

Substantial Equivalency Social Work-Related Education Evaluation Policy

Purpose

The purpose of these guidelines is to set out criteria to assist the Registrar of the Manitoba College of Social Workers (the College) to determine whether an applicant meets the requirements set out in the *Social Work Profession Act* and *Social Work Profession Regulation* as follows:

Social Work Profession Act 10(1)(a)(iii):

Registration as a social worker

10(1) To qualify for registration as a social worker under this Act, an applicant must

(a) produce to the registrar satisfactory evidence that he or she

(iii) has a combination of

(A) education or training, or both, and

(B) work or volunteer experience, or both,

that, in the opinion of the registrar after having considered any guidelines established by regulation under clause 60(1)(b), qualifies the person for registration;

Regulation 5(3):

In determining whether an applicant referred to in subsection (1) is qualified to be registered, the registrar must consider the following criteria:

(b) the extent to which the applicant is able to demonstrate that the length, quality and nature of his or her practical experience is sufficient for the registrar to determine competency to practice social work, having regard to

(ii) the applicant's theoretical knowledge of social work as a basis for his or her practice, including sociology, psychology and human development, social work theories and types of social work practice, and knowledge of any specialist areas of social work;

(c) the applicant's educational qualifications relevant to social work;

(d) the extent to which the applicant has participated in regular training and professional development relevant to social work;

- (e) *the extent to which the applicant is able to demonstrate his or her familiarity with culturally relevant knowledge for practicing social work with respect to indigenous peoples or other cultural groups, which may include knowledge of*
- (i) *historical events and trends of social, economic and political change involving ethnic or cultural groups in Manitoba,*
 - (ii) *cultural and social characteristics of individuals, families and communities, including matters related to cultural identity and helping,*
 - (iii) *preparations that are necessary for working with individuals, families and groups of a different ethnic or cultural background, and*
 - (iv) *the unique work carried out by ethnic and cultural organizations within their own communities.*

Criteria

I. Requirements

- a) An applicant must possess a minimum of a university-level Bachelor degree based on a norm of a four year degree program (or three years in Quebec) with a minimum of 40% course credits in the liberal arts, humanities and social sciences.
- b) Included in the degree, or in some combination of acceptable education and training obtained outside of the degree, there must be specific social work content assessed to be minimally equivalent to 60 credit hours of undergraduate university-level courses. Courses are assessed based on five social work content areas and twelve sub-areas established on the basis of the Canadian Association for Social Work Education (CASWE) *Standards for Accreditation, 2014*. Each course submitted for evaluation is eligible to fulfil the requirements of only one sub-area.
- c) Diploma/certificate programs may be submitted for consideration to meet the requirement of one content-specific sub-area provided that the diploma/certificate programs cover essential theoretical and practical social work content and are assessed to be comparable to a university-level education.
- d) In the event that courses are submitted from a program for which a degree was not conferred, each course must meet the minimum pass grade established by the program in which it was completed in order for the course to be considered.

II. Content Areas

1. Social Work Theory

This content area refers to education in various theories within the social work context. Education must include an interdisciplinary theoretical knowledge base of social work and professional practice encompassing a range of theoretical perspectives.

- Social work, social welfare history and social policy (6 credit hours)
- The origins and dimensions of social problems in Canadian society (6 credit hours)
- Social work's origins, purposes and practices (6 credit hours)

2. The Social Work Profession

This content area refers to education related to the social work profession including ethics and practice standards. Education that supports entry-level, generalist, reflective practice that facilitates inter-professional collaboration is required.

- Application of social work values and ethics in professional situations (6 credit hours)
- Practice methods and professional skills required for generalist practice at a beginning level of competence (6 credit hours)
- Awareness of self in terms of values, beliefs and experiences as these impact upon social work knowledge and practice (3 credit hours)
- Understanding of other related professions to facilitate inter-professional collaboration (3 credit hours)

3. Social Justice, Human Rights and Awareness of Oppression

This content area refers to education related to diversity, the promotion of social justice and the impact of oppression.

- Practicing sensitively in a range of geographical regions and with diverse ethnic, cultural and racial populations (3 credit hours)
- Practicing with oppressed/marginalized groups (3 credit hours)

4. Critical Thinking and Analysis

This content area refers to education related to the use of critical thinking in professional practice including analyzing complex social situations and making professional judgements consistent with the values of the social work profession.

- Human development and behaviour in the social environment (6 credit hours)
- Multiple theoretical and conceptual bases of social work knowledge and practice (6 credit hours)

5. Research/Inquiry

This content area refers to education relating to the systematic inquiry of issues and the ability

to critique, apply and effectively utilize results.

- Research and critical evaluation related to social work knowledge and practice (6 credit hours)

Internationally Educated Applicants

Internationally educated applicants who hold a university degree in Social Work outside of Canada or the United States require an evaluation of their education credentials through the Canadian Association of Social Workers (CASW) to determine if their education is substantially equivalent to a Canadian social work degree. If their degree is *not* determined to be equivalent to a BSW or MSW degree and they choose to apply for registration through the Substantial Equivalency route of entry, their completed credentials assessment will be considered in reviewing their social work-related education. The Manitoba College of Social Workers will accept copies of transcripts, course syllabi and other documents submitted as part of the credentials assessment if they are sent directly from CASW to the College office. Additional documentation may be required. Applicants may contact the College for consideration of alternative documentation.

If the credentials assessment determines that the applicants have completed the necessary social work course credits based on CASW criteria and they meet the minimum requirement of 5600 full-time equivalent social work hours within 3 of the last five years, the applicants will be authorized move to the next phase of the application (completion of exam).

Approved by the Board of Directors February 21, 2019
Amended by the Board of Directors November 28, 2019