

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

SECTION A: QUALIFICATION DETAILS													
QUALIFICATION DEVELOPER (S)				University Of Botswana and Bosa Bosele Training College									
TITLE		Bachelor of Social Work								NCQF LEVEL		7	
FIELD		Health And Social Services		SUB-FIELD		Social Services		CREDIT VALUE		480			
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>The Bachelor of Social Work degree qualification 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. Batswana, like citizens of many developing countries, historically relied mostly on the extended family network and the community at large for support, social protection, and indeed a sense of belonging. However, rapid social change has made</p>													

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

this avenue increasingly intractable (Ntseane and Solo, 2007). New challenges, essentially associated with industrialization, urbanization, and modernization such as unemployment, mental ill-health and substance abuse, suicidal ideation, acute and chronic health conditions, gender-based violence (including child abuse and neglect), crime, and children in conflict with the law (juvenile delinquency), homelessness, have emerged and require concerted responses from the human services professions, in particular the social work profession. Tackling the numerous challenges associated with the social ills outlined above requires training of competent social workers with requisite knowledge, skills, and competences (Ambrosino, et al., 2012; Morales & Sheafor, 1995; Segal, Gerdes & Steiner, 2019).

Social work is a profession, discipline, science, and an art that enhances human well-being and social functioning by helping people, especially vulnerable groups, to meet their needs and aspirations. Issues around social justice are, thus, central to the profession's mission (**International Association of Schools of Social Work / International Federation of Social Workers, 2014**). The profession realizes this mission by applying scientific knowledge, skills, and creativity in interpersonal relationships and resource mobilization towards enhancing the social, psychological, economic, and cultural functioning of individuals, families, groups, and communities in their physical and social environment. The knowledge and skills that social workers employ consist primarily of referral work, brokerage, advocacy, organization, social planning, counselling, administration, and research. The qualification is predicated on methods, principles, values, and ethics that meet international standards (**International Association of Schools of Social Work and International Federation of Social Workers, 2014**). Students who graduate from the programme can compete effectively on the international scene in their areas of specialization.

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

- Identify as a professional social worker and conduct oneself accordingly.
- Display professional values and ethics in the implementation of social policies, programs, and interventions.
- Engage, assess, intervene and evaluate with individuals, groups, organisations and communities.

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

- Facilitate and advocate for the inclusion of different voices, especially those of groups that have experienced marginalization and exclusion.
- Engage in the design and evaluation of social work policies and programs to deliver effective social work services.

ENTRY REQUIREMENTS (including access and inclusion)

The minimum requirement for admission into the Bachelor of Social Work degree shall be:

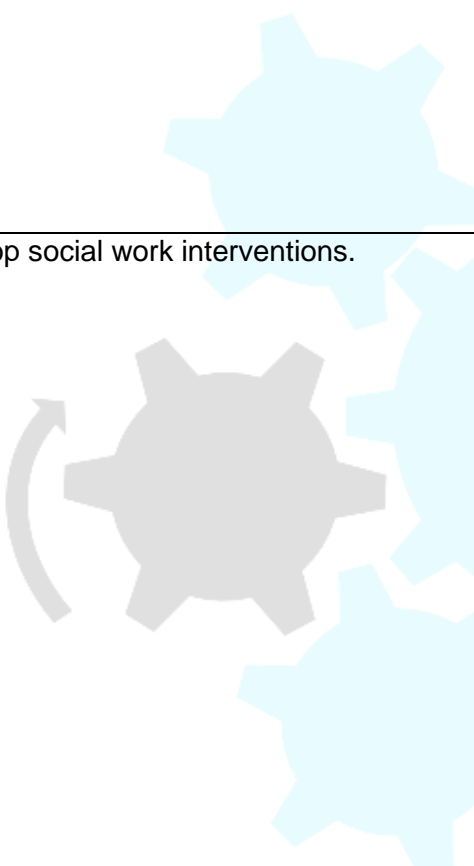
- NCQF Level 4 or equivalent.
- Recognition of Prior Learning will be considered in line with relevant policies and regulations.
- Credit Accumulation Transfer will be considered in line with relevant policies and regulations.

SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Display professional ethics and conduct.	1.1 Display professional norms, values and standards in various service settings. 1.2 Continually engage in lifelong learning, personal-reflection and professional development 1.3 Independently assess, and evaluate outcomes in social work practice. 1.4 Organize multi-disciplinary teams to facilitate interventions in the field of social work.

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

<p>2. Apply specialised social work knowledge, skills, and competencies at the micro, mezzo, and macro practice levels.</p>	<p>2.1 Exhibit stellar deportment in interactions with diverse client systems in the helping relationship at the micro, mezzo, and macro practice levels.</p> <p>2.2 Develop and implement interventions efficaciously at the micro, mezzo, and macro social work practice levels.</p> <p>2.3 Demonstrate efficacy in skills and techniques at the micro, mezzo, and macro social work practice.</p> <p>2.4 Integrate micro, mezzo, and macro practice interventions.</p> <p>2.5 Adopt approaches that enhance social development of various populations.</p>
<p>3. Apply a range of advanced technical processes and skills in policy formulation, implementation and evaluation.</p>	<p>3.1. Articulate strengths and weaknesses of social policies and legislation.</p> <p>3.2. Develop, implement and evaluate social policies and legislation.</p> <p>3.3. Conduct needs assessment across population groups and contexts and develop aligned programmes.</p> <p>3.4. Identify and mobilize funding sources for programme development.</p> <p>3.5. Develop and implement monitoring and evaluation tools</p>
<p>4. Demonstrate the eclectic and specialised nature of social work theory and practice.</p>	<p>4.1. Adopt an integrated approach to social work practice based on social science perspectives and approaches.</p> <p>4.2. Create effective interventions based on social</p>


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

	<p>science approaches in the context of the social environment.</p> <p>4.3. Adopt bio-psychosocial approaches in the design and implementation of social and behavioural programmes.</p>
	<p>5. Develop social work interventions.</p> <p>5.1. Select appropriate intervention strategies to protect people who are vulnerable, at-risk and unable to protect themselves from social issues and challenges.</p> <p>5.2. Design social work contracts to guide the professional helping relationship.</p> <p>5.3. Prepare client systems for the termination of social work intervention relationships.</p> <p>5.4. Create a plan for supporting clients' recovery after termination of the professional relationship.</p> <p>5.5. Evaluate the process of professional helping from the beginning to the end for purposes of drawing lessons and best practices.</p> <p>5.6. Develop, compile, and maintain clients' assessments, interventions, and evaluations in service delivery.</p> <p>5.7. Employ appropriate Information, Communication and Technology and available record management systems.</p> <p>5.8. Evaluate reports and client cases for the development of best practices and effective service delivery.</p>

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

<p>6. Adopt anti-oppressive professional stance/deportment/attitudes towards various client populations</p>	<p>6.1. Develop problem-solving solutions that are inclusive of all people.</p> <p>6.2. Design programmes that champion the rights of all citizens, individually and severally.</p> <p>6.3. Display positive, respectful and ethical conduct when working with diverse client populations.</p> <p>6.4. Identify and implement various methods, skills and techniques as a means of raising awareness, developing critical consciousness about structural forces of oppression, exclusion and disempowerment, and use such awareness to facilitate social change.</p>
<p>7. Apply theories of human behaviour in the social environment in mapping out assessment, intervention and evaluation strategies in human services.</p>	<p>7.1. Differentiate between paradigms, ideologies, theories, perspectives, approaches and models in social work.</p> <p>7.2. Identify, and explain key factors that shape human growth and development across the lifespan.</p> <p>7.3. assess and evaluate clients using the ecological person-in-environment-life-course framework.</p> <p>7.4. apply models of assessment, , and evaluation to match client's need.</p> <p>7.5. Develop or improve an existing model, or technique to guide the processes of assessment and evaluation.</p> <p>7.6. Analyse and articulate the basic concepts that underpin social work/Social development interventions.</p> <p>7.7. Link interactions with clients to particular models of assessment, and evaluation.</p>

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

	7.8. Evaluate, different approaches and models, underpinned by various theoretical frameworks.
<p>8. Demonstrate values and ethics in the implementation of social policies, programmes, and interventions.</p> 	<p>8.1. Display values and ethics that guide the implementation of social policies, laws and programmes.</p> <p>8.2. Utilize ethical decision-making models in addressing ethical dilemmas in social work practice.</p> <p>8.3. Adopt systematic approaches to analysing relevant statutory frameworks that promote social welfare.</p> <p>8.4. Evaluate social welfare related legislations for purposes of sensitization and advocacy.</p> <p>8.5. Evaluate capacity for reflexivity within the diverse professional social work and social development roles.</p> <p>8.6. Educate various audiences on social policies and programmes in order to promote social justice.</p>
<p>9. Develop, implement and evaluate social change strategies in the promotion of human rights and social justice.</p>	<p>9.1 Select and implement various techniques and methods of raising awareness and critical consciousness about human rights violations and social injustices.</p> <p>9.3. Apply the basic values and principles enshrined in international, regional and national conventions in relation to social work service delivery.</p> <p>9.4. Analyse human behaviour with regards to the various intersections of social life.</p>

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

10. Apply social work research to solve problems, manage processes at the micro, mezzo, and macro practice levels.	10.1 Plan and implement social work research initiatives. 10.2. Produce a substantial report giving an honest account of research undertaken. 10.3. Disseminate research findings to expert and non-expert audience.
11. Evaluate delivery of social work and social welfare services by utilizing supervision and management frameworks.	11.1 Apply supervision and management skills in the delivery of social welfare services. 11.2 Perform various professional social work roles at micro, mezzo and macro level. 11.3 Apply principles of sound management and administration within social service delivery.
12. Design culturally relevant social work and social welfare interventions drawing on global, regional (African) and national (Botswana) perspectives.	12.1 Analyse social welfare and social work policies, programmes and interventions at the global level. 12.2. Adopt best practice models to address local social issues.

	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 [6]	Level [7]	Level [8]	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i> Choose 3 modules from Level 7 or 8)					
	General Psychology		12		12
	Introductory Sociology/ Social Anthropology		12		12
	Basic Economics		12		12
	Basic Statistics		12		12
	Social Work and Law		12		12
	Communication skills	16			16
	Computing skills	16			16
	Anatomy, physiology & biochemistry		12		12

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

CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i> (60%)					
	Social work and social welfare (history of social work globally, Africa & Botswana)	24			24
	Social work micro practice: Individuals and families		12	12	24
	Social work mezzo practice (Group work)		12	12	24
	Social work macro practice (Organisations & Communities)		12	12	24
	Social work and diversity		12		12
	Social policy I: Process		12		12
	Social policy II: Across populations		12		12
	Human behaviour and the social environment I (Micro & Mezzo)		12		12
	Human behaviour and the social environment II (Macro)		12		12

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

	Social work research I: Basic research concepts		12		12
	Social work research II: Proposal writing		12		12
	Social work research III: Research project		12		12
	Fieldwork placement I		24		24
	Fieldwork placement II		24		24
	Social work administration, management & supervision		24		24
	Social work assessment, interventions & evaluation		12	12	24
	Grant writing			8	8
	Programme planning, implementation & evaluation			8	8
ELECTIVE/ OPTIONAL COMPONENT (20%) <i>Subjects/Courses/ Modules/Units</i>	Social work, health and mental health			12	12
	Social work and families			12	12
	Social development and social policy			12	12

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

Choose 3 modules from Level 7 or 8)	Social work and Disaster management	12	12
	Social work and conflict management	12	12
	Gender and development	12	12
	Social work and disability	12	12
	Social work and substance abuse	12	12

Fundamental 96 + Core 312 + Electives 72 = 480 Credits

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
6	56
7	324
8	100
TOTAL CREDITS	480 Credits

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

Rules of Combinations

1. To be awarded the Bachelor of Social Work degree, a learner must have completed a total of 480 credits including coursework, research project and fieldwork placement.
2. Total number of 72 credits from electives;
 - 36 credits from level 7
 - 36 credits from level 8

ASSESSMENT ARRANGEMENTS

All the assessments, formative and summative, leading/contributing to the award of credits or a qualification will be based on learning outcomes and/or sub-outcomes in accordance with relevant policies.

1. Formative assessment – 60%
2. Summative assessment – 40%

MODERATION ARRANGEMENTS

Both Internal and External moderation arrangements will be undertaken.

1. Moderators shall be accredited with BQA or other recognised institution.

RECOGNITION OF PRIOR LEARNING

There is provision for the awarding the qualification through recognition of prior learning.

Implementation of RPL shall also be consistent with requirements, if any, prescribed for the field or sub-field of study by relevant national, regional or international professional bodies.

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

CREDIT ACCUMULATION AND TRANSFER

Learners will submit evidence of CAT and shall be assessed in accordance with organisational policies and regulations and applicable national policies and legislative framework.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Horizontal Progression

- Bachelor of Arts in Community Development
- Bachelor Education in Counselling and Human Services
- Bachelor of Education in Early Childhood
- Bachelor of Arts in Development Studies
- Bachelor of Public Administration
- Bachelor of Arts in Youth Development

Vertical articulation

- Master of Social Work
- Master of Arts in Social Policy
- 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

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

Employment Pathways

- Social Policy Analyst in national and international development agencies
- Social Work Administrator in national and international social service organisations
- Clinical Social Worker in the social services and health/mental health institutions
- Clinical Social Worker
- Community Development Officers
- Social Protection Officers
- Rehabilitation Officers

QUALIFICATION AWARD AND CERTIFICATION

- A candidate who achieves the stipulated 480 total credits inclusive of the fundamental, core and elective components, shall be awarded the Bachelor of Social Work degree.
- Both a Certificate and an Academic Transcript shall be issued to the learner.

REGIONAL AND INTERNATIONAL COMPARABILITY

The Bachelor of Social Work qualification has been benchmarked with Qualifications offered at University of South Africa (UNISA), University of Leeds in the United Kingdom and University of Newcastle, Australia. A candidate at the Universities of Leeds and Newcastle will require 320 credits to graduate. At UNISA, a candidate must complete a total of 360 credits to be awarded the BSW. An additional 192 credits for fieldwork leads to the award of BSW Hons at Level 8 with a total of 552 credits. The entry requirement for Leeds and Newcastle is a Higher School Certificate (Level 5), which apparently is higher than Botswana's BGCSE (Level 4). Also, at UNISA, the entry qualification is a Matric (Level 5) which is higher than BGCSE. This might explain why the credits are fewer.

There are no major differences between the proposed Bachelor of Social Work qualification and the Bachelor of Social Work offered by the University of Cape Town and the University of Newcastle. The core modules are generally of the same content and quality. Minor differences are in the optional modules and those that are specific to the context of each country. University of Newcastle qualification is worth 320 credits as required by the statutory bodies. Otherwise both the University of Cape Town and the University of Newcastle

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

offer 4 year qualification in Social Work post level 5. The proposed qualification and those used for benchmarking have a compulsory Field Practicum component. Lastly, both Australia and South Africa have a statutory body that registers and issues practice licences to social workers. Currently, Botswana does not have such a law.

1. A graduate of Botswana Bachelor of Social Work is not registrable to practice in South Africa or Namibia unless they graduate from a 5-year BSW qualification (2 year Diploma + 3 year Bachelor of Social Work). Hence, the need for a BSW (Hons.) to compensate for the differences.
2. The proposed, UNISA, Leeds and Newcastle qualifications are similar in terms of the content areas offered. The BSW qualifications offer social work methods, social welfare policy and administration, fields of practice, research, fieldwork placement, human behaviour and the social environment, law for social workers, some social sciences courses, theories and conceptual frameworks. The only difference is that in Botswana, BGCSE (NCQF Level 4) is the minimum entry qualification. Currently, Botswana BSW graduates are required to do a foundation year before being admitted into Master of Social W
3. Graduate attributes of the Bachelor of Social Work qualification are consistent with the provisions of the International Federation of Social Work (IFSW) and International Association of Schools of Social Work (IASSW) curriculum guidelines.

REVIEW PERIOD

The qualification will be reviewed every five (5) years.