

NUMBER

#20-68-19

DATE

May 5, 2020

OF INTEREST TO

County Directors

Social Services Supervisors and
Staff

ACTION/DUE DATE

Please read information and
prepare for implementation

EXPIRATION DATE

May 5, 2022

Modification to Timeline for Completion of Child Protection Worker Foundation Training

TOPIC

Policy modification to temporarily waive the requirement for all new child protection workers to complete Foundation training within six months of hire.

PURPOSE

New modified requirements for completion of Foundation training for caseworkers providing child protection services during the Covid-19 pandemic.

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SIGNED

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TERMINOLOGY NOTICE

The terminology used to describe people we serve has changed over time. The Minnesota Department of Human Services (DHS) supports the use of "People First" language.

I. Background

[Minnesota Statutes, section 626.559, subdivision 1\(a\)](#), requires that any individual who seeks employment as a child protection worker must complete competency-based Foundation training during their first six months of employment as a child protection worker.

To comply with social distancing, the Minnesota Department of Health recommendations, and Governor Waltz's Executive Order [20-20](#), directing Minnesotans to stay home to curb community spread of the COVID-19 virus, a temporary waiver of completion of Foundation training within six months was signed by Minnesota Department of Human Services Commissioner Harpstead on April 22, 2020. With cancellation of classroom-based training over the next several weeks, and while virtual training options are explored, it is not possible with current capacity to reschedule all trainings in ways that every new child protection worker will complete the Foundation training series within six months of hire.

II. Modified Policy

In a communication to county and tribal partners issued March 17, 2020, the Minnesota Department of Human Services (department) announced cancellation of required in-person classroom training sessions for county workers through the end of March. It also canceled non-mandatory training until May 1, 2020.

On March 25, 2020, Governor Walz issued Executive Order 20-20 directing Minnesotans to stay at home and limit movement outside of the home beyond essential needs. This order took effect at 11:59 p.m., Friday, March 27, ending at 5:00 p.m., Friday, April 10. The governor also issued Executive Orders [20-18](#) and [20-19](#), extending closure of bars, restaurants, and other public accommodations, in Executive Orders 20-04 and 20-08 until May 1, 2020, at 5:00 p.m., and authorizing the commissioner of the Minnesota Department of Education to implement a distance learning period for Minnesota students beginning March 30 through May 4, 2020. On April 30, 2020, Governor Walz extended the stay at home order until May 18, 2020.

To comply with the above orders, requirements for completion of new child protection worker training within the first six months of hire will be temporarily waived for any:

- County child protection workers currently enrolled and in process of completing child welfare Foundation training as of March 17, 2020, and
- Newly hired county child protection workers between March 17, 2020, and June 30, 2020.

New county child protection caseworkers should continue to register for training as usual. This policy modification does not waive the requirement for new child protection workers to complete Foundation training. Workers are expected to register and attend child protection Foundation training in a timely manner, as available, provided by the department.

Americans with Disabilities Act (ADA) Advisory

This information is available in accessible formats for people with disabilities by calling (651) 431-4670 (voice) (division's general information phone number) or toll free at (800) 627-3529 or by using your preferred relay service. For other information on disability rights and protections, contact the agency's ADA coordinator.