



### **Program Description:**

In this intensive program, students will develop the skills necessary to work in entry level, generalist Social Service Worker positions. Students from the program will be trained to be advocates of social change who help others to help themselves to create sustainable healthy Northern communities.

The program is six semesters in length, with applied learning activities infused throughout the curriculum, and three community- based field practicum opportunities. In addition, students will be provided with the opportunity to enhance their practical skills through specialized training and integrated field experiences within course deliveries where an opportunity to partner with Social Service agencies and community is possible.

First year courses focus on models, frameworks of practice and skills that enable students to work with individuals and groups in a variety of social service settings. Second year courses build upon this foundation of learning in human behaviour, social issues and helping techniques and progress to more specialized areas of practice. The program integrates a culturally competent perspective throughout the curriculum with an emphasis on advocating and capacity building in Northern communities or anywhere where graduates choose to practice.

### **Inuit Qaujimajatuqangit:**

Respecting others, building relationships and caring for individuals, families and communities is the essence of Social Service practice. Eight IQ principles, developed by the Government of Nunavut, provide guidance on how people should live and work with each other and the environment. These principles are sewn throughout the Social Service Worker program curriculum. Each course will highlight the principles which are emphasized within the course content and delivery.

### **Career Opportunities:**

Graduates of this program may seek employment in a wide variety of social service practice areas consisting of both territorial and municipal organizations, including family services, mental health, youth work, social work, addictions, justice, and various community programs.

### **Program Learning Outcomes:**

Upon successful completion of the Social Service Worker Program, the student will be able to:

1. Apply current policies and legislation related to social service work;
2. Demonstrate accurate and timely record-keeping, reporting and documentation skills relevant to social service work using appropriate technology and tools;
3. Act in a positive, empathetic, and non-judgmental way when working with individuals, groups and communities;





- 3 references (non-family)

All applicants will be interviewed in person or by telephone.

#### Selection Process:

- Letter of Intent
- Interview (phone or in person if the application is in the community)
- Criminal Record and Vulnerable Sectors (required for practicum and not admission). **Individuals who have been convicted criminally and not pardoned will be required to provide a statement of disclosure providing details of the criminal offenses. This information will be presented to potential practicum hosts to determine if the student is a suitable candidate for practicum. The Statement of Disclosure must be no more than 6 months old. It is the student's responsibility to ensure that he or she is eligible to participate.**
- 3 References ( non- family)
- Complete appropriate Arctic College placement exams for Math and English with acceptable scores

Applicants will be admitted to the program based on space availability and their ability to meet the entrance requirements. The program admissions committee will conduct interviews with students to assess qualifications. In some cases, students may be required to meet special conditions before entry, or enter the program on a probationary basis.

#### Graduation Eligibility:

To graduate from this program, students must successfully complete all courses in the program structure by obtaining a mark of 50% or higher in each course, in each semester with the exception of Practicum I, II & III which require a pass mark of 70%. The passing weighted average for promotion through each semester (this includes Practicum I, II, & III) and to graduate is 60%.

**Other Important Information:**

Previous course work, employment or volunteer experience in related areas of Social Service practice can enhance the student's understanding of course materials. Maturity, stress management and organization of one's time are important for successful completion of the program. Class sizes are small, allowing instructors to assist students with learning needs. Students are encouraged to seek assistance when needed. Applicants can contact the program manager for information on transfer of credit arrangements with other institutions of learning. Some course credits may be transferable to a Bachelor of Social Work degree.

**Mandatory Courses:**

**PROGRAM STRUCTURE - YEAR I**

**Semester 1**

| Name of Course                         | Course Code | Credits |
|--|-------------|---------|
| History of Inuit Language and Culture  | 014-115     | 3       |
| Social Work & Inuit Values and Methods | 014-104     | 3       |
| Personal and Professional Practice     | 014-116     | 3       |
| Interpersonal Communication            | 014-102     | 3       |
| Social Service Practice 1              | 014-117     | 3       |

**Semester 2**

| Name of Course                              | Course Code | Credits |
|---|-------------|---------|
| Introduction to Psychology                  | 014-308     | 3       |
| Research Skills for Social Service Practice | 014-118     | 3       |
| Introduction to Sociology                   | 014-101     | 3       |
| Community Development                       | 014-105     | 3       |
| Developmental Psychology                    | 014-119     | 3       |

**Semester 3**

| Name of Course    | Course Code | Credits |
|-------------------|-------------|---------|
| Field Practicum I | 014-211     | 9       |

## PROGRAM STRUCTURE - YEAR II

### Semester 4

| Name of Course                  | Course Code | Credits |
|---------------------------------|-------------|---------|
| Applied Interviewing            | 014-200     | 3       |
| Trauma Informed Practice        | 014-202     | 3       |
| Group Dynamics and Facilitation | 014-205     | 3       |
| Addictions                      | 067-207     | 3       |
| Introduction to Mental Health   | 067-109     | 3       |

## PROGRAM STRUCTURE - YEAR II (Continued...)

### Semester 5

| Name of Course                                  | Course Code                | Credits |
|---|----------------------------|---------|
| Documentation Skills in Social Service Practice | <b>Needs a Course Code</b> | 3       |
| Family Dynamics                                 | 014-301                    | 3       |
| Child Welfare                                   | 014-406                    | 3       |
| Social Policy in Action                         | 014-401                    | 3       |
| Social Services Practice 2                      | <b>Needs a Course Code</b> | 3       |
| Field Practicum II                              | 014-212                    | 2       |

### Semester 6

| Name of Course      | Course Code | Credits |
|---------------------|-------------|---------|
| Field Practicum III | 014-213     | 9       |

**Total credits: 80**

#### **Electives:**

No Electives Required

#### **Practicum or Work Experience:**

Field practicums are an integral part of the Social Service Worker program. Students have the opportunity to practice in real-life settings. The practicum courses are an essential component of the Social Service program as they provide students with the opportunity to observe and acquire the practical work skills needed for a successful career as a Social Service Worker.

The field experiences allow students to integrate and apply learning from the classroom to the social service work setting. The practicum completion requirements in the Social Service Worker program require students to participate in field experiences, complete detailed learning contracts, attain an acceptable overall practicum evaluation, and complete a self-evaluation, several written assignments and a final presentation to their classmates outlining highlights from their practicum.

Each practicum opportunity will build on the previous practicum experience to allow enhanced development of skills, knowledge, and the integration of learning throughout. The practicum courses are demanding and therefore should be acknowledged in this capacity by providing credit to the course. Furthermore, in review of several Social Service Worker programs in Canada a large percentage of the programs provide credit for practicum. Allowing for credit will provide greater transferability of the practicum courses should graduates wish to pursue a Bachelor of Social Worker degree in the future.

### **Practicum or Work Experience Continued...**

The field practicum courses require student to be enrolled in three compulsory practicums in a related Social Services setting. Students will participate in a selection process for practicum and meet with agency representatives prior to the commencement of practicum. Students must complete all of their courses in order to complete their practicums and achieve a 70% or higher in their practicum courses in order to meet the requirements for program completion. The field practicum assignment of credit will be as follows: Practicum I (9 credits), Practicum II (2 credits), and Practicum II (9 credits). **Please note: although practicums I and III for this program will normally take place in the spring (Semester 3 & 6), practicum time frames may vary from year to year. Students will be notified in advance as to when these courses will take place. Practicum II will typically take place in the Winter Semester.**

Students may require immunizations for some practicum placements. It is the student's responsibility to ensure these immunizations are completed prior to their practicum.

### **Course Descriptions - Year I**

| <b>Semester I</b> |  |
|-------------------|--|
| <b>014-115</b>    | <b>History of Inuit Language and Culture (3 Credits)</b><br>This course will provide students with basic knowledge and understanding of the history of Inuit culture, Inuit migration routes, colonization, and the development of Inuit Qaujimagatuqangit and how it is implemented within the Nunavut government system, and Social Service practice. The involvement of Elders will enhance the delivery of this course by communicating knowledge through lived experiences and traditional practices. |

**014- 104 Social Work & Inuit Values and Methods (3 Credits)**

This course introduces students to a framework of Social Service delivery and methods based on generalist Social Work practice in Canada. Students will explore the history, philosophy and guidelines of Social Service Worker practice within Inuit and other societal contexts, including a comparison of beliefs, values and ethics. Communication and problem solving will be explored within the context of generalist practice and helping relationships through a systems perspective. These approaches will be supported through contributions of elders and guest speakers.

**014-116 Personal and Professional Practice (3 Credits)**

This course introduces the student to the concept of professional behaviour, personal awareness and self-care. The student will engage in a self-assessment process, including health, wellbeing, self-care, and burnout prevention. This course will prepare students for responsibilities and expectations required for the Social Service Worker program and future employment, including learning contract and introduction to professional portfolio development.

**014 – 102 Interpersonal Communication – 45 Hours (3 Credits)**

This course provides students with an introduction to the dynamics and skills associated with effective interpersonal skills in Social Service Work. Students will develop foundational skills required to work effectively with diverse individuals, groups and professional teams and that reflect a cultural awareness of communication styles. The course offers an opportunity to apply verbal and non-verbal interpersonal communications skills, such as active and observant listening, assertiveness, and giving constructive feedback.

**014-117 Social Service Practice 1 (3 Credits)**

This course introduces students to a generalist Social Service practice, while introducing methodologies and concepts of advocacy, cultural inclusivity, multi -disciplinary approach, perspectives of helping and other core competencies. Students will explore personal and professional values and ethics, Social Work theories, scope of practice, roles and responsibilities through the lens of Inuit societal values (IQ principles).

**Year I**

**Semester 2**

**014-308 Introduction to Psychology (3 Credits)**

This course introduces the student to the exploration of historical and current perspectives of psychology and how it relates to Social Service work, highlighting Nunavut perspectives. Psychology will be defined through a variety of theoretical frameworks as they pertain to individuals and communities. These frameworks will address the impact of psychology on behaviour, cognition, personality, wellness, psychological disorders and the integration of IQ Inuit Values.

**014-118 Research Skills for Social Service Practice (3 Credits)**

In this course students will examine the role of research in Social Service practice and will develop skills required to critically assess and manage information. Methods such as summarizing, collecting, analyzing, documenting sources and conducting searches will be explored. Students will conduct an in-depth study of a research topic of their choice, discuss issues with community members in the field of research, work in discussion groups, and debate and problem solve selected issues related to the topic.

**014-101 Introduction to Sociology (3 Credits)**

This course provides an overview to the study of society, social institutions, culture, group norms and behaviours, personality formation and social change. Students will develop an awareness of the relationship between individual beliefs, attitudes and behaviours in the context of social dynamics. Emphasis will be placed on its relevance to Nunavut and Social Service practice.



**014-105 Community Development (3 Credits)**

This course will introduce the student to the definition of community in a general and Nunavut context. The course will allow the student to develop an understanding of cultural issues, community needs and barriers, and develop community responses reflecting Inuit Qaujimagatuqangit (IQ). The student will develop strategies for community development and assessment through the use of organizing and mapping models.

**014-119 Developmental Psychology (3 Credits)**

Developmental Psychology introduces the concepts of human growth in early childhood, adolescence, and adulthood through Nunavut perspectives. Areas of focus include an examination of theories reflecting physical, cognitive and psychosocial development, lifespan issues of birth, early childhood, adolescence, early adulthood, middle adulthood, senior and death & dying and grief.

**Semester 3**

**014-211 Field Practicum I (9 Credits)**

This applied learning course will offer the student the opportunity to observe and experience the mentorship of a community practitioner within a Social Service setting. Students will be provided with opportunities to develop an understanding of the vision, mission, policies, procedures, programs and services of a chosen Social Service agency. Students will start to examine work skills and practices needed to become effective Social Service Workers. The practicum experience will also allow the student to acquire knowledge and skills related to their professional development growth plan and self-defined learning goals, and to reflect on their professional values, attitudes, conduct and personal development within a Northern Social Service Worker Context. Theoretical knowledge gained during the program will be integrated throughout the practicum experience to connect knowledge to practice.

**Year II**

**Semester 4**

**014-200 Applied Interviewing (3 Credits)**

This course introduces students to basic concepts and components of interviewing skills and techniques within a Northern Social Service Worker context. Students will become aware and enhance skills in relation to: building effective client relationships; foundation of change; addressing barriers; and specific skills associated with interviewing and assessment. Students will acquire and apply knowledge and critical thinking using complex models of interviewing.

**014-202 Trauma Informed Practice (3 Credits)**

In this course, the student will learn about trauma through definition and identification of the causes and effects on individuals, families and communities within a Nunavut context. The student will examine the impact of trauma, including inter-generational and vicarious, while developing the ability to work within a trauma informed perspective.

**014-205 Group Dynamics and Facilitation (3 Credits)**

In this course, students will learn about small group structure, process and stage development as they relate to Social Service Work. An emphasis will be placed on diversity and the use of groups in Social Service practice in

a Northern context. Students will explore purpose, theory, process, and dynamics through activities focused on small group settings. Students will develop facilitation skills and learn methods and models of group record keeping and evaluation.

**067-207 Addictions (3 Credits)**

This course will provide the student with the opportunity to analyze addictive behaviours through an anti-oppressive framework in an Inuit and Northern context. Students will examine the types and history of addictive behaviour, legislation, policies and strategies and their impact on individuals, families and communities in Nunavut. Students will explore a variety of treatment approaches related to the continuum of care from initial contact to aftercare.

**067-109 Introduction to Mental Health (3 Credits)**

This course provides an historical overview of various influences and conditions that affect mental health. Students will examine public attitudes, stigma and the influences of culture and review various mental disorders including the symptoms, causes and treatment modalities. Current legislations, policies and strategies in Nunavut will be explored.

**Year II**

**Semester 5**

**New Course Code Documentation Skills in Social Service Worker Practice (3 Credits)**

This course will highlight effective documentation and the importance of transparency, accountability, integrity and legal and ethical implications of written communication in Social Service practice. Students will develop skills to prepare documents such as assessments, evaluations, reports, case notes, and treatment plans.

**014-301 Family Dynamics (3 Credits)**

This course examines the concept of family dynamics with a focus on how historical influences, experiences and values have impacted family structures and processes over time. Students will identify sociological theory, trends, research, and evolution of family life from a Canadian and Inuit perspective.

**014-406 Child Welfare (3 Credits)**

In this course, students will identify issues and factors affecting child welfare through an anti-oppressive lens, within an historical, traditional and current Nunavut context. Current Federal and Territorial Child Welfare legislation, policies and procedures will be examined as they apply to the parameters of Social Service Work practice. A variety of models of child welfare delivery will also be explored.

**014- 401 Social Policy in Action (3 Credits)**

In this course, students will analyze social policy in Nunavut and Canada through an historical and current context. Students will examine current legislation that establishes and/or affects social policy and explore social issues and challenges which impact individuals, families and communities.

**New Course Requires a Course Code Social Services Practice 2 (3 Credits)**

This course builds upon the concepts introduced in the Social Service Practice 1 course. Students will identify elements and scope of Social Service practice in Nunavut, including an examination of government, institutional, and community based organizations. Students will explore the organizational roles, limitations, challenges and barriers within these areas of practice. Students will examine legislation, ethics and values and critically reflect on how they relate to and influence social issues.

**014-212 Field Practicum II (2 credits)**

This applied learning course will provide the student with the opportunity to build on the Social Service Worker skills and practices acquired in Field Practicum I. Students will begin to practice entry level skills within a chosen social service setting. Students will be provided with the opportunity to enhance their professional growth and development plan as they become more aware of the needs of clients and the complexities involved in delivering services to individuals, families, and communities. Students will determine the importance of team approaches when delivering services and begin to practice skills related to team membership and service delivery in preparation for Field Practicum III. Theoretical knowledge gained during the program will be integrated throughout the practicum experience to connect knowledge to practice.

**Semester 6**

**014-213 Practicum III (9 credits)**

This applied learning course will provide opportunities for students to become directly involved in the scope of practice of a Social Service Worker within a Northern Social Service Worker practice. Students will enhance self-awareness and apply the skills that are directly associated with the duties and responsibilities of an entry level Social Service Worker, integrating appropriate and relevant principles, values, ethics, conduct and attitudes. Students will also be expected to develop their knowledge and skills set as identified in their personal learning goals, and integrate theory into practice while engaging in entry- level skills as a Social Service Worker.