

# Knowledge and Skill Competencies for social workers in Direct Practice

*What are competencies?  
Competencies are measurable or observable knowledge, skills and behavioural attributes that enable individuals to perform their job responsibilities effectively.*

The NSWCF has identified the knowledge and skill competencies required of social workers within the Direct Practice. These 9 categories cover the possible knowledge and skill competencies required of social workers in all social work fields of practice in Direct Practice.

Familiarising yourself with these required knowledge and skill competencies and behavioural competencies is important for your career development.

There are 9 identified knowledge and skill competencies are:



### Casework

Knowledge and ability to assess psycho-social needs and provide intervention for individuals via planning, exploring, assessing and intervening



### Groupwork

Knowledge and ability to assess group processes and specialised intervention strategies to bring about successful therapeutic outcomes



### Community Work

Knowledge and ability to identify issues and mobilise community resources to address community issues



### Environmental Systems and Social Policies

Knowledge of the socio-economic-political system within a multi-cultural context and relevant policies



### Ethics, Values and Legislation

Knowledge and application of social work ethics and values, legislation and international convention



### System Linkages, Analysis and Development

Knowledge and application of strategies and instruments to advocate for beneficiaries



### Social Work/ Clinical Supervision

Knowledge to provide educative, supportive, and administrative functions to supervisees to enhance their work with clients



### Professional Leadership

Knowledge and ability to provide leadership to facilitate the development of profession as a whole including coaching and mentoring skills for capability development



### Research and Programme Evaluation

Knowledge to use applied research, theoretical framework and client profiling techniques to evaluate current programmes, or to develop new programmes for users

Each competency has 4 proficiency levels and the level of proficiency a social worker is expected to demonstrate is typically determined by his/her job role:



Foundational



Intermediate



Advanced



Expert