2022 EPAS 9 Core Social Work Competencies with CSUSM Generalist and Specialized Practice Indicators

Competency	CSUSM Generalist Practice Indicators (GPI)	CSUSM Specialized Practice Indicators (SPI) for Advanced Generalist Practice
1. Demonstrate Ethical and Professional Behavior	1) Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context; 2) Demonstrate professional behavior; appearance; and oral, written, and electronic communication; 3) Use technology ethically and appropriately to facilitate practice outcomes; and 4) Use supervision and consultation to guide professional judgment and behavior.	1) Seek critical feedback from multiple sources and demonstrate openness and self-reflection to facilitate autonomous practice. 2) Effectively manage professional boundary issues arising in the course of work, particularly ambiguities presented by highly involved and potentially emotionally triggering aspects of the work. 3) Develop and sustain effective relationships with interdisciplinary team members, including doctors, nurses, law enforcement, teachers, substance abuse treatment staff and others, that reflect clear understanding of their role as a social work professional.
2. Advance Human Rights and Social, Racial, Economic, & Environmental Justice	5) Advocate for human rights at the individual, family, group, organizational, and community system levels; and 6) Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.	4) Recognize the effects of stigma, oppression, discrimination, and historical trauma on client and client systems to advance social justice. 5) Demonstrate effective leadership, informed by context and setting, to empower individuals, organizations, and communities.
3. Engage in Anti-Racism, Diversity, Equity, & Inclusion (ADEI) in Practice	7) Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and 8) Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.	6) Use practice methods that acknowledge and respect the reciprocal relationship between diverse individuals and the various systems with which they interact (including, but not limited to: family, community, child welfare, school/educational, criminal justice, behavioral health, and health systems). 7) Effectively respond to dimensions of diversity and difference in practice.
4. Engage in Practice-informed Research and Research-informed Practice	9) Apply research findings to inform and improve practice, policy, and programs; and 10) Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.	8) Clearly communicate research findings and implications, as well as their applications to social work practice. 9) Demonstrate the integration of research evidence with practitioner expertise and client/constituent context.

5. Engage in Policy Practice	11) Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and 12) Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.	10) Advocate with and inform stakeholders, administrators, and policy makers to influence policies that impact client services. 11) Use evidence-based practice and practice-based evidence to promote policies that advance social and economic justice. 12) Build coalitions and collaborative relationships that improve and enhance services.
6. Engage with Individuals, Families, Groups, Organizations, & Communities	13) Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks to engage with clients and constituencies; and 14) Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.	13) Apply knowledge of strengths, risk factors, vulnerabilities, and resiliencies of clients and/or larger systems to advanced generalist practice. 14) Demonstrate an applied understanding of intrapersonal, relational, and systemic factors when engaging individuals, families, groups, organizations, and communities. 15) Apply effective and appropriate communication, coordination and advocacy with other providers and interdisciplinary teams to address mutually agreed upon goals.
7. Assess Individuals, Families, Groups, Organizations, & Communities	15) Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and 16) Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.	16) Engage in flexible and ongoing assessment that is responsive to the unique needs, strengths, and limitations of clients and constituencies. 17) Utilize assessment data from all relevant parties and include appropriate screening and assessment tools as part of a comprehensive assessment.
8. Intervene with Individuals, Families, Groups, Organizations, & Communities	17) Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and 18) Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.	28) Implement collaborative, client-centered, culturally appropriate, and evidence-supported interventions. 19) Engage in strengths-based interventions at all levels that are guided by the principles of recovery, wellness, and resilience.
9. Evaluate Practice with Individuals, Families, Groups, Organizations, & Communities	19) Select and use culturally responsive methods for evaluation of outcomes; and 20) Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.	20) Utilize a structured process to evaluate practice and promote change. 21) Demonstrate the ability to understand, interpret and evaluate the benefits and limitations of various evidence-based treatment models as they inform practice and apply them to the needs of individuals, families, and communities.