
	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION A: QUALIFICATION DETAILS													
QUALIFICATION DEVELOPER (S)		BYTE Size College											
TITLE	Diploma in Social Work										NCQF LEVEL	6	
FIELD	Health & Social Services		SUB-FIELD		Social Work					CREDIT VALUE	360		
New Qualification					Review of Existing Qualification								
SUB-FRAMEWORK		General Education			TVET			Higher Education			✓		
QUALIFICATION TYPE	Certificate	I	II	III	IV	V	Diploma	✓	Bachelor				
	Bachelor Honours			Post Graduate Certificate			Post Graduate Diploma						
	Masters					Doctorate/ PhD							
RATIONALE AND PURPOSE OF THE QUALIFICATION													
<p>RATIONALE:</p> <p>Social Work profession plays a big role in the socio-economic development of many developing and developed countries. Social workers help people to solve personal, group or family and community problems through social work practice.</p> <p>Social work profession plays a major role in the Botswana's national development through empowerment of the most vulnerable and disadvantaged groups of people. Social workers may get involved directly with clients who are individuals, or group of individuals or families. They help clients cope with problems such as poverty, abuse, addiction, and mental illness by providing counseling, connecting clients with service providers, and empowering clients to meet their own needs (Rwomire, A., 2011). The wide spread of domestic violence, addiction to drugs and alcohol, passion killings among spouses and lovers, child abuse, young pregnancies and drop out from schools indicate that the country needs skilled manpower to serve in areas related to the mentioned social problems. Therefore, this qualification will help in alleviating the manpower shortages who can deal with the above-mentioned social ills.</p>													

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

The proposed qualification is also supported by the national policies such as Vision 2036, National Development Plan (NDP 11) and Human Resource Development Council (HRDC). Vision 2036, Pillar 2 (Human & Social Development), indicates that social inclusion is central to ending poverty and empower the poor and disadvantaged people. The same document also indicates that government will continue to provide social protection to support the most vulnerable and disadvantages individuals. Hence, social work qualification can play an important role in the social inclusion and equality; provision of social safety nets; and empowerment of the poor and disadvantaged people (Vision 2036 Presidential Task Team). In addition, NDP 11, emphasizes on provision of quality social services; promoting cost-effective pro-poor social safety nets; effective response to the HIV Pandemic; and strengthening institutions for care of the poor (Ministry of Finance & Economic Development, 2017). To this end, the qualification helps to produce skilled and competent social workers who can provide quality social services; alleviate the hardships and challenges of people; fight for justice, equality and empowerment of vulnerable and disadvantages people. Furthermore, the National Human Resources Development Strategy (2009 -2020) emphasizes on the goal of building a national human resource capability which make a significant difference to Botswana's future development (Ministry of Education & Skill Development, 2009). Therefore, social work plays an essential role in promoting sustainable social wellbeing and social cohesion which is the main pillar to bring social as well as economic development in the country.


Moreover, the findings from stakeholder's survey revealed the fact that this qualification is most needed in Botswana as the country is still facing shortage of human resources to deal with social issues such as poverty, unemployment, addiction and substance abuse, child abuse and neglect, etc.

Currently, there are many students in Botswana with certificate qualification in Social Work Program so that this qualification will help these students to progress and be employable in the labor market.

PURPOSE:

The purpose of this qualification is to produce graduates who have the advanced knowledge, skills and competence to:

- Demonstrate knowledge and understanding of the concept of social work.
- Demonstrate effective oral and written communication in social work practice.


	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

- Analyze the impact of social, economic, cultural, and political conditions on individuals and family problems.
- Examine the role of ethics and law in social work practice.
- Analyze the current social welfare policies and programs.
- Work with individuals and groups of individuals who experience crisis in their lives.
- Help people in solving their issues and improve their well-being and quality of life.


ENTRY REQUIREMENTS (including access and inclusion)

The minimum entry is:


- Certificate IV, NCQF Level 4 (General Education or TVET) or equivalent.
- Access through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) will be provided through ETP policies in line with National RPL and CAT Policies.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


SECTION B		QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)		ASSESSMENT CRITERIA	
LO 1. Demonstrate advanced knowledge and understanding of the concept of social work.		1.1 Deliberate on the historical background of social work with social work practitioners. 1.2 Practice core social work values of the NASW code of ethics. 1.3 Classify the role and function of social workers. 1.4 Differentiate personal and professional perspectives when assessing a social issue. 1.5 Adopt culturally relevant social work practice.	
LO 2. Establish effective oral and written communication while working with individuals, families, groups, communities, and colleagues.		2.1 Communicate effectively both orally and in writing with individuals and groups. 2.2 Identify communication barriers affecting relationships with clients. 2.3 Exchange information and feelings with clients professionally. 2.4 Listen actively and empathetically during communication with clients.	
LO 3. Explore the impact of social, economic, cultural, and political conditions on individuals and family problems.		3.1. Discuss the influence of culture on individuals and family problems to social work practitioners. 3.2. State the impacts of social, economic, and political conditions on each family and individual life. 3.3. Communicate the importance of cultural sensitivity to effectively function in other cultures.	
LO 4. Examine the role of ethics and law in social work practice.		4.1. Relate ethical and legal standards in social work practice during a discussion with clients.	

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	<p>4.2. Adhere with legal and ethical standards during social work practice.</p> <p>4.3. Determine an understanding of conflicts between ethical duties and legal standards.</p>
LO 5. Apply advanced skills in assessment of the current Botswana's social welfare policies and programs.	<p>5.1. Study Botswana's social welfare policies and programs with social work practitioners.</p> <p>5.2. Examine the impact of social policy on individuals and communities.</p> <p>5.3. Identify the strength and weakness of Botswana's social welfare policies and programs.</p>
LO 6. Demonstrate advanced knowledge of statistics to collect, analyse, and summarize data.	<p>6.1. Explain the use of data collection and statistics as a tool to reach reasonable conclusions.</p> <p>6.2. Select appropriate statistical analyses to get useful information from data.</p> <p>6.3. Draw accurate conclusions about a topic being examined in a research</p>
LO 7. Apply advanced knowledge to determine information acquisition, academic writing, and communicative competence.	<p>7.1. Use writing principles & techniques of academic writing.</p> <p>7.2. Produce quality reports, research proposal, application letters, Curriculum Vitae, and minutes.</p> <p>7.3. Create communicative competence in formal & informal context.</p>
LO 8. Develop strategies for psychosocial and spiritual care for home-based care services.	<p>8.1. Provide psychosocial and spiritual care at home for chronically ill people with various illnesses.</p> <p>8.2. Promote spiritual support for people living with terminal illnesses to have positive view for life.</p> <p>8.3. Describe approaches to socialize and interact or people living with terminal illness in the</p>

 BOTSWANA Qualifications Authority	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	8.4. Educate the families of people living with terminal illnesses on how to give un- smothering love & acceptance.
LO 9. Apply advanced key principles underpinning community development.	9.1. Carry out the community development process. 9.2. Empower the community through key principles of development, e.g., participation, voluntary, collective action, etc. 9.3. Examine the difference between community development, community action & social planning
LO 10. Demonstrate the ability to use Computer Applications.	10.1. Recognize the components of computer system including the hardware and software. 10.2. Use editing technique such as inserting text, over writing, replacing text, deleting, etc. 10.3. Create word documents. 10.4. Use internet and computer network effectively.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION C		QUALIFICATION STRUCTURE			
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total (Per Subject/ Course/ Module/ Units)
		Level [5]	Level [6]	Level [7]	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	Human Development & Growth	10			10
	Introduction to Sociology	10			10
	Interpersonal Communication	10			10
	Elementary Statistics		12		12
	AIDS & Home-Based Care		12		12
	Communication & Academy Literacy Skills		12		12
	Social Research Methods		12		12
	Basic Computer Skills		12		12
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Management in the Human Service		12		12
	Fundamental Principles & Practices of Social Work		12		12
	Social Policy & Administration			15	15

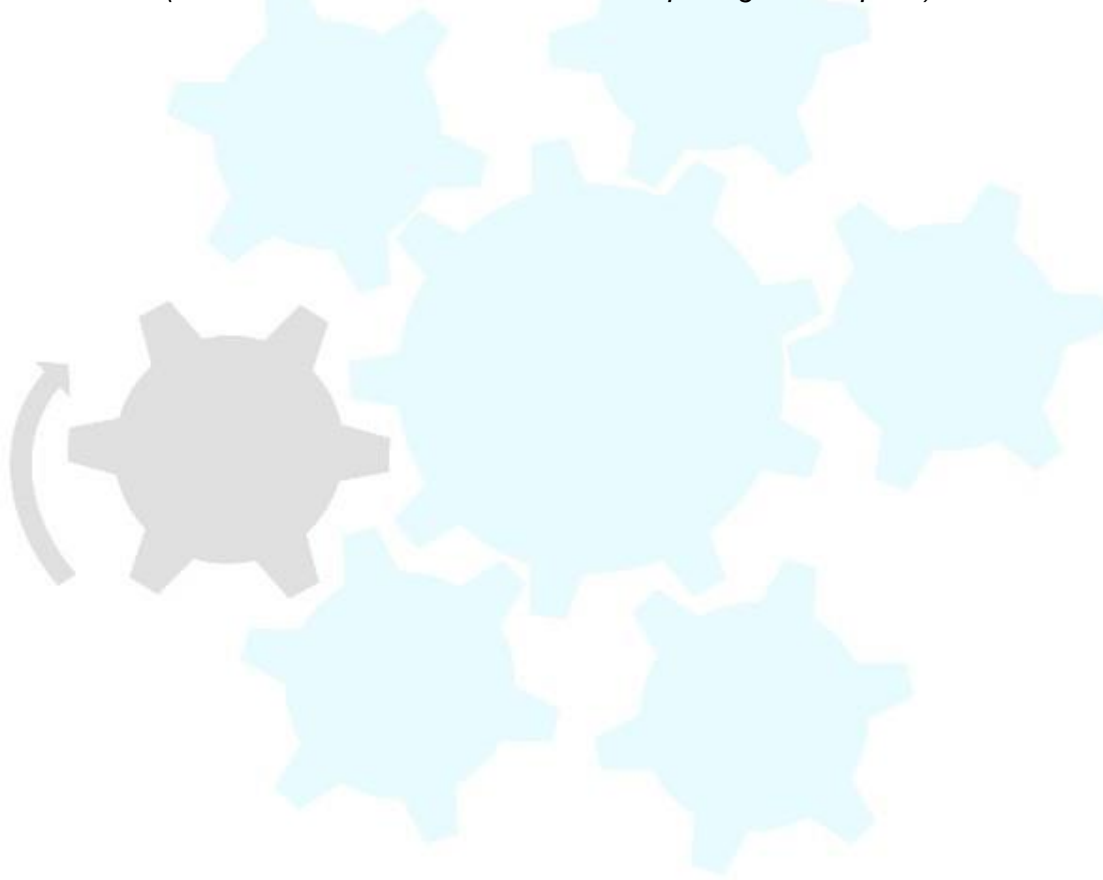
 BOTSWANA Qualifications Authority	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	Ethics and the Law in Social Work		12		12
	Social Services in Botswana		12		12
	Social Work & Social Development		12		12
	Industrial Attachment		60		60
	Social Work with Communities & Groups		12		12
	Social Work with Families & Children		12		12
	Social Work in Health Service		12		12
	Introduction to Community Development			15	15
	Basic Counselling Skills		12		12
	Introduction to Social Psychology		12		12
ELECTIVE/ OPTIONAL COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Child Protection, Advocacy and Children's Right			15	15
	Health Policy & Behavioral Change			15	15
	Health & Environmental Science			15	15
	Gender Issue			15	15
	Labour relation			15	15

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

	Improving Human Services			15	15
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	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
Level 5	30 credits
Level 6	240credits
Level 7	90 credits
TOTAL CREDITS	360
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
<p>Learners are required to elect any four (4) modules from the elective component which has got 60 credits.</p> <p>Learners are required to successfully complete the qualification with designated minimum number of credits, i.e., 360 credits.</p>	

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	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

ASSESSMENT ARRANGEMENTS

Assessment

All assessments leading to the awarding of this qualification will be based on learning outcomes associated with the following assessment criteria:

1. Formative assessment

The weighting of formative assessment is 60% of the final assessment mark.

2. Summative Assessment

The weighting of summative assessment is 40% of the final mark.

Assessment arrangements will be done by BQA registered and accredited assessors.

MODERATION ARRANGEMENTS

There shall be provision for internal and external moderation done by BQA registered and accredited Moderators.

RECOGNITION OF PRIOR LEARNING

There will be provision of Recognition of Prior Learning (RPL) for award of the qualification using Institutional RPL Policy in line with the National RPL Policy.

CREDIT ACCUMULATION AND TRANSFER

There shall be access and award of credits of the qualification using Institutional Credit Accumulation and Transfer (CAT) Policy in line with the National CAT Policy.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Horizontal Progression:

Learners can consider the following related qualifications among others in the field of Health & Social Services.

- Diploma in Social Care at NCQF level 6
- Diploma in Counseling at NCQF level 6

- Diploma in Clinical Psychiatry at NCQF level 6

Vertical Progression:

Students who have completed their Diploma in Social Work qualification could progress into Bachelor's Degree into the following fields of study at any local, regional or international universities.

- Bachelor of Social Work
- Bachelor of Counselling and Guidance
- Bachelor of Social Services
- Bachelor of Health and Social Care.

Employment Pathways


The graduates from the field of Social Work can work as:

- Social worker
- Counsellor
- Welfare officer
- Mental health worker
- Community facilitator
- Manager/supervisor
- Administrator
- Social advocator
- Researcher
- Special needs instructor.

QUALIFICATION AWARD AND CERTIFICATION

QUALIFICATION AWARD:

For learners to be awarded the qualification, they need to complete a total **credit of 360** with the required fundamental, core and elective modules.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

CERTIFICATION:


Up on successful completion (pass) of the required course works and industrial attachment the candidate will be awarded a **Diploma in Social Work**.

REGIONAL AND INTERNATIONAL COMPARABILITY

Similarities:

Key similarities are noted in the following areas:

- The qualification compares well in terms classification, i.e., all are 'diploma in Social Work'.
- The proposed qualification is placed at level 6 of BQA National Credit and Qualification Framework (NCQF), similar to the qualifications at University of Moi, Kenya, and University of Mauritius, Mauritius.
- The proposed qualification has similar mode of delivery with the qualifications at University of Moi, Kenya, and the qualification at the University of Mauritius, Mauritius.
- Most exit learning outcomes described in each qualification are similar as the key focus is on providing learners with skills and knowledge that would enable them to practice effectively in social work setting; apply social work ethical principles and values in social work practice; demonstrate effective management in handling clients' problems; and effective communication.
- Eight (8) out of eight (18) modules offered by the University of Mauritius, Mauritius, are similar with the proposed qualification. These are Nature & History of Social Work; IT essentials; Social Welfare Services; Ethics & the Law in Social Work; Social Psychology; Basic Counselling Skills for Social Workers; Family & Child Welfare; and Social Work Practice I. Similarly, some modules (Introduction to Social Work; Introduction to Community Development; Communication Skills; Computer Applications; Introduction to Sociology; Management & Organization Development for Community Service; Introduction to Social Psychology; Social Work Research Methods; Social Policy & Administration; and Field practice) provided by University of Moi, Kenya, are similar to the proposed qualification.
- The education and employment pathways for the qualifications are similar in that all learners could progress to a degree in Social Work or any in health & social services field. Furthermore, learners from this qualification lead to a career in social work setting such as social worker, counselor, education consultant, manager, researcher, mental health worker and community development worker.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

- The proposed qualification has similar assessment strategy with the qualification at the University of Mauritius, Mauritius such as written examination and assignments.

Differences

The following are noted differences:

- The proposed qualification is different from other qualifications in terms of duration and total number of modules.
- The proposed qualification has different credit value compared to other qualifications.

Note: The proposed qualification has greater total credit value compared to the qualification at University of Moi, Kenya, and University of Mauritius, Mauritius. The reason for this is that the credit system of the proposed qualification is based on notional hours.

REVIEW PERIOD

This qualification shall be reviewed every five years.

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