

Administration and Policy Practice

Specialized (previously “Concentration”) Competencies and Behaviors

NOTE: highlighted items are unique to the specialization (all other behaviors are those assessed in all specializations)

CSWE EPAS 2015 Competencies	CSWE EPAS 2015 Behaviors per Competency
Competency 1: Demonstrate Ethical and Professional Behavior	Understand and identify the role of a social worker in cross-disciplinary settings
	Demonstrate professional use of self with clients/constituents and colleagues
	Understand and identify professional strengths, limitations, and challenges
	Apply core values and ethical standards of the social work profession within diverse organizational, policy and community practice settings
Competency 2: Engage Diversity and Difference in Practice	Demonstrate an understanding of intersectionality and multiple identities-positionalities as foundation for engaging difference
	Recognize and manage personal biases as they affect the professional relationship in the service of the clients’/constituents’ interests
	Demonstrate ability to collaboratively define issues, collect data and develop interventions, taking into account different histories, cultural identities and belief systems
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	Articulate the potentially challenging effects of economic, social, cultural and global factors on client/constituent systems
	Advocate at all practice levels for the creation and implementation of intervention programs that promote social and economic justice and diminish disparities
	Demonstrate a critical understanding of structural factors, such as racism and violence, which contribute to persistent disparities for marginalized populations
Competency 4: Engage In Practice-informed Research and Research-informed Practice	<p>Apply critical thinking to evidence-based interventions and best practices</p> <p>Use best practices and evidence-based research to develop, implement and evaluate interventions</p> <p>Contribute to the theoretical knowledge base of the social work profession through practice-based research</p> <p>Research and apply knowledge of diverse populations to enhance client/constituent wellbeing</p>
Competency 5: Engage in Policy Practice	Recognize the interrelationship between clients/constituents, practice, and organizational and public policy

	Determine the factors that influence the development of legislation, policies, program services and funding at all system levels
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Demonstrate the skills required for effectively engaging with clients/constituents (e.g., leadership, critical thinking and interpersonal skills) Demonstrate ability to engage with communities, their constituencies and organizations that serve them to assess and analyze community/organization capacities, strengths, and needs
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Use multidimensional assessment (e.g., bio/psycho/social/spiritual/structural) Assess policies influencing practice within organizational and community settings, identifying opportunities for individuals to become change agents
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Identify, evaluate, and select effective and appropriate intervention strategies Develop and implement collaborative, multidisciplinary intervention strategies Demonstrate analytical and interpersonal skills in work with community-based groups and human service organizations
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Identify and utilize appropriate evaluation tools for specific interventions Demonstrate ability to involve community and organizational constituencies in implementing and evaluating the effectiveness of policy decisions and programs to enhance equity and inclusion