

# 3

## Qualifications in Social Work

The typical degrees offered within this subject area in the Russian Federation are presented in Table 1.

**Table 1**  
Typical degrees offered in Social Work

Cycle	Degrees	Qualification awarded	ECTS credits
1 <sup>st</sup> cycle	Bachelor of Social Work Specialisations: Social Work in social service establishments, Child and Family Social Work, Social Work with vulnerable groups, Social Work in parishes, health care, child and youth welfare, NGO, etc.	Bachelor	240
2 <sup>nd</sup> cycle	Master of Social Work	Master	120
2 <sup>nd</sup> cycle	Specialist of Social Work	Specialist	At least 300

The specialization in the subject specific areas of Bachelor and Master Degrees is determined by the Higher Educational Institution in collaboration with stakeholders, employers. Generally in the Russian Federation there is no a PhD cycle in Social Work and graduates have opportunities for

### 5.2.2. Generic competences

One of the main aims of the *Tuning Russia* project has been that of compiling a unified list of generic competences relevant to degrees in many subject areas. In order to determine which generic competences appeared to be the most important ones, broad consultations have been carried out with graduates, students, employers and academics as outlined above. In order to identify the list of competences to be used as the basis of the wider consultation, the following process was carried out by the participants in the Tuning Russia project.

1. The Russian members of each SAG drew up initial lists of the generic competences.
2. The lists were discussed within each SAG including consultation with EU experts, and were amended if this was deemed necessary.
3. The lists proposed by the SAGs were compared, and the following categories of competences were distinguished: the common core of generic competences selected by all SAGs; competences selected by the majority of SAGs; those selected only by some SAGs; and those selected by only one SAG.
4. The list of 30 generic competences was agreed and its Russian and English versions were established in order to be used during the consultation process.
5. Students, employers, graduates and academics were consulted;
6. The questionnaires were analysed and the final list of generic competences, common for all SAGs was drawn. The results were discussed by all SAGs.

The final list comprises the following 30 competences:

**Table 3**  
Generic competences

Competence code	Competence
GC 1	Ability for abstract thinking, analysis and synthesis
GC 2	Ability to work in a team
GC 3	Capacity to generate new ideas (Creativity)

Competence code	Competence
GC 4	Ability to identify, pose and resolve problems
GC 5	Ability to design and manage projects
GC 6	Ability to apply knowledge in practical situations
GC 7	Ability to communicate in a second language
GC 8	Skills in the use of information and communication technologies
GC 9	Capacity to learn and stay up-to-date with learning
GC 10	Ability to communicate both orally and in written form in the native language
GC 11	Ability to work autonomously
GC 12	Ability to make reasoned decisions
GC 13	Ability for critical thinking
GC 14	Appreciation of and respect for diversity and multiculturality
GC 15	Ability to act with social responsibility and civic awareness
GC 16	Ability to act on the basis of ethical reasoning
GC 17	Commitment to the conservation of the environment
GC 18	Ability to communicate with non-experts of one's field
GC 19	Ability to plan and manage time
GC 20	Ability to evaluate and maintain the quality of work produced
GC 21	Ability to be critical and self-critical
GC 22	Ability to search for, process and analyse information from a variety of sources
GC 23	Commitment to safety
GC 24	Interpersonal and interactional skills
GC 25	Ability to undertake research at an appropriate level
GC 26	Knowledge and understanding of the subject area and understanding of the profession
GC 27	Ability to resolve conflicts and negotiate
GC 28	Ability to focus on quality
GC 29	Ability to focus on results
GC 30	Ability to innovate

**Table 4**  
The list of subject-specific competences according to Dublin Descriptors

Title of competence	Short description	Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
<b>SSC 1 Socio-technological</b>						
SSC 1.1 Ability to implement modern technologies of social protection, medical and social support to vulnerable groups	Social worker selects effective technologies of social protection and medical and social support to vulnerable groups and deliberately uses those, taking into account customer's scenario-specific, socio-cultural development of society, and features of global, national and regional combination.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>explain the basic methods of social work;</li> <li>distinguish between the types of technologies for social protection and medical and social support;</li> <li>explain the features of professional interaction with various types of customers.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>analyse customer situation;</li> <li>external and internal factors of socio-cultural development of society, its resources, influencing on the use of technologies.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>make social diagnosis data</li> <li>integrate scientific knowledge in interpreting social situations when choosing social technologies;</li> <li>develop professional, individual capacities for the application of social technologies.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to adapt technologies of social protection to the specific conditions</li> <li>to identify strategies to assistance in situations of crisis and conflict.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to motivate and support clients in the process of change;</li> <li>to communicate differently depending on the needs of the people he works with and on their way of communicating. At the same time he remains authentic.</li> </ul>

		Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
Title of competence	Short description	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>explain existing types of social services and explain their purpose</li> <li>distinguish between target groups in need of social services;</li> <li>define entities of various kinds of social services;</li> <li>explain the normative and legal basis of social services;</li> <li>articulate and explain the modern methods for assessing the quality and standards of social services.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>analyze the situation of customer in need of various social services;</li> <li>analyze the local and regional resources and capacity to provide various social services to target groups;</li> <li>justify the need for legal or regulatory arrangements aimed at providing various social services to social groups in need;</li> <li>differentiate customer needs in the delivery of social services according to their priority.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>make a list of customers needs of social services;</li> <li>adapt various social services network to needs of customers and requirements of target groups.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to participate in the formulation of programmers for the development of a network of social services to the social groups in need;</li> <li>to assess the quality of social services.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to interact with a network of social welfare to improve the social situation of customers;</li> <li>to direct relationships functionally and establish authentic contact with customers and target groups in need of various social services.</li> </ul>
SSC. 1.2. Ability to provide welfare, socio-psychological, socio-economic and socio-legal services to individuals and social groups	Social worker uses technologies for social work, most common in the provision of social services to individuals and to target groups, as well as to evaluate the quality of social services through the degree of merit and standardization					

		Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
Title of competence	Short description	Social worker can:	Social worker can:	Social worker can:	Social worker is able:	Social worker is able:
		<ul style="list-style-type: none"> <li>explain the characteristics of the various activities in social work on socialization, habilitation and rehabilitation;</li> <li>explain his mediation in the context of the whole organization;</li> <li>interpret the instrumental possibilities of related specialists involved in solving life's problems of customers;</li> <li>adequately represents life customer problems.</li> </ul>	<ul style="list-style-type: none"> <li>analyse social welfare network resources;</li> <li>analyse together with other specialists mechanisms of rehabilitation in social work with target groups;</li> <li>assess customers' social situation and make available its critical aspects that need correction by specialists;</li> <li>critically think about preventive and counselling activities of the network of social welfare on socialization, habilitation and rehabilitation.</li> </ul>	<ul style="list-style-type: none"> <li>develop a joint plan with a network of social welfare on preventive and counselling work;</li> <li>take into account the capabilities and limitations of social welfare nets and act in line with that.</li> </ul>	<ul style="list-style-type: none"> <li>to use interdisciplinary knowledge for solving professional tasks;</li> <li>to make a team of specialists on socio-preventive and counselling activities on socialization, habilitation and rehabilitation;</li> <li>to organize and conduct social supervision of a customer.</li> </ul>	<ul style="list-style-type: none"> <li>to interact constructively with social welfare network;</li> <li>to coordinate appropriate expertise to address customer problems;</li> <li>to carry out his career based on feedback from public institutions and social organizations.</li> </ul>
SSC. 1.3. Ability for mediation, socio-preventive and counseling activities on socialization, habilitation and rehabilitation	Social worker solves customer problems by bringing together experts, mobilizing his own forces, physical, mental and social resources of the client.					

		Indicators of competence				
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC 1.4 Ability to create a favorable social and psychological environment in social organizations and services	The personality-centred Social worker constructively interacts in a professional environment, creating an atmosphere of trust and business attitudes to manifest mutual understanding and initiative in the community.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>outline goals and objectives of business communication;</li> <li>explain the strategies and tactics of business communication;</li> <li>depict models, dynamics and projections of the interactions between people.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>analyse personal and interpersonal processes and relate them to each other;</li> <li>analyze conflicts, crises, confrontations;</li> <li>make analysis for communication.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>construct a strategy for action, based on an interpretation of interactions between people;</li> <li>reach compromises;</li> <li>evaluate and make suggestions.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to investigate a complaint, a statement;</li> <li>to hold the business (role) game, business meeting.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to give a talk, business conversation, discussion, debate;</li> <li>to direct a relationship functionally and establish authentic contacts</li> <li>to establish feedback with other people and know how to value this feedback</li> </ul>

Indicators of competence						
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC. 1.5 Ability to prevent professional "burnout"	Social worker is able to confront the personal professional deformation, occupational fatigue and support his efficiency while maintaining professional longevity.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>expound the basic requirements to psycho-physiological characteristics of specialist;</li> <li>expound the basic requirements of mental health professional deformation;</li> <li>explain the methods of selection, adaptation and prevention of occupational risks;</li> <li>interpret factors of deprofessionalization.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>analyze the dynamics of discrepancies and transgressions in professional development;</li> <li>analyze factors of potential professional deformation;</li> <li>interpret the sources of risk and degree of their dissemination and impact on the professional environment;</li> <li>analyse strengths and weaknesses of his work.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>quickly adapt and overcome difficult situations;</li> <li>switch and control his emotions;</li> <li>develop his own criteria for the professional development;</li> <li>be creative autonomy;</li> <li>avoid possible deviations in individual assessments and actions;</li> <li>respect the principle of responsibility-sharing and collegiality.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to participate in the development of activities to improve the working conditions and prevent occupational risks;</li> <li>to comply with the requirements of mental health;</li> <li>to formulate recommendations on the maintenance and strengthening of mental health in the professional group.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to be visibly available for others and exert power;</li> <li>to use the words to correct behaviour and evaluation.</li> </ul>



Indicators of competence						
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC. 1.6 Commitment to professional and ethical requirements in the course of professional activity	Social worker integrates ethical principles in his professional activities and carries out professional interaction based on ethical values and norms.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>expound fundamental and professional values of social work;</li> <li>explain the ethical implications of his actions and those of others (people, organizations, policymakers and communities);</li> <li>explain his own values;</li> <li>interpret content of domestic and international codes of ethics for social workers.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>select and analyze the ethical dilemmas of professional practice;</li> <li>analyse the international instruments on human rights, which are essential for social work;</li> <li>assess his actions and those of others starting from the ethical values of the profession.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>make a choice in ethical dilemmas;</li> <li>justify his choice ethically.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to use professional ethics to correct his own ethical action;</li> <li>to take the initiative to encourage others to do so;</li> <li>to communicate about his own values and at the same time respect other values (of people, customers, organizations, policy makers and professional groups).</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to construct customer interaction strategies based on intercultural sensitivity, empathy and tolerance;</li> <li>to participate in ethical discussions with colleagues and employers to adopt ethically well-grounded decisions.</li> </ul>

Title of competence	Short description	Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC. 1.7 Ability of the appropriate use of legislative and other normative acts on federal and regional levels	Social worker is able to exercise his professional activity on the basis of legal documents governing the practice of social work, organize aid on the basis of legal acts and inform clients about their opportunities for legal self-advocacy activities.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>explain the meaning of State-legal support for social work;</li> <li>explain the content regulations in area of social protection;</li> <li>explain the legal basis of social work;</li> <li>explain the legislative and institutional mechanisms for the implementation of social rights.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>review regulations of the Russian Federation and its entities in the social sphere;</li> <li>select social generic and addressed normative and legal documents;</li> <li>identify areas of convergence and differences between social law and social work.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>Choose a specific regulatory or statutory instrument regulating relations in customer situation</li> <li>implement legal regulatory acts on various social issues;</li> <li>justify the need for legal or regulatory social assistance arrangements.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to provide legal advice to customers attracting specialists;</li> <li>to provide legal advice to the customer within the scope of his professional activities;</li> <li>to represent and advocate interests of the customer in local government;</li> <li>to provide assistance on the basis of legal acts.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to establish authentic contacts within his professional activities;</li> <li>to make a strategy for his activity in order to provide and advocate the interests of the customer in the higher organs of power.</li> </ul>

Title of competence	Short description	Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
		<b>SSC 2 Research</b>				
SSC 2.1 Ability to research specific socio-cultural space, infrastructure of social welfare representatives of various social groups	Social worker identifies and analyzes the particular socio-cultural life of different social groups, exploring their infrastructure needs, identifies resources of social welfare to address the needs of different social groups.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>interpret the cultural space as an object of study;</li> <li>present the main trends and cultural development of society on the basis of sociological theories, trends and schools;</li> <li>explain the socio-cultural characteristics of welfare, behavioural models of various social groups living in the region.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>distinguish between general and special in social life, different cultural traditions, ethnic and social groups, their views on social welfare;</li> <li>distinguish features of research methods in study the social well-being of various social groups;</li> <li>analyze empirical data from the research.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>select appropriate methods for study specific socio-cultural space and welfare infrastructure;</li> <li>work with sources of information in the course of research;</li> <li>make received empirical data;</li> <li>interpret the data;</li> <li>make an adequate report in a clear style on the research.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to integrate multiple scientific disciplines and methodological analysis models in his analysis of social situations;</li> <li>to develop practical recommendations on how to use the results of the research;</li> <li>to develop his own versions of social work technologies depending on the specific socio-cultural space and resources of its infrastructure.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to create confidence and trust with people in the course of research;</li> <li>to adopt his intercultural skills appropriately when he relates to different communities in the course of his research.</li> </ul>

Indicators of competence						
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC 2.2 Ability to identify, formulate and solve problems in the field of psycho-social, structural and holistic-centered social work, medical and social assistance	Social worker discovers, outlines the problem situation and formulates solutions to problems in the field of psycho-social, structural and holistic-centered social work, medical and social assistance using social sciences, subject specific knowledge and practices.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>expound facts, reflecting the nature and purpose of the psycho-social, structural and holistic-centered social work, medical and social assistance;</li> <li>describe substantive andgnoseological parties of the problem.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>determine the degree of "openness" or "closed" issues in these areas;</li> <li>identify their absolute or relative values;</li> <li>analyse their chronological frames</li> <li>identify trends of issues.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>reflect on his observations and construct his research strategy;</li> <li>assess the issues identified and make corrective procedures.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to organize and conduct a researcher social situation;</li> <li>to develop practical recommendations based on research to solve social problems in the field of psycho-social, structural and holistic-centered social work, medical and social assistance;</li> <li>to implement practical recommendations based on research different social partners.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to make contacts based on feedback from various social groups during the research;</li> <li>to establish partnerships with other social organizations, social institutions to implement the results of the research.</li> </ul>

		Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
Title of competence	SSC. 2.3 Ability to determine scientific and practical value of the current research problems in social welfare	Short description The social worker conducts research in a way that it can be used in practice to ensure the efficiency of social workers, professional support for the well-being of the various social groups, ensure their physical, mental and social health.	Social worker can: <ul style="list-style-type: none"> <li>reflect critically on his methodology;</li> <li>justify his methodology with valid arguments and reasoning;</li> <li>determine the utility of the research results.</li> </ul>	Social worker can: <ul style="list-style-type: none"> <li>adapt his most recent knowledge in his methodology</li> <li>test research results in practice.</li> </ul>	Social worker is able: <ul style="list-style-type: none"> <li>to organize research work on the basis of selecting the urgent social problems;</li> <li>to use continually the principles of social sciences (principle of reciprocity, principle of historicity, principle of creativity) in the research</li> <li>to plan measures to improve the quality of his research activity.</li> </ul>	Social worker is able: <ul style="list-style-type: none"> <li>to express his opinion based on the argument;</li> <li>to report in public the results of the research of practical significance for the development of social work;</li> <li>to participate in the work of researchers in various fields of social welfare.</li> </ul>

Title of competence	Short description	Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
<b>SSC 3 Organizational and managerial</b>						
SSC 3.1 Managerial and organizational capacity to work in social institutions and services	Social worker is able to organize activities in social work at the unit level of social institutions, taking into consideration the national-cultural peculiarities, gender and social status of citizens in need of assistance.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• expound the organizational and management basis for social services;</li> <li>• explain the legislative and normative acts regulating the activity of social institutions;</li> <li>• explain the financial arrangements of the social services;</li> <li>• explain the methodology for assessing the quality and standards of social services;</li> <li>• explain the purpose and work of social institutions in meeting the challenges of social protection.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• evaluate culture management employees of institutions of social protection;</li> <li>• analyse labor motivation system in institutions of social protection;</li> <li>• analyse the quality of social services to target groups.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• take into account the organizational structure of social services to the social work;</li> <li>• take into account in the organization and management the national and cultural characteristics, demographic and social status of citizens in need of assistance.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to develop activities to improve the labor motivation of specialists of social institutions;</li> <li>• to develop proposals to improve the system of control over their activities;</li> <li>• to plan activities of agencies in the short and medium terms.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to conduct business negotiations in the field of social service;</li> <li>• to initiate and maintain an atmosphere of business cooperation with staff.</li> </ul>

		Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
<b>Title of competence</b>	<b>Short description</b>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>expound opportunities of micro-social environment development;</li> <li>explain the features of the community social work;</li> <li>explain the importance of involving the specialists of related professions to work with people in need of social protection, medical and social assistance.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>identify features of psycho-social, structural and holistic-centred social work in social welfare;</li> <li>analyse positive and negative impact of external factors on social work technologies in the social environment and community.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>promote changes in factors that exist in a particular society;</li> <li>take action on the social assistance through capacity and resources of society.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to attract related occupations specialists to meet the challenges of social protection;</li> <li>to coordinate the activities of various organizations to identify persons in need of social protection.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to make interaction based on feedback;</li> <li>to be visibly available for others and exert power.</li> </ul>
SSC. 3.2 Ability to coordinate activities to identify people in need of social protection, medical and social assistance	Social worker is able to plan and carry out control over the identification of people in need of social protection, involving experts from different organizations.					

Title of competence	Short description	Indicators of competence				
		1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
		<b>SSC. 4 Project activities</b>				
SSC. 4.1 Ability to participate in social-engineering and economic and social scope of project activities of social service agencies	Social worker is involved in project activities of social services, develops interaction with non-governmental and non-profit entities for social work	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>determine the nature of managerial functions of social work in social welfare realization technologies;</li> <li>submit the forms and methods of work with various social groups;</li> <li>explain the structure of social protection and support of population and its interaction with NGO;</li> <li>explain the structure, organizational and legal forms, principles, targets of NGO social activity</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>identify criteria for social risk when working with community groups;</li> <li>use the methods of comparative analysis in selecting strategies of solving social problems of the community;</li> <li>apply multidisciplinary tools to study customers' living space.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>work independently with sources of information on specific topics;</li> <li>develop and submit the strategy decisions based on legal standards.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to make rational decisions on the allocation of professional roles in the process of preparing and implementing the project;</li> <li>to search and analyze information from different sources;</li> <li>to correlate knowledge of theoretical paradigms of social work with practice features.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to use the information on the current social problems for the project justification;</li> <li>to organize and participate in discussions on the project;</li> <li>to identify and mobilize resources;</li> <li>to work in a team.</li> </ul>



Indicators of competence						
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC 4.2 Ability to create social projects tailored to national and cultural space and the character of various national, age and gender and social class groups	Social worker creates social projects aimed at solving social problems and difficult life situations of customers, taking into account sociocultural, age and gender and social factors.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>explain the basics of social work, public and religious organizations, charities, associations of legal entities (associations, unions, etc.);</li> <li>identify trends and contradictions of social work at Russian Federation;</li> <li>present major challenges for social work practice with groups at risk and prospects.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>analyse socially significant problems and processes associated with risk groups</li> <li>detect values-ethical controversies in social work;</li> <li>analyze information to improve the effectiveness of professional activities.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>independently work on obtaining the necessary knowledge to carry out follow-up activities;</li> <li>work with statistical data and use the results to support innovative projects;</li> <li>develop projects based on the analysis of socio-cultural space region feature and communities.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to participate responsibly in project management and staff;</li> <li>to develop and submit the strategy decisions on the basis of professional and ethical standards;</li> <li>эффективно участвовать в работе команды по междисциплинарным исследованиям и комплексной практике в социальной сфере.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>to develop communication and interaction with professional and non-professional people and entities in accordance with the objectives of the project activities;</li> <li>to manage responsibly separate directions of project activity and the project as a whole.</li> </ul>

		Indicators of competence				
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC 4.3 Commitment to the development and implementation of pilot and innovative projects for public and corporate social policy to deal with difficult life situations of different social groups	Social worker implements pilot and innovative social projects involving capacity-building of government structures and civil society organizations, taking into account the interests and needs of different social groups.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• explain the patterns of social development;</li> <li>• explain the mechanisms of change in social life and micro-social environment;</li> <li>• describe the nature and specifics of professional social services to different groups of children;</li> <li>• describe the nature and specifics of professional social services to different groups of population;</li> <li>• explain the principle of subsidiarity in the social assistance and social services.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• evaluate customer's living space;</li> <li>• make judgment in selecting technologies to embed them in the process of project activities;</li> <li>• analyze information from various sources for use to design and implement projects;</li> <li>• identify innovative aspects of the experience of project activities in the social sphere.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• construct independently social welfare agencies relationship with socially relevant NGO;</li> <li>• ensure project documentation;</li> <li>• make interim and final reports on the activities.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to allocate the task-centred groups of project activities;</li> <li>• to improve management system based on scientific methods;</li> <li>• to identify various social interests and needs.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to establish communicative relationships with organizations and individuals at various levels of Government and public;</li> <li>• to organize the social advertising and dissemination of socially important information;</li> <li>• to work with information in communicative space.</li> </ul>

Indicators of competence						
Title of competence	Short description	1. Knowledge/ Understanding	2. Making judgment	3. Learning skills	4. Applying knowledge/ understanding	5. Communication skills
SSC. 4.4 Ability to create social projects to ensure the physical, mental and social health, involving supplementary funds (fundraising)	Social worker draws more possibilities from government programs, grant competitions and businesses in communities in order to finance social projects during their implementation and sustainability of their positive results.	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• identify their role in the interaction of public and cooperate social policy;</li> <li>• present system of effective methods and tools necessary for the management of social services;</li> <li>• explain the institutional and legal bases for the financing of the social sphere.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• analyse the financial capacity of the social projects, taking into account the principle of social responsibility of private property (business)</li> <li>• critically evaluate the possibilities of NGO in solving social problems;</li> <li>• explore the possibilities of participation in public programs and grant competitions.</li> </ul>	<p>Social worker can:</p> <ul style="list-style-type: none"> <li>• independently formulate a business plan for social project</li> <li>• identify the potential of the society for the collateral benefits of project activities;</li> <li>• make phased funding from various sources.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to take into account the financial and other risks in projects</li> <li>• to use the legal base framework to ensure the sustainability of development project</li> <li>• to measure project performance using different methods.</li> </ul>	<p>Social worker is able:</p> <ul style="list-style-type: none"> <li>• to arrange advertising activities and results of the project;</li> <li>• to disseminate information about the project and on the project activities outcomes;</li> <li>• to organize business communication and business correspondence.</li> </ul>

- **Interpersonal** – competences requiring personal and relational abilities to act with generosity and understanding towards others and foster social interaction and cooperation.
- **Systemic** – competences involving skills and abilities related to an entire system. They require a combination of imagination, sensibility and ability, enabling one to see how the parts of a whole are conjoined and related. These competences are built on previously acquired instrumental and interpersonal competences.

According to this typology the list of meta competences for Meta-Profile of Social Work subject area may include the following general and subject-specific competences (**Table 7**):

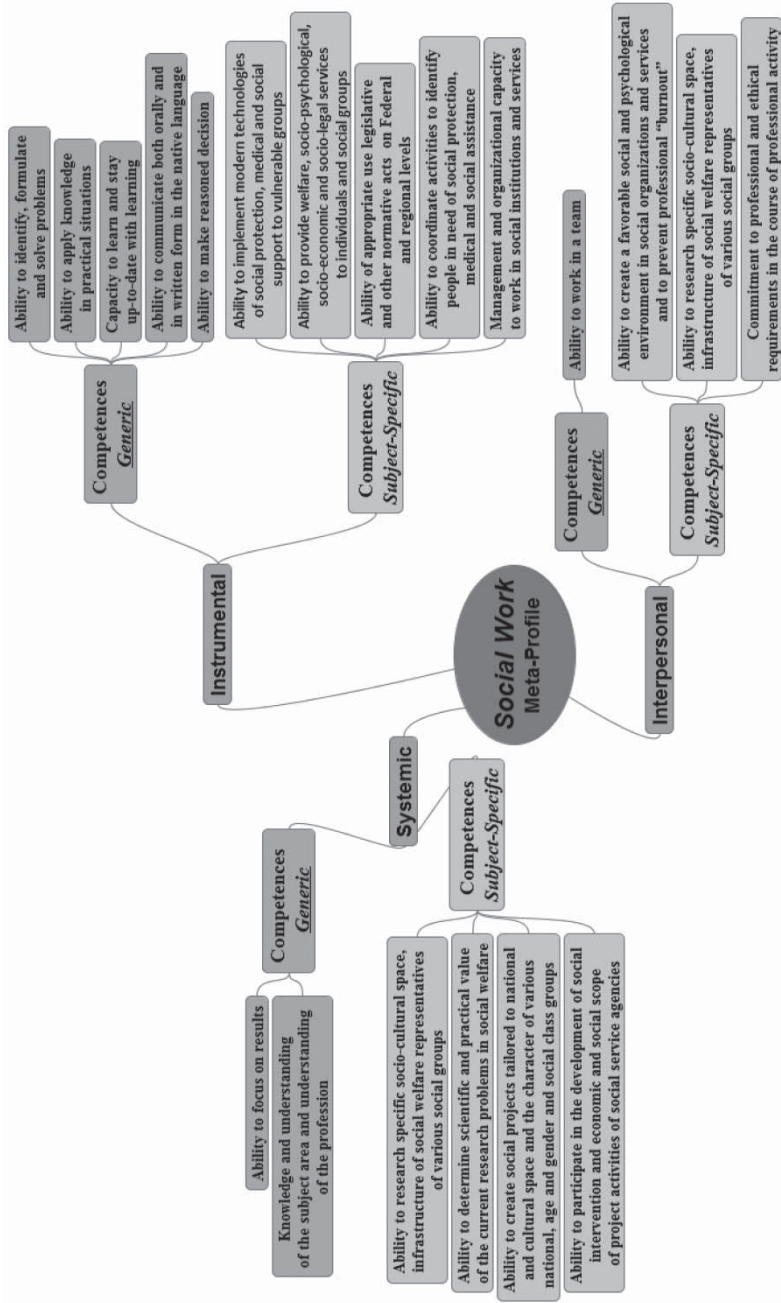
**Table 7**  
List of Meta competences for Meta-profile

META COMPETENCES	
GENERIC	SUBJECT-SPECIFIC
<b>INSTRUMENTAL</b>	
Ability to identify, formulate and solve problems	Ability to implement modern technologies of social protection, medical and social support to vulnerable groups.
Ability to apply knowledge in practical situations	Ability to provide welfare, socio-psychological, socio-economic and socio-legal services to individuals and social groups.
Capacity to learn and stay up-to-date with learning	Ability of appropriate use legislative and other normative acts on Federal and regional levels.
Ability to communicate both orally and in written form in the native language	Management and organizational capacity to work in social institutions and services.
Ability to make reasoned decision	Ability to coordinate activities to identify people in need of social protection, medical and social assistance.

META COMPETENCES	
GENERIC	SUBJECT-SPECIFIC
<b>INTERPERSONAL</b>	
Ability to work in a team	Ability for mediation, socio-preventive and counseling activities on socialization, habilitation and rehabilitation.
	Ability to create a favorable social and psychological environment in social organizations and services and to prevent professional "burnout".
	Commitment to professional and ethical requirements in the course of professional activity.
<b>SYSTEMIC</b>	
Knowledge and understanding of the subject area and understanding of the profession	Ability to research specific socio-cultural space, infrastructure of social welfare representatives of various social groups.
Ability to focus on results	Ability to determine scientific and practical value of the current research problems in social welfare.
	Ability to participate in the development of social intervention and economic and social scope of project activities of social service agencies.
	Ability to create social projects tailored to national and cultural space and the character of various national, age and gender and social class groups.

Meta-competences (key competences) should be developed up to a certain level by every graduate of any first-cycle degree (Bachelor) within subject area of Social Work, regardless of his/her profile, his/her particular degree configuration. Without these key competences a students cannot get access to any second-cycle (Master) degree in the subject area of Social Work.

### 5.2.4.2. Meta-profile diagram



### *First-cycle graduates (Bachelors) should*

Know/Understand:

- the bases of modern native and foreign theories of social development and social welfare;
- features of communicative processes in contemporary society;
- the basic concepts in the field of psycho-social, structural and comprehensive-centered social work;
- basic technologies for social welfare;
- economic processes in the sphere of social service;
- legal foundations of social work, social administration and social services;
- code of ethics for social workers.

Be able to:

- use the methods, principles, functions of social management in the field of social services;
- assess the quality of social services in accordance with the standards;
- give an ethical evaluation of the professional activities of a social worker (in accordance with the Code of Ethics);
- apply the socio-pedagogical and medico-social and socio-psychological techniques and technology in social work practice;
- have the ability( to clear up, define, describe, explain and interpret (to research the problematic field of psycho-social, structural and comprehensive-centred Social Work;
- have the ability to differentiate and compare the general and specific in the development of social work in Russia and foreign countries;
- interact professionally with clients and colleagues.

### *Second-cycle graduates (Masters) should*

Know/Understand:

- a social history of the human race, especially in the various socio-cultural and territorial conditions; theory and practice of management in social work;

- main trends in the development of socio-technological activity;
- methodology and research methods for social work.

Be able to:

- to conduct applied research in social work;
- to draw up professionally scientific-technical documentation;
- to develop new theories, models, research methods, taking into account the objectives and needs of the theory and practice of social work;
- to examine research works in the social sphere;
- to develop the strategy and tactics of social programs aimed at solving social problems;
- to carry out research and teaching activities in educational institutions;
- to design and implement social services technology on various grounds;
- to consult and expertise on the legal, socio-psychological, socio-pedagogical issues of social work and forms of protection of human rights.