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:

Section 1. Paragraphs (b) and (c) of subdivision 5 of section 421 of the social services law, paragraph (b) as amended by chapter 470 of the laws of 2024, paragraph (c) as amended by chapter 67 of the laws of 2019, are amended to read as follows:

(b) promulgate regulations setting forth training requirements which shall specify, among other things, that all persons hired by a child protective service on or after April first, nineteen hundred eighty-six shall have satisfactorily completed a course approved by the department within the first three months of employment, in the fundamentals of child protection, provided, however, that on or after April first, two thousand twenty-five, such course may be satisfactorily completed through distance learning methods which evince that all participants are in attendance for the duration of the course and are able to ask questions of the instructor. Each county shall be authorized to adopt a local law, ordinance or resolution to provide for a local department of social services to fulfill the training requirement established by this paragraph through a distance learning method, excluding the annual in service training requirement. Such course shall include at least basic training in the principles and techniques of investigations, including relationships with other investigative bodies, legal issues in child protection, and methods of remediation, diagnosis, treatment and prevention. Such regulations shall also specify that all persons 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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~~thousand six~~] shall satisfactorily complete [~~six~~] **eight** hours of annual [~~in service~~] **in-service** training, beginning in their second year of employment. Such annual [~~in service~~] **in-service** training shall include, but is not limited to, review of the protocols for identification and investigation of child abuse and maltreatment, any developments in legal, treatment and prevention issues in child protection, [~~and~~] review and analysis of field experiences of child protective services workers**, developmental disability awareness and sensitivity, and cultural competency, sensitivity and implicit bias training**.

(c) require all persons assigned to be a supervisor by a child protective service on or after April first, nineteen hundred eighty-six, shall have satisfactorily completed, within the first three months of employment as a supervisor or within three months of the effective date of this paragraph, whichever shall occur first, a course in the fundamentals of child protection developed by the office of children and family services. **All supervisors must complete eight hours of annual in-service training beginning in their second year of employment as a supervisor.** Such training course shall, among other things, strengthen and expand current training procedures for child protective service supervisors; provide the skills, knowledge and standards to practice effective case planning and case management; provide comprehensive assessment tools needed in critical decision making; require participation in the existing next generation training required by child protective service caseworkers; strengthen recognition and response to safety and risk indicators; improve skills to promote consistent implementation of training and practice; provide the necessary tools and assistance to build the ability to coach and monitor child protective service caseworkers and model effective investigation practice; increase cultural competency and sensitivity; **increase developmental disability awareness and sensitivity;** and establish an annual [~~in service~~] **in-service** training program specifically focused on child protective service supervisors.

§ 2. This act shall take effect immediately.