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Information Regarding the Criteria by Which to Assess Applications for a General Certificate of Registration for Social Work (Combination of Academic Qualifications and Practical Experience)

The issuance of a general certificate of registration for social work, based on an applicant's combination of academic qualifications and practical experience, requires that the Registrar determine that the applicant's academic qualifications and practical experience are substantially equivalent to the qualifications required for a degree in social work from a social work program accredited by the Canadian Association of Schools of Social Work.

On July 18, 2000, the Council of the Ontario College of Social Workers and Social Service Workers approved a registration policy to assist the Registrar in making such determinations. The policy sets out certain criteria, which may be summarized as follows:

- The applicant must possess a minimum of a university level Bachelor's degree, based on the norm of a four year first degree programme, with a minimum of 40 per cent course credits in liberal arts, humanities, and social sciences.
- Included in this degree, or in some combination of acceptable education and training obtained outside of the degree, there must be content judged to be minimally equivalent to ten undergraduate university – level courses in the twelve areas described below. One full university level course is equal to approximately 75 hours.
- The applicant must have practised in a situation where she/he performed the role of a social worker for at least one year, having had direct responsibility for providing social work services to individuals, groups and communities. The applicant must have practised under the supervision of a social worker for at least 700 hours of this year of social work practice.

Content in Twelve Areas Equivalent to Ten Undergraduate University Level Courses

Set out below are the twelve content areas described in the registration policy. The Registrar expects an applicant to demonstrate content in these twelve areas which is minimally equivalent to ten undergraduate university level courses. With respect to each area, there is a description of the courses which the Registrar believes may provide content in that particular area. Where the Registrar believes that the content can only be demonstrated through at least a full university level course, or two semester courses, it states below: "Course content can only be demonstrated through university level courses" (see paragraphs i), ii), iii), iv), v) and viii) below). Where the Registrar believes that, in addition to university level courses, the content in a particular area may also be demonstrated by other acceptable education and training, including social work practice experience, it states below: "courses, or some combination of acceptable education and training obtained

outside the degree" (see paragraphs vi), vii), ix), x), xi) and xii) below). However, the Registrar believes that education and training obtained outside the degree, including social work practice experience, can only be used to demonstrate up to a maximum of 1.5 full university level courses (which is equal to 112.5 hours). Therefore, in order for an applicant to demonstrate content which is minimally equivalent to ten undergraduate university level courses in the specified content areas, the Registrar expects applicants to demonstrate most of the content described below through university level courses that cover the specific content.

i) Knowledge related to human development and behaviour in the social environment

The Registrar considers courses which emphasize cognitive, affective and behavioural aspects of personality development. Courses in psychology, life cycle development, life cycle relationships, human sexuality, personality and/or aspects of atypical personality disorders are considered. Course content can only be demonstrated through university level courses.

ii) Knowledge of Canadian social work and social welfare history and social policy

The Registrar considers courses which emphasize critical analyses of the Canadian social welfare system from a historical and/or contemporary perspective and which address the analysis of the social work profession in terms of its functions, theoretical base, methods of interventions and fields of practice. The Registrar also considers courses that address the Canadian institutional response to social, political and economic change. Course content can only be demonstrated through university level courses.

iii) Knowledge of the origins and dimensions of social problems in Canadian society

The Registrar considers courses which examine historical or contemporary Canadian social problems such as social inequality, poverty, family violence, violence against women, addictions, corrections and unemployment from a planning and policy perspective. The Registrar also considers courses which focus on analyzing comparative social welfare programs or policies. Course content can only be demonstrated through university level courses.

iv) Knowledge of multiple theoretical and conceptual bases of social work knowledge and practice

The Registrar considers courses which would provide a foundation for generalist practice. The values, principles, generic processes, and

holistic perspective of generalist social work practice are essential to substantially equivalent courses in this content area. Course content would include an integration of: a person-in-environment perspective that is informed by ecological systems theory, a multiple systems analysis, and a strengths-based problem-solving approach that focuses on client empowerment and social justice. Courses in counselling, policy or community practice would demonstrate this generalist practice perspective. Course content can only be demonstrated through university level courses.

v) Understanding of social work's origins, purposes and practices

The Registrar considers courses which address the philosophical and historical bases of modes of helping as they apply to practising social work sensitively and competently with a variety of client systems. The Registrar considers courses that focus on the development of social work skills in assessment, intervention and problem solving techniques required for professional social work practice. Course content can only be demonstrated through university level courses.

vi) Understanding of, and ability to apply, social work values and ethics in professional situations

The Registrar considers courses, or some combination of acceptable education and training obtained outside the degree, which demonstrate the development and awareness of the values of respect for the best interests of the client; an ability to practice with integrity and objectivity; respect for confidentiality; and an ability to practice in such a way so as not to diminish the public's trust in the profession.

vii) Practice methods and professional skills required for generalist practice at a beginning level of competence.

The Registrar considers courses or some combination of acceptable education and training obtained outside the degree, which would provide the essential skills necessary to practice within a generalist practice framework. Acceptable courses or training obtained outside the degree, would address the broad range of skills needed to intervene at the level of the individual, family, group, organization and community and to promote social justice. Key skills include the ability to: conduct assessments from a person-in-environment perspective, establish accountable relationships that foster empowerment, demonstrate an eclectic application of theories and techniques, and evaluate one's own social work interventions. Course content or training obtained outside the degree would emphasize techniques in assessment, communication, interviewing, and problem-solving.

viii) Ability to undertake systematic inquiry and critical evaluation related to social work knowledge and practice

The Registrar considers courses in research methodology and statistics, with a focus on methodological and statistical procedures required to implement elementary research procedures in the social or human services field and utilize research principles and results. Course content can only be demonstrated through university level courses.

ix) Awareness of self in terms of values, beliefs and experiences as these impact upon social work knowledge and practice

The Registrar considers courses, or some combination of acceptable education and training obtained outside the degree, which provide content in interviewing skills focusing on critical self-reflection and self-awareness.

x) Knowledge related to practising sensitively in a range of geographical regions and with diverse ethnic, cultural and racial populations

The Registrar considers courses, or some combination of acceptable education and training obtained outside the degree, which focus on diversity and cultural competence and how these impact practice.

xi) Knowledge related to practising sensitively with oppressed groups in Canadian society

The Registrar considers courses, or some combination of acceptable education and training obtained outside the degree, which address systemic issues of oppression and privilege with respect to identified oppressed groups in society.

xii) Understanding of other related occupations and professions sufficient to facilitate inter-professional collaboration

The Registrar considers courses, or some combination of acceptable education and training obtained outside the degree, which focus on the elements of inter-professional collaboration (respect, client-focused, conflict resolution).

The Registrar uses the information provided on the application form, which requires a detailed description of all of the applicant's course work in social work or in related subject areas, to determine whether the content areas have been satisfied.