OCWTP Core Waiver Examples

The examples contained in this document were designed to assist PCSA directors, or their designee, with detailed documentation for each criterion in the waiver. The examples here were not designed to be standard language on each waiver as rationales for waivers should be individualized to the caseworker and their specific circumstances.

1) Caseworker completed Core course(s) as part of the University Partnership Program (UPP).

Example:

Caseworker completed the UPP program at The Ohio State University on May 1st, 2022. Caseworker completed their internship at Franklin County and was hired there after graduation on June 1st, 2022.

All Caseworker Core Modules, except Core 3 which is not included in the UPP coursework, could be waived under this criterion. Caseworker would need to complete Core Module 3 within their first year of employment if it is not waived under other criteria. Caseworker would need to complete at least 36 hours of training in their first year of employment at Franklin County.
2) The caseworker previously completed the Core course(s) within the last two years.

2A) Caseworker completed Core course(s) through the OCWTP.

Example:

Caseworker did an internship with Lucas County from January 5th, 2021 - May 1st, 2022, while completing their human services related degree. During the internship, caseworker completed Caseworker Core 1, 2, 3, 7 and 8. Caseworker was later hired at Erie County on August 1st, 2022. Caseworker Core 1, 2, 3, 7 and 8 could be waived using this criterion as the courses were taken within two years of starting the caseworker position at Erie County. Caseworker would need to complete Core Modules 4, 5 and 6 within their first year of employment Erie County if they are not waived under other criteria.
2) The caseworker previously completed the Core course(s) within the last two years.

2B) Caseworker completed Core course(s) while attending a UPP university in Ohio.

Example:

Caseworker completed their human services related degree at Wright State University on June 1st, 2022.

Caseworker became interested in child welfare and took the following Caseworker Core Courses as electives:

- Child Welfare 1 in the Fall Semester of 2019

Caseworker was hired as a caseworker at Cuyahoga County on July 1st, 2022.

Caseworker Core Modules 5, 6 and 8 could be waived using this criterion as the courses (university course Child Welfare 2) were taken within two years of caseworker’s start at Cuyahoga County. Caseworker Core Modules 1, 2, 4 and 7 (university course Child Welfare 1) were taken more than two years of caseworker’s start at Cuyahoga County so caseworker would need to complete Caseworker Core Modules 1, 2, 4 and 7 within their first year of employment at Cuyahoga County if they are not waived under other criteria.

Child Welfare 1 & 2 do not review juvenile court information in their curriculum so Caseworker Core Module 3 would also need to be completed within the caseworker’s first year of employment at Cuyahoga County if it is not waived under other criteria.
3) Caseworker completed Core courses through a previous employer and was employed by that employer within five years of the caseworker’s start date in their current position.

One main difference between criterion #2 and criterion #3 is that in #2, the Caseworker Core courses were not taken in conjunction with employment that would facilitate the transfer of learning of these concepts into practice. But in criterion #3, the courses were taken in an environment where the caseworker had the opportunity to transfer the information learned from the Caseworker Core courses into their practice.

Example:

The caseworker was hired as an investigation caseworker in Columbiana County on January 20th, 2010 and during their employment completed all their Caseworker Core courses within their first year of hire. The caseworker transferred internally to an ongoing unit on February 20, 2014 and worked there until they left Columbiana County on August 1st, 2018 to go back to school for a degree in school counseling. After graduation, the caseworker worked as a school counselor in an elementary school for two years but was laid off when the school closed. The caseworker returned to the child protection field and was hired at Portage County as an ongoing caseworker on June 1st, 2022.

All the Caseworker Core Modules could be waived under this criterion as the caseworker had been gone from Columbiana County for less than 5 years and was able to put the skills learned in CORE into eight years of children services practice. The caseworker would need to take 36 hours of training in their first year of employment at Portage County.
4) The PCSA Director, or their designee, is waiving the Core course(s) based on the Director/designee’s individualized assessment of the caseworker.

Provide a written rationale that includes supporting facts (prior work experience, prior training on required topics, educational background, or other optional criteria like an ITNA) for each Core course(s) waived.

Example 1 - Past Work Experience:
The caseworker was a Court Appointed Special Advocate (CASA) volunteer for 6 years prior to becoming a caseworker. As a CASA volunteer, the caseworker worked with multiple families that were involved with the juvenile court due to physical & sexual abuse, educational and medical neglect, poor supervision and lack of basic needs due to parental substance use. As a CASA, the caseworker worked collaboratively with the county prosecutor, the county children services caseworker and parents' attorneys on each of their cases. They had experience testifying in court, filing abuse/neglect/dependency court complaints and understanding juvenile court processes like service, adjudication, etc. As a CASA, the caseworker became familiar with custody time frames for permanency, was involved in several permanent custody trials and made home visits and foster home visits regularly in order to assure the children's best interests were represented. Based on the caseworker's previous experience as a CASA volunteer mentioned above, the PCSA director/designee could make a case for Caseworker Core Module 3 being waived for the caseworker under this criterion.

Example 2 – Prior training:
The caseworker attended a 2-day seminar titled “Child Development & the Impact of Abuse & Neglect” provided to all new CASA volunteers on 5/31-6/1/2016. Although the caseworker attended the seminar more than five years ago, they were able to transfer the knowledge they learned about typical child/adolescent development, the impact of trauma on development, and behavioral indicators of potential child abuse & neglect into their practice as a CASA volunteer. The caseworker volunteered as a CASA volunteer for 15-20 hours a week for a little over six years. Based on the seminar content combined with prior work experience, the PCSA director/designee could make a case for Caseworker Core Module 7 being waived for the caseworker under this criterion.

Example 3 – Educational background:
The caseworker received a bachelor's degree in Social Work from The Ohio State University with a focus in Children & Families. The caseworker took multiple courses on child & family engagement and interviewing, child development, family systems theory and culture and diversity. The caseworker took a specific course called “Engagement Strategies for Social Workers” in the Fall Semester of 2020 and received a B+ as a final grade. The course description included the following: engagement strategies for children and adults, professionalism in communication, working with challenging clients, culture and diversity, solution focused and motivational interviewing techniques, understanding client resistance and engagement with clients when services are court ordered. The caseworker had multiple opportunities to role play using these techniques during the course and received peer feedback after each role play. They also had to complete several essays during the course on how they utilized the engagement skills in the community, how the “client” responded to their engagement and how they felt they could improve their engagement skills in the future. The PCSA director/designee could make a case for Caseworker Core Module 2 being waived for the caseworker under this criterion.

Example 4 – Other:
Provide any other information that was used in the decision to waive Caseworker Core course(s), i.e.: the caseworker’s ITNA, etc. The PCSA director/designee may also choose to provide a summary of Caseworker Core courses waived under all portions of criterion #4 and clarify which, if any, Caseworker Core course(s) that will still be required.
4) The PCSA Director, or their designee, is waiving the Core course(s) based on the Director/designee’s individualized assessment of the caseworker.

Indicate CORE waived based on this criterion (use ctrl key to select multiple):

- Select Core Module(s)
- Caseworker Core Module 1
- Caseworker Core Module 2
- Caseworker Core Module 3
- Caseworker Core Module 4
- Caseworker Core Module 5
- Caseworker Core Module 6
- Caseworker Core Module 7
- Caseworker Core Module 8
- CW Core All Modules

Plan to provide caseworker with information on current policy and procedure:

600 Character limit

Supervisor will review the policies & procedures with the caseworker surrounding all aspects of their job duties, emphasizing family engagement, court filing and legal timelines for permanency, and safe sleep and infant protocols. Caseworker will be given any applicable guidance documents developed in Fairfield County or found on the SACWIS Knowledge Base. Caseworker will read through all agency child protection policies and procedures and will follow up with supervisor regarding any questions.

Provide a written rationale that includes supporting facts (prior work experience, prior training on required topics, educational background, or other optional criteria like an ITNA) for each Core course(s) waived.

Prior work experience: 1500 Character limit

The caseworker volunteered as a Court Appointed Special Advocate (CASA) approximately 15-20 hours per week through Franklin County’s domestic court from 5/12/2016 to 7/13/2022 before and while they were attending The Ohio State University for a bachelor’s degree in Social Work. As a CASA, the caseworker worked with multiple families that were involved with the court due to physical & sexual abuse, educational and medical neglect, poor supervision and lack of basic needs due to parental substance use. As a CASA, the caseworker worked collaboratively with the county prosecutor, the county protection caseworker and parents’ attorneys on each of their cases and had experience testifying in court, filing abuse/neglect/dependency court complaints and understanding juvenile court processes like service, adjudication, etc. As a CASA, the caseworker became familiar with custody time frames for permanency, was involved in several permanent custody trials and made home visits and foster home visits regularly in order to assure the children’s best interests were represented.

Based on the caseworker’s previous experience as a CASA volunteer mentioned above, Caseworker Core Module 3 is being waived.

Prior trainings on required topics: 1500 Character limit

The caseworker attended a 2-day seminar titled “Child Development & the Impact of Abuse & Neglect” provided to all new CASA volunteers on 5/31- 6/1/2016. Although the caseworker attended the seminar more than five years ago, they were able to transfer the knowledge they learned about typical child/adolescent development, the impact of trauma on development, and behavioral indicators of potential child abuse & neglect into their practice as a CASA volunteer. The caseworker volunteered as a CASA volunteer for 15-20 hours a week for a little over six years.

Due to the caseworker learning content about how abuse and neglect impacts child development in their seminar and their ability to put this knowledge into practice in their work as a CASA volunteer, Caseworker Core 7 is being waived for the caseworker.

Educational background: 1500 Character limit

The caseworker received a bachelor’s degree in Social Work from The Ohio State University with a focus in Children & Families. The caseworker took multiple courses on child & family engagement and interviewing, child development, family systems theory and culture and diversity. The caseworker took a specific course called “Engagement Strategies for Social Workers” in the Fall Semester of 2020 and received a B+ as a final grade. The course description included the following: engagement strategies for children and adults, professionalism in communication, working with challenging clients, culture and diversity, solution focused and motivational interviewing techniques, understanding client resistance and engagement with clients when services are court ordered. The caseworker had multiple opportunities to role play using these techniques during the course and received peer feedback after each role play. They also had to complete several essays during the course on how they utilized the engagement skills in the community, how the “client” responded to their engagement and how they felt they could improve their engagement skills in the future.

Due the caseworker’s above described educational background, Caseworker Core 2 is being waived for the caseworker.

Other: 1500 Character limit

The caseworker was hired as an investigation caseworker at Fairfield County on 8/5/2022. The caseworker has not completed their Individual Training Needs Assessment (ITNA) at this time. Based on the caseworker’s past work experience, previous trainings and educational background, Caseworker Core Modules 2, 3 and 7 have been waived for the caseworker. The caseworker will need to complete Caseworker Core Modules 1, 4, 5, 6 and 8 within their first year of hire at Fairfield County.
Contact your Regional Training Center or the OFC Children Services Training & Development Team at OFCTraining@jfs.ohio.gov for additional guidance, as needed.