



### Creating a Competent Workforce by Training Social Workers in Indonesia

#### Situation

Professional social workers are an important group of trained professionals that perform services ranging from case management and provision of psychosocial support to research and advocacy work. They are crucial role when working with individuals, families, institutions and are essential team members of multi-disciplinary teams in different areas of interventions. In Indonesia, social workers also work closely with children on issues of child protection. Unfortunately, legal recognition for the role of social workers is minimal and social work education in the country also requires a major up haul.

#### Action

In keeping with its mandate to build and strengthen child protection systems, Save the Children has been working closely with the Ministry of Social Affairs, Indonesia Association of Social Work Education (IPPSI), Indonesia Association of Social Worker (IPSPI) and the National Council of Social Welfare (DNIKS) to create a regulatory framework for the social work profession, including certification, licensing and training/education.

These efforts also help create a competent work force of social work professionals who can assist in supporting the move from from institutions to family based care for children. Under this new paradigm, efforts would be made to place children with families rather than in institutions. Professional social workers would be key to assisting families and children and in facilitating this shift for institutions involved. Save the Children have been instrumental in providing support for the development of social work standards of practice with children and reviewing social work codes of conduct.

*“This is really needed as part of the answer to implement the ‘shift of paradigm’, in particular for the Children’s Directorate at the Ministry of Social Affairs which has the responsibility to develop the policies, guidelines and programmes in child protection. This training brought concrete answers to the implementation of the paradigm shift”*

*-Participant of permanency planning.*



#### Lessons Learned

- Funding and expertise for research are essential for building a knowledge base for evidence based practice.
- There is a need to build more partnerships for wider and effective outreach in a large country.
- Coordination and cooperation among key stakeholders, government bodies, NGOs, FBOs, UN Bodies, IPPSI, IPSPI, and DNIKS and expertise is needed.
- Integrating new learning and approaches is challenging and requires an integrated strategy.

#### Impact

- Members for certification body of social worker and accreditation body for community based organization for 2011 – 2015 have been selected.
- The Association Social Work Education has refined and specified the core competence of social work professionals.
- A core curriculum of social work education has been developed and will be adopted by 35 social work education across Indonesia.
- The Indonesian Association of Social Worker has defined formal standards of social work practice with children and reviewed codes of conduct. These will be the basis for examinations determining the certification of social workers.
- Trainings and practicum on permanency planning and good parenting have been conducted with 20 social work educators from 8 universities and staff from the Directorate of Child Services. Five senior social work educators have been trained to serve as future trainers.
- As of 2010, the pilot centre in Bandung has intervened in 29 cases using best practices in working with children, families, childcare institution and social affair office in the district.