

# STATE OF NEW YORK

4645

2023-2024 Regular Sessions

## IN SENATE

February 13, 2023

Introduced by Sens. KENNEDY, MANNION -- read twice and ordered printed,  
and when printed to be committed 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 disa-  
bility awareness and sensitivity and cultural competency, sensitivity  
and implicit bias

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

1 Section 1. Paragraphs (b) and (c) and of subdivision 5 of section 421  
2 of the social services law, paragraph (b) as amended by chapter 525 of  
3 the laws of 2006, 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. Such course shall include at least basic training in  
11 the principles and techniques of investigations, including relationships  
12 with other investigative bodies, legal issues in child protection, and  
13 methods of remediation, diagnosis, treatment and prevention. Such regu-  
14 lations shall also specify that all persons employed by a child protec-  
15 tive service [~~on or after December first, two thousand six~~] shall satis-  
16 factorily complete [~~six~~] eight hours of annual [~~in-service~~] in-service  
17 training, beginning in their second year of employment. Such annual [~~in~~  
18 ~~service~~] in-service training shall include, but is not limited to,  
19 review of the protocols for identification and investigation of child  
20 abuse and maltreatment, any developments in legal, treatment and  
21 prevention issues in child protection, [~~and~~] review and analysis of  
22 field experiences of child protective services workers, developmental

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

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1 disability awareness and sensitivity, and cultural competency, sensitiv-  
2 ity and implicit bias training.

3 (c) require all persons assigned to be a supervisor by a child protec-  
4 tive service on or after April first, nineteen hundred eighty-six, shall  
5 have satisfactorily completed, within the first three months of employ-  
6 ment as a supervisor or within three months of the effective date of  
7 this paragraph, whichever shall occur first, a course in the fundamen-  
8 tals of child protection developed by the office of children and family  
9 services.

10 All supervisors must complete eight hours of annual in-ser-  
11 vice training beginning in their second year of employment as a supervi-

12 sor. Such training course shall, among other things, strengthen and  
13 expand current training procedures for child protective service supervi-  
14 sors; provide the skills, knowledge and standards to practice effective  
15 case planning and case management; provide comprehensive assessment  
16 tools needed in critical decision making; require participation in the  
17 existing next generation training required by child protective service  
18 caseworkers; strengthen recognition and response to safety and risk  
19 indicators; improve skills to promote consistent implementation of  
20 training and practice; provide the necessary tools and assistance to  
21 build the ability to coach and monitor child protective service case-  
22 workers and model effective investigation practice; increase cultural  
23 competency and sensitivity; increase developmental disability awareness  
24 and sensitivity; and establish an annual [~~in-service~~] in-service train-  
25 ing program specifically focused on child protective service supervi-  
26 sors.

§ 2. This act shall take effect immediately.