

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

[REDACTED]

**Decision of the Board**

**Hearing Date:** September 13, 2008

**Board Members:** James Campbell, RSW clinical, Chair  
Sharon Coates, RN, public member  
Darlynn Gehringer, RSW clinical  
Bruce Hallsor, LLB, public member  
Gary Mavis, RSW  
Kathryn McCannell, RSW clinical  
Janice Murphy, RSW  
Chi-Ying Wong, RSW clinical  
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 17, 2008 pursuant to section 35(1) of the Rules of the Board of Registration, based on [REDACTED] Master of Social Work degree granted from [REDACTED], an online institution with an address in [REDACTED].
2. After being advised that the Board does not recognize [REDACTED], [REDACTED] applied under section 35(2), which provides that an applicant who does not have a social work degree may apply on the basis of a degree in a related field and substantially equivalent knowledge, skills and abilities. The requirements of section 35(2) are 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 July 9, 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 Sociology.
  - (b) The Applicant met the requirement for 700 hours of social work experience.
  - (c) 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 convened.

**Preliminary Matters:**

1. The hearing regarding the Applicant's application was scheduled for September 13, 2008. The Applicant was properly notified and 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 in writing 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].

**Position of the Registration Committee:**

1. The Registration Committee found that the Applicant has demonstrated completion of a minimum of 700 hours of social work experience through a combination of practica, internship, and work experience supervised by a social worker satisfactory to the board as required by rule 35(1)(c).
2. The Registration Committee found that the Applicant's Sociology degree from the [REDACTED] constitutes a degree in a related field as per Rule 35(2)(a).
3. The Registration Committee found that the Applicant appears to be of good character, based on [REDACTED] submitted references.
4. The Registration Committee was concerned about the Applicant's knowledge in the core competency areas of Social Welfare and Policy, Social Work Theory, Social Work Practice, and Research.

### Position of the Applicant:

The Applicant's response to the Registration Committee is outlined at Tabs 14 to 16 of the Exhibit Binder. ■■■ states as follows:

1. ■■■ has learned a great deal about Social Work Theory and Practice through ■■■ work.
2. ■■■ has taken several continuing education courses.
3. ■■■ has taken research intensive courses at ■■■ and ■■■.
4. ■■■ has taken part of a Social Work degree at the ■■■.
5. ■■■ is planning on taking ■■■ at ■■■, a course entitled "Planning and Action for Community Change", which ■■■ feels is relevant.
6. ■■■ is willing to take two other courses at ■■■, ■■■ and ■■■, which ■■■ believes will be relevant to the social policy area.
7. ■■■ is willing to do a reading assignment or essay as recommended by the Board.

### 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 completion of an academic program approved by the Board. The Board analyzes the evidence provided by the Applicant in light of the core curriculum requirements set by the Canadian Association of Schools of Social Work.
2. The Board cannot consider courses that the Applicant is planning on taking, and is not prepared to consider courses in a school (■■■) that is not accredited by the Council on Social Work Education. The Board did examine the descriptions of the courses taken at ■■■, and had some serious concerns about whether these courses would have covered the core curriculum in any event. However, since the Board has no assurance about the quality of the education, it is not prepared to credit the Applicant with any benefit from these courses.
3. The Board is prepared to consider supervised practicum assignments done through ■■■ as counting toward the 700 hours of experience, but in this case the applicant already has met that criteria.
4. The Board accepts that the Applicant has met the criteria for having equivalency skills related to research, based on ■■■ completed university course work.
5. The Board acknowledges the value of the Applicant's continuing education coursework, but finds that this course work is mainly related to specific practice areas and does not assist with the general deficiency in education in the areas of Social Welfare and Policy, Social Work Theory, and Social Work Practice.
6. The Board also acknowledges the value of the Applicant's history of work in the social services area, but finds that this work alone is not sufficient to have provided

the Applicant with equivalency to formal education in the areas of Social Welfare and Policy, Social Work Theory, and Social Work Practice.

### **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 recognized the Applicant's work experience and acknowledges that the Applicant has taken many introductory courses toward the core competencies of social work, but unfortunately lacks the higher level courses that would permit ■■■ to have an equivalent educational attainment to a recipient of a Bachelor of Social Work at an accredited institution.

After considering the evidence, the Board concludes that the Applicant's knowledge in the core competency areas of Social Welfare and Policy, Social Work Theory and Social Work Practice, 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 in Social Work. Therefore, the Applicant has not discharged the onus upon ■■■ to demonstrate that ■■■ knowledge, skills and abilities are substantially equivalent to the requirements of Rule 35(1) (a).

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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: