

CHANGE

BEGINS

WITHIN



ANNUAL REPORT
STATE FISCAL YEAR 2022
(JULY 1, 2021 TO JUNE 30, 2022)

We are the Ohio Child Welfare Training Program (OCWTP). Founded in 1986, the Ohio Child Welfare Training Program (OCWTP) is a comprehensive, competency-based, in-service training system that promotes learning excellence for child welfare staff and caregivers.

OCWTP is a collaborative effort of:

- The Ohio Department of Job and Family Services (ODJFS)
- The Public Children Services Association of Ohio (PCSAO)
- The eight Regional Training Centers (RTCs) throughout Ohio
- The Ohio University Consortium for Child and Adult Services (OUCCAS), a collaboration of Ohio University, the University of Akron, and the University of Cincinnati, along with evaluation services from Kellana Hindert and Associates, LLC.

We believe that change begins within.



OCWTP's Racial Equity Council

Spearheaded in 2020, our Racial Equity Council continues to direct efforts to help Ohio address the racial disproportionality and disparity within our child welfare system. Our racial equity and inclusion work lays the foundation for many of our change efforts. Our work has renewed energy focused on increasing diverse representation and developing practices to decrease oppressive outcomes. This past year, the OCWTP studied the demographics of our training pool to ensure greater diversity and completed the first draft of a new learning outline to help trainers incorporate diversity and racial equity concepts into training. We are recruiting trainers with specific expertise in racial equity and inclusive content and have offered expanded opportunities for trainers and staff, including a newly designed diversity training for trainers, to help them learn more about disproportionality and disparity as it relates to race.



The Child and Adult Protective Services Learning Management System (CAPS LMS)

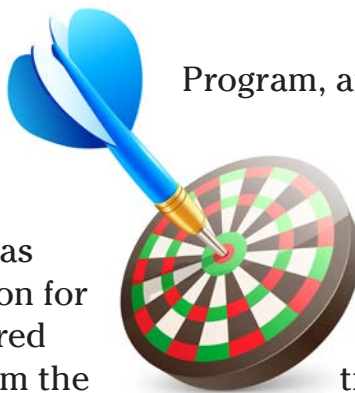


We are excited to share that a new Office of Families and Children (OFC) Learning Management System is being designed to make accessing learning

opportunities easier for employees and caregivers. The CAPS LMS, which launches later this year, will eliminate duplicative work processes, improve data integrity, and streamline auditing and reporting functions. By expanding demographic data collected, the training program will be able to monitor if diverse trainees have different training experiences, which could lead



to improvements in training over time. The system will track a user's progress toward meeting ongoing training requirements. This past year has been spent laying the foundation for this new system and has required hard work and cooperation from the OFC, OUCCAS, Regional Training Centers, the University Partnership



Program, and county agencies.

New Vision for Mandated Training

The past year was spent redesigning mandated training to better reflect learning science and the training needs of learners. Staff and advisory groups

are laying the foundation for OCWTP's standardized curriculum to have more modularized content that can be used in multiple ways, incorporate best practice concepts that have relevance to current practice, include enhanced content related to racial equity and inclusion, and incorporate increased support for application, skill development, and transfer-of-learning. Content developed to date includes blended delivery with a mix of self-directed learning and instructor-led virtual and in-person sessions to best meet the needs of learners. Preparation is also being made to ensure more pre- and post-field work and labs or simulations.



New Competency Model

Based on a year's work researching competency models, the new OCWTP competency model will be radically simplified to reflect ten core competencies that represent the baseline skills needed by all employees and caregivers such as cultural and diversity responsiveness and planning



services and interventions. The new model will use behavioral descriptions for each core competency that are specific to the learner's role. The model will also provide a clear

path from assessing training needs to recommended courses that can help the learner build essential skills.

Expanding the University Partnership Program (UPP)

UPP is a unique collaboration among ODJFS, PCSAO, Ohio's public children services agencies (PCSAs), and OCWTP. It is growing from eight Ohio public schools of social work to 13!



Central State University (one of Ohio's two historically Black universities),

Miami University and Rio Grande

University will be developing their new programs during the coming year.

New students will be admitted beginning in August 2023.

UPP is a great tool for helping counties sustain a viable workforce.

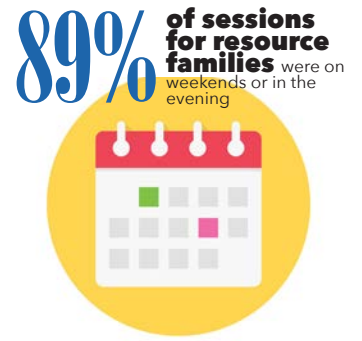
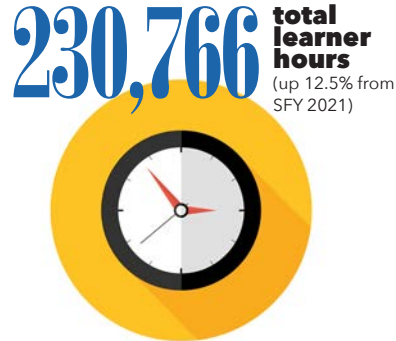
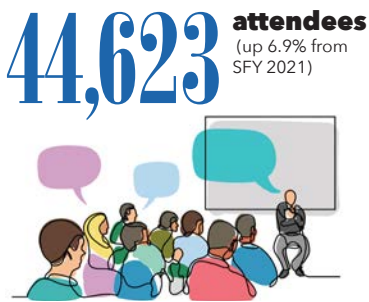
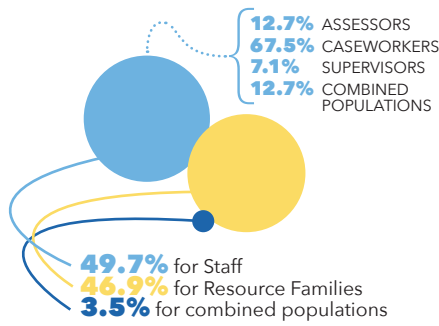
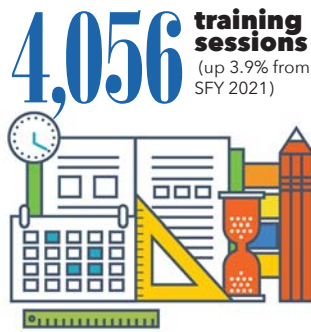
Regional Training Centers

The RTCs welcomed new leadership this year as three directors moved on and new directors stepped in. RTCs drove progress by hosting specialized conferences for staff, supervisors, foster caregivers, and adoptive families; connecting learners to coaches to hone needed skills; expanding OCWTP's virtual training catalog; and advancing the use of AVenueS (the Accenture Virtual Experience Solution), which uses virtual reality (VR) to improve the hiring process for public child welfare agencies with the simulation of safety assessment, safety planning,

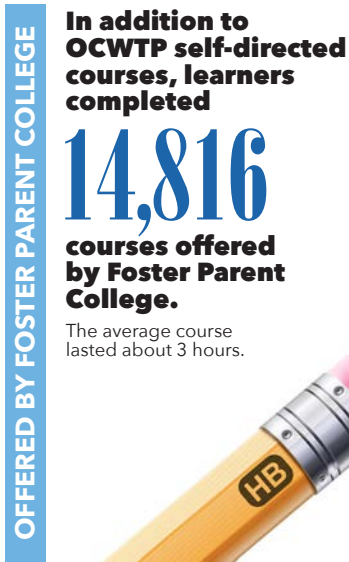
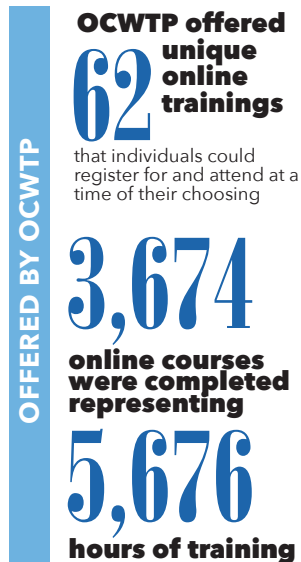
and race equity scenarios.

OVERVIEW OF TRAINING

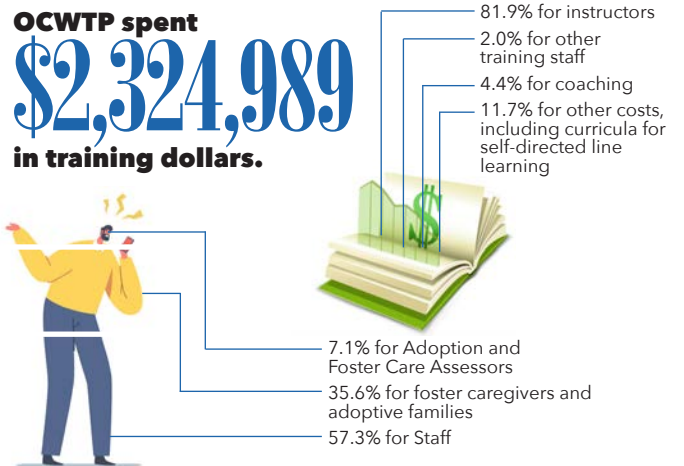
INSTRUCTOR-LED TRAINING SESSIONS



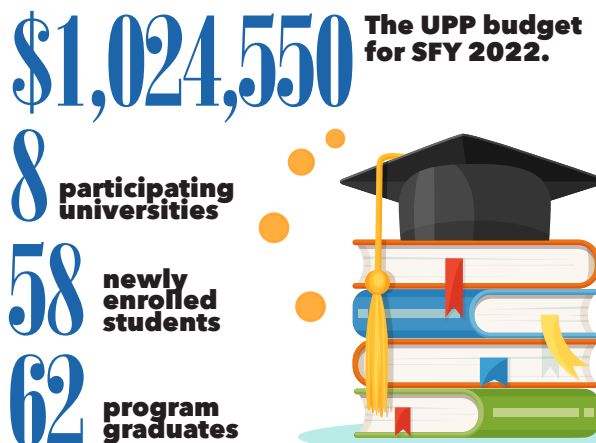
SELF-DIRECTED TRAINING

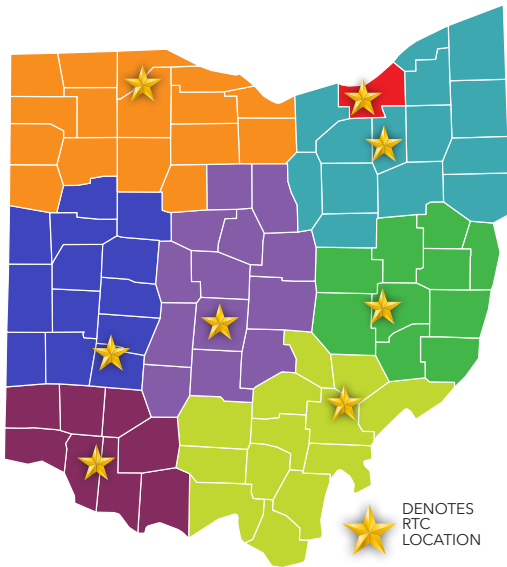


USE OF TRAINING DOLLARS



UNIVERSITY PARTNERSHIP PROGRAM





Regional Training Centers

The OCWTP's eight Regional Training Centers (RTCs) are responsible for the budgeting, scheduling, registration, and administration of child-welfare related training within their regions.

RTCs identify and address the training needs of staff and caregivers by developing strong partnerships with their constituent agencies.

Contact Information

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Regional Training Centers

Northwest Ohio Regional Training Center

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North Central Ohio Regional Training Center

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Northeast Ohio Regional Training Center

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Central Ohio Regional Training Center

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Southeast Ohio Regional Training Center

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Instructor-Led Training Sessions

RTC	Population	Sessions	Learners	Learner Hours
NWORTC	Staff	196	2,309	17,811
	Resource Families	162	2,229	6,039
	Combined	20	212	975
	Total	378	4,750	24,824
NCORTC	Staff	229	2,485	17,632
	Resource Families	232	3,257	9,955
	Combined	20	217	816
	Total	481	5,959	28,403
NEORTC	Staff	390	5,635	37,377
	Resource Families	528	5,612	16,554
	Combined	31	424	1,995
	Total	949	11,671	55,926
WORTC	Staff	236	2,462	17,649
	Resource Families	126	761	2,417
	Combined	12	97	522
	Total	374	3,320	20,588
CORTC	Staff	385	4,208	30,776
	Resource Families	299	2,465	8,150
	Combined	22	238	912
	Total	706	6,911	39,838
ECORTC	Staff	141	1,346	9,570
	Resource Families	194	1,723	5,423
	Combined	5	45	222
	Total	340	3,114	15,215
SWORTC	Staff	256	2,698	18,649
	Resource Families	225	2,015	6,122
	Combined	18	223	921
	Total	499	4,936	25,691
SEORTC	Staff	148	1,349	9,975
	Resource Families	123	1,025	3,148
	Combined	13	214	723
	Total	284	2,588	13,846