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Education and ~~in-service~~ training requirements for PCSA caseworkers.

(A) As used in this rule, "caseworker" is as defined in rule 5101:2-1-01 of the Administrative Code.

(B) A public children services agency (PCSA) may hire an applicant as a caseworker only if the applicant has one or more of the following:

(1) ~~Bachelor's~~ A bachelor's degree in human services related studies.

(2) ~~Bachelor's~~ A bachelor's degree in any field and employed for at least two years in a human services related occupation.

(3) ~~Associate's~~ An associate's degree in human services related studies.

(4) ~~Employed for at~~ At least five years of employment in a human services related occupation.

~~(C) At the time of employment, the PCSA shall inform the employee of the educational requirements in order to continue employment with the agency.~~

~~(D)~~ (C) PCSA caseworkers ~~For employment to continue, a person~~ described in paragraph (B)(2), (B)(3), or (B)(4) of this rule hired on or after October 5, 2000, are to ~~shall~~ obtain a job-related bachelor's degree ~~not~~ no later than five years after the date employment with the agency commences. The PCSA is to inform the PCSA caseworkers of the educational requirements for continuing employment.

~~(E) A caseworker employed by the PCSA prior to October 5, 2000 is not required to comply with the educational provisions contained in paragraphs (B), (C) and (D) of this rule.~~

~~(F)~~ (D) PCSA caseworkers hired after January 1, 2007, are to complete one hundred two hours of the Ohio child welfare training program's (OCWTP's) caseworker core training during the first year of the caseworker's continuous employment with the agency. shall complete all of the following:

~~(1) One hundred two hours of in-service training during the first year of the caseworker's continuous employment with the agency.~~

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~~(a) This training requirement shall be met by attending the Ohio child welfare training program's (OCWTP), child welfare caseworker core training as described in section 5153.122 of the Revised Code.~~

~~(b) The director of the PCSA may waive the training requirement for a school of social work graduate who completed the university partnership program (UPP) described in section 5101.141 of the Revised Code, including the training on "Caseworker Core Legal Issues" if the~~

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~~caseworker completed the course as a UPP student.~~

(E) The PCSA director or designee may waive applicable caseworker core training course requirements within six months of the date the PCSA caseworker's employment with the agency commences if any of the following circumstances apply in accordance to the following:

(1) Any caseworker core course pursuant to paragraph (D) trainings if the PCSA caseworker completed the university partnership program (UPP).

(2) Any caseworker core course completed pursuant to paragraph (D) by the caseworker within two years from the date the caseworker's employment with the agency commences. caseworker hire date. PCSA or another agency and completed one or more core training courses through that previous employer at any time. Only core courses completed by the caseworker through the previous employer can be waived.

(3) Any caseworker core course completed pursuant to paragraph (D) by the caseworker through a previous employer if the caseworker was employed by that employer as a caseworker within Within the last five years of the date the caseworker's employment with the agency commences. caseworker's hire date. the PCSA caseworker completed one or more core training courses that were not completed through their employer. Only core courses completed by the caseworker during the last two years can be waived.

(4) Any caseworker core course pursuant to paragraph (D) as determined by the PCSA director or designee's individualized assessment which considers such elements as work experience, prior training on required topics, and educational background. The individualized assessment is to be recorded in the statewide learning management system (LMS) and may include the individualized training needs assessment (ITNA).

(F) If the PCSA director or designee waives any applicable caseworker core training course requirements pursuant to paragraph (E) of this rule, then the PCSA is to:

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~~(1) The PCSA is to provide training to the caseworker on changes in policy and procedures which have occurred occurring during the lapse in time since the caseworker completed the course, and.~~

~~(2) The PCSA Require the caseworker is to complete a minimum of thirty-six hours of annual training pursuant to as described in paragraph (G) if this rule.~~

~~(G) PCSA caseworkers are to complete thirty-six Thirty six hours of annual in-service training after their first year of continuous employment with the agency as a part-time or full-time caseworker. These training activities must be in areas relevant to the caseworker's assigned duties, be approved by the caseworker's supervisor, and entered into the statewide LMS. after the first year of continuous employment with the agency as a part-time or full-time caseworker.~~

~~(2) (H) A PCSA caseworkers shall are to complete a minimum of twelve hours of approved domestic violence training course(s) offered through the statewide LMS. within two years of the date of hire. Training shall include but is not limited to all of the following:~~

~~(1) PCSA caseworkers hired after January 1, 2007, are to complete this training within two years of continuous employment.~~

~~—The domestic violence training must be an approved course offered through the statewide LMS.~~

~~(2) PCSA caseworkers who were previously employed as PCSA caseworkers within the last two years and have completed twelve hours of domestic violence training already recorded in the statewide LMS are exempt from this requirement.~~

~~Laws governing domestic violence, including all of the following:~~

~~The definition of domestic violence under section 3113.31 of the Revised Code.~~

~~Mandates of courts, law enforcement and health care professionals.~~

~~Protection orders available to the victim under sections 2919.26 and 3113.31 of the Revised Code.~~

~~The dynamics of domestic violence and the effect it has on the family and other members within the household including children and the elderly.~~

~~The identification and assessment of domestic violence, including physical, behavioral, emotional and verbal indicators that a family or household member may be at risk of domestic violence.~~

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~~Safety planning for the victim of domestic violence and other family members within the household at risk of abuse or neglect, including children and the elderly.~~

~~Accessing supportive and preventative services through coordination with community service providers.~~

~~(I) PCSA caseworkers are to complete an approved human trafficking course offered through the statewide LMS. A PCSA caseworker shall complete an introductory course in human trafficking within two years of the date of hire. Training shall include but is not limited to all of the following:~~

~~(1) PCSA caseworkers hired after January 1, 2007, are to complete this training within two years of continuous employment.~~

~~(2) PCSA caseworkers who were previously employed as PCSA caseworkers within the last two years and have completed a statewide LMS--approved course in hHuman tTrafficking training already recorded in the statewide LMS are exempt from this requirement.~~

~~(a) Laws governing human trafficking, including all of the following:~~

~~(i) The definition of human trafficking under section 2929.01 of the Revised Code.~~

~~(ii) Mandates of court, law enforcement and other organizations working to bring attention to the problem of human trafficking.~~

~~(iii) The criminal offense of trafficking in persons under section 2905.32 of the Revised Code.~~

~~(b) The dynamics of human trafficking and its effects on the victims.~~

~~(c) Human trafficking: What is it?~~

~~(d) The provision of resources to identify and assess victims of human trafficking. "The standards for Services to Trafficked Persons" was developed in 2010, by the Ohio human trafficking commission survivor services committee to provide best practice guidelines for Ohio communities seeking to develop or strengthen a response system for survivors of human trafficking~~

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~~(humantrafficking.ohio.gov/links/Service-Standards.pdf).~~

- ~~(G) All PCSA caseworkers shall complete an introductory course in human trafficking as defined in this rule. This may count toward the thirty-six hours of required annual in-service training.~~
- ~~(H) The PCSA may elect to offer initial orientation training about the agency and the community to newly hired caseworkers. If an agency offers initial orientation training, this does not count toward fulfilling the mandatory training requirements outlined in paragraph (F)(1) of this rule.~~
- ~~(I) A newly hired PCSA caseworker who completed the UPP, shall do all of the following within the first year of employment:~~
- ~~(1) Complete an individual training needs assessment.~~
 - ~~(2) Attend training on the legal aspects of child protective services. Caseworkers who completed this training as a UPP student, shall not be required to repeat this training.~~
 - ~~(3) Complete a minimum, of thirty-six hours of ongoing training (if the rest of the core requirements are waived by the PCSA director).~~
- ~~(J) The PCSA director may waive certain training course requirements if any of the following occurs:~~
- ~~(1) Within the last two years the PCSA caseworker was previously employed by another PCSA or the same PCSA and completed one or more OCWTP's "Child Welfare Caseworker Core" training courses at any time during the caseworker's previous employment with the PCSA. However, any core courses not completed by the caseworker during the previous employment cannot be waived.~~
 - ~~(2) A PCSA hires an individual who has completed the UPP pursuant to paragraph (F)(1)(b) of this rule.~~
 - ~~(3) A PCSA hires an individual who was a social work student intern, and who completed the "Child Welfare Caseworker Core" as part of the internship, including "Caseworker Core Legal Issues".~~
 - ~~(4) A caseworker has documentation of completion of domestic violence training as outlined in paragraph (F)(3) of this rule if previously employed by another PCSA or the same PCSA within the past two years.~~

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~~(K) If a waiver is granted pursuant to paragraph (J)(3) of this rule, the PCSA shall provide in-service training to the caseworker on changes in policy and procedures occurring during the lapse in time since the caseworker completed the course.~~

~~(J) PCSA staff supervising caseworkers shall work with each caseworker to complete their (ITNA) in the statewide LMS. and determinethe caseworker's training needs and to ensure compliance with paragraph (F) of this rule at a minimum of The ITNA for a caseworker is to be completed at least once every two years. Training needs of a caseworker shall be based upon ~~all of~~ the following:~~

- ~~(1) Prior background, performance, and experience of the caseworker.~~
- ~~(2) Job duties and responsibilities of the caseworker.~~
- ~~(3) Competencies the caseworker and supervisor identify as needs.~~

~~(L) The caseworker and supervisor shall jointly develop a training plan to address needed competencies. This training plan will be accessible within the statewide learning management system, "E-Track." The PCSA may contact the OCWTP regional training center for assistance in identifying appropriate training activities for the caseworker.~~

~~(M) A caseworker's ongoing in-service training requirements may be fulfilled by participating in a variety of training activities. These training activities may include training offered by any of the following:~~

- ~~(1) OCWTP.~~
- ~~(2) Ohio human services training system (OHSTS).~~
- ~~(3) Ohio department of job and family services (ODJFS). Up to six hours of rules training may be counted toward meeting the continuing education training requirement.~~
- ~~(4) Accredited colleges or universities if the course work is relevant to the caseworker's assigned duties. When calculating in-service training hours through completion of courses offered by colleges or universities, the PCSA shall use the number of semester/quarter hours awarded by the college or university as indicated on the college or university transcript.~~
- ~~(5) Seminars, conferences and workshops relevant to the caseworker's assigned duties.~~

~~(K) The PCSA is shall be responsible for recording and completing ~~for all~~ of the following in the statewide LMS:~~

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~~(1) Entering newly hired PCSA caseworkers into the statewide LMS within thirty days of the date employment with the agency commences.~~

~~(1)(2) Maintaining the all work-related education and in-service training records, including college transcripts and documentation of compliance with paragraph (B) of this rule, for PCSA caseworkers, and record in the statewide LMS, through "E-Track," the learning management system developed through the Ohio child welfare training program. Notify the OCWTP ("E-Track" person add/edit web form) within thirty days of new caseworkers and assessors hired by the agency, in order for the OCWTP to establish an "E-Track" person record for the employee.~~

~~(2)(3) Entering caseworker core waiver forms signed by the PCSA director or designee pursuant to paragraph (E) of this rule are in the recorded in the statewide LMS within six months of the date the PCSA caseworker's employment with the agency commences. Submitting completed caseworker core waiver forms signed by the PCSA director pursuant to paragraphs (F)(1)(b), (J) (2), and (J)(3) to the respective regional training center for inclusion in "E-Track" for documentation of compliance.~~

~~(3) Maintaining all employees education and in-service training records, including college transcripts and documentation of compliance with all provisions of~~

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~~this rule.~~