

Appendix 41f ▪ Social Work Care Manager Training and Development Pathway

Core Competencies	Suggested Courses/ Workshops ¹	Time Frames ²
Ability to conduct in-depth assessments and reassessments covering psychosocial issues and rehabilitation.	Geriatric assessment Risk management	Six months
Ability to evaluate the client as a total person and identify the functional limitations that impede independently living.	Geriatric assessment Risk management	Six months
Good written and verbal communication skills.	Written communication Teaching strategies Teamwork	Six months
Negotiation skills with ability to advocate on behalf of the client.	Problem solving Case management	Four months
Collaboration skills including consultation with health professionals, team members, client, family, and community contacts.	Conflict resolution	Four months
Ability to develop care plans which address client's needs.	Care management	Four months
Ability to evaluate, monitor, and determine unmet needs of client.	Care management Risk management	Four months
Ability to identify and develop support systems for the client.	Community outreach and networking	Four months
Knowledge of community resources and services available to clients, and ability to access those resources effectively.	Community outreach and networking	Ongoing
Ability to apply critical thinking/problem solving techniques.	Problem solving Project resolution	Four months

¹ Courses in appropriate subjects may be available on-line as well as through conferences, seminars, and traditional community resources.

² Suggested Time Frames for Completion after Employment