University of Pittsburgh
School of Social Work

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DEPARTMENT OF HUMAN SERVICES

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Pennsylvania Children & Youth Administrators
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Child Welfare Education for Leadership (CWEL)

STUDENT HANDBOOK

2019-2020

Child Welfare Education and Research Programs (CWERP)

School of Social Work, University of Pittsburgh

The Child Welfare Education and Research Programs are a collaborative effort of the University of Pittsburgh, School of Social Work and its partner schools, the Pennsylvania Department of Human Services, and the Pennsylvania Children and Youth Administrators

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The CWEL Handbook is updated each academic year.
We recommend that you read it carefully,
even if you are familiar with previous versions.

Changes for the current year are highlighted in yellow.

All information on how to request expense reimbursement is in a separate document, the 'CWEL Expense Reimbursement Guide'

CWEL STUDENT HANDBOOK

I. INTRODUCTION

Welcome to the CWEL program!!

This handbook clarifies some frequently asked questions and includes requirements that you must take into consideration in planning your academic, field, and work schedules.

CWEL is a graduate-level, child welfare education program governed by the federal Title IV-E regulations contained in 45 CFR, Ch. II, Part 235 and Ch. XIII, Part 1356. The academic and work requirements described in this handbook are necessary in order to maintain compliance with both state and federal regulations and for effective program management. We take a special interest in our students and are committed to supporting your professional growth and development.

Always review this Handbook before you contact us to save our time and yours!

- The Principal Investigator of the CWEL program is Dr. Helen Cahalane.
- Academic and other school issues, including tuition, are handled by the Interim Academic Coordinator, Dr. Helen Cahalane.
- County agency issues are handled by the Agency Coordinator, Professor Laura Borish.
- Ms. Yvonne Hamm handles many CWEL program issues and can help direct you to someone else if need be.
- Mr. Joseph DiPasqua handles CWEL expense reimbursement matters.

Contact CWEL

University of Pittsburgh
2009 Cathedral of Learning
Pittsburgh, PA 15260

TOLL-FREE NUMBER: 1-866-275-2935
Fax: 412-624-1159

http://www.socialwork.pitt.edu/research/child-welfare/cwel.php

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II. PROFESSIONAL EDUCATION AND DEVELOPMENT

The CWEL program is designed to strengthen public child welfare services in Pennsylvania by providing educational opportunities at the graduate level for public child welfare personnel.

Child Welfare: A Profession, Not Just a Job!

You are continuing your journey as a social work professional in public child welfare. As a CWEL Student, you represent your profession, your county agency, your school, the CWEL program, and child welfare at all times, not just when you are working at your agency!

Students are required to uphold and demonstrate the values of the social work profession and to follow the Code of Ethics of the National Association of Social Workers.

Please be aware that to remain in good standing in the CWEL program, students need to follow the NASW Code of Ethics as well as meeting CWEL program and school requirements. For example, this means providing documents and information as requested in a professional and timely manner; responding to emails and other communications quickly and staying in collaborative contact with CWEL program faculty and staff.

In the event that a CWEL Student does not follow CWEL program requirements, or experiences academic and/or employment difficulty, then CWERP will hold a team decision-making conference with the CWEL student to develop a plan for the student to successfully meet all program requirements. The plan will be determined in collaboration with the student, the school, and the county agency. The CWERP program faculty will decide whether a CWEL Student may continue in the program or not.

III. COMMUNICATION WITH CWEL

Please Be Considerate When Contacting CWEL!

1. **Before you contact us, read the Handbook – many of the answers to your questions are here!**

2. **Only contact ONE person at CWEL – it is a waste of time for more than one person to be answering the same question! If you contact the wrong person, we will make sure to get your question to the person who can help you.**

3. **Keep your Child Welfare Education and Research Programs (CWERP) ID number where you can find it easily** (for example, in your phone). Your CWERP ID will be used throughout your participation in CWEL and following your graduation.

(i) There are several requirements that you will need to attend to upon admission to CWEL.

Requirements Immediately Following CWEL Admission		
When you receive your CWEL admission notification	**Submit Permission to Release Academic Information form (FERPA Release)***	Required before CWEL funds are released
	Submit signed Contract (sign and return through DocuSign)	**Required for participation in CWEL**
	Submit W9	Required before CWEL funds are released
Before your first semester starts	**Enter your Student Information online at www.cwerp.pitt.edu**	Required before CWEL funds are released
	Submit Google travel information	If you qualify for travel reimbursement

*Except for Penn and Pitt students, for whom the procedure is different.

(ii) Email and the web are the primary modes of communication between CWEL and students. Students must provide current, valid county, school and personal email addresses to CWEL. Students are responsible for monitoring their email regularly. Most emails from the CWEL program are time sensitive and students are responsible for meeting deadlines.

TIPS!

- Adjust filter settings to allow email from CWEL faculty and staff
- Regularly check "junk" or "spam" email folders for CWEL messages
- Add CWEL program staff email addresses to your "safe sender" list when enrolling in the CWEL program or when adding a new email address

(iii) CWEL faculty travel to school campuses annually to meet with students. **Attendance at your campus meeting is a requirement.** If you are unable to attend your scheduled meeting, contact CWEL to make arrangements to attend at another campus in your area or at the University of Pittsburgh.

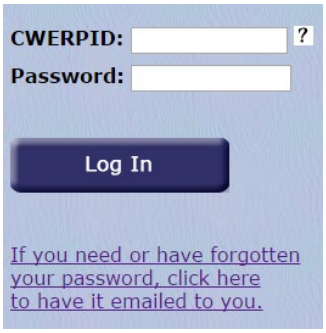
(iv) **CWEL ONLINE STUDENT INFORMATION SYSTEM: Every semester, students are required to submit their Student Information online including courses and detailed field information to CWEL at www.cwerp.pitt.edu, whether taking classes that semester, or not.** If you are not taking classes, select 'Other' from the drop-down menu, then you will enter **"No Courses"**.

TIP!! Update Your Online Student Information Every Semester

1. Access the Online Student Information System **https://www.cwerp.pitt.edu**
2. Log in:
   a. Enter your **CWERP ID** or the username you selected at the time of application.
   b. Enter the **password** you selected at the time of application. Click the provided link if you have forgotten your password.

   For technical assistance, contact Ms. Yvonne Hamm at 412-624-7273 or ymh4@pitt.edu.

Tuition and expenses are not released unless your information is current every semester.



Your Student Information serves several functions, and is necessary for academic tracking and auditing purposes. This information includes data such as:

- ✓ Current, valid work, school, and home email addresses
- ✓ Current valid home address
- ✓ Current valid work, home, and cell phone numbers
- ✓ Classes and detailed field information for **EVERY SEMESTER**, including credit hours
- ✓ Days of the week attending school
- ✓ Internship site, type, and days of the week you are in field
- ✓ Your anticipated graduation date

Example of semester field information:

Agency type: Private – Non Profit
Agency: Pegasus Youth Services
Scope: Recruiting resource parents, home studies, home inspections
Program: Treatment Foster Care
Population: Children with behavioral and/or medical concerns in need of placement

(v) If your name changes, complete and send in a new W9 (http://www.irs.gov/pub/irs-pdf/fw9.pdf) AND contact Ms. Yvonne Hamm to let her know your new name.

(vi) If your address changes, complete and send in a new W9 (http://www.irs.gov/pub/irs-pdf/fw9.pdf) AND update your online Student Information.

(vii) If your email address changes, update your online Student Information.

(viii) There are several other required periodic contacts with the CWEL program. For your convenience, these requirements are shown in the following tables. Page references to the relevant locations in the Handbook are shown in the tables below.

Remember to Check the Rest of the Handbook for Details

(This is just a quick overview for your convenience)

When	Action	Notes	Page/s
Every Month	**Submit Expense Reimbursement Request** (at end of each month)	Delayed expense requests may be refused	See Expense Guide
Every Semester **Whether or not you have classes!**	**Enter courses and detailed field information in CWEL Student Information System** (when you receive email notification)	Required before CWEL funds are released	5-6
Annually	**Request funding for summer courses and/or field** (when you receive email reminder in Spring)	Required to ensure availability of funding	13
	Complete Program Evaluation Survey (when you receive email notification)	Required CWEL program evaluation	9
During Course of Study	**Complete CWEL Academic requirements**	Confirmation from your school is required to ensure program compliance	11-17

Remember to See the Rest of the Handbook for Details

When	Action	Reason	Page
As needed	**Contact Dr. Cahalane**	Withdrawal from class	13
		If Add/Drop class after Student Info in	18
		Incomplete grade	13
		Failed class / need to retake	13
		Academic Review or Probation	13
		You may need a leave from school	13
		Your GPA falls below 3.0	13
		Your field placement changes	13
		Your expected graduation date changes	13
		You want to take an online course	12
		Your school credits your student account	19
	Contact Professor Borish	You have performance problems or work-related concerns at your agency	9
	Submit new Google travel information to Mr. Joseph DiPasqua	You travel to a different campus, or move, and qualify for mileage	See Expense Guide
	Update CWEL Online Student Information	You have a new mailing / email address	7
	Contact Ms. Yvonne Hamm AND Submit a new W9	Your name changes	7
		You have a new address	7

TIPS!

- Adjust filter settings to allow email from CWEL faculty and staff
- Regularly check “junk” or “spam” email folders for CWEL messages
- Add CWEL program staff email addresses to your “safe sender” list

III. PROGRAM EVALUATION

(i) CWEL conducts an annual program evaluation with participating county agencies, school partners, graduates, and students, which is reported to the Pennsylvania Department of Human Services and other stakeholders. The evaluation includes student, agency, and school satisfaction, along with data on recruitment, completion, and retention.

(ii) **Please complete your online survey, when you receive the request. Your input is needed and your feedback has a positive impact upon the program.** A high return rate is needed for effective evaluation and to offer important information to state and federal regulators.

IV. AGENCY-RELATED ISSUES

(i) All full-time students are required to return to their agency for work assignments during the summer and whenever there is a break from school greater than 15 working days.

(ii) CWEL reimburses salaries and benefits to agencies for full-time students. Reimbursement continues uninterrupted throughout the summer months and during school breaks.

(iii) Students remain agency employees during their time in school and are governed by agency personnel policies and procedures.

(iv) Contact Dr. Cahalane or Professor Borish immediately concerning any potential change from part time to full time study, or vice versa. This requires approval from your agency, school, and CWEL.

(v) Contact Professor Borish immediately regarding **any** work performance-related issues at your agency, including disciplinary meetings, warnings, suspensions, and potential/actual termination.

Contact Professor Borish if:

- **You have work performance issues**
- **You have any disciplinary meetings**
- **You receive verbal or written warnings**
- **You are suspended from work**
- **Any potential or actual termination**

V. COMMITMENT AND RECOUPMENT OF FUNDS

(i) All students are subject to the legally binding commitment to work for their agency upon program completion. For full-time students, this is for a period of time equal in number of full months to the number of full and partial months for which they received CWEL financial support. For part-time students, commitments are computed based on the percentage of the degree funded by CWEL and the amount of time needed to complete the degree by a full-time regular admission student. Before any time may be counted toward fulfillment of agency commitment, **all** graduation requirements **and** all CWEL academic requirements must be completed. Following return to the agency, graduates are required to provide IV-E services.

(ii) On completion of the CWEL program students will receive a letter containing details of their commitment, once relevant information has been received from schools and processed.

IMPORTANT NOTICE

Program Completion and Recoupment

Students who fail to graduate, leave the CWEL program prior to graduation, are dismissed from the CWEL program during their course of study, or fail to fulfill their entire commitment by maintaining their agency employment upon graduation, are obligated to repay the full amount of any tuition, fees, salary, benefits, travel, and book/educational supply expenses paid to them or on their behalf during their enrollment in CWEL.

Please note that the commitment period must be completed in full or the total amount paid on the student's behalf becomes repayable; repayment amounts are not prorated

VI. ADMISSION and ACADEMIC REQUIREMENTS

(i) Students are admitted to CWEL with either regular or provisional status. If, for any reason, CWEL is concerned about a student's ability to be successful in the CWEL program, that student may be admitted with provisional status. Admission with provisional CWEL status is at the sole discretion of the CWEL Admissions Committee.

Note: This is a CWEL program status and is separate from your school admission status.

A student admitted with provisional CWEL status must achieve a minimum cumulative grade point average (GPA) of 3.0 by the end of the first semester of study within the CWEL program. Provisional status for students who achieve a minimum cumulative GPA of 3.0 by the end of the first semester of study will be changed from provisional to regular status at that time.

Any provisional student who does not achieve a minimum cumulative GPA of 3.0 by the end of the first semester of study described above will be dismissed from the CWEL program at that time. Provisional students who are dismissed from CWEL will be subject to the recoupment provision in Section V (page 10) in relation to all funds paid to them or on their behalf during their participation in the CWEL program.

(ii) Students are accepted by CWEL for either full-time study or part-time study. Students who remain in full-time work must follow the part-time course of study at their school and may take up to 9 credits (or three courses) in Fall and Spring semesters. **Part-time students may not stay in their agencies for full-time work AND follow a full-time course of study.** Students may not pay for additional classes themselves to avoid compliance with this or any other requirement.

Admitted by CWEL	Student study and work requirements
As a Full Time (FT) Student	Is granted educational leave by agency
	Returns to agency for work during academic breaks of 15 days or more and during the summer
	Follows FT course of study only
As a Part Time (PT) Student	Remains at agency for full time work
	Follows PT course of study only (limited to 9 credits in Fall and Spring semesters)

(iii) All incoming CWEL students must complete and return the following documents (properly completed and witnessed where indicated). These documents are included with the CWEL admission letter:

a. Contracts
b. Family Educational Rights and Privacy Act (FERPA) release of information form (except for Penn and Pitt students)
c. W9 form

Until these documents are received, we cannot release any CWEL funds.

(iv) Students enrolled in graduate school prior to CWEL funding must provide a transcript of their grades to date as part of their CWEL application. **Students already enrolled must submit and receive CWEL approval for their proposed remaining course of study.**

(v) **All CWEL students must enroll in a direct practice (clinical) concentration or specialization** unless the position held prior to school enrollment was an administrative or supervisory one. An exception to this may occur where an agency confirms in writing to CWEL that the position which the student will hold following CWEL program completion will be administrative or supervisory in nature.

(vi) CWEL students enrolled in a direct practice or clinical concentration who are promoted to an administrative or supervisory role during their graduate studies may petition CWEL for approval to change to an Administrative, or similar concentration or specialization, IF changing concentration will not result in the need to take additional courses. CWEL will consider requests to change concentration on a case by case basis.

(vii) **Certificate programs outside of those in child welfare studies are not permitted for CWEL students**. For example, Home and School Visitor and Play Therapy are not allowed. Deviating from these guidelines places the CWEL program in jeopardy and represents a violation of Title IV-E educational standards.

(viii) **You are required to take a minimum of two child welfare-related courses during your academic program.** Courses have been pre-approved for each partnering school. Students at some schools may have additional academic requirements. **Please see the list of approved courses and specific school requirements** at the end of this section.

(ix) Graduate social work programs require two field placements, one during the first year and the other in year two. One placement is typically required for students with advanced standing from an accredited baccalaureate social work program. **At least one placement must be a child and family focused placement in a public or private program serving Title IV-E eligible clientele.** In collaboration with your school, we will work with you in determining whether a potential placement meets this requirement. **For students with two placements, the child and family focused placement should be the second, advanced year placement.**

Note: CWEL students may not accept paid field placements

(x) **CWEL students may not register for any classes with a foreign travel component,** even if they are able to pay for the class using non-CWEL funds.

(xi) CWEL students may take online courses as part of their degree studies. Please contact the Academic Coordinator, Dr. Cahalane, if you have any questions about online coursework.

(xii) Under the Council on Social Work Education (CSWE) guidelines, both full-time and part-time students must complete graduate social work degrees within four years. For full-time CWEL students, completion is expected within two years.

(xiii) Students may wish to take course or fieldwork in the summer. For full-time students, summer enrollment is in addition to the requirement of returning to their agency for full-time employment. **All summer courses must be approved <u>in advance</u> by the CWEL program and preference is given to part-time students whose course of study includes summer courses.**

(xiv) We are always happy hear about your-school-related successes – please contact Dr. Cahalane with your news. Sometimes students encounter academic difficulty during their graduate studies. We will collaborate with you and your school to help resolve any academic difficulties which may occur.

Contact Dr. Cahalane if:

- **You receive awards or other recognition**
- **You want to change your course load**
- **You want to take extended field**
- **You plan to withdraw from a course**
- **You have an Incomplete grade**
- **You fail or have to retake a course (or expect to)**
- **You have an Academic Review or Probation**
- **You may need a leave from school for any reason**
- **Your Grade Point Average falls below 3.0**
- **Your field placement changes**
- **Your expected graduation date changes or you wish to change it**

APPROVED CHILD WELFARE COURSES BY SCHOOL

Please note:

- **Course offerings may change and not all elective courses may be available in any one academic year or at your primary campus**
- **Required, general social work courses (e.g., first-level human behavior, cultural diversity, administration) do not meet the child welfare course requirement.**

Bryn Mawr College

REQUIRED for all CWEL Students:

SOWK 566 A, B, C, D - Child and Family Integrative Seminar (non-credit - 4 semesters)

Plus two of the following:

SOWK 559 Family Therapy: Theory and Practice
SOWK 565 Clinical Social Work Practice with Children and Adolescents
SOWK 567 Clinical Social Work and Substance Abuse
SOWK 572 Clinical Social Work and Trauma
SOWK 574 Child Welfare Policy, Practice and Research
SOWK 586 Trauma Informed Social Work with Children and Adolescents

California University of Pennsylvania

Two of the following:

SWK 816 Practice with Children & Youth in Rural & Small Town Environments
SWK 821 Practice in Substance Abuse/Addictions in Rural & Small Town Environments
SWK 840 Advanced Practice in Child Welfare

Edinboro University

REQUIRED for all CWEL Students:

SOWK 741 Child Welfare (if available)
SOWK 743 Addiction
SOWK 795 Trauma Theory and Treatment

APPROVED CHILD WELFARE COURSES BY SCHOOL

Kutztown University

Total of 6 credits REQUIRED for all CWEL Students:

SWK 502 Social Work Crisis Intervention with Families (1 cr.)
SWK 508 Maltreatment in the Family (1 cr.)
SWK 538, 539, & 540 Practice of Family Group Decision Making (3 cr.)
SWK 545 Child Permanence and the Family-In-Environment (1 cr.)
SWK 559 Social Work Intervention with Substance Abusing Populations (1 cr.)

Marywood University

SW 625 Critical Issues in Chemical Dependence
SW 535 Child Welfare Practice and Services
SW 536 Social Work Practice with Children
SW 561 Family Focused Social Work Practice
SW 900 Social Work Perspectives on Trauma
SW 901 Principles and Practices of Trauma Informed Care

Millersville / Shippensburg Universities

SOWK 602 Behavioral Healthcare
SOWK 605 Child Welfare
SOWK 611 Children and Youth at Risk
SOWK 617 Addictions

APPROVED CHILD WELFARE COURSES BY SCHOOL

University of Pennsylvania

SWRK 706	Policies for Children and Their Families
SWRK 722	Practice with Children and Adolescents
SWRK 727	Practice with Families
SWRK 731	Clinical and Macro Child Welfare Practice
SWRK 732	Integrative Seminar in Child Welfare
SWRK 733	Mental Health Challenges in Childhood and Adolescence
SWRK 742	Practice with At-Risk Youth
SWRK 759	Substance Abuse Interventions
SWRK 786	Social Work Practice and Trauma

Please note: SW 760, Mental Health Diagnostics is no longer a CWEL-approved course

University of Pittsburgh

REQUIRED for all CWEL Students:

SWWEL 2059	Child and Family Policy
SWBEH 2062	Children and Families at Risk

Plus two of the following:

SWINT 2009	Family Conferencing and Teaming
SWINT 2011	Social Work Practice with Families
SWINT 2035	Intimate Partner Violence
SWINT 2042	Social Work with Substance Use and Other Addictive Disorders
SWINT 2047	Child Permanency
SWINT 2049	Direct Practice with Children and Adolescents
SWINT 2063	Child Maltreatment
SWINT 2072	Social Work Practice and Traumatic Stress
SWINT 2096	Social Work Practice with African American Families

APPROVED CHILD WELFARE COURSES BY SCHOOL

Temple University

REQUIRED for all CWEL Students starting school in or after Fall 2011:

SW 8403	Child and Family Human Behavior in the Social Environment
SW 8407	Child and Family Policy

Plus two of the following:

SW 8803	Emotional Disorders of Children and Adolescents
SW 8811	Alcohol and Substance Abuse
SW 8824	Assessment and the DSM-IV

Students in the Management and Planning concentration should contact Dr. Cahalane to discuss their CWEL academic requirements.

West Chester University

SWG 570	Substance Use Disorders
SWG 562	Advanced Social Work Practice with Families
SWG 576	Child Welfare: A Resilience and Trauma-Informed Approach

Widener University

SW 626	Biographical Timeline
SW 642	Social Work Practice with Children and Adolescents
SW 648	Current Issues in Child Welfare Practice and Policy
SW 648	Children and Families at Risk (from Spring 2016)
SW 660	Advanced Social Work Practice with Families
SW 663	Social Work Practice with Addicted Persons and Their Families
SW 683	Social Work with Urban Youth

Please note: SW 664, Treating Trauma is no longer a CWEL-approved course.

VII. TUITION and FEES

(i) Your school fiscal office has been advised that you are a CWEL student; we work closely with schools regarding billing issues.

(ii) Tuition for the state universities is reimbursed at the in-state (Pennsylvania resident) rate for all students.

(iii) CWEL does pay matriculation and graduation fees.

(iv) **Your tuition bill cannot be paid until several weeks into the semester (except Pitt students). Schools invoice CWEL every semester for all CWEL students after the Add/Drop period. It takes an average of one month to process payments and credit accounts after schools generate final invoices.** CWEL reviews your school's invoice against the course information that you have entered into your Online Student Information, resolves any questions, and then requests payment through the University of Pittsburgh's payment system. The check is processed and sent to CWEL and we forward it to your school, which then credits every student's individual account. You will still receive a bill each semester from your school even though you are obtaining Title IV-E educational funds through CWEL.

TIPS!

- **Confirm directly to your school's fiscal/Bursar's office that you are a CWEL student. Depending on your school, you may need to do this every semester.**
- **If you receive notices that you are being dropped from classes, then:**
  - ✓ **Reconfirm with your school that you are a CWEL student, and**
  - ✓ **Contact Dr. Cahalane, who will also contact your school.**
- **If you have an outstanding balance on your account after tuition has been paid, find out from your school what it is for, before contacting CWEL, so you can let us know exactly what has not been paid or make payment yourself. For example, if you have a library fine, it is not covered by CWEL.**

(v) **University of Pittsburgh Students:** Please note that your Online Student Information MUST be entered in full at least 5 business days BEFORE the due date on your tuition bill, which is always before the start of the semester. Students are responsible for late fees incurred if Online Student Information is not completed by the due date.

(vi) **Adding and Dropping courses:** You need to notify Dr. Cahalane if you add or drop courses **after** you have entered your courses into the CWEL Online Student Information System each semester. If, for example, we have paid your bill prior to the addition of another class, your account will carry an unpaid balance. This can stop you registering for the next semester and may result in late fees that will be your responsibility. In your final semester, unpaid balances may prevent you from officially graduating, receiving your diploma or your final transcript.

Also, if you add, drop or withdraw from a course after a university deadline which results in a late charge OR no refund OR only a partial refund of payment, you will be responsible for that charge or tuition balance.

(vii) **Please note that the department crediting your account at school may not be the same department that sends the bill to CWEL.** This means that you might receive a notice stating that your tuition is unpaid, that a late charge has been added, or that your registration is on hold. Despite the reasons for these administrative matters, we know that it does cause concern when you receive notices from student financial services. Please contact Dr. Cahalane with any questions regarding payment of your tuition.

(viii) CWEL students are not entitled to tuition/fee refunds from their respective school. These funds belong to the CWEL program. Notify Dr. Cahalane if any monies are credited to your account.

(ix) Restrictions on the use of CWEL funds

CWEL Funds Cannot Be Used For:

a. **Dual degree programs or certificate programs (other than child welfare).** This includes programs such as the MSW/MPA, MSS/MLSP, MSW/MPH, MSW/JD, etc. Funds also cannot be used for partial payment of dual degree programs.

b. Tuition or other costs related to the completion of courses which are **prerequisites** for the student's graduate Social Work education.

c. Any tuition over the in-state rate billed to a student who is not a resident of Pennsylvania.

d. **Costs related to courses with an overseas travel component.** If you are uncertain about whether a course falls into this category, please contact Dr. Cahalane **before** registering for the course.

e. **Pre-existing tuition or fee charges** for those students who started school prior to CWEL participation.

f. **Accident or health insurance.** Some schools require that you submit a waiver for health insurance, otherwise students are charged a health insurance premium for the year. Other schools require that each student have individual accident insurance. The CWEL program cannot pay these charges and it is the student's responsibility to monitor correspondence and bills from their school.

Stay in touch with the CWEL Program!

The CWEB/CWEL programs have a Facebook page to highlight major issues, legislation, and breakthroughs in Pennsylvania's child welfare workforce.

We also want to hear from you. Send us your accomplishments, accolades, awards, and achievements. We want to hear how you are shaping the landscape of child welfare casework in your agency!

https://www.facebook.com/Pennsylvanias-Child-Welfare-Education-and-Research-Programs-248773981860868/