

Social Work Placements

Recognition of Prior Learning (RPL) - Stage 2 application

Evidence guide for Personal Skills Audit

This document sets out the learning outcomes that provide the basis for your application and against which your application will be assessed.

You are asked to provide evidence in relation to the AASW Profession-specific graduate attributes, based on the eight (8) social work practice standards. In discussing your work experience, please discuss how your knowledge, skills and professional insights demonstrate the eleven learning outcomes and their associated descriptive indicators, with a particular focus on: .

- your understanding of social work theory and social work ethics and values;
and
- your ability to integrate theory and practice.

NB: Learning Outcomes and Descriptive Indicators are based on the AASW Profession-specific graduate attributes and AASW Practice Standards 2013.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>1: Values and Ethics</u> Social work students demonstrate social work values, uphold their ethical responsibilities and act appropriately when faced with ethical problems, issues and dilemmas.</p>	<p>1.1: Practice in accordance with the Code of Ethics (2010), and identify ethical dilemmas and issues arising in practice.</p>	<ol style="list-style-type: none"> 1. Demonstrates an awareness of the relevance of the AASW Code of Ethics within the placement setting (e.g. promotion of social justice and commitment to the dignity, value and uniqueness of individuals, social units, communities and cultures). 2. In discussion with supervisor/s critically reflects on the impact of social systems and structures that perpetuate inequality and injustice. 3. Identifies and responds to ethical issues in accordance with the ethical responsibilities of the Code of Ethics. 4. Demonstrates an ability to recognise and understand one's own assumptions and values and their ability to impact on practice (especially within situations of conflicts of values and interest).

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>2: Professionalism</u> Social work students act with integrity, are accountable and reliable, and demonstrate a commitment to their learning in placement.</p>	<p>2.1: Be accountable and behave in a professional manner and represent the social work profession with integrity and professionalism.</p>	<ol style="list-style-type: none"> 1. Demonstrates responsibility, accountability, reliability and initiative. 2. Maintains professional/personal boundaries. 3. Seeks support and information or refers people when professional capabilities are exceeded. 4. Demonstrates an understanding of social work as a profession and how it differs from other professions. 5. Understands the importance of maintaining personal well-being and managing the emotional impact of the work. 6. Demonstrates an awareness of and adherence to the organisational policies and procedures. 7. Maintain a high quality of professional conduct and behave with dignity and responsibility.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>3: Culturally responsive & inclusive practice.</u> Social work students have a sound understanding and knowledge of cultural diversity in order to work in a culturally inclusive way.</p>	<p>3.1: Work respectfully and inclusively with cultural difference and diversity.</p>	<ol style="list-style-type: none"> 1. Demonstrates knowledge of diversity between and within different cultures including ethnicity, disability, economic status, age, sexuality, gender and transgender, faiths and beliefs. 2. Critically reflects on personal values, cultures and beliefs and how these impact on interactions with others.
	<p>3.2: Respect, strive to understand, and promote the rights of Aboriginal and Torres Strait Islander people and their cultures.</p>	<ol style="list-style-type: none"> 1. Demonstrates knowledge and understanding of Aboriginal and Torres Strait Islander culture, protocols and practices in a local context.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>4. Knowledge for practice</u> Social work students demonstrate knowledge for practice, and skills of enquiry and curiosity where new knowledge is required.</p>	<p>4.1: Understand the impact of systemic influences on practice.</p>	<ol style="list-style-type: none"> 1. Demonstrates an understanding of the local and wider context in which the organisation operates. 2. Able to identify relevant legislation, policies and regulations relevant to practice area and whether these are consistent with social work values and principles 3. Able to analyse the impacts of relevant legislation, policies and regulations on practice 4. Demonstrates an understanding of current debates, social issues and/or politics that impact on the field of practice.
	<p>4.2: Understand the role of research and evaluation in obtaining and generating new knowledge for practice.</p>	<ol style="list-style-type: none"> 1. Demonstrates an understanding of how research knowledge informs practice (e.g. consulting published literature). 2. Able to locate literature relevant to practice area (evidence-informed practice). 3. Able to identify researchable topics/issues within practice setting.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>5. Applying knowledge to practice</u> Social work students demonstrate skills required to implement knowledge in practice.</p>	<p>5.1: Apply social work knowledge to undertake effective assessment and interventions, to respond to meeting the needs of individuals, groups and communities.</p>	<ol style="list-style-type: none"> 1. Undertake an assessment by gathering and analysing information appropriate to the person/organisation and practice context. 2. When appropriate, develop an intervention plan based on assessment that outlines what is being offered, objectives/goals and planned outcomes, and evaluates and reviews the plan routinely. 3. Supports people to decide what service/s they want to assist in meeting needs taking into account any limitations to their capability, voluntary/involuntary status and the choices available.
	<p>5.2: Demonstrate understanding by using a range of specific social work theories and concepts, methods & techniques, and applies critical reflective thinking to practice.</p>	<ol style="list-style-type: none"> 1. Able to identify a range of social work theories relevant to the practice setting. 2. Critically reflects on and evaluates practice with a particular focus on principles of self-determination, empowerment, inclusion, equality, human rights and social justice. 3. Identifies and demonstrates effective social work skills to implement an intervention plan.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>6. Communication & interpersonal skills</u> Social work students demonstrate effective communication and interpersonal skills.</p>	<p>6.1 Effectively communicate with a diverse range of people.</p>	<ol style="list-style-type: none"> 1. Builds rapport with people, and shows empathy, genuineness, warmth, and integrity in all interactions. 2. Engages and includes people in decision making processes that affect them, as far as possible, including those using services involuntarily. 3. Effectively communicates the details and nature of the service offered to people including restrictions to confidentiality and privacy. 4. Critically reflects on the impact of interpersonal style and use of self on others. 5. Demonstrates clear and effective interpersonal communication skills (both verbal and non-verbal) with individuals, groups and communities. 6. Identifies learning needs and seeks out opportunities to address these needs through training, consultation, supervision and support. 7. Able to conduct single or joint interviews and demonstrates the ability to practice strategically (to engage, mobilise, challenge and encourage people in the change process). 8. Effectively communicates with a diverse range of people.

AASW Practice Standard	Learning Outcome	Descriptive Indicators (First placement)
<p><u>7. Information and record sharing.</u> Social work students use ethical principles, and are accurate and professional, as they write reports, record data and collect and share information.</p>	<p>7.1 Record and maintain information appropriately.</p>	<ol style="list-style-type: none"> 1. Informs people about their social work records, their rights to access and the purpose for which a record is made. 2. Writes information in an accurate, objective and timely manner. 3. Adheres to agency policy regarding written records.
<p><u>8. Professional development and supervision</u> Social workers demonstrate commitment to ongoing learning through continuing professional development and supervision. (See AASW Practice Standards, 2013: Professional development and supervision, 8.1, 8.2 and 8.3, p 17).</p>	<p>8.1 Actively engage in supervision, learning, and ongoing professional development.</p>	<ol style="list-style-type: none"> 1. Engages in continuing professional development. 2. Demonstrates the ability to participate proactively in negotiating and developing the supervisory relationship. 3. Demonstrates an awareness of personal feelings and experience and how these affect practice. 4. Applies understanding of critical reflection and reflexivity to practice. 5. Actively seeks opportunities for feedback from supervisor/s, colleagues and peers.