

## Action Plan: Manitoba College of Social Workers

In response to the Fairness Commissioner's recommendation, MCSW proposed the following Action Plan.

Progress Opportunities	Action Plan	Completion Date
1. Continue to develop information for internationally educated social workers including orientation opportunities and local resources.	With the support of OMFC, develop information regarding local resources for Internationally Educated Applicants, including English language training. Make this information easily available to applicants and members on MCSW's website.	July 31, 2018
2. Adopt security clearance checks obtained by the federal government for landed immigrants as a reliable source in order to eliminate unnecessary documentation requirements.	Review and assess the components of the federal government's security clearance checks to determine their compatibility with <i>The Social Work Profession Act</i> , the Social Work Profession Regulation and MCSW's General By-Laws and policies. Adopt the federal government's security clearance checks fully and/or partially if congruent with MCSW requirements.	August 30, 2019
3. Ensure internationally educated social workers have fair access to substantial equivalency processes in order to maintain licensure opportunities.	<p>a) Contact the Canadian Association of Social Workers (CASW) to arrange that those applicants whose educational credentials are not assessed as equivalent to a Canadian Social Work degree are referred by CASW to MCSW.</p> <p>b) Complete analysis of the first year of MCSW's Substantial Equivalency Route of Entry program (April 2018 – March 2019). Based upon the findings of that analysis, determine the need for gap training. Develop a plan to address any identified fairness or access deficiencies, as they pertain to IEA.</p>	<p>a) January 1, 2018 (complete)</p> <p>b) July 31, 2019</p>
4. Work in collaboration with key stakeholders to explore whether there is a need for and opportunities for gap training for Manitoba applicants.	Complete analysis of the first year of MCSW's Substantial Equivalency Route of Entry program (April 2018 – March 2019). Based upon the findings of that analysis, determine the need for gap training. If there is a need for gap training, continue discussions with stakeholders regarding the development of gap training, as appropriate.	July 31, 2019
5. Continue working with the OMFC to develop and implement data collection to provide a fact based understanding of internationally educated applicants' outcomes and timelines including information from CASW.	<p>a) Develop and implement a temporary database to track Internationally Educated Applicants.</p> <p>b) Develop and implement a long-term database to track Internationally Educated Applicants as part of MCSW's ongoing database project.</p>	<p>a) January 1, 2018 (complete)</p> <p>b) January 1, 2019</p>

### **MCSW Comments**

The Manitoba College of Social Workers appreciates the opportunity to review its processes and practices and reflect upon their impacts on Internationally Educated Applicants. Our Code of Ethics guides us to pursue social justice and “to provide resources, services and opportunities for the overall benefit of humanity...” We look forward to continuing to identify opportunities to improve the service we provide to Internationally Educated Applicants through our collaboration with the Office of the Manitoba Fairness Commission.