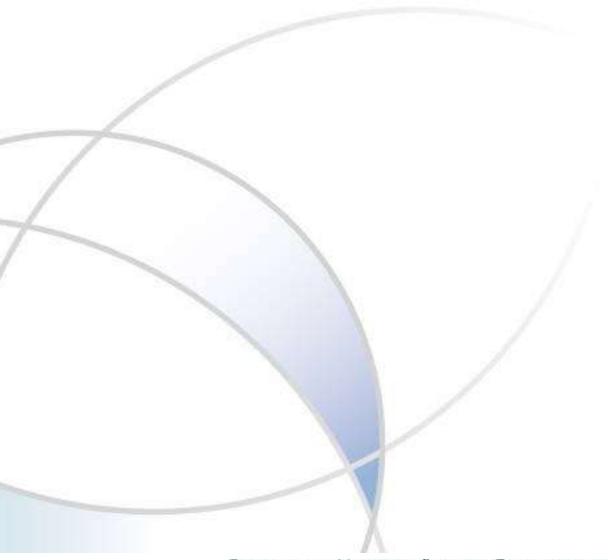
# **2017 Registration Review Report Manitoba College of Social Workers**



OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

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## Introduction

The purpose of this Review Report is to share the Fairness Commissioner's understanding, as of December 2017, of the state the Manitoba College of Social Workers (MCSW) fair consideration of individuals applying for registration focusing on applicants educated outside of Canada.

The analysis is based on the Office of the Manitoba Fairness Commissioner's (OMFC) review of current practices of the College. MCSW provided an overview of the context of the profession and steps to registration as well as documentation on its application of the Manitoba Fairness Standard. Online information from the College and relevant third parties were used including from the Canadian Association of Social Workers (CASW).

The intent of the Fairness Commissioner's first assessment is to understand MCSW's registration practices and foster ongoing development of fair assessment practices. The Review Report will make recommendations to further evolve registration practices and will include the Fairness Commissioner's statement of compliance.

## Context of the Profession in Manitoba

The Manitoba College of Social Workers (MCSW) succeeds the Manitoba Institute of Registered Social Workers, the previous voluntary body for Social Workers in Manitoba, in existence since 1966. Manitoba was the final province in Canada to require mandatory registration and professional regulation of social workers.

The Social Work Profession Act came into force on April 1, 2015, requiring all those who use the title and/or representation of social worker to be registered with MCSW.

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 knowledges, social work engages people and structures to address life challenges and enhance wellbeing.1

Social Workers are employed in various settings; including, but not limited to: hospitals, community health centers, mental health clinics, schools, advocacy organizations, government departments, social service agencies, child welfare settings, family service agencies, correctional facilities, social housing organizations, family courts, employee assistance programs and private counselling, school boards, and consultation agencies.2

Diversity is a fundamental social work value. The perspectives of internationally educated social workers enrich the practice of social work in Manitoba and increase the profession's capacity to respond to our province's diverse population.

As of March 2017, the MCSW had 1,830 practicing member registrations, of which 1642 had equivalent social work degrees, 188 were grandparented and 67 were students. It is estimated that there is a fair labour market outlook for social workers in Manitoba, with moderate employment growth and retirements. There were 29 social workers arriving through immigration to Manitoba between 2011 to 2016 (Prepared by Immigration and Economic Opportunities Division from Immigration Refugees and Citizenship Canada data).

<sup>&</sup>lt;sup>1</sup> International Federation of Social Workers, Global Definition of Social Work, retrieved 31 October 2017, <a href="http://ifsw.org/policies/definition-of-social-work/">http://ifsw.org/policies/definition-of-social-work/</a>).

<sup>&</sup>lt;sup>2</sup> Canadian Association of Social Workers (CASW). Practice Settings, retrieved 24 October 2017, <a href="https://caswacts.ca/en/what-social-work/what-social-work/what-social-workers-do">https://caswacts.ca/en/what-social-work/what-social-work/what-social-workers-do</a>

## **Overview of Assessment and Registration Process**

The Manitoba College of Social Workers (MCSW) regulates the practice of social work in Manitoba under the authority of *The Social Work Profession Act,* (C.C.S.M. c. S169) the Social Work Profession Regulation as determined by the Board and the General Operating By-Law of the Manitoba College of Social Workers.

In Manitoba, only those individuals who are registered as practicing members of MCSW can refer to themselves as a "Social Worker" or "Registered Social Worker" (R.S.W.) or any variation of the designation.

## **Principal Qualifications**

There are three routes for registration as a social worker with MCSW based on different primary qualifications. The most direct route is and assessment of **academic equivalency** to with bachelor or master of social work degree from a university program accredited by the Canadian Association of Social Work Education or approved by MCSW.

There are also alternate routes of entry that consider social work experience and/or similar education. The **Grandparented route** for those working in the field is available until March 31, 2018, requires 4,400 hours of employer verified social work experience that can result in a Certificate of Practice that may have limitations on areas of practice or supervision. There are provisions to achieve a full general Certificate with completion of education or an entry exam.

The **Substantial Equivalency route**, available April 1, 2018, is for applicants without a social work degree, with at least 5,600 hours of experience within three of the past five years in a social work role. Social work experience is employer verified and entry-level knowledge is tested resulting in a Certificate of Practice.

Will the Certificate of Practice with Limitations apply to this route?

## **Assessment and Registration Process**

## Step 1 – Application to Canadian Association of Social Workers (CASW) for Educational Credential Assessment

## **Academic Equivalency Route**

CASW assesses international educational credentials in provinces and territories in Canada except for Quebec and British Columbia. Assessment services are available in both French and English, and typically completed within four to five weeks once required documentation is received. CASW has online information and staff members engage applicants early in the process to provide them with support and information regarding their documentation and the application process.

CASW assesses equivalency to Canadian Bachelor or Masters of Social Work degrees. The application to CASW includes:

- completed Application Form and an application assessment fee of \$339
- a social work education Verification form sent directly by the applicant's school of social work
- official transcripts/credentials sent directly by the educational institution in a sealed envelope
- course descriptions
- practicum descriptions
- proof of membership in professional associations from another country (if applicable)
- proof of name change, if relevant
- if documents are not in English or French, notarized certified translations and the originals are required

Can MCSW comment on the differences between Canadian/North American and international social work programs? What is the process to accredit programs? Are there accreditation standards?

## Step 2 – Application for Registration with the Manitoba College of Social Workers

## **Academic Equivalency Route**

Following academic assessment, the CASW provides a Verification of Education Credentials to MCSW. Registration proceeds with completion of overall documentation for those deemed educationally equivalent.

Applicants with a social work degree accredited by the Council on Social Work Education in the United States of America are not required to have their educational credentials reviewed by CASW. Instead, they may apply directly to MCSW as their degrees are deemed equivalent to a Canadian social work degree. In addition, they are not required to complete any further exams or employment verifications.

The application to MCSW includes the following documentation requirements:

- Application form and \$100 application fee
- Copy of Government-issued photo identification
- Verification of Education Credential Equivalency from CASW, if required
- Proof of name change, if relevant
- Criminal record/registry checks based on a nationwide search from the appropriate law enforcement agency in that country
- Manitoba Child Abuse Registry Self-Check
- Manitoba Adult Abuse Registry Self-Check
- One Professional Reference for those deemed academically equivalent
- Verification of Registration and Licensure for Social Work Regulators (for applicants previously registered in another province or country)

- Verification of Registration and Licensure for Other Regulators (for applicants previously registered in another profession)
- Verification of Legal Entitlement to Work in Canada
- If documents are not in English, notarized translations may be required

#### **Alternative Assessment Routes**

Internationally educated applicants living in Manitoba, or intending to live in Manitoba, whose educational credentials are not from an accredited institution or not assessed as equivalent to a Canadian Social Work degree by CASW apply directly to MCSW. MCSW then provides information to the applicant regarding MCSW's alternate routes of entry into the profession where social work experience and/or similar education are considered.

## **Grandparented Route**

By legislation, the Grandparented alternative route provides an opportunity for those practising without social work academic credentials in Manitoba to pursue registration within three years of the Act coming into effect. Applicants are required to provide evidence from their employer(s) that they have functioned in a social work role safely, competently, and ethically for at least 4,400 hours in the previous five years.

## Some documents say five others say 10 years?

Applicants provide names of employers, dates of employment with job descriptions and an explanation of how those services fall within the definition of the practice of social work. One or more employers need to provide verification of employment that confirms areas and hours of social work field experience. Those with less than 4,400 hours required for application for licensure have until March 31, 2018 to acquire the hours needed to apply under this route of assessment.

What happens for those with less than 4,400 hours of verified social work practice at the end of March 2018 and those who cannot reach 5,500 hours next spring?

Applicants through this route may receive a Certificate of Practice with limitations that specify practice areas for registration. In order to expand their scope of practice, registrants can provide additional information and Employer Verification of significant functioning as a Social Worker in other areas of practice. After review, the limitation on the Certificate of Practice and the scope of Social Work practice could be broadened to reflect any additional practice area(s). As well, applicants who have completed a BSW from an accredited institution or have passed the Association of Social Work Board exam can receive a General Certificate of Practice without conditions. Grandparented registrants with limited certification are not authorized to use the title *Social Worker* or represent themselves as a Social Worker in roles or positions outside of the practice limitation identified on their Certificate and in the public registry.

Some materials say end date for Grandparented route is March 31, and others say April 1, 2018. Are there any time limitations on the Certificate with limitations? Will a limited Certificate of Practice be implemented in the Substantial Equivalency route?

## **Substantial Equivalency Route**

The Substantial Equivalency alternative route in effect April 1, 2018 will eliminate the Grandparented route. MCSW Council recently approved this policy aimed at those without a social work degree. Using the online application system, those with at least 5,600 hours of experience within three of the past five years in a social work role can submit their employment information and employer verification forms. Following the experience assessment, MCSW reviews official education transcripts to assess similar education equivalency. Successful completion of the Association of Social Work Board exam to assess entry to practice knowledge is needed before MCSW completes an overall final evaluation of the applicant. In advance of this route coming into effect, applicants are encouraged to contact the College for updates regarding this process.

Does CASW play any role in credentials assessment from non-accredited programs or is this done completely by MCSW? What criteria will guide this assessment?

#### **Exams**

- MCSW has reached an agreement with the Association of Social Work Boards (ASWB) to use their Associate level exam for the Substantial Equivalency route of Entry.
- The ASWB exam is currently available to confirm a general Certificate of Practice without conditions.
- (Will this exam also lift any Certificate of Practice conditions with the substantial equivalency process?)
- Is there a time limit on the process? How many times can applicant write the ASWB exam? Are there any indications of the pass rates?

## **Appeals**

MCSW applicants have the right to appeal registration decisions. To appeal, individuals must submit a letter to the College Board of Directors stating the reasons for their appeal within 30 days of receipt of their registration decision letter. MCSW's Board of Directors without the participation of the original decision makers hears appeals. The appeal process can take several months to complete. Appeals that are unsuccessful at this level can be taken to the Court of Appeal.

## Time and Cost

Costs for IEAs to complete the registration process vary according to the circumstances of the individual.

#### **Direct Costs**

CASW assessment of credentials \$339 (+ translation, if required)

MCSW application fee \$100 (+ translation, if required)

MCSW annual registration fee \$360 (Practicing)

\$180 (non-practicing)

The time to obtain full registration also depends on individual circumstances and will vary. CASW's credentialing processing time is approximately four to five weeks upon receipt of completed applications. MCSW's time range for full registration upon receipt of all required documentation can be as short as two weeks or as long as several months, dependent upon the level of evaluation required, which is based on each applicant's unique situation.

## **State of Progress**

The Manitoba College of Social Workers is committed to the fair assessment and recognition of internationally educated social workers. MCSW provides different paths to enter the profession for those with a variety of backgrounds including accredited education, similar education and work experience in areas of social work practice. The assessment of practitioners' competence as a social worker is forefront rather than reliance on educational credentials alone. A fast process is available for those from accredited programs and for those with verified significant work experience. There are opportunities to practice and expand competencies under a limited registration certificate. These are progressive practices.

MCSW provides strong procedural and relational fairness in its registration practices. MCSW staff members engage applicants early in the process to provide them with support and information regarding their documentation and the application process. Credentials assessment is coordinated through CASW using a streamlined approach that removes duplicate submissions of academic credentials or other key documents. MCSW has an online application process, which allows applicants to monitor the progress of their registration. Every effort is made to assist applicants in person and answer questions at any stage of the process. Credentials assessment criteria and processes are available to applicants as are clear requirements and forms to document employment and obtain employers' employment verifications used in alternative assessment. Good online information is available including transparent registration policies, written reasons for assessment results, advice on alternative documentation and appeal opportunities.

The licensure process is progressive in that those with educational equivalency can be licensed within several months. Professional work experience outside of fieldwork within undergraduate or graduate programs can be recognized to through the alternative assessments that consider applicant and employer verified documentation of practice. This approach allows for the type and hours of work in the social work domain to be recognized.

The Certificate of Practice with limitations in practice areas provides an opportunity to obtain a general Certificate with further verified work, completed undergraduate social work education or completion of an equivalency exam. Many progressive features from the Grandparented route remain in the Substantial Equivalency assessment.

## **Substantive Progress Opportunities**

To build on progressive registration practices, continued work is needed to clarify information for internationally educated applicants on resources in Manitoba including details on the alternative assessment. Documentation

requirements are clear and streamlined with CASW and there is an opportunity to continue to ensure coordination and synchronized documentation of previous registration as well as referrals of those who are not academically equivalent.

The substantial equivalency assessment will allow for verification of employment as a social worker and assessment of similar education. This approach has the potential to be progressive for internationally educated applicants from countries with education that differs from the North American model and who may be effective in providing services in Manitoba's diverse communities. The roles, standards and approach to conduct academic assessment from a wider range of educational programs will need clarification. It may be difficult for applicants to find employment that counts as social work hours in jobs that require licensed social workers. Efforts may be needed with employers to make social work roles available so that applicants can complete the required hours to be eligible for registration.

The use of the ASWB substantial equivalency exam as an entry to practice exam may offer opportunities to demonstrate knowledge for suitable candidates, however, it may require preparation or academic remediation for those without the North American accredited education. Limited availability of gap training options would extend the licensure process for some applicants with gaps in their social work education.

While the Certificate of Practice with limitations allows for a route to full licensure with a limited scope, there is a lack of fieldwork or supervised practice approaches outside of an education program geared to domestic students. There may be an opportunity to expand supervised practice models in the new assessment model particularly in underserved regions or specific areas of social work practice.

MCSW has worked cooperatively with the OMFC to develop registration data for internationally educated applicants. OMFC understands that MCSW is working with CASW to refer those not deemed educationally equivalent to the Manitoba regulator for further advising on alternate assessment routes. Continued work improving data collection will be helpful to ensure we have a complete, fact-based understanding of timelines and outcomes. This data may also be helpful to support any future considerations to improve the process.

## **Fair Practice Analysis**

The Fairness Commissioner has developed a Fairness Standard aligned with the purpose of The Fair Registration Practices in Regulated Professions Act. The Standard is that "Dedicated and fair practices are in place for the assessment and registration of internationally educated applicants. Policies and procedures are documented consistently followed and periodically reviewed to ensure effectiveness". This first review of the social work profession aims for practical improvements based on an overview of the following elements of the Manitoba Fairness Standard.

- Information
- Entry to Practice Competencies
- Qualification Requirements
- Documentation Requirements
- Assessment
- Language Proficiency
- Time
- Levels of Recognition
- Appeals
- Access to Records
- Fair Outcomes
- Treatment of Applicants
- Organizational Expertise

MCSW has documented their practices relevant to these elements to inform the Fair Practice analysis. The OMFC review will also focus on the Manitoba Fairness Commissioner priorities for timely and effective registration, the recognition of qualifications acquired through professional work experience and the need for supervised practice opportunities as key substantive issues critical to realize progress among Manitoba regulators.

The Fairness Commissioner has the following commendations, comments and concerns on MCSW registration practices based on the Manitoba Fairness Standard.

## Information

The Manitoba College of Social Workers has a dedicated section for international applicants and a pathway identified in Steps to Registration and a Document Checklist. Internationally educated applicants are encouraged to review relevant areas highlighted to assist them including:

- Financial Supports
- Steps to Registration
- Language Proficiency

- Social Work in Manitoba and Canada
- Immigration to Manitoba
- Alternative Jobs if not Approved
- MCSW's Appeal Process

In the overall website, applicants have clear instructions on registration policies, information on the context for social work in Canada and making appeals. CASW, as the third party responsible for academic equivalency verification, clarifies that their assessment does not guarantee applicants successful registration with a social work regulatory body or a social work job Canada and provides excellent questions and answers for clarification. In addition, both CASW and MCSW provide information for those considering immigration with appropriate links to Immigration, Refugees and Citizenship Canada and the Manitoba Provincial Nominee Program respectively. Information is linked with <Immigratemanitoba.com> including profession fact sheets.

Areas to improve information for internationally educated applicants include:

- Integrate information on alternate assessment into the current materials for internationally educated applicants.
- Continue working on navigation to link the IEA section with overall registration information as well as update Manitoba based resources such as language learning to improve information for potential applicants.
- A policy on access to records will clarify this area and is under development.

## **Entry to Practice Competencies**

- There are no competency profiles available, however, there are
  extensive description of practice standards set out in the MCSW Code of
  Ethics and Standards of Practice developed in collaboration with other
  jurisdictions. These form the basis for e-learning modules that are to be
  completed post licensure.
- Academic standards are based on educational equivalency to the scope of social work practice achieved through university education, which includes practicum requirements and a formal evaluation of competence before achieving a social work degree.

Are there other guides, or criteria for assessing education?

## **Qualification Requirements**

- Academic credential assessment are conducted by CASW under memoranda of understanding with MCSW for international applicants and those from non- accredited social work schools. This allows for a formal understanding of the role of a third party, as well as criteria and standards to conduct academic credentials assessment.
- The first level professional degree (BSW) is generally the completion of a four-year, minimum 700 hour, full time university degree with credits in: social work intervention methods, social policy, field of practice and social problems, research methods and field work. The criteria and process for the assessment of similar education is unclear including how it will proceed under MCSW and whether CASW will have a role. It is not always clear in the information who assesses those from non-accredited education programs.
- Those from accredited education programs including the USA are mostly processed in the same way as domestic applicants and do not require credentials assessment. This expedites the process for those coming from similar education backgrounds.
- The Grandparented route enables applicants with 4,400 hours of social work experience in the last (five or 10 years) to demonstrate competence gained through work experience and proceed to registration with a limited or full general scope of practice. This is progressive practice.
- The Substantial Equivalency Route will, on an ongoing basis continue as an alternative assessment route. It will enable application from those from non-accredited education backgrounds with at least 5,600 hours of experience within three of the past five years in a social work role. Applicants can demonstrate competence gained in work experience, are assessed for similar education and proceed to confirm knowledge in an entry to practice exam.

What happens with those who are close but do meet the 5,600 hours?

## **Documentation Requirements**

 CASW clearly indicates the documentation and transmittal procedures for internationally educated applicants. Original documents must be sent in a sealed envelope directly from the applicant's educational institution including courses, grades and credit hours.

- CASW credentials documentation is provided directly to the MCSW with applicant's consent. This eliminates duplications and streamlines the process for applicants. CASW is also reviewing whether it can use World Education Services (WES) verification of programs to further streamline its process. Currently MCSW also requests verification of licensure from other jurisdictions, but is working with CASW to eliminate the duplicated request.
- MCSW currently requires that applicants who reside outside Canada
  within the last 12 months obtain a criminal record check from the
  appropriate law enforcement agency in that country. These are valid
  from the six months from the time of issue. The OMFC recommends
  consideration of security checks conducted through immigration that
  would have greater reliability than those acquired by an individual.
- Applicants to the Grandparented route must provide Employer Verifications available for MCSW's review of practice in relation to paid or unpaid work. Employer verification forms are required to document the kinds of positions and hours functioning in the role of a social worker. This will continue in the Substantial Equivalency process. Those with a social work degree are required to provide a Professional Reference. The variety of options and clear formats available to confirm work experience is progressive practice.
- Applicants are notified to contact the college for questions about alternative documentation allowing for options for those in situations where official documentation is not available.

## **Assessment**

- MCSW has a memorandum of understanding with CASW to evaluate education credentials. In order to continue improvements MCSW is committed to undertake a quality assurance review of the process including staff qualifications and issues of concern related to obligations under The Fair Registration Practices in Regulated Professions Act.
- CASW does not consider distance education degrees or work
  experience that is not part of the educational process that integrates
  classroom theory with onsite service provision. The assessment is not
  structured to make any academic recommendations but refers
  applicants who do not meet education requirements to other
  accredited schools. Despite this limitation in advising applicants on
  remediation, CASW has clear instructions on its educational evaluation.
  In addition, MCSW is working with CASW to ensure that applicants not
  granted educational equivalency are referred to MCSW for advice on
  alternate routes to licensure.

- MCSW demonstrates progressive practice in assessment of combined social work experience and similar education. The routes and requirements are clear for those without a social work degree or those not deemed to be equivalent by CASW under the alternate routes, either the Grandparenting Route (until March 31 2018) or the Substantial Equivalency route (in effect April 1, 2018). Effective communication is needed for applicants regarding the transition to the ongoing alternative pathway in the spring, especially given the increased work experience hours.
- Recognition of professional work experience is limited to field work
  experience undertaken to meet the completion requirements of
  bachelor or master's level studies in social work. The MCSW uses the
  standards outlined by CASW for fieldwork requirements. OMFC
  understands that the Employer verification used in the alternative
  assessments are based on this standard and criteria.
- Little guidance is available on options for academic remediation for those not assessed as equivalent or from similar education with gaps in key areas of knowledge that are required for social work practice in Manitoba. In addition, there is a lack of opportunities for supervised practice to address identified gaps other than those developed as part of university education. MCSW indicates there are discussions with provincial and territorial partners including the Canadian Social Work Program on the potential to develop gap-training programs. Discussions with the University of Manitoba are needed to explore accessible options to address gaps for practitioners in Manitoba.

## Are discussions underway with the University of Manitoba?

 In its short history, MCSW has reviewed and updated its registration policies and continues to publish policies, as they are developed in order to maintain clarity and transparency of assessment practices.

## Language Proficiency

 MCSW does not have a language proficiency requirement for registration. The MCSW website advises applicants on the need for communication skills expected by employers and guidance on learning resources. However, information is lacking on local resources or opportunities to improve practitioner communication.

## Time

 MCSWs licensure process is structured efficiently. The application system allows applicants to log in and track the progress of their application online or call for advice or updates with regard to the completeness of their application.

- MCSW reports that international applicants who have completed the CASW assessment and deemed educationally equivalent are typically registered within two months of submission of all documents.
- While the standard timeframe of six months before the file is closed, the current practice for international applicants is that applications remain open until there is an outcome.
- For applicants who may need to return to university to complete academic and/or clinical requirements that are part of post-secondary programs, there will be a much longer route. Tracking of applicant processes and outcomes will provide information on the experiences of internationally educated applicants.

## Levels of Recognition

- Where MCSW has questions related to applicants known capacity to practice in a safe, independent and/or ethical manner, the registrar may grant registration with conditions on areas of practice, supervision and/or further training. This is progressive registration practice.
- The Certificate of Practice for Practising Social workers with limitations can be applied for those who meet the minimum requirements. It is an option for any route of assessment, including those with a degree or equivalent, or for those with experience and grandparented into licensure. This may also be applied when applicants have submitted professional verification of work older than five years when currency of practice is a concern.

Will this progressive practice continue to be available under the Substantial Equivalency Route of Entry?

## **Appeals**

- MCSW provides a wide range of pre-decision, pre-appeal information before and during their application process. At the point of decision the advising role changes and information is available for applicants on their appeal rights and a clear outline of the appeal hearing process. In any appeal process, the applicant will be provided with a complete copy of their file.
- Registration decisions made by the Registrar can be appealed to a panel
  of the Board of Directors. Appeals can be made if registration is denied
  or if one or more conditions have been applied within specified
  timelines.
- MCSW has received training from their legal counsel on conducting appeals and providing written reasons and will continue to apply plain language to information.

#### Access to Records

- MCSW provides extensive feedback to answer applicants' questions that includes their access rights.
- A draft policy on Access to Records has been developed and is under consideration by the MCSW Board.

## **Fair Outcomes**

- MSCW indicates that no applicants with equivalent education or degrees in social work were denied registration since April 1, 2015 when the Act came into effect. MCSW and CASW will need to track denied registrations to verify information and to formalize a referral process.
- MCSW does not track international applicants and is working with the OMFC to define indicators for annual reporting including information provided by the CASW.

## **Treatment of Applicants**

 MCSW has made extensive efforts in contacting applicants to discuss missing or non-acceptable information and providing alternative suggestions. Formalization of this practice is in development for Board consideration.

## Can a copy be shared with OMFC?

- MCSW and CASW provide written reasons for unfavorable assessment results along with information on their rights to appeal. Applicants are also invited to contact the Manager of Registration and Professional Practice to ask any questions.
- Ryerson University's Internationally Educated Social Work Professionals (IESW) Bridging Program is an option for internationally educated applicants. This program provides education regarding the Canadian context of social work practice, as well as employment experience and connections. Further discussions on accessible gap programs are needed including the University of Manitoba.
- The extensive description of practice standards set out in the MCSW
  Code of Ethics and Standards of Practice was developed in collaboration
  with other jurisdictions. These form the basis for e-learning modules
  that are to be completed post licensure. Other than online information,

there are no tools to assist applicants prepare for assessment and orientation to work in Canada or the entry to practice exam. Providing earlier access to the online models ethics and standards of practice would assist applicants through the assessment process and orientation to social practice in Manitoba.

 Particular attention is needed to communicate and clarify the transition from the temporary Grandparented assessment to a substantial equivalency assessment.

## **Organizational Expertise**

 MCSW have attended training on their regulatory responsibilities and continue to network with other provincial and territorial colleagues and profession memberships

December 2017

## **Progress Opportunities**

The Fairness Commissioner sees the following opportunities for progress regarding the Manitoba College of Social Worker's assessment and registration practice:

- 1. Continue to develop information for internationally educated social workers including orientation opportunities and local resources.
- 2. Ensure synchronized documentation requirements with CASW and criteria for assessment of similar education through quality assurance review of the CASW.
- Adopt security clearance check conducted by the federal government for landed immigrants as a reliable source and to eliminate unnecessary documentation requirements.
- Ensure internationally educated social workers have fair access to substantial equivalency processes in order to maintain licensure opportunities
- 5. Work in collaboration with key stakeholders including employers and the Faculty of Social work to explore opportunities for supervised practice and gap training for Manitoba applicants.
- 6. Continuing work with the OMFC to improve data collection will help provide a strong, fact-based understanding of timelines and outcomes for internationally educated applicants in Manitoba. This includes the need to explore data collection from CASW to ensure we have a good understanding of applicants from Manitoba who engage the national process.

## Fairness Commissioner's Recommendation

To ensure compliance to *The Fair Registration Practices in Regulated Professions Act*, the Fairness Commissioner recommends that the Manitoba College of Social Workers take action regarding these progress opportunities.

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