year of
3 employment. Such annual [~~in-service~~] in-service training shall include,
4 but is not limited to, review of the protocols for identification and
5 investigation of child abuse and maltreatment, any developments in
6 legal, treatment and prevention issues in child protection, [~~and~~] review
7 and analysis of field experiences of child protective services workers,
8 developmental disability awareness and sensitivity, and cultural compe-
9 tency, sensitivity and implicit bias training.

10 (c) require all persons assigned to be a supervisor by a child protec-
11 tive service on or after April first, nineteen hundred eighty-six, shall
12 have satisfactorily completed, within the first three months of employ-
13 ment as a supervisor or within three months of the effective date of
14 this paragraph, whichever shall occur first, a course in the fundamen-
15 tals of child protection developed by the office of children and family
16 services. All supervisors must complete eight hours of annual in-ser-
17 vice training beginning in their second year of employment as a supervi-
18 sor. Such training course shall, among other things, strengthen and
19 expand current training procedures for child protective service supervi-
20 sors; provide the skills, knowledge and standards to practice effective
21 case planning and case management; provide comprehensive assessment
22 tools needed in critical decision making; require participation in the
23 existing next generation training required by child protective service
24 caseworkers; strengthen recognition and response to safety and risk
25 indicators; improve skills to promote consistent implementation of
26 training and practice; provide the necessary tools and assistance to
27 build the ability to coach and monitor child protective service case-
28 workers and model effective investigation practice; increase cultural
29 competency and sensitivity; increase developmental disability awareness
30 and sensitivity; and establish an annual [~~in-service~~] in-service train-
31 ing program specifically focused on child protective service supervi-
32 sors.

33 § 2. This act shall take effect immediately.