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2025 Guide to Evidence-Based Practices for Social Work Step-by-Step Job Aid EBP in Social Work Disclaimer In a world where impactful decisions shape lives, evidence-based practice (EBP) has become the cornerstone of...How can financial brands set themselves apart through visual storytelling? Our experts explainhow.Learn MoreThe Motorsport Images Collections captures events from 1895 to todays most recentcoverage.Discover The CollectionCurated, compelling, and worth your time. Explore our latest gallery of EditorsPicks.Browse Editors' FavoritesHow can financial brands set themselves apart through visual storytelling? Our experts explainhow.Learn MoreThe Motorsport Images Collections captures events from 1895 to todays most recentcoverage.Discover The CollectionCurated, compelling, and worth your time. Explore our latest gallery of EditorsPicks.Browse Editors' FavoritesHow can financial brands set themselves apart through visual storytelling? Our experts explainhow.Learn MoreThe Motorsport Images Collections captures events from 1895 to todays most recentcoverage.Discover The CollectionCurated, compelling, and worth your time. Explore our latest gallery of EditorsPicks.Browse Editors' Favorites Are you a social worker who needs a letter of recommendation but doesnt know where to start? Youve come to the right place! Weve got you covered with our letter of recommendation template for social worker. Our template includes all the necessary components to showcase your skills, achievements, and character to your potential employer or graduate school program. Plus, you can find examples and edit them as needed to personalize the letter for you. With our template, you can make a strong impression and increase your chances of getting hired or accepted into your desired program. So, what are you waiting for? Lets get started on crafting the perfect letter of recommendation for you!The Best Structure for A Letter of Recommendation Template for Social WorkersIf youve been asked to provide a letter of recommendation for a social worker, its important to understand what is expected of you and how you can best communicate the qualities and abilities of the individual. Crafting a thoughtful, well-written letter of recommendation can increase the chances of the social worker receiving the position or recognition they are seeking. In this article, well discuss the best structure for a letter of recommendation template for social workers.First and foremost, its important to address the letter to the appropriate individual or professional organization. This may include the hiring manager, department head, or organizations director. Be sure to include the complete contact information of the recipient, including their name, title, and organizational affiliation. Next, begin the letter with an introduction that clearly states your relationship to the social worker. This may include how long you have worked with them, your capacity as their supervisor or colleague, and your professional credentials. Clearly state your support for the individual and your confidence in their abilities as a social worker.In the second and third paragraphs of your letter, provide specific examples of the social workers skills, accomplishments, and professional behaviors. This may include evidence of their clinical or administrative expertise, their experience working with specific populations, or their ability to manage complex cases. Be sure to provide concrete examples of how the social worker has demonstrated their strengths in the workplace.Finally, close the letter by summarizing your assessment of the social worker and offering your endorsement of them as a strong candidate for the position or recognition they are seeking. Express your willingness to discuss their qualifications further and provide your contact information for any follow-up questions.In summary, the best structure for a letter of recommendation template for social workers includes a professional greeting, an introduction of your relationship to the social worker, specific examples of their skills and accomplishments, and a clear endorsement of their candidacy. With this structure, you can provide a thoughtful and compelling recommendation for the social worker and increase their chances of achieving their professional goals.Letter of Recommendation Template for Social Worker Dear Admissions Committee,I am honored to recommend [Name] for the [Program] graduate program. As their supervisor for [Timeframe] at [Company], I have witnessed firsthand their passion for helping others and dedication to promoting social justice. Their excellent communication skills and ability to collaborate make them an exceptional candidate for this program.During their time at our agency, [Name] demonstrated their exceptional knowledge and understanding of different populations that we served. They showed compassion and empathy while interacting with clients of all ages. Their work ethic and ability to apply best practices in a dynamic environment were outstanding. I believe that they will contribute significantly and thrive in the graduate program and their future career. Thank you for your time and consideration of [Name]s application. Please do not hesitate to contact me if you require any further information.Sincerely,[Your Name] Dear Hiring Manager,I am excited to recommend [Name] for the [Position] position at [Company]. As a licensed social worker, [Name] brings a wealth of skills and knowledge to any role they take on. I had the pleasure of supervising them for [Timeframe] at [Current Company].[Name] is a talented social worker who excels in working with clients from diverse backgrounds. They are compassionate, empathetic and patient-focused. They have a strong ability to create safe and supportive environments where people can be heard and understood. They have excellent communication, teamwork and problem-solving skills, making them a valuable member of any team.I highly recommend [Name] for the [Position] position. They will be a great addition to any organization and bring their unique abilities, strengths and passion to make a positive impact on peoples lives. Please feel free to contact me if you have any further questions or require additional information.Sincerely,[Your Name] Dear Scholarship Committee,I am writing to provide a strong recommendation for [Name] to be considered for the [Scholarship Name]. I have had the pleasure of supervising [Name] at [Organization] for [Timeframe].[Name] is an outstanding social worker, who is dedicated to promoting social justice and working tirelessly to impact peoples lives positively. They possess strong interpersonal and communication skills, which enable them to work effectively with diverse populations, including children, adolescents, and adults. [Name]s knowledge, expertise and skills are essential in the field of social work, and they would make a significant contribution to the profession.[Name]s potential as a social worker is evident from their academic performance, their contributions to the field and their service to the community. They are committed to making the world a better place and improving the lives of those around them. I wholeheartedly endorse [Name] as a deserving candidate for the [Scholarship Name].Thank you for considering [Name] for this scholarship opportunity. Please contact me if you require any additional information.Best Regards,[Your Name] Dear [Manager Name],I am delighted to recommend [Name] for promotion to the [Position]. I have had the privilege of working with [Name] at [Company] for [Timeframe]. [Name] has consistently shown a strong commitment to our clients, team, and organization.[Name] is a skilled social worker who has consistently demonstrated strong clinical skills, excellent communication abilities and the ability to relate well to colleagues. They have shown exemplary service, being a great listener, empathetic and compassionate. They have an eagerness to take on new challenges and work to promote social justice in our community. I believe that [Name] is well suited to handle the responsibilities of the [Position] and would excel in this role. They have demonstrated a consistent commitment to the agency and its clients and will be a valuable member of any management team. Please feel free to contact me if you require any further information.Best Regards,[Your Name] Dear [Awards Committee],I am honored to recommend [Name] to be awarded the [Award Name] for their outstanding contributions to the community. I have had the pleasure of working with [Name] at [Organization] for [Timeframe].[Name] is a highly compassionate and competent social worker who has dedicated their professional life to enhancing the wellbeing of individuals, families and communities in need. They have gone above and beyond in their duties, volunteering their time and talent to aid in community development initiatives and initiatives to assist individuals from culturally and linguistically diverse backgrounds.[Name]s leadership skills, team spirit and positive attitude have been essential in the success of the various initiatives. They have shown an astounding dedication to advancing social justice and equity by providing services to marginalized groups. I am convinced that [Name] fully deserves the recognition that comes with the [Award Name].Thank you for your time, and I strongly endorse [Name] for the [Award Name]. Please do not hesitate to contact me if you require any further information.Sincerely,[Your Name] Dear [Volunteering Program Manager],I am writing to recommend [Name] for the [Volunteering Program] program. As the supervisor for [Name], I have had the pleasure of witnessing their dedication and expertise in various areas of social work.[Name] is a compassionate, empathetic and service-oriented social worker who has a positive influence on others. They have great communication abilities, which enables them to create essential connections with clients and other team members. They have a good sense of humor, and this has helped clients to feel more comfortable in speaking candidly about their lives and experiences.[Name] has shown eagerness to assist the people they serve, and they have gone above and beyond in making a difference in the lives of others. They have volunteered in community programs, educational institutions and hospitals, where they have made a significant impact. They are a role model to other aspiring social workers and exemplify the commitment and dedication needed in social work.I strongly recommend [Name] for the [Volunteering Program] program and believe that they will be an asset to any volunteering program. Please feel free to contact me if you have any questions or need additional information.Sincerely,[Your Name] Dear [Advocacy Group Decision-makers],I am writing to endorse [Name] as a member of your social work advocacy group. I have had the pleasure of working with [Name] over the past [Timeframe] at [Company], and they have demonstrated their commitment to promoting social justice and advocating for people who need their voice to be heard in the community.[Name]s passion for social justice and advocacy has been reflected in their work and volunteer experience. They have shown a willingness to engage in difficult conversations and challenges that promote social change. [Name] has positive relationships with other professionals in the field and has a great ability to work collaboratively with others. Their reputation is well-earned as someone who is approachable and supportive.It is without hesitation that I recommend [Name] for membership in your social work advocacy group. They possess the leadership skills, expertise, and passion needed to make positive contributions to the group. Please feel free to contact me if you have any further questions or need additional information.Best Regards,[Your Name]Tips for Writing a Letter of Recommendation for a Social WorkerWhen writing a letter of recommendation for a social worker, there are several important tips to keep in mind. This letter is a way for you to provide valuable insight into the capabilities, experiences, and character of the social worker, and it can have a significant impact on their career opportunities. Here are some tips to help you write a strong and effective letter of recommendation:Start with a clear and concise introduction Begin your letter with a brief introduction of yourself and your relationship with the social worker. Clearly state your name, your profession, and how you know the social worker (e.g. length of time, capacity in which you worked together).Highlight the social workers strengths Focus on the social workers strengths, skills, and qualities that make them an exceptional candidate for the position they are applying for. Provide examples of specific achievements, projects, or experiences that demonstrate their capabilities.Be specific and detailed Use specific details and concrete examples to illustrate your points. Avoid generalizations or vague statements that could dilute the impact of your letter.Discuss their personal and professional character A great social worker is not only skilled but also compassionate, empathetic, and ethical. Speak to the social workers character traits that make them a great candidate for the job.Address any areas of concern If there are any areas that may be viewed as potential weaknesses or concerns by the employer, address them in your letter. Be honest and transparent while also highlighting how the social worker is taking steps to improve or address these areas.Close with a strong recommendation End your letter with a clear and enthusiastic recommendation for the social worker. Sum up the reasons why you believe they are an excellent candidate for the position and offer to answer any further questions the employer may have.Writing a letter of recommendation for a social worker can be an excellent way to show your appreciation and support for a talented professional. By following these tips, you can create a compelling and effective letter that will help your friend or colleague achieve their career goals.Letter of Recommendation Template for Social Worker: FAQsWhat is a letter of recommendation for social worker?A letter of recommendation for social worker is a formal letter written by a previous employer or supervisor endorsing an individuals professional skills, qualifications, and character traits for a job opportunity or graduate program. What should be included in a letter of recommendation for social worker?A letter of recommendation for social worker should include the writers credentials, the candidates name and position, the relationship between the writer and candidate, an overview of the candidates performance, achievements, and skills, and a closing statement endorsing the candidates suitability for the role.What is the recommended format for a letter of recommendation for social worker?The recommended format for a letter of recommendation for social worker is a formal business letter consisting of a header, an opening paragraph, two to three body paragraphs, and a closing paragraph. The letter should be concise, informative, and well-structured to effectively endorse the candidate.How can I start writing a letter of recommendation for social worker?You can start writing a letter of recommendation for social worker by thoroughly reviewing the candidates resume, cover letter, and job application to gain a detailed understanding of their qualifications and professional goals. You should also gather any relevant performance metrics, examples, or observations to support your endorsement. What is the recommended tone for a letter of recommendation for social worker?The recommended tone for a letter of recommendation for social worker is professional, positive, and balanced. The letter should highlight the candidates strengths and achievements while also acknowledging their areas for improvement. Its crucial to be honest and authentic while refraining from exaggeration or inappropriate language.Can I use a letter of recommendation for social worker for graduate school applications?Yes, you can use a letter of recommendation for social worker for graduate school applications. In this case, the letter should specifically address the candidates academic performance, research potential, and ability to contribute to their chosen field. The letter should be written by a previous professor or academic advisor.What should I do if I am unsure of what to include in the letter of recommendation for social worker?If you are unsure of what to include in the letter of recommendation for social worker, you can consult the candidate to gain more information regarding their strengths, achievements, and career goals. You can also review samples or templates of similar letters for guidance. Its essential to be candid and detailed in your letter, highlighting the candidates unique skills and contributions. Thanks for taking the time to read about the letter of recommendation template for social workers! Hopefully, this guide has been helpful in preparing you to write an effective and compelling recommendation letter for your colleagues or clients. Remember, the most important thing is to be authentic and specific about the persons strengths and abilities. If theres anything else youd like to learn about social work or related topics, be sure to check back for more articles! Thanks again for reading and happy recommending! I Need a Social Worker!Where to Find Social Work Services How to Get a Social Worker for Help with Emotional, Physical, or Mental NeedsDisclaimerMany situations in life come up where you may find yourself in need of a social work agency or private social workers. Social workers have a mission to help people overcome problems and crises, and they do this in multiple ways.Over 60% of mental health treatment in the U.S. is provided by clinically trained social workers. So, many people that need to find an independent social worker are looking for therapy or counseling for a problem.Social Work Agencies Near MeAnother one of the social work strengths is helping people navigate complex government systems, like healthcare, Medicaid, Medicare, and other social services. So many of those looking for government social workers near me need help understanding how these government agencies can assist them.But where do you look for a social work consultant or therapist? What types of social worker questions should you ask before working with a social work professional?See Also: Job Aid to Help You Learn the Best Social Worker Case Notes Formats Table of ContentsWell help guide you to the right place with the information in this article on the best social work agencies near you. Topics that we cover include: Dont Miss: What You Should Know About a Medical Records Release Authorization Form Why Would You Need to Find a Social Worker or Social Work Agency?Most people might not ever envision that social worker hiring or working with a social work agency would be anything that would even come up in their lives.But, because of the strengths of a social worker to help people in many different types of situations, you may be saying, I need a social worker at some point when going through a personal crisis or difficult family situation.There are many different types of social workers and there are both independent social workers and social workers at social work agencies. Well go through some of the common social work services they provide to give you an idea of why generalist social work might be something youre seeking.Common Social Work ServicesProviding therapy and counseling to people of all agesProviding advanced psychotherapy for those with severe mental conditionsLocating resources to fill immediate needs (food, shelter, substance abuse rehab, etc.)Protecting children that may be in an unsafe environmentAdvocating for communities that are marginalized or impoverishedHelping families with short-term and long-term care transitions for elderly family membersAssisting with in-home mental health careCounseling students and helping diagnose and treat behavioral issuesSupporting hospital patients and their families through resources for continued care and financial assistanceSupporting those in palliative care and their familiesThese are just a few of the services that may cause someone to search, how to get a social worker? There are many other services that social workers and social work agencies provide for individuals, families, and communities.Related: SOAP Notes Explained Everything You Need to Know What Are the Strengths of a Social Worker?There are certain social work strengths that accompany social work experience that make social workers uniquely qualified to help when people are in need or facing a crisis of some typeIn addition to social work experience, social worker strengths include:PatienceEmpathyOrganizationExcellent verbal & written communication skillsObjectivityFlexibilityCritical thinking skillsProblem-solving skillsIn many cases, a social work consultant will be seeing a person when that person may be at their worst. Social worker strengths, such as empathy and the ability to treat everyone equally without judgment, help people feel comfortable talking to them about their problems.Many social worker positions will require a social worker to make life-impacting decisions to improve a clients life, such as whether or not to remove a neglected child from a home. This makes critical-thinking skills and problem-solving vital social work strengths.The skills required to be a social worker are varied and revolve around what are known as soft skills, which are people-oriented.When doing any social worker hiring for social work positions, youll want to think about the skills above when creating your questions for social workers.Popular Article: HIPAA Form for Patients to Release Medical Information What Are the Weaknesses of Social Workers?In addition to social worker strengths, there are also weaknesses of social workers. These may be issues that social work experience over the years can change.Certain social worker weaknesses can also disqualify someone from social worker positions in certain fields. Such as if someone was uncomfortable visiting people in their homes, then they would most likely not be well-suited for social work positions as a caseworker for child and family services or in-home eldercare.Some common weaknesses of social workers that you may want to address when creating questions to ask a social worker are:Being overly friendly or getting too attached to clientsBeing impatient with clientsLacking empathy for certain clientsTalking more than listening during a sessionBeing indecisive when it comes to client care plansNot having good social worker engagement skillsNot keeping detailed and accurate recordsRead More: Social Work Theory & Practices You Need to Know About Do you have any questions or feedback about social worker questions or this article on what do they expect of the social worker when finding one? If so, click here to contact the Social Work Portal Team. Question to Ask Social WorkersWhen reviewing social worker companies and private social workers in your quest to find a social worker, there are certain social work open ended questions that youll want to ask.What are open ended questions for social workers as compared to close ended questions? Social work open ended questions are those that cannot be answered with a yes or no answer.Open ended questions for social workers invite a more robust answer that helps you when doing social worker hiring. They give you more insight into things like social work experience and social worker strengths.For example, if you ask an independent social worker, Do you have a degree in social work?, this can be answered with a yes or no answer. Its close ended.If you ask an independent social worker at a social work agency, Can you tell me about your educational background in social work? This is one of the open ended social worker questions and invites more feedback.Questions to Ask a Social WorkerWhen social work agencies hire social workers, what do they expect of the social worker for minimum educational requirements?For all social worker positions, the minimum requirement is a bachelors degree in social work or a related subject, such as psychology. This type of degree is fine for generalist social work and more entry-level jobs at social worker companies.However, when asking what do they expect of the social worker when it comes to therapy, counseling, or more client one-on-one positions, the answer would be more education and social work work experience. At a minimum, a social worker would need a masters degree in social work.Questions to ask social workers that youre hiring for social worker positions or individual therapy or counseling needs include:What interests you about working for this social work agency?How long have you been a social work consultant or therapist?Tell me about your social work experience and education.What special social worker engagement skills are you particularly proud of?What makes a good social worker?In your experience, what types of clients are the most difficult to work with?What is something valuable youve learned in your social work experience?What are some of the social work strengths you have that will allow you to help me/my family? How do you handle the client engagement process?Tell me about a particularly difficult care planning decision that you had to make?How do you deal with pressure or changes in expectations?Describe the social worker engagement skills you use during an exit/termination of care process?What are your biggest social work strengths and weaknesses? Looking for more questions to ask a social worker? You can find several that are categorized for generalist social work, as well as by social work specialties at the National Association of Social Workers. Visit: NASW Questions to Ask Social WorkersRelated: How to Find Social Worker Degrees Do you have any questions or feedback about the skills required to be a social worker or the strengths of a social worker? If so, click here to contact the Social Work Portal Team. Where Can I Find Social Work Agencies Near Me?Now that you know what to look for in social workers and social work agencies, lets discuss how to get a social worker when you need one.Before you begin searching government social workers near me or private social work agencies near me, youll want to understand the difference between private social workers and government social work agencies.Public Social Work Agencies vs Private Social WorkersPublic social work agencies are those run by the government and that provide social services as a public service. A social work agency like the Childrens Bureau delivers child welfare services for children in need. The Veterans Administration, with over 9,000 social workers, provides services to military veterans.Private social workers will work for either private or non-profit social work agencies. Examples of this would be substance abuse rehabilitation centers and residential care facilities. Independent social workers will also provide counseling and therapy services.Where Can I Find Government Social Workers Near Me?Social Security AdministrationVeterans AdministrationDepartment of DefenseDepartment of JusticeHealth and Human Services (HHS)Administration for Children & Families (part of HHS)Administration on Aging (part of HHS)Substance Abuse and Mental Health Services Administration (part of HHS)S. Department of Housing & Urban DevelopmentS. Department of EducationYour local school districtSimilar social work agencies at the state or county levelWhere Can I Find Private & Non-Profit Social Work Agencies Near Me:Local chapters of larger organizations, such as Meals on Wheels, United Way, American Red Cross, and Ronald McDonald HouseResidential care facilities & nursing homesHomeless sheltersSubstance abuse rehabilitation clinicsTeen-rescue organizationsDomestic abuse sheltersReligious organizationsFood banksDisease-related support organizationsCrisis hotlinesDisability and shut-in assistance organizationsMentoring & counseling organizations (e.g., Big Brothers Big Sisters of America)Where Can I Find Other Types of Social Workers?Hospitals and outpatient clinicsBusinesses offering mental health and therapeutic social work servicesBusiness offering assistance with eldercareHealth insurance companiesCorporations with social workers assisting with employee health & well-beingHospice and palliative care facilitiesTelehealth counseling social work servicesDont Miss: Principles of Social Work Used Within Social Work Methods Conclusion | I Need a Social Worker How to Get a Social Worker When You Need OneAs you can see from the extensive lists above of social worker positions in government, non-profit, and private organizations, there are social workers that work in just about every type of service organization you can imagine.Whether you want to know how to get a social worker for yourself or a loved one, we hope the information above makes your search easier and gives you valuable resources to help you secure the social work services you need.Popular Article: Why are Genograms Really Important for Social Workers? Social Work Agencies Near Me FAQ Common Social Work Services Providing therapy and counseling to people of all ages Providing advanced psychotherapy for those with severe mental conductions Locating resources to fill immediate needs (food, shelter, substance abuse rehab, etc.) Protecting children that may be in an unsafe environment Advocating for communities that are marginalized or impoverished Helping families with short-term and long-term care transitions for elderly family members Assisting with in-home mental health care Counseling students and helping diagnose and treat behavioral issues Supporting hospital patients and their families through resources for continued care and financial assistance Supporting those in palliative care and their families May 23, 2025 - CASW urges all members of the Quality of Life and Well-Being Cabinet Committee to hold steadfast against any legislation and regulatory agenda that moves the Government of Canada away from a public health approach to substance use, mental health and crime. There is no sustainable economic progress without equitable social progress.Crafting a reference letter for a social worker can be a daunting task. A well-written reference letter highlights the candidates skills. It also showcases their impact on the community. Additionally, it demonstrates their potential contributions to a new role. The following template serves as a guide to help you convey the essential qualities and qualifications of a candidate. [Your Name] Director of Social Services Helping Hands Community Center 123 Main Street Hometown, State, 12345 (555) 123-4567 Skip to content Academic discipline and professionSocial workOccupationNamesLicensed Clinical Social Worker, Licensed Master Social Worker, Licensed Advanced Practicing Social Worker, Registered Social WorkerActivity sectorsSocial welfare, social services, government, health, public health, mental health, occupational safety and health, community organization, non-profit, law, corporate social responsibility, human rightsDescriptionCompetenciesImproving the social environment and well-being of people by facilitating, and developing resourcesEducation requiredBachelor of Social Work (BSW), Bachelor of Arts (BA) in Social Work, Bachelor of Science in Social Work (BSc) or a Postgraduate Diploma in Social Work (PGDipSW) for general practice; Master of Social Work (MSW), Master of Science in Social Work (MSSW) for clinical practice; Doctorate of Social Work (DSW) or Professional Doctorate (ProfD or DProf) for or specialized practice; Accredited educational institution; Registration and licensing differs depending on stateFields ofemploymentChild and women protection services, non-profit organizations, government agencies, disadvantaged groups centers, hospitals, schools, churches, shelters, community agencies, social planning services, think tanks, correctional services, labor and industry servicesSocial work is an academic discipline and practice-based profession concerned with meeting the basic needs of individuals, families, groups, communities, and society as a whole to enhance their individual and collective well-being.[1][2] Social work practice draws from liberal arts, social science, and interdisciplinary areas such as psychology, sociology, health, political science, community development, law, and economics to engage with systems and policies, conduct assessments, develop interventions, and enhance social functioning and responsibility. The ultimate goals of social work include the improvement of people's lives, alleviation of biopsychosocial concerns, empowerment of individuals and communities, and the achievement of social justice.[3]Social work practice is often divided into three levels. Micro-work involves working directly with individuals and families, such as providing individual counseling/therapy or assisting a family in accessing services.[4] Mezzo-work involves working with groups and communities, such as conducting group therapy or providing services for community agencies. Macro-work involves fostering change on a larger scale through advocacy, social policy, research development, non-profit and public service administration, or working with government agencies.[5] Starting in the 1960s, a few universities began social work management programmes, to prepare students for the management of social and human service organizations, in addition to classical social work education.[6]The social work profession[7] developed in the 19th century, with some of its roots in voluntary philanthropy and in grassroots organizing.[8] However, responses to social needs had existed long before then, primarily from public almshouses, private charities and religious organizations. The effects of the Industrial Revolution and of the Great Depression of the 1930s placed pressure on social work to become a more defined discipline as social workers responded to the child welfare concerns related to widespread poverty and reliance on child labor in industrial settings.[9][need quotation to verify][10][11]Social work is a broad profession that intersects with several disciplines. Social work organizations offer the following definitions:Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities, and indigenous knowledge, social work engages people and structures to address life challenges and enhance well-being.[12]International Federation of Social WorkersSocial work is a profession concerned with helping individuals, families, groups and communities to enhance their individual and collective well-being. It aims to help people develop their skills and their ability to use their resources and those of the community to resolve problems. Social work is concerned with individual and personal problems but also with broader social issues such as poverty, unemployment, and domestic violence.[13] Canadian Association of Social WorkersSocial work practice consists of the professional application of social principles, and techniques to one or more of the following ends: helping people obtain tangible services; counseling and psychotherapy with individuals, families, and groups; helping communities or groups provide or improve social and health services, and participating in legislative processes. The practice of social work requires knowledge of human development and behavior; of social and economic, and cultural institutions; and the interaction of all these factors.[14][US] National Association of Social WorkersSocial workers work with individuals and families to help improve outcomes in their lives. This may be helping to protect vulnerable people from harm or abuse or supporting people to live independently. Social workers support people, act as advocates and direct people to the services they may require. Social workers often work in multi-disciplinary teams alongside health and education professionals.[15]British Association of Social WorkersMain article: History of social workA Marylebone slum in the 19th centuryThe practice and profession of social work has a relatively modern and scientific origin,[16] and is generally considered to have developed out of three strands. The first was individual casework, a strategy pioneered by the Charity Organization Society in the mid-19th century, which was founded by Helen Bosanquet and Octavia Hill in London, England.[17] Most historians identify COS as the pioneering organization of the social theory that led to the emergence of social work as a professional occupation.[18] COS had its main focus on individual casework. The second was social administration, which included various forms of poverty relief 'relief of paupers'. Statewide poverty relief could be said to have its roots in the English Poor Laws of the 17th century but was first systematized through the efforts of the Charity Organization Society. The third consisted of social action rather than engaging in the resolution of immediate individual requirements, the emphasis was placed on political action working through the community and the group to improve their social conditions and thereby alleviate poverty. This approach was developed originally by the Settlement House Movement.[18]This was accompanied by a less easily defined movement; the development of institutions to deal with the entire range of social problems. All had their most rapid growth during the nineteenth century, and laid the foundation basis for modern social work, both in theory and in practice.[19]Professional social work originated in 19th century England, and had its roots in the social and economic upheaval wrought by the Industrial Revolution, in particular, the societal struggle to deal with the resultant mass urban-based poverty and its related problems. Because poverty was the main focus of early social work, it was intricately linked with the idea of charity work.[19]Other important historical figures that shaped the growth of the social work profession are Jane Addams, who founded the Hull House in Chicago and won the Nobel Peace Prize in 1931; Mary Ellen Richmond, who wrote Social Diagnosis, one of the first social workbooks to incorporate law, medicine, psychiatry, psychology, and history; and William Beveridge, who created the social welfare state, framing the debate on social work within the context of social welfare provision.During the 1840s, Dorothea Lynde Dix, a retired Boston teacher who is considered the founder of the Mental Health Movement, began a crusade that would change the way people with mental disorders were viewed and treated. Dix was not a social worker; the profession was not established until after she died in 1887. However, her life and work were embraced by early psychiatric social workers (mental health social worker/clinical social worker), and she is considered one of the pioneers of psychiatric social work along with Elizabeth Horton, who in 1907 was the first social worker to work in a psychiatric setting as an aftercare agent in the New York hospital systems to provide post-discharge supportive services.[20][21]The early twentieth century marked a period of progressive change in attitudes towards mental illness. The increased demand for psychiatric services following the First World War led to significant developments.[22] In 1918, Smith College School for Social Work was established, and under the guidance of Mary C. Jarrett at Boston Psychopathic Hospital, students from Smith College were trained in psychiatric social work. She first gave social workers the "Psychiatric Social Worker" designation.[23] A book titled "The Kingdom of Evils," released in 1922, authored by a hospital administrator and the head of the social service department at Boston Psychopathic Hospital, described the roles of psychiatric social workers in the hospital. These roles encompassed casework, managerial duties, social research, and public education.[22] After World War II, a series of mental hygiene clinics were established. The Community Mental Health Centers Act was passed in 1963. This policy encouraged the deinstitutionalisation of people with mental illness. Later, the mental health consumer movement came by 1980s. A consumer was defined as a person who has received or is currently receiving services for a psychiatric condition. People with mental disorders and their families became advocates for better care. Building public understanding and awareness through consumer advocacy helped bring mental illness and its treatment into mainstream medicine and social services.[24] The 2000s saw the managed care movement, which aimed at a health care delivery system to eliminate unnecessary and inappropriate care to reduce costs, and the recovery movement, which by principle acknowledges that many people with serious mental illness spontaneously recover and others recover and improve with proper treatment.[25]During the 2003 invasion of Iraq and War in Afghanistan (20012021), social workers worked in NATO hospitals in Afghanistan and Iraqi bases. They made visits to provide counseling services at forward operating bases. Twenty-two percent of the clients were diagnosed with posttraumatic stress disorder, 17 percent with depression, and 7 percent with alcohol use disorder.[26] In 2009, there was a high level of suicides among active-duty soldiers: 160 confirmed or suspected Army suicides. In 2008, the Marine Corps had a record 52 suicides.[27] The stress of long and repeated deployments to war zones, the dangerous and confusing nature of both wars, wavering public support for the wars, and reduced troop morale all contributed to escalating mental health issues.[28] Military and civilian social workers served a critical role in the veterans' health care system.Mental health services is a loose network of services ranging from highly structured inpatient psychiatric units to informal support groups, where psychiatric social workers indulges in the diverse approaches in multiple settings along with other paraprofessional workers.[29]A role for psychiatric social workers was established early in Canada's history of service delivery in the field of population health. Native North Americans understood mental trouble as an indication of an individual who had lost their equilibrium with the sense of place and belonging in general, and with the rest of the group in particular. In native healing beliefs, health and mental health were inseparable, so similar combinations of natural and spiritual remedies were often employed to relieve both mental and physical illness. These communities and families greatly valued holistic approaches for preventive health care. Indigenous peoples in Canada have faced cultural oppression and social marginalization through the actions of European colonizers and their institutions since the earliest periods of contact. Culture contact brought with it many forms of depredation. Economic, political, and religious institutions of the European settlers all contributed to the displacement and oppression of indigenous people.[30]The first officially recorded treatment practices were in 1714, when Quebec opened wards for the mentally ill. In the 1830s social services were active through charity organizations and church parishes (Social Gospel Movement). Asylums for the insane were opened in 1835 in Saint John and New Brunswick. In 1841 in Toronto care for the mentally ill became institutionally based. Canada became a self-governing dominion in 1867, retaining its ties to the British crown. During this period, age of industrial capitalism began and it led to social and economic dislocation in many forms. By 1887 asylums were converted to hospitals, and nurses and attendants were employed for the care of the mentally ill. Social work training began at the University of Toronto in 1914. Before that, social workers acquired their training through trial and error methods on the job and by participating in apprenticeship plans offered by charity organization societies. These plans included related study, practical experience, and supervision.[31] In 1918 Dr. Clarence Hincks and Clifford Beers founded the Canadian National Committee for Mental Hygiene, which later became the Canadian Mental Health Association. In the 1930s Hincks promoted prevention and of treating sufferers of mental illness before they were incapacitated (early intervention).[citation needed]World War II profoundly affected attitudes towards mental health. The medical examinations of recruits revealed that thousands of apparently healthy adults suffered mental difficulties. This knowledge changed public attitudes towards mental health, and stimulated research into preventive measures and methods of treatment.[32] In 1951 Mental Health Week was introduced across Canada. For the first half of the twentieth century, with a period of deinstitutionalisation beginning in the late 1960s psychiatric social work succeeded to the current emphasis on community-based care, psychiatric social work focused beyond the medical model's aspects on individual diagnosis to identify and address social inequities and structural issues. In the 1980s Mental Health Act was amended to give consumers the right to choose treatment alternatives. Later the focus shifted to workforce mental health issues and environmental root causes.[33]In Ontario, the regulator, the Ontario College of Social Workers and Social Service Workers (OCSWSSW) regulates two professions: registered social workers (RSW) and registered social service workers (RSSW). Each province has similar regulatory bodies, and their leanings and interpretations are influenced by the Canadian Council of Social Work Regulators (CCSWR). The Canadian Association of Social Workers (CASW) is the national professional body for social workers. Prior to the provincial-level politicization that began in the early 2000s and lasted until the mid-2010s, registrants of this professional body were able to engage in interprovincial practice as registered social workers.The earliest citing of mental disorders in India are from Vedic Era (2000 BC AD 600).[34] Charaka Samhita, an ayurvedic textbook believed to be from 400 to 200 BC describes various factors of mental stability. It also has instructions regarding how to set up a care delivery system.[35] In the same era, Siddha was a medical system in south India. The great sage Agastya was one of the 18 siddhas contributing to a system of medicine. This system has included the Agastiyar Kirigai Nool, a compendium of psychiatric disorders and their recommended treatments.[36][37] In Atharva Veda too there are descriptions and resolutions about mental health afflictions. In the Mughal period Unani system of medicine was introduced by an Indian physician Unhammad in 1222.[38] The existing form of psychotherapy was known then as ilaj-i-nafsani in Unani medicine.The 18th century was a very unstable period in Indian history, which contributed to psychological and social chaos in the Indian subcontinent. In 1745, lunatic asylums were developed in Bombay (Mumbai) followed by Calcutta (Kolkata) in 1784, and Madras (Chennai) in 1794. The need to establish hospitals became more acute, first to treat and manage Englishmen and Indian 'sepoys' (military men) employed by the British East India Company.[39][40] The First Lunacy Act (also called Act No. 36) that came into effect in 1858 was later modified by a committee appointed in Bengal in 1888. Later, the Indian Lunacy Act, 1912 was brought under this legislation. A rehabilitation programme was initiated between 1870s and 1890s for persons with mental illness at the Mysore Lunatic Asylum, and then an occupational therapy department was established during this period in almost each of the lunatic asylums. The programme in the asylum was called 'work therapy'. In this programme, persons with mental illness were involved in the field of agriculture for all activities. This programme is considered as the seed of origin of psychosocial rehabilitation in India.Berkeley-Hill, superintendent of the European Hospital (now known as the Central Institute of Psychiatry (CIP), established in 1918), was deeply concerned about the improvement of mental hospitals in those days. The sustained efforts of Berkeley-Hill helped to raise the standard of treatment and care and he also persuaded the government to change the term 'asylum' to 'hospital' in 1920.[41] Techniques similar to the current token-economy were first started in 1920 and called by the name 'habit formation chart' at the CIP, Ranchi. In 1937, the first post of psychiatric social worker was created in the child guidance clinic run by the Dhorabji Tata School of Social Work (established in 1936). It is considered as the first documented evidence of social work practice in Indian mental health field.[citation needed]After Independence in 1947, general hospital psychiatry units (GHPUs) were established to improve conditions in existing hospitals, while at the same time encouraging outpatient care through these units. In Amritsar Dr. Vidyasagar instituted active involvement of families in the care of persons with mental illness. This was advanced practice ahead of its times regarding treatment and care. This methodology had a greater impact on social work practice in the mental health field especially in reducing the stigmatisation. In 1948 Gauri Rani Banerjee, trained in the United States, started a master's course in medical and psychiatric social work at the Dhorabji Tata School of Social Work (now TISS). Later the first trained psychiatric social worker was appointed in 1949 at the adult psychiatry unit of Yerwada Mental Hospital, Pune.[citation needed]In various parts of the country, in mental health service settings, social workers were employedin 1956 at a mental hospital in Amritsar, in 1958 at a child guidance clinic of the college of nursing, and in Delhi in 1960 at the All India Institute of Medical Sciences and in 1962 at the Ram Manohar Lohia Hospital. In 1960, the Madras Mental Hospital (now Institute of Mental Health) employed social workers to bridge the gap between doctors and patients. In 1961 the social work post was created at the NIMHANS. In these settings they took care of the psychosocial aspect of treatment. This system enabled social service practices to have a stronger long-term impact on mental health care.[42]In 1966 by the recommendation Mental Health Advisory Committee, Ministry of Health, Government of India, NIMHANS commenced Department of Psychiatric Social Work started and a two-year Postgraduate Diploma in Psychiatric Social Work was introduced in 1968. In 1978, the nomenclature of the course was changed to MPhil in Psychiatric Social Work. Subsequently, a PhD Programme was introduced. By the recommendations Mudaliar committee in 1962, Diploma in Psychiatric Social Work was started in 1970 at the European Mental Hospital at Ranchi (now CIP). The program was upgraded and other higher training courses were added subsequently.[citation needed]A new initiative to integrate mental health with general health services started in 1975 in India. The Ministry of Health, Government of India formulated the National Mental Health Programme (NMHP) and launched it in 1982. The same was reviewed in 1995 and based on that, the District Mental Health Program (DMHP) was launched in 1996 which sought to integrate mental health care with public health care.[43] This model has been implemented in all the states and currently there are 125 DMHP sites in India.National Human Rights Commission (NHRC) in 1998 and 2008 carried out systematic, intensive and critical examinations of mental hospitals in India. This resulted in recognition of the human rights of the persons with mental illness by the NHRC. From the NHRC's report as part of the NMHP, funds were provided for upgrading the facilities of mental hospitals. As a result of the study, it was revealed that there were more positive changes in the decade until the joint report of NHRC and NIMHANS in 2008 compared to the last 50 years until 1998.[44] In 2016 Mental Health Care Bill was passed which ensures and legally entitles access to treatments with coverage from insurance, safeguarding dignity of the afflicted person, improving legal and healthcare access and allows for free medications.[45][46][47] In December 2016, Disabilities Act 1995 was repealed with Rights of Persons with Disabilities Act (RPWD), 2016 from the 2014 Bill which ensures benefits for a wider population with disabilities. The Bill before becoming an Act was pushed for amendments by stakeholders mainly against alarming clauses in the "Equality and Non discrimination" section that diminishes the power of the act and allows establishments to overlook or discriminate against persons with disabilities and against the general lack of directives that requires to ensure the proper implementation of the Act.[48][49]Mental health in India is in its developing stages. There are not enough professionals to support the demand. According to the Indian Psychiatric Society, there are around 9000 psychiatrists only in the country as of January 2019. Going by this figure, India has 0.75 psychiatrists per 100,000 population, while the desirable number is at least 3 psychiatrists per 100,000. While the number of psychiatrists has increased since 2010, it is still far from a healthy ratio.[50]Lack of any universally accepted single licensing authority compared to foreign countries puts social workers at general in risk. But general bodies/councils accepts automatically a university-qualified social worker as a professional licensed to practice or as a qualified clinician. Lack of a centralized council in tie-up with Schools of Social Work also makes a decline in promotion for the scope of social workers as mental health professionals. Though in this midst the service of social workers has given a facelift to the mental health sector in the country with other allied professionals.[citation needed]Main article: State Welfare Organization of IranState welfare organization was previously part of health and social security ministry.[51]Social work is an interdisciplinary profession, meaning it draws from a number of areas, such as (but not limited to) psychology, sociology, politics, criminology, economics, ecology, education, health, law, philosophy, anthropology, and counseling, including psychotherapy.[52] Field work is a distinctive attribution to social work pedagogy. This equips the trainee in understanding the theories and models within the field of work.[53] Professional practitioners from multicultural aspects have their roots in this social work immersion engagements from the early 19th century in the western countries. As an example, here are some of the models and theories used within social work practice:[citation needed]EmpathySocial case workSocial group workCommunity organizationBehavioralSchool social workerLeadership and managementCrisis interventionSuicide preventionMental healthAddictionCognitive-behavioralCriticalSocial insuranceEcologicalEquity theoryFinancial social workMacro social workMotivational interviewingMedical social workMedical terminologyPerson-centered therapyPsychoanalytic[54]PsychodynamicExistentialHumanisticSocial work managementSociotherapyBrief psychotherapy or solution-focused approachRecovery approachReflexivitySocial exchangeWelfare economicsAnti-oppressive practicePsychosocial rehabilitationCognitive behavioral therapyDialectical behavior therapySystems theoryPolicy AnalysisStrength-based practiceTask-centeredFamily therapyAdvocacyPrevention scienceProject managementProgram evaluation and performance measurementSystems thinkingCommunity development and interventionPositive psychologySocial actionsAnimal-assisted therapyAmerican educator Abraham Flexner in a 1915 lecture, "Is Social Work a Profession?",[55] delivered at the National Conference on Charities and Corrections, examined the characteristics of a profession concerning social work. It is not a 'single model', such as that of health, followed by medical professions such as nurses and doctors, but an integrated profession, and the likeness with medical profession is that social work requires a continued study for professional development to retain knowledge and skills that are evidence-based by practice standards. A social work professional's services lead toward the aim of providing beneficial services to individuals, dyads, families, groups, organizations, and communities to achieve optimum psychosocial functioning.[56]Its eight core functions present in its methods of practice are described by Popple and Leighninger as:[57]Engagement social worker must first engage the client in early meetings to promote a collaborative relationshipAssessment data gathered must be specifically aimed at guiding and directing a plan of action to help the clientPlanning negotiate and formulate an action planImplementation promote resource acquisition and enhance role performanceMonitoring/Evaluation ongoing documentation for assessing the extent to which the client is following through on short-term goal attainmentSupportive Counseling affirming, challenging, encouraging, informing, and exploring optionsGraduated Disengagement seeking to replace the social worker with a naturally occurring resourceAdministration planning and managing social work programs, providing operations management support, and administrating case management servicesThere are six broad ethical principles in National Association of Social Workers' (NASW) Code of Ethics that inform social work practice, they are both prescriptive and proscriptive, and are based on six core values:[58][59][60]Service help people in need and provide pro bono servicesSocial Justice engage in social change activities for and with people to promote social justice and challenge social injusticeDignity and worth of the person treat people with care and respect, be sensitive to cultural and ethnic diversity, and promote individuals socially responsible self determinationImportance of human relationships maintain positive client relationships because they play a vital role in driving change, and engage with people as partners who empower them through the helping processIntegrity engage clients with honesty and responsibility to build trust, and you are not only responsible for your own professional ethics and integrity but also of the service organizationCompetence practice and build expertise as a social worker, and continually seek to enhance and contribute professional knowledge and skillsThe International Federation of Social Workers also outlines essential principles for guiding social workers towards high professional standards. These include recognizing the inherent dignity of all people, upholding human rights, striving for social justice, supporting self-determination, encouraging participation, respecting privacy and confidentiality, treating individuals holistically, using technology and social media responsibly, and maintaining professional integrity.[61][62]A historic and defining feature of social work is the profession's focus on individual well-being in a social context and the well-being of society.[63] Social workers promote social justice and social change with and on behalf of clients.[64] A "client" can be an individual, family, group, organization, or community.[65] In the broadening scope of the modern social worker's role, some practitioners have in recent years traveled to war-torn countries to provide psychosocial assistance to families and survivors.[66]Newer areas of social work practice involve management science.[67] The growth of "social work administration" (sometimes also referred to as "social work management") for transforming social policies into services and directing activities of an organization toward achievement of goals is a related field.[68] Helping clients with accessing benefits such as unemployment insurance and disability benefits, to assist individuals and families in building savings and acquiring assets to improve their financial security over the long-term, to manage large operations, etc. requires social workers to know financial management skills to help clients and organization's to be financially self-sufficient.[69][70][71][72] Financial social work also helps clients with low-income or low to middle-income, people who are either unbanked (do not have a banking account) or underbanked (individuals who have a bank account but tend to rely on high cost non-bank providers for their financial transactions), with better mediation with financial institutions and induction of money management skills.[73][74] A prominent area in which social workers operate is Behavioral Social Work. They apply principles of learning and social learning to conduct behavioral analysis and behavior management. Empiricism and effectiveness serve as means to ensure the dignity of clients, and focusing on the present is what distinguishes behavioral social work from other types of social work practices. In a multicultural case, the behavior of multiple members from different cultures matters. In such cases, an ecobehavioral perspective is taken due to the external influences. The interpersonal skills that a social worker brings to the job make them stand out from behavioral therapists.[75] Another area that social workers are focusing is risk management, risk in social work is taken as Knight in 1921 defined "If you don't even know for sure what will happen, but you know the odds, that is risk and If you don't even know the odds, that is uncertainty."[76] Risk management in social work means minimizing the risks while increasing potential benefits for clients by analyzing the risks and benefits in the duty of care or decisions.[77] Occupational social work is a field where the trained professionals assist a management with worker's welfare, in their psychosocial wellness, and helps management's policies and protocols to be humanistic and anti-oppressive.[78]In the United States, according to the Substance Abuse and Mental Health Services Administration (SAMHSA), a branch of the U.S. Department of Health and Human Services, professional social workers are the largest group of mental health services providers. There are more clinically trained social workersover 200,000than psychiatrists, psychologists, and psychiatric nurses combined. Federal law and the National Institutes of Health recognize social work as one of five core mental health professions.[79]Examples of fields a social worker may be employed in are poverty relief, life skills education, community organizing, community organization, community development, rural development, forensics and corrections, legislation, industrial relations, project management, child protection, elder protection, women's rights, human rights, systems optimization, finance, addictions rehabilitation, child development, cross-cultural mediation, occupational safety and health, disaster management, mental health, psychosocial therapy, disabilities, etc.Social workers play many roles in mental health settings, including those of case manager, advocate, administrator, and therapist. The major functions of a psychiatric social worker are promotion and prevention, treatment, and rehabilitation. Social workers may also practice:Counseling and psychotherapyCase management and support servicesCrisis interventionPsychoeducationPsychiatric rehabilitation and recoveryCare coordination and monitoringProgram management/administrationProgram, policy and resource developmentResearch and evaluationPsychiatric social workers conduct psychosocial assessments of the patients and work to enhance patient and family communications with the medical team members and ensure the inter-professional cordiality in the team to secure patients with the best possible care and to be active partners in their care planning. Depending upon the requirement, social workers are often involved in illness education, counseling and psychotherapy. In all areas, they are pivotal to the aftercare process to facilitate a careful transition back to family and community.[80]Several studies have reported that social workers have an increased risk of common mental disorders, long-term sickness absence due to mental illnesses and antidepressant use.[81][82][83][84][85] A study in Sweden has found that social workers have an increased risk of receiving a diagnosis of depression or anxiety and stress-related disorders in comparison with other workers.[81] The risk for social workers is high even when comparing to other similar human-service professions,[81][83][82] and social workers in psychiatric care or in assistance analysis are the most vulnerable.[81]There are multiple explanations for this increased risk. Individual components include secondary traumatic stress,[86] compassion fatigue[86] and selection of vulnerable employees into the profession.[87] On an organizational level, high job strain,[87][88] organizational culture and work overload[86] are important factors. There is a difference in gender.[82][85] When comparing to their same-gender counterparts in other professions, men in social work have a higher risk than women.[81][82] Male social workers, when compared to men in other professions, have a 70% increased risk of being diagnosed with depression or anxiety disorders.[81] Female social workers have an increased risk of 20% when comparing to women in other professions.[81] This might be due the baseline prevalence of common mental disorders, which is high among women and lower among men in the general population.[89] Another potential explanation is that men in gender-balanced workplaces

tend to seek help from healthcare providers more often than men in male-dominated industries.[90]The examples and perspective in this article may not represent a worldwide view of the subject. You may improve this article, discuss the issue on the talk page, or create a new article, as appropriate. (January 2025) (Learn how and when to remove this message)The education of social workers begins with a bachelor's degree (BA, BSc, BSSW, BSW, etc.) or diploma in social work or a Bachelor of Social Services. Some countries offer postgraduate degrees in social work, such as a master's degree (MSW, MSSW, MSS, MSSA, MA, MSc, MRes, MPhil.) or doctoral studies (Ph.D. and DSW (Doctor of Social Work)). Several countries and jurisdictions require registration or license for working as social workers, and there are mandated qualifications.[91] In other places, the professional association sets academic requirements as the qualification for practicing the profession. However, certain types of workers are exempted from needing a registration license. The success of these professionals is based on the recognition of and by the employers that provide social work services. These employers don't require the title of a registered social worker as a necessity for providing social work and related services.[92]In the United States, social work undergraduate and master's programs are accredited by the Council on Social Work Education. A CSWE-accredited degree is required for one to become a state-licensed social worker.[93][94] The CSWE even accredits online master's in social work programs in traditional and advanced standing options.[95] In 1898, the New York Charity Organization Society, which was the Columbia University School of Social Work's earliest entity, began offering formal "social philanthropy" courses, marking both the beginning date for social work education in the United States, as well as the launching of professional social work.[96] However, a CSWE-accredited program doesn't necessarily have to meet ASWB licensing knowledge requirements, and many of them do not meet them.[97]The Association of Social Work Boards (ASWB) is a regulatory organization that provides licensing examination services to social work regulatory boards in the United States and Canada. Due to the limited scope of the organization's objectives, it is not a social work organization that is accountable to the broader social work community or to the ones certified by ASWB exams. ASWB generates an annual profit of $6,000,000 from license examination administration and $800,000 from publishing study materials. As such, it is an organization that is focused on revenue maximization, and by principle, it is only responsible and answerable to its board members.[98] The objective of a social work license is to ensure the public's safety and quality of service. It is intended to ensure that social workers understand and can follow NASW's Code of Ethics in their occupational practices, ascertain social workers' knowledge in service provision, and protect the use of the Social Work title from misuse and unethical practices.[98] However, a study found out that having a social work license is not related to improved service quality for consumers. They substituted paraprofessionals with qualified licensed social workers and found out that there was no improvement in overall facility quality, quality of life, or the provision of social services. The paraprofessionals with training were able to perform similarly to licensed social workers, just like any trained human resource in a workforce would perform a job for which they are trained. Social work graduates gain this knowledge and training through academic and financial investment in earning an accredited social work degree, degree equalization process, and from receiving professional supervision during and post-graduation.[99] For decades, the social work community has called on ASWB for transparency regarding the data on the validity and racial sensitivity of the exams. However, ASWB suppressed this information, leading many critics to assess that if the exams were free from flaws and bias, such data would have been released a long time ago.[98] In 2022, ASWB released the pass rate data, and a Change.org petition called "#StopASWB" highlighted with academic citations that the Association of Social Work Boards' exams are biased with feedback from white social workers. The petition also pointed out that the exams unfairly penalize social workers who practice in other languages, require privileged resources for success, and utilize oppressive standards in formatting the exams, which are inconsistent with social work values.[100] The National Association of Social Workers (NASW) expressed opposition to the social work licensing exams conducted by the Association of Social Work Boards (ASWB). This came after analyzing ASWB data, which revealed considerable discrepancies in pass rates for aspiring social workers of diverse racial backgrounds, older individuals, and those who speak English as a second language (ESL).[101] Pass rates of exams indicate that white test takers are more than twice as likely to pass on their first attempt compared to BIPOC test takers indicating high construct irrelevant variance among other issues. This finding raises questions about the reliability and credibility of social work licensure process through ASWB exams.[102] NASW's firm stance on the matter serves as a significant reckoning moment regarding the systemic racism in the social work profession, particularly within its regulatory system. It also highlights ASWB's silence about the licensure apparatus that perpetuates racial disparities, leading its association members to institutional betrayal.[102] After the release of ASWB data showing race and age-related discrepancies in pass rates, the national accreditation body, the Council on Social Work Education (CSWE), removed the ASWB licensure exam pass rates as an option for social work education programs to meet accreditation requirements.[103] Members from various communities in social work have expressed that discussions about addressing this systemic oppression should be guided by a formal acknowledgment of wrongdoing and a spirit of reconciliation and healing.[102] The state of Illinois passed a landmark bill, HB2365 SA1, marking a significant step in reducing its regulatory body's dependency on ASWB. With this bill, Illinois has addressed the uneven power that ASWB held and its unfettered pursuit of profit, which affected the qualification of educated social workers for practice entry. Now, educated social workers can obtain licensing by completing 3000 hours of professional supervision, eliminating the previous requirement of ASWB exam results for licensure, which often led to issues of unemployment and related emotional, behavioral, and physical health consequences.[104] Since the early 1990s, researchers have critiqued ASWB exams for their lack of content and criterion validity that undermines the test validity all together. In a study conducted in 2023, it was discovered that there are questions in ASWB exams that have rationales based on theories that are not evidence-based, and that have significant item validity issues. The researchers used generative AI application, ChatGPT to test ASWB rationales and found that the rationales provided by ChatGPT were of higher quality. They revealed that ChatGPT exhibited an excellent ability to recognize social work-related text patterns for scenario-based decision-making and offered high-quality rationales while taking into account the safety and ethics in social work practice, even without specific training for such a task. They suggested that it may be necessary and timely to move away from oppressive assessment formats used to evaluate social workers' competence and reconsider licensing exams with serious validity issues that disproportionately exclude individuals based on their race, age, and language. A proposed assessment format is one based on mastery learning, which would lead to competency-based licensing.[105]Due to the accumulated evidence of significant validity flaws in ASWB's tests, its conflict of interest, and other issues, many researchers have urged state legislators and regulators to discontinue the use of ASWB exams for licensure or temporarily suspend them until a novel, anti-oppressive, and validated alternative is established. In the interim, they suggest relying on traditional supervision methods to ensure the safe and ethical practice of social work. They elucidate that supervision not only guides licensure seekers but also allows well-equipped supervisors to assess individuals' capabilities to practice safely and ethically more accurately in contexts, which is a more valid approach to assessing such competence.[106][107][108]Social workers have several professional associations that provide ethical guidance and other forms of support for their members and social work in general. These associations may be international, continental, semi-continental, national, or regional. The main international associations are the International Federation of Social Workers (IFSW) and the International Association of Schools of Social Work (IASSW).The largest professional social work association in the United States is the National Association of Social Workers, they have instituted a code for professional conduct and a set of principles rooted in six core values:[109] service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence.[110] There also exist organizations that represent clinical social workers such as the American Association of Psychoanalysis in Clinical Social Work. AAPCSW is a national organization representing social workers who practice psychoanalytic social work and psychoanalysis. There are also several states with Clinical Social Work Societies which represent all social workers who conduct psychotherapy from a variety of theoretical frameworks with families, groups, and individuals. The Association for Community Organization and Social Administration (ACOSA)[111] is a professional organization for social workers who practice within the community organizing, policy, and political spheres. The American Academy of Social Work and Social Welfare (AASWSW) is a national honorific society of scholars and practitioners who focus on social work and social welfare.[112] In the UK, the professional association is the British Association of Social Workers (BASW) with just over 18,000 members (as of August 2015), and the regulatory body for social workers is Social Work England. In Australia, the professional association is the Australian Association of Social Workers (AASW) that ensure social workers meet required standards for social work practice in Australia, founded in 1946 and have more than 10,000 members. Accredited social workers in Australia can also provide services under the Access to Allied Psychological Services (ATAPS) program. In New Zealand, the regulatory body for social workers is Khui Whakamana Tauwhiro (SWRB).In the United Kingdom, just over half of social workers are employed by local authorities,[113] and many of these are represented by UNISON, the public sector employee union. Smaller numbers are members of the Unite the Union and the GMB. The British Union of Social Work Employees (BUSWE) has been a section of the trade union Community since 2008.While at that stage, not a union, the British Association of Social Workers operated a professional advice and representation service from the early 1990s. Social Work qualified staff who are also experienced in employment law and industrial relations provide the kind of representation you would expect from a trade union in the event of a grievance, discipline or conduct matters specifically in respect of professional conduct or practice. However, this service depended on the goodwill of employers to allow the representatives to be present at these meetings, as only trade unions have the legal right and entitlement of representation in the workplace.By 2011 several councils had realized that they did not have to permit BASW access, and those that were challenged by the skilled professional representation of their staff were withdrawing permission. For this reason BASW once again took up trade union status by forming its arms-length trade union section, Social Workers Union (SWU). This gives the legal right to represent its members whether the employer or Trades Union Congress (TUC) recognizes SWU or not. In 2015 the TUC was still resisting SWU application for admission to congress membership and while most employers are not making formal statements of recognition until the TUC may change its policy, they are all legally required to permit SWU (BASW) representation at internal discipline hearings, etc.Information technology is vital in social work, it transforms the documentation part of the work into electronic media. This makes the process transparent, accessible and provides data for analytics. Observation is a tool used in social work for developing solutions. Anabel Quan-Haase in Technology and Society defines the term surveillance as "watching over" (Quan-Haase. 2016. P 213), she continues to explain that the observation of others socially and behaviorally is natural, but it becomes more like surveillance when the purpose of the observation is to keep guard over someone (Quan-Haase. 2016. P 213). Often, at the surface level, the use of surveillance and surveillance technologies within the social work profession is seemingly an unethical invasion of privacy. When engaging with the social work code of ethics a little more deeply, it becomes obvious that the line between ethical and unethical becomes blurred. Within the social work code of ethics, there are multiple mentions of the use of technology within social work practice. The one that seems the most applicable to surveillance or artificial intelligence is 5.02 article f, "When using electronic technology to facilitate evaluation or research" and it goes on to explain that clients should be informed when technology is being used within the practice (Workers. 2008. Article 5.02).In 2011, a critic stated that "novels about social work are rare",[114] and as recently as 2004, another critic claimed to have difficulty finding novels featuring a main character holding a Master of Social Work degree.[115]However, social workers have been the subject of many novels, including:Bohjalian, Chris (2007). The double bind: a novel (1sted.). New York: Shaye Areheart Books. ISBN978-1-4000-4746-8.[116]Cooper, Philip (2013). Social work man. Leicester: Matador. ISBN978-1-78088-508-7.[117]Barrington, Freya (2015). Known to Social Services (1sted.). USA: FARAXA Publishing. ISBN978-99957-828-7-0.Desai, Kishwar (2010). Witness the night. London: Beautiful Books. ISBN978-1-905636-85-3.[118]Irish, Lola (1993). Streets of dust: a novel based on the life of Caroline Chisholm. Kirribilli, N.S.W: Eldorado. ISBN1-86412-001-0.Greenlee, Sam (1990) [1969]. The spook who sat by the door: a novel. African American life. Detroit: Wayne State University Press. 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ScottEast Side/West Side1963Edith KeelerJoan CollinsStar Trek: The Original Series - "The City on the Edge of Forever"1967Germain CazeneuveJean GabinTwo Men in Town1973Ann GentryAnjanette ComerThe Baby1973Wendy BeamishMare WinninghamSt. Elmo's Fire1985Dwight MercerMykelti WilliamsonFree Willy1993Lucy ChambersJessica RaineThe Devil's Hour2022Mrs. SellnerAnne HaneyMrs. Doubtfire1993Mary BellAngelina JoliePushing Tin1999Margaret LewinJessica LangeLosing Isaiah1995Dr. Sonia WickVanessa RedgraveGirl, Interrupted1999RaquelLeonor WatlingRaquel busca su sitio2000Cobra BubblesVing RhamesLilo & Stitch2002Clare BarkerSally PhillipsClare in the Community2004Toby FlendersonPaul LiebersteinThe Office2005PankajPankaj Kumar SinghSmile Pinki2008Emily JenkinsRene ZellwegerCase 392009Bernie WilkinsDon CheadleHotel for Dogs2009Ms. WeissMariah CareyPrecious2009Mark LillyMatt Oberg (Voice)Ugly Americans (TV series)2010-2012MeeraBhamaJanapriyan2011Maxine GrayTyne DalyJudging Amy1999-2005Sam HealyMichael HarneyOrange Is the New Black2013David MailerPatrick GilmoreTravelers2016Wikisource has original works on the topic: Social workWikiversity has learning resources about Social workAddiction medicineApproved mental health professionalClinical social workChild welfareCommunity developmentCritical social workCommunity practiceDevelopment studiesDisaster social workEducation in social workForensic social workGerontologyHumanistic social workHuman resource managementHuman servicesIntegrated social workInternational Social WorkJocelyn HyslopList of social work schoolsMental health professionalMacro social workRecreational therapyRight to an adequate standard of livingSocial developmentSocial planningSocial psychologySocial researchSocial ScientistSocial work with groupsUrban developmentWelfare^ "What is Social Work?". Canadian Association of Social Workers. May 6, 2011. Archived from the original on July 26, 2018. Retrieved May 13, 2019. Social work is a profession concerned with helping individuals, families, groups and communities to enhance their individual and collective well-being.^ "Global Definition of Social Work". International Federation of Social Workers. Archived from the original on March 26, 2018. Retrieved May 13, 2019. The following definition was approved by the IFSW General Meeting and the IASSW General Assembly in July 2014: [...] 'Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and to of liberation of people. [...]'^ Zastrow, Charles (September 14, 1990). "Social Workers and Salesworkers". Journal of Independent Social Work. 4 (3): 716. doi:10.1300/j283v04n03_02. ISSN0883-7562.^ Barker, Robert L. (2014). The Social Work Dictionary (6thed.). United States: NASW Press. p.240. 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The COS emphasis on a scientific approach led to the use of investigation, registration, and supervision of applicants for charity. It resulted too in community-wide efforts to identify and coordinate the resources and activities of private philanthropies and the establishment of centralized 'clearinghouses' or registration bureaus that collected information about the individuals and families receiving assistance. These innovations were later incorporated into the casework method of social work, the organization of Community Chests and Councils, and the operation of Social Service Exchanges.^ Mizrahi, Terry; Davis, Larry (Summer 2017). "Social Work Profession". Encyclopedia of Social Work. Vol.20. ISBN978-0-19-530661-3.^ "National Conference of Charities and Corrections: Part II: Progress 1874-1893". Social Welfare History Project. October 26, 2012. Archived from the original on June 7, 2023. Retrieved November 14, 2021.^ Lingwall, Jeff (2014). 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ISBN978-1-285-17640-6.Social Work, WCIDWTM - The University of TennesseeSocial Work Evaluation and Research Resources Archived October 10, 2021, at the Wayback MachineRetrieved from " work is a dynamic field that started as a movement to reduce poverty and inequality. In Canada, social work began with a group of home visitorsvolunteers driven to help vulnerable people, spread hope and advocate for social justice.Over the past century, social work has evolved into an academic discipline and regulated profession founded on theories of social work, social science and humanities. The field advances through academic research, evidence-based practice and Indigenous ways of knowing.Social workers are regulated health professionals who work with individuals, families, groups and communities to improve individual and collective well-being. They respond to social issues like racism, poverty and unemployment. As well, social workers advocate for social justice, human rights and fair access to health and social services.Canadian social workers share the following core values:Respect for the inherent dignity and worth of personsPursuit of social justiceService to humanityIntegrity in professional practiceConfidentiality in professional practiceCompetence in professional practiceWhat Do Social Workers Do? Social workers serve people.Social workers believe people are resourceful, resilient and able. Working in a variety of settings, social workers help people attain physical, mental and spiritual well-being. They also address broad social issues like oppression, discrimination, domestic violence, unemployment and poverty. They do this in many different ways, including:Therapy/CounsellingSocial policy analysisCommunity capacity buildingHealth promotionResearchCollaboration with other professions Where Do Social Workers Work?Social work can take place in person and virtually. Youll find social workers in a variety of settings, including:Advocacy organizationsChild welfare settingsCommunity health centresConsultation agenciesCorrectional facilitiesEmployee assistance and private counselling programsFamily courtsFamily services agenciesGovernment departmentsHospicesHospitalsHuman rights organizationsLibrariesMental health clinicsPrivate practiceSchoolsSocial services agenciesSocial housing organizationsSchool boardsUniversitiesYouth drop-in centresHow to Become a Social WorkerEducationUniversities across Canada offer degree programs in social work at the bachelor, masters and PhD levels. The programs involve a combination of knowledge-based coursework and practical experience gained through practicums, as well as self-reflection to complement the knowledge and experience components.If youre considering applying for a social work program, review the prerequisites required to get into the program. Often, prerequisites include liberal arts courses, such as social policy, sociology, psychology and philosophy.During the first two years of most social work bachelor programs, students study the general arts before applying to a school of social work. The school of social work will consider a variety of factors, including applicant experience, GPA, and personal outlook.Volunteering is a great way to gain practical experience in the profession. Some schools of social work require a minimum number of hours of relevant volunteer or work experience to be considered for admission.Contact specific schools of social work for their admission requirements, including prerequisites and volunteer experience.Click here for the Canadian Association for Social Work Education's list of accredited social work programs in Canada.Beginning Your CareerTowork as a social worker in Canada, you will need:A bachelors degree in social workNote: Alberta requires either a bachelors degree in social work or a diploma in social workDepending on where you live and your specific career goals, you may also need:Supervised practical experience (practicum)Provincial/Territorial written and oral examinationsMembership in a provincial/territorial association of social workersCertificationTo practice as a social worker in the following provinces/territories, you will need to be registered with a regulatory authority within your province or territory:AlbertaBritish ColumbiaManitobaNew BrunswickNewfoundland and LabradorNorthwest TerritoriesNova ScotiaOntarioPrince Edward IslandQuebecSaskatchewan Can I Become a Social Worker if I Have a Criminal Record?Yes, you can work as Registered Social Worker if you have a criminal record. In many cases, your lived experience can be useful in your career because itll help you to connect with clients.Heres what you should know about pursuing social work with a criminal record:Education: Most social work schools will ask students to disclose a criminal record when they apply to school and when assigning practicums. We recommend discussing your situation with the schools you are applying to for information on how to proceed.Registration: Most provinces and territories require social workers to be certified by a regulatory body. Check with the regulatory body in your province or territory about their policy on criminal records.Employment: Many jobs in social work require a criminal record check, especially when working with vulnerable people. Be honest with potential employers about your criminal record. Explain what youve learned and how your experience will help you serve others.Working ConditionsMany social workers work full-time, although part-time work is also available. They may work in person or virtually.Social workers who work directly with clients spend more of their time with clients in their offices, in the clients home, in the field or online. They also spend time consulting other professionals, such as psychologists, teachers, physicians, lawyers, and others involved in a specific case.Salaries vary depending on location, job title and duties. In 2022, people working as social workers across Canada earned between $22.00-$46.10 per hour.For salary information in your region, please contact the appropriate Provincial/Territorial regulatory body.How Many Social Workers are there in Canada?In 2018, there were roughly 52,823 social workers in Canada.The social work profession is legislated and regulated at the provincial/territorial level.To find out how many Registered Social Workers there are in your region, please contact the appropriate Provincial/Territorial regulatory body.Future ProspectsIn general, job openings in social work are projected to rise between 2019-2028 because of increased demand and job vacancies created by the retirement of the baby boom generation.Future prospects vary across Canada depending on the province or territory. To learn more, please contact the Provincial/Territorial regulatory body in your region.

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