



**Social Workers
Registration Board**
Kāhui Whakamana Tauwhiro

EXPERIENCE PATHWAY APPLICATION & ASSESSMENT

Name:			
Date of Birth:		Phone Number:	
Email Address:		Date:	
Assessor:		Assessor:	

He Arapaki – Pathways of discovery & transformation

He ara pūkenga, he ara tauwhiro, hei whakamana mātā waka

The many pathways of knowledge, the many pathways of Social Work, upholding the dignity of all.

A Section 13 Experience Pathway application is for people who can apply for registration based on their practical experience in social work.

He ara pūkenga – the strands of becoming and knowing. This application process supports you to tell your stories and the narratives that have helped to define your life as a social worker.

He ara tauwhiro - it then supports you to share the knowledge and experiences you have gained along the way and how you have weaved this knowledge into your practice.

Hei whakamana mātā waka - The SWRB upholds your dignity by protecting your mana in the application and assessment process.



STRUCTURE OF THIS TEMPLATE

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PART 1

1. KO WAI AHAU? THE PATHWAY THAT LED YOU TO A SOCIAL WORK CAREER

In no more than 500 words:

- Tell us about who you are
- Where you are from
- And what led you into social work



2. EMPLOYMENT

Please map out your relevant social work employment history using the following form, with most recent employment first. Please include any other voluntary work that you would like us to consider.

Role/job title	Role description and your main tasks/responsibilities for each role	Employer organisation and address	Dates start/finish for each role (give specific dates) e.g., 12/05/2015-04/10/2018	Total time worked in each role years and months



3. BACKGROUND

In approximately 500 words:

- a) You are applying for registration on the basis of your significant social work experience. Your complete work history is listed above. Please describe your most significant social work practice experiences in Aotearoa New Zealand, **include any voluntary or paid work.**



4. QUALIFICATIONS

Please provide a list of relevant qualifications you hold, **with most recent first**.

Qualifications (if any)	Place of study	Dates dd/mm/yyyy



5. PROFESSIONAL DEVELOPMENT LOG

Please provide a list of your continuing professional development, with most recent first. CPD is not only formal training, but it can also include informal professional development such as reflecting on an ethical issue with your kaumatua or kuia, or reflecting on a practice situation with a leader or colleague that results in new insights / learning. You can find more information around CPD <https://swrb.govt.nz/practice/continuing-professional-development/>

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[illegible]

6. PROFESSIONAL SUPERVISION (IF ANY).

You can also tell us about cultural supervision, informal supervision, peer supervision, supervision hui, or supervision that was not scheduled but arose because you were seeking an opportunity to reflect on your practice with your kaiako, leader, advisor, kaumatua, kuia, professional colleague.

Name of Supervisor	Dates (Last 12 months only)

FREQUENCY OF SUPERVISION

Weekly	Fortnightly	Monthly	Other



6.1 BRIEF STATEMENT ON HOW YOU USE YOUR SUPERVISION TIME TO ENHANCE YOUR PRACTICE. Please see the note above about the types of supervision you may wish to comment on.

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PART 2

7. PRACTICE STUDY

IMPORTANT TO NOTE

Please indicate the Core Competencies you have demonstrated in each section of your practice study by using the column 'Core Competence standard/s demonstrated' on the right-hand side of the template. Enter the number that corresponds with the standard(s) you think (or believe) you are evidencing. Please note that you can demonstrate more than one standard in each section.

A practice study is a written account of a social work intervention that demonstrates the competency of your social work practice. It is the account of your intervention from first referral to closure. It describes what you did in that practice situation, demonstrates what theories, models or thinking informed your practice, and shows your ability to reflect, learn, and share your practice. Use the end column to number the competence standards that relate to questions 7.2-7.7.

When completing this template please ensure that you:

- Write in first person
- Provide evidence of meeting SWRB Core Competence Standards 1-10 and record the numbers.
- Maintain confidentiality by protecting peoples' identifying details

A copy of the Core Competence Standards is available <https://swrb.govt.nz/practice/core-competence-standards/>



7.1. Introduction: State the position title of the role you held when this practice situation occurred, e.g., social work manager, educator, community worker, whānau worker, youth worker, private practitioner etc. and area of practice.	
7.2. Presenting situation: this may be a particularly difficult piece of work, an ethical dilemma, or complex process that you have been involved in. Describe your role within the practice being presented.	Core competence standard/s demonstrated. Please enter the number of the competence below.



7.3. Social work assessment: How did you undertake an assessment of the situation? What did you do to engage the person or people you were working with, in the assessment process?	Core competence standard/s demonstrated. Please enter the number of the competence below.
7.4. Plan: What actions did you undertake to ensure there was a plan of action. What was your role in setting up this plan of action?	Core competence standard/s demonstrated. Please enter the number of the competence below.



7.5. Interventions: Please explain, what you did, how you did it, and why you did it.	Core competence standard/s demonstrated. Please enter the number of the competence below.
7.6. Outcome: What was the result of your actions? Consider how you directly or indirectly made a difference.	Core competence standard/s demonstrated. Please enter the number of the competence below.



<p>7.7. Reflection: Your feelings and thoughts about your practice and what occurred, e.g.:</p> <ul style="list-style-type: none"> • What did you do well? • What could you have done differently? • What learning are you taking from this? • How was it for others involved? What informed your practice? e.g. knowledge, past experiences, supervision, agency expectations, other colleagues and professionals • How did you manage ethical dilemmas? • If you did not demonstrate all the core competencies what are your reflections on how you would do this in the future? • Any other factors? 	<p>Core competence standard/s demonstrated. Please enter the number of the competence below.</p>



PART 3:

8. SELF-REFLECTION ON THE SWRB CORE COMPETENCE STANDARDS 1-10

Reflect on your social work practice against the SWRB's Core Competence Standards 1-10. Provide a short narrative that demonstrates and presents evidence to support your competence to practise social work. Where possible use examples from your social work practice to demonstrate your competence. Please use your own words and if you refer to another person's work, please reference it as a quote by using quotation marks and their name.

Each competence begins with the request to provide examples of your knowledge, skills and experience to demonstrate your competence. Knowledge is the theoretical and practical understanding that you have gathered, skills are the expertise that you bring to a task or role, and experience is the social work that you have undertaken with individuals, whānau, hapū, iwi, and diverse communities.

Where your self-reflection has identified areas of your practice that could be strengthened through further professional development, provide comment on these areas, for example, what steps you are taking to gain this development?

Competency 1: Please provide examples of your knowledge, skills and experience to demonstrate your competence to practise social work with Māori. If you are working, or have worked, primarily with Māori and your mahi is threaded throughout this assessment template, please feel free to note that here and move onto the next question.



Competency 2: Please provide examples of your knowledge, skills and experience to demonstrate your competence to practise social work with ethnic and cultural groups in Aotearoa New Zealand

Competency 3: Please provide examples of your knowledge, skills, and experience to demonstrate your competence to work respectfully and inclusively with diversity and difference in practice



Competency 4: Please provide examples of your knowledge, skills and experience to demonstrate your competence to promote the principles of human rights and social and economic justice

Competency 5: Please provide examples of your knowledge, skills and experience to demonstrate your competence to engage in practice which promotes social change



Competency 6: Please provide examples of your knowledge, skills and experience to demonstrate your competence to understand and articulate social work theories, indigenous practice knowledge, other relevant theories, and social work practice methods and models.

Competency 7: Please provide examples of your knowledge, skills and experience to demonstrate your competence to apply critical thinking to inform and communicate professional judgments



Competency 8: Please provide examples of your knowledge, skills and experience to demonstrate your competence to promote empowerment of people and communities to enable positive change

Competency 9: Please provide examples of your knowledge, skills and experience to demonstrate your competence to practice within legal and ethical boundaries of the social work profession



Competency 10: Please provide examples of how you have represented the social work profession with integrity and professionalism



PART 4

9. SCOPE OF PRACTICE

Drawing on the Scope of Practice as an additional lens through which roles you have held can be viewed, broadens our understanding of your experience.

As we mentioned in the beginning, the application process supports you to tell your story and the narrative that defines your life and practice. We hope it has supported you to tell us where you have come from - he ara pūkenga – the first strands of becoming and knowing.

We also hope that responding to the questions in this template has supported you to share your knowledge and experience that you have gained along the way and begin to weave this knowledge into your social work practice - he ara tauwhiro.

Our goal is to uphold the dignity of every applicant by protecting your mana in the application and assessment process - hei whakamana mātā waka.

Is there **any additional information** you would like to comment on, that demonstrates elements of the Scope of Practice, within the roles you have held. A series of practice statements follows to assist you to think about additional information that may support your application.



Social Work Practice Statement

- Social work is a relationship-based profession and an academic discipline that incorporates analysis of current and historical influences including cultural, ecological, social, political, economic, spiritual, and psychological factors.

- Social workers promote social change and empowerment by adhering to the principles of social justice, human rights, collective responsibility, and respect for diversity.

- Social workers establish caring and respectful relationships with authenticity, intention, and purpose, to strengthen, restore and uphold the safety and wellbeing of those they work with.



- Social workers identify strengths, needs and support networks to prioritise goals that will enhance social connectedness, and assist in addressing life challenges and major events.

- Social workers use a range of indigenous and social work theories, methods and techniques drawn from a recognised social work qualification, training, and experience.

- Social work practice is based on Te Tiriti o Waitangi, the Aotearoa New Zealand Association of Social Workers Code of Ethics, and the Social Workers Registration Board's Code of Conduct.



- Social workers apply their knowledge and expertise in a variety of ways and roles at micro, meso and macro levels. This includes direct work with people and whānau, therapeutic social work, community-led development, consultancy, research, education, supervision, facilitation, advocacy, management, policy development and leadership.

Assessor's Comments on the Scope of Practice:



10. DECLARATION: I confirm the enclosed application content and Self Reflection to be an honest and true reflection of my practice

Sign:

Date:

**PART 5:
ADMINISTRATOR AND ASSESSOR ONLY**

Assessor's Recommendation



11. ENDORSEMENTS

Please provide contact details for your manager/supervisor and at least one other registered social worker who can comment on your practice. We will contact them to request an endorsement of your practice.

Name:	Position (+registration number if SWRB registered):	Contact details:

