

WE'RE

ANNUAL REPORT

JUST

STATE FISCAL YEAR 2023

GETTING

(JULY 1, 2022 TO JUNE 30, 2023)

STARTED



# Get on your MARKS



You'll see that mandated training for staff and caregivers has been redesigned; our new learning

**We are pleased to provide this snapshot of all that the OCWTP has accomplished this past year.**

management system now provides learners greater access to needed resources and training; and we have

expanded our university programs that provide Ohio's Public Children Service Agencies with caseworkers ready to work with families. With this foundation in place, we are set to move the training program forward in ways that accelerate staff's and caregivers' learning and skill development to build a safer and more nurturing world for Ohio's children and families.

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

Get  
SET



### Core 2.0

Ohio's mandated training for new caseworkers and supervisors was completely redesigned to promote best practices, build skills, and respond to agency demands to do more with less. A blend of self-directed and instructor-led courses culminates in opportunities for learners to practice and apply the skills they are learning. Each course ensures learners gain knowledge and skill in critical practice areas for new staff with attention to essential topics such as race, equity, and inclusion; trauma-informed practice; and quality assessments and case planning. The self-directed courses and resources are continuously available whenever a learner needs to revisit a concept or tool.

### Child & Adult Protective Services Learning Management System (CAPS LMS)

CAPS LMS integrates all learning for staff and resource families into one platform. Designed to be user-centric, CAPS LMS gives users access to just-in-time resources, online courses, coaching, and the ability to register for courses throughout the

state. The system streamlines auditing and reporting functions and expands demographic data collection and evaluation functions.

### Training for Prospective and Certified Caregivers

The Preservice training series for prospective foster and adoptive families was redesigned to comply with new mandates and provides a more focused, practical, and engaging approach to preparing families. After certification, foster families now receive further training through the Resource Readiness training series. Families must complete courses from a menu of options across eleven topics within their first two years of certification. Preservice and Resource Readiness courses address topics such as trauma, well-being, diversity, connections, and expectations. Both training series offer self-directed courses and instructor-led courses that can be taken virtually or in person.

### University Partnership Program (UPP) Expansion

The Ohio Child Welfare University Partnership Program (UPP) provides Ohio's Public Children Services Agencies with educated, trained, and experienced caseworkers immediately ready to work with families. This year, four more universities have been added to expand the program to twelve universities across the state. As of 2023, the program has reached 72 (81.8%) counties through student participation in internships and 67 (76.1%) counties through student employment at agencies for a combined impact in 78 (88.6%) of Ohio's counties.



**GO!**



**Use of REI Experts**

OCWTP's racial equity and inclusion work continues to lay the foundation for our efforts. This year, a panel of experts reviewed the content and design of over 100 courses. This review helped eliminate microaggressions and implicit bias, ensured multiple cultures and ethnicities were represented in culturally affirming ways, and that discussions regarding how to approach culturally related dilemmas were managed responsibly. The use of REI experts strengthens our commitment to keeping REI issues at the forefront of our work, and REI review is now fully integrated into all content development.

**Competency Redesign**

OCWTP is a competency-based training system, meaning that we expect all staff and caregivers to be able to demonstrate competence in areas relevant to their work. OCWTP redesigned its competency model to include ten universal competencies that can be applied to all child protection staff and certified caregivers. Each universal competency is tied to population-specific behavioral-indicators. The system allows learners to be confident that elective learning will build skills in areas needing further training and enables the OCWTP to develop learning interventions and target the recruitment of trainers and coaches for the program.



**SYSTEM LEVEL**

**Training sessions held**  
(UP 11.1% FROM SFY 2022)



**Attendees**  
(UP 12.9% FROM SFY 2022)



**% held online**  
**38%**



**Caregiver sessions outside business hours**  
**88.9%**



**50,369**



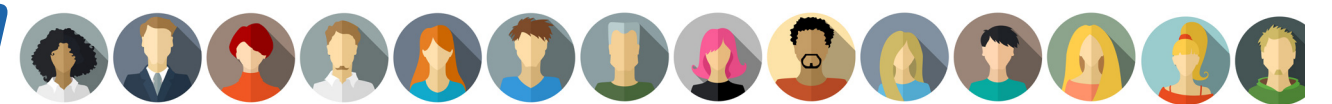
**Total learner hours**  
(UP 9.7% FROM SFY 2022)

**253,259**



**Mean class size**

**13.7**



**STAFF SESSIONS FOR**

**16.3%**

• **Assessors**



**78.5%**

• **Caseworkers**



**5.2%**

• **Supervisors**



**SELF-DIRECTED LEARNINGS**

(SFY 2023 FULL YEAR)



**14,816**

**Foster Parent College Courses**  
(EACH ~ 3 HRS)

(SFY 2023 ONLY 7 MONTHS)



**98**  
**Unique OCWTP Offerings**

**5,771**  
**OCWTP Completions**

**TRAINING DOLLARS**

**OCWTP spent \$2,084,976** in training dollars...

**WHO WE SPENT THE MONEY TRAINING:**

- 7.0% Assessors
- 32% Foster caregivers and adoptive families
- 61% Staff

**WHAT WE SPENT THE MONEY FOR:**

- 80.3% Instructors
- 2.0% Producers
- 6.7% Coaches
- 8.6% Curriculum



**UNIVERSITY PARTNERSHIP PROGRAM**

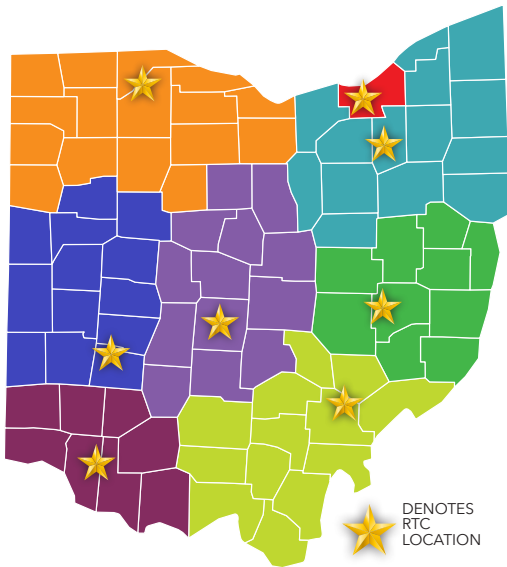
**\$1,024,550** Budget for SFY 2023

**12** Participating universities

**58** Newly enrolled students

**62** Program graduates





## 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.

Visit our new website at [www.ohiocaps.org](http://www.ohiocaps.org)

## Contact Information

### Ohio Department of Job & Family Services

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### Regional Training Centers

#### Northwest Ohio Regional Training Center

Lucas County Children Services  
Melonny King - Director  
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#### North Central Ohio Regional Training Center

Cuyahoga County Division of Children and Family Services  
Marquetese Betts - Director  
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#### Northeast Ohio Regional Training Center

Summit County Children Services  
Mary Serapiglia - Director  
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#### Western Ohio Regional Training Center

Greene County Department of Job & Family Services  
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#### Central Ohio Regional Training Center

Franklin County Children Services  
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#### East Central Ohio Regional Training Center

Guernsey County Children Services  
Brian K. Wear - Director  
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#### Southwest Ohio Regional Training Center

Clermont County JFS  
Stacey Hatte - Director  
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#### Southeast Ohio Regional Training Center

Athens County Children Services  
Tracie Stein - Director  
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### Ohio's University Consortium for Child and Adult Services

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Stacey Saunders-Adams - Associate Director  
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## Instructor-Led Training Sessions

RTC	Population	Sessions	Learners	Learner Hours
<b>NWORTC</b>	Assessor	17	405	1,613
	Caregiver	157	3,287	7,237
	Staff	153	2,055	16,774
	<b>Total</b>	<b>327</b>	<b>5,747</b>	<b>25,623</b>
<b>NCORTC</b>	Assessor	33	591	2,504
	Caregiver	282	4,011	9,723
	Staff	229	3,333	25,055
	<b>Total</b>	<b>544</b>	<b>7,935</b>	<b>37,986</b>
<b>NEORTC</b>	Assessor	51	1,018	4,402
	Caregiver	382	5,320	13,944
	Staff	281	4,637	33,543
	<b>Total</b>	<b>714</b>	<b>10,975</b>	<b>51,890</b>
<b>WORTC</b>	Assessor	31	431	1,965
	Caregiver	119	1,524	4,126
	Staff	152	2,096	17,010
	<b>Total</b>	<b>302</b>	<b>4,051</b>	<b>23,101</b>
<b>CORTC</b>	Assessor	71	1,084	4,722
	Caregiver	288	2,569	6,639
	Staff	288	4,470	35,055
	<b>Total</b>	<b>647</b>	<b>8,123</b>	<b>46,415</b>
<b>ECORTC</b>	Assessor	11	117	512
	Caregiver	214	2,515	6,032
	Staff	117	1,595	12,129
	<b>Total</b>	<b>342</b>	<b>4,227</b>	<b>18,722</b>
<b>SWORTC</b>	Assessor	61	1,007	4,186
	Caregiver	288	2,397	5,896
	Staff	190	2,609	21,129
	<b>Total</b>	<b>479</b>	<b>5,995</b>	<b>31,211</b>
<b>SEORTC</b>	Assessor	19	113	539
	Caregiver	99	995	2,424
	Staff	147	1,449	12,181
	<b>Total</b>	<b>265</b>	<b>2,557</b>	<b>15,144</b>