

Introduction to Social Worker Competencies and Task Analyses for Improving Outcomes for Youth in Transition

The project developed nine competencies for casework with youth in transition. For each of these competencies, a *task analysis* was completed, specifying the knowledge, values and skills (KVS) needed to fulfill the responsibilities of the job, and staging the acquisition of these KVS in a developmental continuum (Trainee, Novice, Professional, Advanced Professional). Having a specific practice model helps the supervisor target the key tasks and behaviors for supporting workers' developing competence.

Using the Social Work Competencies and Task Analyses for Improving Outcomes for Youth in Transition, supervisors can assess individual workers' competency and developmental stage for each of the nine transition competencies as part of an ongoing formative evaluation. This process helps supervisors move from global to specific worker assessment and identify individual and unit strengths, resources and need.

The task analysis tool is meant to be used in conjunction with the Supervisor Developmental Planning and Support Tool (DPST). The DPST proposed supervisor strategies for workers at each of the four developmental stages. It also provides templates for individual and unit development plans.

For more information on the use of task analyses and the DPST, please see the National Resource Center for Family Centered Practice website under Supervision and Management.