**9 CSWE Competencies with Suggested Learning Activities**

Congruent with our program competencies, field education is designed to develop the educational outcomes that are necessary for entry-level social work practice. These outcomes, which are the specific objectives of Field Education I and II, can be accomplished by affording the students’ opportunities to engage in a variety of practice activities in field agencies and seminar sessions which are expected to assist in the attainment of each of the 9 competencies.

The following list of experiences are suggestions for Field Instructors to assign student interns and are found to be appropriate learning opportunities for students to demonstrate BSW level competency and professional behavior. Below specific learning activities are listed after each competency.

**Competency 1**: **Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

**Suggested Learning Activities:**

* Attend interdisciplinary conferences and case presentations as an observer or participant
* Attend professional workshops, seminars, and lectures in the community, using field placement time.
* Do role-playing with the field instructor or others to try out new skills and techniques.
* Carry a caseload.
* Participate in group or peer supervision.
* Join and participate in local/national professional organizations (e.g., NASW, NABSW, and Federation of Student Social Workers.)
* Write one’s own performance evaluation.
* Observe the field instructor or others conducting an interview.
* Answer the phone and act as receptionist for several days to get a feel for the role of these staff members and the demands placed upon the agency.
* Interview upper-level administrators and supervisors to acquire specific information about the program and their roles.
* Read and become familiar with your agency policies and protocols.

**Competency 2: Engage Diversity and Difference in Practice**

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

**Suggested Learning Activities:**

* Read about cross cultural theories pertaining to oppressed and marginalized populations, psychodynamics of human behavior, specific casework skills, organizational theory, presenting problems of diverse client systems served by the field placement setting, or other related subjects.
* Sit quietly in an intake or waiting room area and observe the atmosphere, conversation and behaviours of persons entering the service delivery system, as well as of those who serve them.
* Carry a caseload representing diverse client systems.
* Visit other agencies and service delivery systems in the local community.
* Attend a court hearing pertaining to mental competency and guardianship, a client’s criminal activity, a divorce proceeding, or a client’s effort to obtain custody of minor children.
* Conduct interviews with clients and provide direct counselling services.
* Make home visits.
* Write one’s own performance evaluation.
* Take a walk through a specific kind of neighborhood.

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

**Suggested Learning Activities:**

* Sit quietly in an intake or waiting room area and observe the atmosphere, conversation and behaviours of persons entering the service delivery system, as well as of those who serve them.
* Attend a court hearing pertaining to mental competency and guardianship, a client’s criminal activity, a divorce proceeding, or a client’s effort to obtain custody of minor children.
* Participate (or assume a leadership role) on a committee to plan a major workshop, sponsored by the student’s field placement setting.
* Take a walk through a specific kind of neighborhood.
* Participate in political action and or social advocacy groups that relate to the client systems served by your agency.

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

**Suggested Learning Activities**:

* Read about cross cultural theories pertaining to oppressed and marginalized populations, psychodynamics of human behaviour, specific casework skills, organizational theory, presenting problems of clients served by the field placement setting, or other related subjects.
* Take a walk through a specific kind of neighborhood.
* Keep statistical reports as required of regular agency staff. o Interview individuals who have received services from the program to assess their responses to the experience. o Serve as a member or observer of the system’s peer review, quality control, or audit process.
* Work with the program administrator to gather information for and prepare an annual budget.

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

**Suggested Learning Activities:**

* Observe the field instructor or others conducting an interview.
* Have the student go through the service delivery system as if he/she were a client.
* Participate with the field instructor in developing and writing up an educational contract.
* Assist in writing the program’s policy and procedure manual.
* Develop a bill (in cooperation with appropriate others) for presentation to a local, state, or national law making body and perhaps even be present to lobby for its passage.
* Plan, lead, and conduct a fund-raising activity.
* Prepare a grant proposal.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness.

Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

**Suggested Learning Activities:**

* Co-lead a group.
* Observe the field instructor or others conducting an interview.
* Conduct interviews with clients and provide direct counselling services.
* Make home visits.
* Do role-playing with the field instructor or others to try out new skills and techniques.
* Carry a caseload.
* Participate in orienting new students or staff to the agency.
* Interview upper-level administrators and supervisors to acquire specific information about the program and their roles.
* Set up and lead a group.
* Act as a consultant to an individual, a group, or a program.
* Understand knowledge of evidence based practiced utilized in your agency setting.
* Read and become familiar with your agency policies and protocols.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

**Suggested Learning Activities:**

* Co-lead a group.
* Conduct interviews with clients and provide direct counselling services.
* Make home visits.
* Do role-playing with the field instructor or others to try out new skills and techniques. o Carry a caseload.
* Participate in orienting new students or staff to the agency. o Interview upper-level administrators and supervisors to acquire specific information about the program and their roles.
* Set up and lead a group.
* Act as a consultant to an individual, a group, or a program.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

**Suggested Learning Activities:**

* Co-lead a group.
* Conduct interviews with clients and provide direct counselling services.
* Make home visits.
* Do role-playing with the field instructor or others to try out new skills and techniques.
* Carry a caseload.
* Participate in orienting new students or staff to the agency.
* Interview upper-level administrators and supervisors to acquire specific information about the program and their roles.
* Set up and lead a group.
* Act as a consultant to an individual, a group, or a program.
* Demonstrate knowledge of evidence based practiced utilized in your agency setting.

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and**

**Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

**Suggested Learning Activities:**

* Co-lead a group.
* Conduct interviews with clients and provide direct counselling services.
* Make home visits.
* Do role-playing with the field instructor or others to try out new skills and techniques.
* Carry a caseload.
* Participate in orienting new students or staff to the agency.
* Interview upper-level administrators and supervisors to acquire specific information about the program and their roles.
* Set up and lead a group.
* Act as a consultant to an individual, a group, or a program.
* Collect data for various agency program needs.
* Evaluate knowledge of evidence based practiced utilized in your agency setting.
* Develop and conduct client satisfaction surveys.