

## **BILL ANALYSIS**

Senate Research Center  
85R4281 MK-D

S.B. 497  
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Health & Human Services  
2/24/2017  
As Filed

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Child Protective Services (CPS) continues to experience turmoil and a number of emergencies. CPS struggles to retain a high-quality workforce, which has exacerbated these problems and led to troubling outcomes for children. The agency continues to have high rates of turnover even after its two-year reform effort. S.B. 497 would elevate the current workforce development division into an Office of Workforce and Data Analytics. The Office of Workforce and Data Analytics will, among other things, monitor management trends, review entrance and exit surveys, review retention initiatives, and handle employee complaints. The office will report directly to the deputy commissioner of the Department of Family and Protective Services.

Being outside of the programmatic umbrella would allow the office to look into all potential problems without workers fearing intervention or retaliation, making its assessments more honest and transparent. The Office of Workforce Analytics would also have a more holistic approach, by consolidating the functions related to workforce support services, data analytics, and recruitment and training.

S.B. 497 strives to improve Texas CPS's ability to maintain a high quality and stable workforce and thus its ability to protect Texas kids.

As proposed, S.B. 497 amends current law relating to the creation of an office of workforce development and analytics in the Department of Family and Protective Services.

### **RULEMAKING AUTHORITY**

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Subchapter B, Chapter 40, Human Resources Code, by adding Section 40.041, as follows:

Sec. 40.041. OFFICE OF WORKFORCE DEVELOPMENT AND ANALYTICS. Requires the Department of Family and Protective Services (DFPS) to create an office of workforce development and analytics to provide workforce support services, oversee workforce recruitment and training, and perform data analytics for DFPS. Requires the office to report to the deputy commissioner of DFPS and perform certain analytics.

SECTION 2. Requires the DFPS commissioner, as soon as possible after the effective date of this Act, to establish the office. Requires the commissioner and the executive commissioner of the Health and Human Services Commission to transfer appropriate staff as necessary to conduct the duties of the office.

SECTION 3. Effective date: September 1, 2017.