

**The Board of Registration of Social Workers
In the Matter of the *Social Workers Act*
And a hearing concerning**

Decision of the Board

Hearing Date: September 13, 2008

Board Members: James Campbell, RSW clinical, Chair
Sharon Coates, RN, public member
Darlyne Gehring, RSW clinical
Bruce Hallsor, LLB, public member
Gary Mavis, RSW
Kathryn McCannell, RSW clinical
Janice Murphy, RSW
Chi-Ying Wong, RSW
Brigitte Wagner-Yates, RSW

Applicant: [REDACTED]

Registration Committee: Sheila Begg, RSW, Deputy Registrar, on behalf of the Registration Committee

Background:

1. The Applicant applied for registration on January 30, 2008 pursuant to section 35(2) of the Rules of the Board of Registration. The final documents to complete [REDACTED] application were submitted on May 26, 2008.
2. Section 35(2) reads as follows:

(2) An applicant who does not meet the requirements established in subrule (1) may be granted full registration by the board where the applicant
 - (a) has a minimum of a baccalaureate degree in a related field and a combination of knowledge, skills and abilities which are, in the opinion of the registration committee, substantially equivalent to the requirements established in subrules (1)(a) and (c),*
 - (b) has successfully completed the examinations and any upgrading programs required by the registration committee, and*
 - (c) meets the requirements set out in subrules (1)(d) and (e).*
3. The Registration Committee reviewed the application against these requirements on August 6, 2008, and determined as follows:

- (a) The Applicant met the requirement for a degree in a related field based on [REDACTED] bachelor's degree in Child Care from the [REDACTED] (1985).
- (b) The Applicant appears to be of good character, based on [REDACTED] submitted references;
- (c) The Applicant has not met the requirement for 700 hours of social work experience.
- (d) The Applicant did not satisfy the committee that [REDACTED] had knowledge, skills and abilities which are substantially equivalent to those expected of a person with a social work degree.

In accordance with Rule 25 (6) this hearing was then convened.

Preliminary Matters:

- 1. The hearing regarding the Applicant's application was scheduled for September 13, 2008. The Applicant was properly notified. The hearing proceeded on this date.
- 2. The Applicant chose not to attend the proceeding, and not to appoint legal counsel.
- 3. The Applicant acknowledged the supportive role by the Deputy Registrar and the Registration Committee during the registration process.
- 4. Exhibit 1 contained correspondence and documentary information submitted by the Applicant to the Registration Committee and the Board concerning [REDACTED].
- 5. Exhibit 2 contained calendar information from the University [REDACTED] providing current summaries of the areas covered by the courses in Social Work that are considered to deliver core competencies.

Position of the Registration Committee:

- 1. The Registration Committee found that the Applicant had worked for the [REDACTED] [REDACTED] as a Child, Youth and Family Counselor. In that capacity [REDACTED] provided "immediate crisis response to assist Social Workers in supporting individuals and families". This position does not require a Social Work degree. Although [REDACTED] has been supervised by Social Workers, none of the Applicant's other positions show any evidence that [REDACTED] has been employed in a social work position.
- 2. The Registration Committee found that there was no evidence of coursework which is substantially equivalent to the core areas of Human Behaviour and Development, Social Welfare and Policy, Social Work Theory, and Social Work Practice, all of which are required subjects in accredited social work programs.
- 3. In particular, the Registration Committee found no evidence of courses covering social policy history and development, child welfare and protection, anti-oppressive knowledge and practice, social work theory and ethics, cross-cultural practice, practice with indigenous communities, casework or group work,

Position of the Applicant:

1. The Applicant's response to the Committee was received as a written e-mail to Sheila Begg dated September 3, 2008 with an accompanying statement on admission policy at the [REDACTED], which was apparently taken from their web site, with comments added by the Applicant.
2. The Applicant submits that [REDACTED] crisis response work is similar to a social worker without delegated responsibilities.
3. The Applicant submits that [REDACTED] degree in Child and Youth Care provided [REDACTED] with a broad grounding in child, youth and family development as well as therapeutic theory, assessment and behaviour management. [REDACTED] notes that the BC Ministry of Children and Families would accept [REDACTED] degree if hired to perform child protection social work.
4. The Applicant also submits that [REDACTED] existing degree and work experience would allow [REDACTED] to be granted credits toward a social work degree at the [REDACTED].

Analysis:

1. The primary issue in this hearing is whether the Applicant demonstrates a combination of knowledge skills and abilities which are "substantially equivalent" to the requirements of Rule 35(1) (a) and (c). The Board evaluates substantial equivalency based on an evaluation as to whether the Applicant's knowledge, skills, and abilities are equal to the core curriculum provided by an accredited institution.
2. The Board notes the Applicant's assertion that [REDACTED] work experience should count as 700 hours of experience, but does not find that any of the Applicant's positions were supervised positions in Social Work. Based on the job descriptions provided by the Applicant, these positions may have provided support to social workers, but were not social work positions.
3. The Board accepts that the Applicant would be entitled to 6 units of credit towards [REDACTED] final two years of a Bachelor of Social Work degree at the [REDACTED], but notes that this partial credit (24 additional units would still be required) serves to highlight the many courses which the Applicant has no equivalent studies in.
4. The Board finds no evidence of additional course work that would provide education in the other core areas of social work studies.
5. The Board finds that the Applicant's work experience does not provide the Applicant with a general equivalent education in the broad areas of Social Welfare and Policy, Social Work Theory, Social Work Practice.

6. The Board finds that the Applicant's assertion that the Ministry of Children and Family Development would hire [REDACTED] into a "social work" position with [REDACTED] Bachelor of Arts in Child Care, to be an employment decision regarding qualifications. The Board also noted MCFD hires staff from a variety of educational backgrounds into these positions, and such hiring does not mean that the person is eligible for registration.

Conclusion

As per Rule 35(2)(a), the Board found the degree the Applicant obtained constitutes a degree in a related field, but lacks core competency courses required for the knowledge requirement.

The Board also confirms the opinion of the Registration Committee that the Applicant's work experience does not qualify for 700 hours of social work experience.

After considering the evidence, the Board concludes that the Applicant's knowledge in the core competency areas of Social Work Theory and Practice, and Social Welfare and Policy, are not equivalent to courses completed as the core curriculum of a Bachelor of Social Work Degree as established by the Canadian Association of Schools of Social Work.

In summary, the Applicant has not discharged the onus upon [REDACTED] to demonstrate that [REDACTED] knowledge, skills and abilities are substantially equivalent to the requirements of Rule 35(1)(a) and (c).

Jim Campbell, RSW clinical
Chair
Board of Registration for Social Workers

Issued by the Board of Registration for Social Workers on October 10, 2008

Sealed: