SECTION A:	**QUALIFICATION DETAILS**				

QUALIFICATION DEVELOPER (S)	UNIVERSITY OF BOTSWANA

TITLE	MASTER OF SOCIAL WORK			**NCQF LEVEL**	9
FIELD	HEALTH AND SOCIAL SERVICES	**SUB-FIELD**	SOCIAL WORK	**CREDIT VALUE**	240

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

RATIONALE:

Social work is an academic and practice-based profession that enhances human well-being by helping people meet their needs and aspirations, with particular attention to the needs of the disadvantaged, dispossessed and the oppressed using the core mandates of promoting positive social change, social cohesion and social development, empowerment, and the liberation of people. Social work achieves this mission by applying

scientific knowledge and skills, to enhance the functioning of individuals, families, and communities in their social environment. The knowledge and skills used by social workers consist primarily of theories and models from the social sciences, the humanities and indigenous knowledge and practice. Anchored on social justice and human rights, social workers intervene at the points where diversities of difference and systems of power, privilege, and deprivation (such as race/ethnicity, sexuality, age, religion, disability, lived experience), impact individuals, families, and community adversely. Within this scope of social work concerns, the profession promotes, restores, maintains, and enhances the social functioning of individuals, families, groups, organizations, and communities, playing various roles such as referral, brokerage, advocacy, to name but a few.

Over the past four decades, society has increasingly become complex and, consequently, social problems such as poverty and unemployment, violence, crime and delinquency, mental health problems, substance abuse and chronic health conditions are emerging. In pre-modern times, people depended on the extended family and their closely-knit communities for social support, social security, protection, and sense of belonging to manage such problems. Increasingly, however, breakdowns of structures of containment have been observed, calling for professional competencies and new approaches to deal with them. The qualification is developed to educate future social work professionals who can evaluate and intervene on multiple ecological levels relevant to the client system(s) being served.

The Master's in Social Work degree qualification is consistent with realizing the Botswana Vision 2036 of achieving "Prosperity for All" and is in line with Pillar 2 – Human and Social Development. The implementation is also consistent with National Development Plan 11 which focuses on promoting "Inclusive growth for the realization of sustainable employment creation and poverty eradication." The plan is aligned with the global, continental, regional initiatives such as the UN Sustainable Development Goals, African Union Agenda 2063, and the Revised SADC Regional Indicative Strategic Development Plan. Further, the MSW degree is aligned to the objectives of the Education and Training Sector Strategic Plan (2015-2020) whose mandate is the development of human capital, refocusing education and training towards the fulfilment of social and economic aspirations of the country. Other national policies and legislations implemented by social workers include the National Social Protection Framework (2018), Revised National Youth Policy (2010), The Children's Act of 2009, Adoption Act of 1952, National Foster Care Guidelines of 2016.

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Professional and competent social workers need ongoing learning to improve their knowledge, change attitudes and strengthen their skills and techniques in practice. The MSW qualification is designed to provide specializations in social work which will be reviewed and modified to suit the market.

PURPOSE:

The purpose of this qualification is to produce graduates with advanced knowledge, skills, and competences to:

- Initiate development of professional social work education and practice through research or reviewing existing knowledge.
- Demonstrate a high level of mastery of social work to retrieve, evaluate, analyse, and interpret information to make propositions and judgments.
- Demonstrate advanced knowledge at the frontier of a specialized social work area or cross-disciplinary fields.
- Conduct independent social work research and produce findings in the form of a research report.

ENTRY REQUIREMENTS (including access and inclusion)

Minimum entry requirements:

- A Bachelor's degree in Social Work or cognate field at NCQF Level 7.
- There is provision for entry through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT).
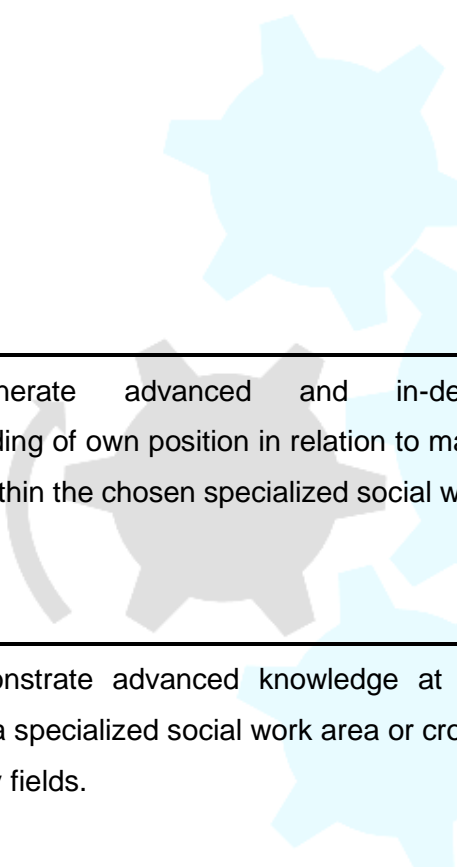
SECTION B	QUALIFICATION SPECIFICATION

GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
3.1. Apply advanced knowledge at the frontier of social work in relation to a specialized area of social work and social welfare at the micro, mezzo, and macro practice levels.	3.1.1 Utilize advanced knowledge, skills, and techniques to develop social work and social welfare interventions at the micro, mezzo, and macro practice levels. 3.1.2 Use advanced social work theories, models, and approaches to assess the efficacy of social work interventions at the micro, mezzo, and macro practice levels. 3.1.3 Use social work knowledge to monitor and evaluate social work interventions at the micro, mezzo, and macro practice levels.
3.2. Initiate development of professional social work education and practice through research or reviewing existing knowledge.	3.2.1 Assess and diagnose human needs. 3.2.2 Engage appropriate client systems in the change process. 3.2.3 Implement social work education programmes at all levels. 3.2.4 Design social work practice interventions at the micro, mezzo, and macro practice levels.
3.3. Demonstrate a high level of mastery of social work to retrieve, evaluate, analyse, and interpret information to make propositions and judgments.	3.3.1. Use computer-based technologies to retrieve social work information. 3.3.2. Appraise the efficacy of social work programmes. 3.3.3. Breakdown components in intervention design. 3.3.4. Translate social work concepts into thematic areas for intervention and evidence-based practice.

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3.4. Access, process, create and communicate information effectively to colleagues and relevant stakeholders within and outside the agency.	3.4.1. Use information effectively within and outside the agency, 3.4.2. Employ effective communication with relevant stakeholders within and outside the agency. 3.4.3. Utilise effective communication channels to communicate information to colleagues as well as relevant stakeholders.
3.5. Design and utilize information management systems appropriate for social work practice in diverse settings.	3.5.1. Gather, analyse, synthesize, organise data and information using ICTs. 3.5.2. Apply the use of word processors like Microsoft Word, Notepad, Utilize research analysis tools such as SPSS, Excel, Spreadsheet 3.5.3. Use the internet and other available search engines to gather information pertaining to social work practice. 3.5.4. Utilise presentation software such as PowerPoint, Zoom, Microsoft Teams, Google Meet, to enhance presentation skills.
3.6. Conduct independent social work research and produce findings in the form of a research report using a range of appropriate research designs, methods, techniques, and technologies in a specialized area.	3.6.1. Conduct independent social work research based on a range of appropriate research designs, methods, techniques, and technologies for the chosen research problem. 3.6.2. Design research projects based on a clear understanding of social work research theory and practice. 3.6.3. Compile research reports that critically and coherently describe theoretical arguments, the

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	research process, methodology, results, conclusions, and recommendations.
	3.6.4. Use ICTs, extrapolation of key findings, justifiable conclusions, and feasible recommendations.
	3.6.5. Translate and disseminate research findings to relevant stakeholders.
	3.6.6. Distil and diffuse relevant empirically based findings to client systems.
3.7. Generate advanced and in-depth understanding of own position in relation to major debates within the chosen specialized social work areas.	3.7.1. Engage in professional debates based on a sound integration of relevant theory, practice, research, and a degree of independent creative thinking.
	3.7.2. Defend one's own position and its feasibility in relation to major social work debates.
3.8. Demonstrate advanced knowledge at the frontier of a specialized social work area or cross-disciplinary fields.	3.8.1. Analyse of social problems and issues reflect a purposeful and critical application of advanced social work theory, current knowledge, and expertise in the chosen area of specialization.
	3.8.2. Design and adopt interventions and/or recommendations that reflect purposeful and creative plans to seek solutions based on theory and proven methods of professional social work in the specialized area.
	3.8.3. Design interventions based on advanced application of appropriate skills, strategies, and techniques in accordance with relevant theoretical assumptions in the specialized area.
	3.8.4. Develop research and/or interventions that reflect appropriate and creative use of social work tools

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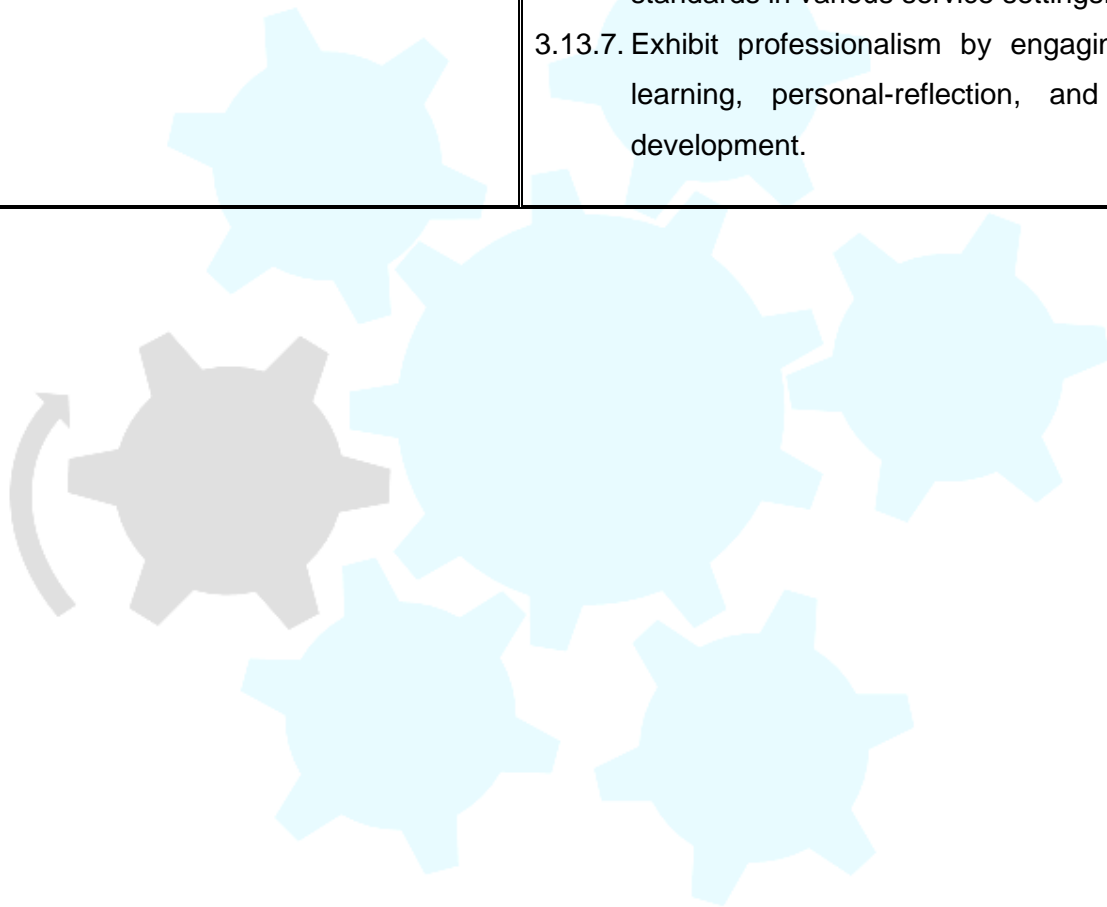|	and /or data from related disciplines in the specialized area.
3.9. Critically analyze and evaluate the outcomes of social work interventions, techniques, strategies, or processes in the specialized area.	3.9.1. Evaluate and describe outcomes of interventions, techniques, strategies, or processes in relation to the stated goals and in accordance with theoretical assumptions. 3.9.2. Appraise and critically analyze outcomes in accordance with identifies needs and issues within the specialized area. 3.9.3. Use evaluations as the basis for planning, implementation, and recommendations in diverse settings.
3.10. Apply social work values, advocacy, principles of human rights and social justice and competency in the application of social work in a specialized area.	3.10.1. Integrate of social work values with human rights principles and social justice in the specialized area. 3.10.2. Apply understanding of social work values with human rights principles and social justice in the specialized area. 3.10.3. Relate social work values with human rights principles and social justice in the specialized area. 3.10.4. Exhibit values and ethics that are consistent with the principles of anti-oppressive social work practice. 3.10.5. Exhibit a critical understanding of the ethical principles guiding social work practice.
3.11. Design proactive practice knowledge and skills in the specialized areas toward prevention, amelioration, and managing of undesirable social	3.11.1. Apply proactive practice knowledge and skills towards prevention of social issues affecting vulnerable and/or high-risk populations through written work or class discussions.

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and environmental situations affecting vulnerable and/or high-risk populations.	3.11.2. Display application of proactive practice knowledge and skills towards amelioration of social issues affecting vulnerable and/or high-risk populations through written work and/or class discussions. 3.11.3. Display application of proactive practice knowledge and skills towards management of social issues affecting vulnerable and/or high-risk populations. 3.11.4. Utilize skills necessary for prevention, amelioration and management of social issues affecting vulnerable and/or high-risk populations.
3.12. Utilize knowledge and skills in the writing of programme development proposals for fundraising in support of micro, mezzo and macro social work projects that meet the needs of vulnerable and/or marginalized groups.	3.12.1. Conduct need assessment to identify development projects for diverse populations. 3.12.2. Exhibit and display knowledge, skills, and ability to identify needs of vulnerable and/or marginalized groups. 3.12.3. Mobilize funding sources for projects/programme development. 3.12.4. Exhibit knowledge of monitoring and evaluation tools and demonstrate ability to integrate these tools in the implementation of social work projects
3.13. Display ethical and professional behaviour befitting a social worker.	3.13.3. Exhibit professionalism by adherence to legal and ethical standards of privacy and confidentiality befitting a social worker. 3.13.4. Practice and reflect stellar deportment in interactions with diverse client systems in the helping relationship. 3.13.5. Exhibit professionalism always to enhance the integrity of the profession.

	3.13.6. Adhere to professional norms, values, and standards in various service settings.
	3.13.7. Exhibit professionalism by engaging in lifelong learning, personal-reflection, and professional development.

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SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	**TITLE**	**Credits Per Relevant NCQF Level**			**Total (Per** Subject/ Course/ Module/ Units**)**
		Level [ ]	Level [9]	Level [ ]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Social Work Values and Ethics		15		**15**
	Social Work and Social Development		15		**15**
	Social Science Research Methods		30		**30**
SUB-TOTAL					
CORE COMPONENT Subjects/Courses/ Modules/Units	Social Work Methods:		15		**15**
	Social Work Theories and Models		15		**15**
	Social Welfare Policy and Administration		15		**15**
	Fields of Social Work Practice		15		**15**

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	Social Work Research Essay/Thesis		90		90
SUB-TOTAL					
ELECTIVE/ OPTIONAL COMPONENT *Subjects/Courses/ Modules/Units*	**Any 2 electives** Public administration Development studies Population studies Sociology		15 15 15 15		30
TOTAL CREDITS					240

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	**Credit Value**
9	*240*
TOTAL CREDITS	*240*

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

*Electives will be taken by learners opting for the Research essay. Thesis option does not require options.

A learner must complete a total of 240 credits of taught coursework and research essay /thesis to be awarded the MSW degree.

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ASSESSMENT ARRANGEMENTS

All the assessments, formative and summative, leading/contributing to the award of credits or a qualification should be based on learning outcomes and/or sub-outcomes.

Formative assessment - 50% towards the Final grade.

Summative assessment - 50% towards the Final grade.

Assessment will be carried out by BQA accredited assessors in accordance with institutional and national assessment policies.

MODERATION ARRANGEMENTS

There shall be both internal and external moderation of coursework assessment and research activities carried out by BQA accredited moderators in accordance with institutional and national policies.

RECOGNITION OF PRIOR LEARNING

There is provision for award of this qualification through RPL in accordance with relevant institutional and national policies.

CREDIT ACCUMULATION AND TRANSFER

There is provision for award of this qualification through CAT in accordance with relevant institutional and national policies.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Graduates of this qualification may consider pursuing related qualifications for purposes of multiskilling, retooling, etc. **Horizontal pathway**:

- Master of Arts in Public Administration
- Master's degree in Business Administration

- Master of Arts in Child Welfare / Youth Development /Gender Studies
- Master of Arts in Development Studies
- Master's degree in Counselling
- Master's degree in Human Services
- Master's degree in Community Development

Vertical pathways

Graduates may progress to qualifications such as:

- PhD in Social Work or Social Welfare
- PhD in Community Development
- PhD in Social Development
- PhD in Social Policy
- PhD in Youth Development.

Employment pathways

- Social policy analyst in national and international development agencies

- Social work administrator in national and international social service organisations

- Senior Clinical social worker in the social services and health/mental health institutions

- NGO Management

- Manager of clinical social work services

- Director of clinical social work services

- Senior Youth Officers/ Managers of youth services and programmes

- Director of youth services

- Senior community development officers/ Managers of CD programmes

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-       Directors of CD organisations

QUALIFICATION AWARD AND CERTIFICATION

Qualification Award

A candidate is required to achieve the stipulated 240 credits inclusive of the fundamental, core and elective components, to be awarded the qualification of Master of Social Work

Certification

Upon successful completion of the qualification, a candidate shall be awarded a Master of Social Work and an official Academic Transcript.

REGIONAL AND INTERNATIONAL COMPARABILITY

This qualification has been benchmarked with the following:

Globally, social work is a recognized profession with training at certificate, diploma, bachelor's, master's, and Ph.D. levels. The International Federation of Social Workers and the International Association of Schools of Social Work have developed global standards for regulating social work education. Each country is expected to adapt these to their respective countries and regions. Thus, the master's qualification compares favourably to similar qualifications internationally.

Further, as part of the benchmarking for this qualification, a survey was undertaken of similar qualifications offered regionally and internationally using the Internet. External examiners and reviewers have also provided useful feedback on the development of an MSW qualification to make it competitive.

According to the South African Qualification Authority, the Master of Social Work degree is worth 180 credits post-BSW (Hons). Its purpose is to produce graduates with advanced and in-depth knowledge in a specialized social work and social welfare field, advanced research skills and competencies to engage in a chosen field of social work. The New Zealand Qualification Authority offers a Master of Social Work degree with 240 credits post-BSW.   In both South Africa and New Zealand, the MSW degree is graded Level 9 out of 10.

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Other qualifications offered in countries such as United Kingdom generally emphasize development of competencies in research on social work and social welfare, social development, clinical social work, social policy and administration, community development, youth development, and management of human services. Some programmes combine coursework, research project and field work. Master's degree in UK universities is 180credits over 1-2 years fulltime post BSW (Hons.).

Although the qualifications examined generally follow similar structures and standards, there are differences, though not significant, in that some MSW programmes last for only one year, may involve course work only or course work and research and field practicum or MPhil.

This qualification generally compares well with all the qualifications studied since the exit outcomes cover similar scope and depth and are aligned to exit-level descriptors typical of this level and type of qualification as done within the region and beyond. Further to this, requisite competencies required for registration and accreditation with professional bodies such as BHPC and BONASW have been considered. What sets this qualification apart from the ones examined, is that there is provision for development of attributes such as indigenization, innovation, ethical research, student-centred learning, and excellence which are critical for social work in developing contexts. Furthermore, requisite competencies for globalisation of social work practice have been factored into the graduate profile as prescribed by the International Federation of Social Work (IFSW) and International Association of Schools of Social Work (IASSW).

REVIEW PERIOD

Every five (5) years.

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