

MASA DEPAN PROFESION KERJA SOSIAL

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PENGANTAR

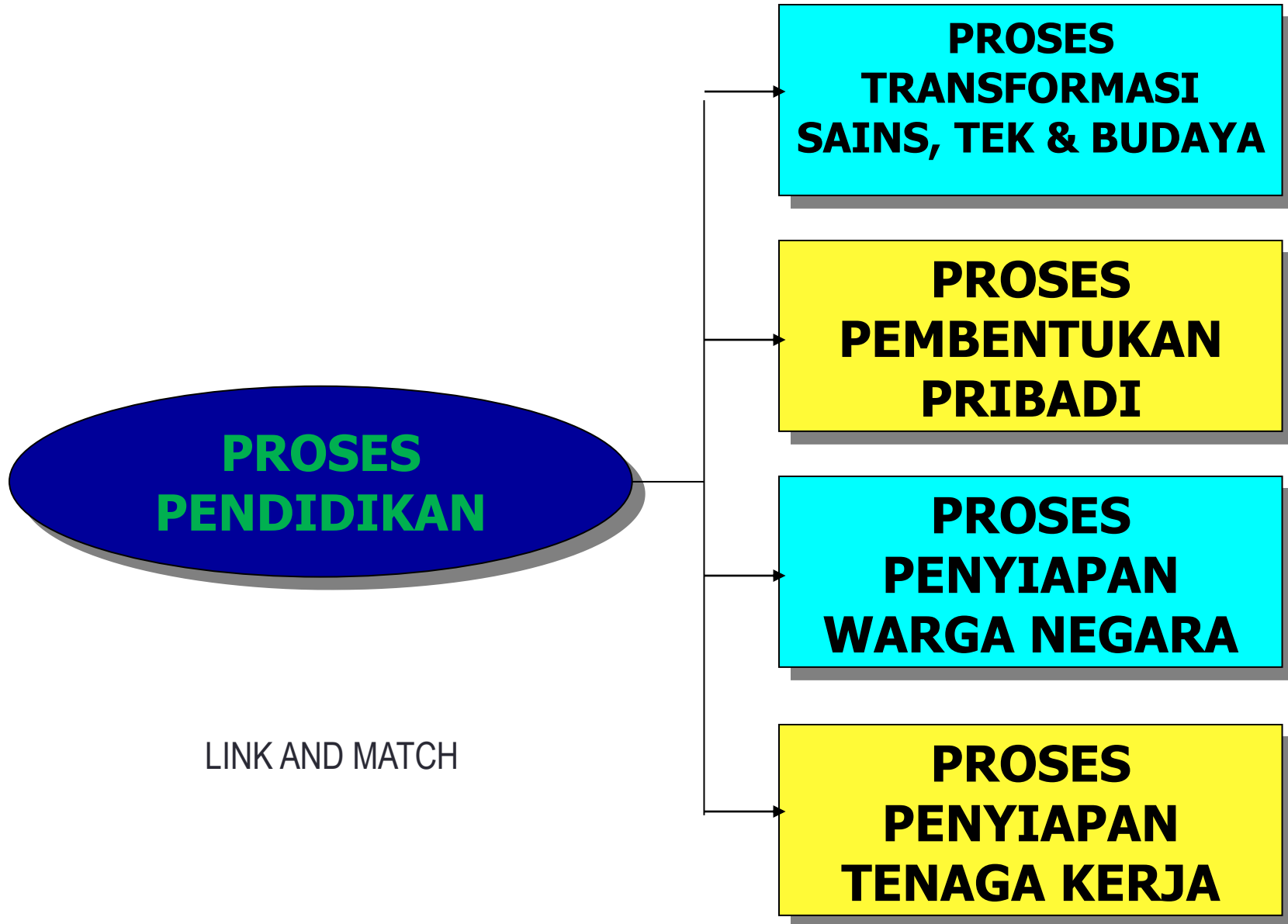
- GLOBAL DEFINITION OF SOCIAL WORK
- *“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing” (IASSW & IFSW, 2014).*

DUA AGENDA BESAR DALAM PROFESION KERJA SOSIAL



Pendidikan kerja sosial
(*social work education*)

Praktis kerja sosial
(*social work practice*)



Hubungan Timbal Balik



Tiga Pilar Pengembang Profesion Kerja Sosial di Level Internasional

❖ IASSW

International Association of Schools of Social Work www.iassw.org

❖ ICSW

International Council on Social Welfare
www.icsw.org

❖ IFSW

International Federation of Social Workers
www.ifsw.org



Tiga Pilar Pengembang Profesion Kerja Sosial di Asia Pacific

❖ APASWE

Asian and Pacific Association for Social Work Education www.apaswe.com

❖ ICSW-Asia Pacific

International Council on Social Welfare

<http://www.icsw.org/index.php/regions/south-east-asia-and-the-pacific>

❖ IFSW-Asia Pacific

International Federation of Social Workers

<https://www.ifsw.org/regions/asia-pacific/>



Tiga Pilar Pengembang Profesion Kerja Sosial di Malaysia

❖ **Joint Commission for Social Work Education**
Suruhanjaya Bersama Sekolah Kerja Sosial di
Malaysia

❖ **National Council of Welfare and Social
Development Malaysia, Majlis Kebajikan dan
Pembangunan Masyarakat Kebangsaan
(NCSWM) www.ncwsdm.org.my**

❖ **Malaysian Association of Social Workers**
Persatuan Pekerja Sosial Malaysia
<https://www.masw.org.my/>



KEMANA ARAH PENDIDIKAN KERJA SOSIAL DI MALAYSIA ?



KERJA SOSIAL SEBAGAI PENDIDIKAN
AKADEMIK ?

KERJA SOSIAL SEBAGAI PENDIDIKAN
VOKASIONAL ?...

KERJA SOSIAL SEBAGAI DISIPLIN AKADEMIK
DAN PROFESION BERBASIS PRAKTIK

SOCIAL WORK – Global Profession



Hampir seluruh negara di dunia ini mempunyai Sekolah/Program Kerja Sosial dan mempekerjakan pekerja sosial

PERGAULAN INTERNASIONAL; IAASW, IFSW DAN ICSW YANG BERSAMA-SAMA MEMAJUKAN PENDIDIKAN DAN PROFESI PEKERJAAN SOSIAL

Perayaan World Social Work Day selalunya bekerja sama dengan UN dan UN ECOSOC

Kerja Sosial ~ Profesion Pertolongan universal

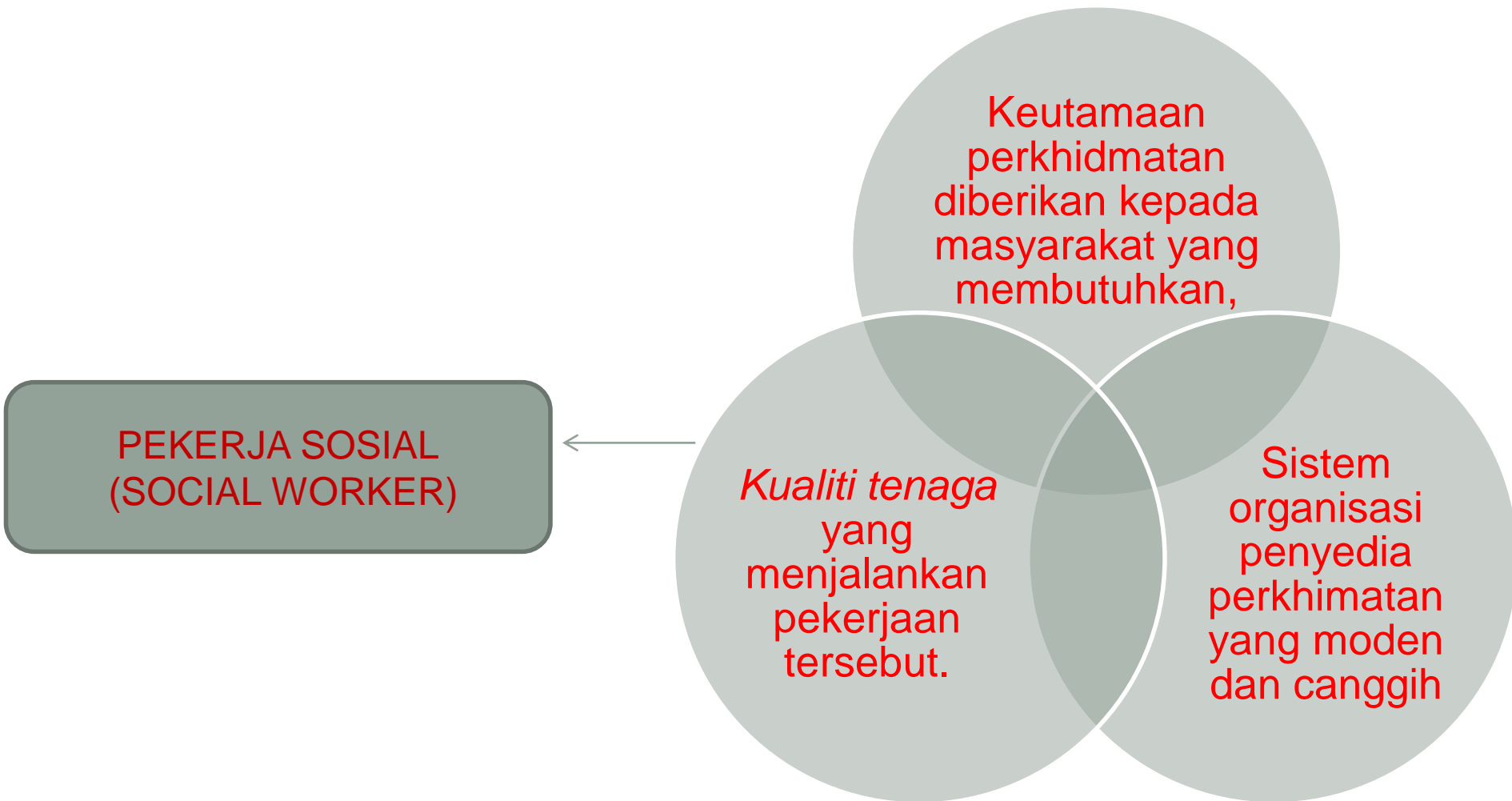
Universality of social work -

- Broad range of roles and responsibilities
- Social work defines itself as an agent of social change and reform (poverty, hunger, women's issues, disable, elder citizens, human trafficking, Juvenile justice, child abuse and neglect, drug addiction, HIV and AIDS.....)
- **Work with poor and disadvantaged**
- **Shared values of human dignity and social justice**
- **Influence social structures and institutions**

Situasi Pemicu Profesion Kerja Sosial

- Perubahan-perubahan sosio-budaya, ekonomi bahkan politik yang begitu cepat pada era globalisasi ini telah memberi implikasi-implikasi kepada profesion kerja sosial (Parsloe, 1994).
- Transisi sosial dengan pelbagai permasalahan sosial yang jumlahnya semakin bertambah memerlukan tindakan yang lebih profesional khususnya oleh para pekerja sosial yang terlatih (Baba, 1998).
- Revolusi Industri 4.0 dan Pandemi COVID-19 telah memicu perubahan sosial yang drastik dalam segala bidang kerja sosial di seluruh dunia termasuk; pendidikan dan pelatihan kerja sosial, praktik kerja sosial berbasis teknologi (Fahrudin, 2020)

Syarat agar profesion kerja sosial dapat memberikan layanan yang tepat;



DISCOVER **SOCIAL WORK**

ARE YOU PASSIONATE ABOUT
MAKING A DIFFERENCE ?

7 MITOS UTAMA MENGENAI PROFESION KERJA SOSIAL

(RITTER, VAKALAH I & KIERNAN-STERN, 2009)

*MITOS IN HARUS DIHLANGKAN TERLEBIH DAHULU AGAR PROFESION KERJA
SOSIAL BOLEH MAJU*

7 Mitos Utama Mengenai Profesi Pekerjaan Sosial

- **Mitos #1: Kebanyakan pekerja sosial dipekerjakan oleh kerajaan**
- **Fakta: Majoriti pekerja sosial bekerja di sektor swasta**—di NGO, profit settings, faith-based organizations, dan tidak sedikit yang bekerja sendiri (Social Entrepreneurship, Social Bussiness, Social Industry)
- **Mitos #2: Semua pekerja sosial dibayar rendah**
- **Fakta:** Jika benar, ada beberapa pekerja sosial menerima gaji/bayaran rendah dari yang seharusnya mereka dapat, tapi tidak sedikit pula pekerja sosial yang mendapat bayaran lebih tinggi melebihi pekerja bidang lainnya

7 Mitos Utama.....contd.

- **Mitos #3: Semua pekerja sosial mempunyai pekerjaan yang penuh dengan tekanan**
- **Fakta:** *Beberapa pekerja sosial, termasuk pekerja sosial perlindungan anak mempunyai stres kerja yang tinggi, tapi umumnya pekerja sosial mempunyai pekerjaan dengan skala stres yang rendah. Apa yang penting disini adalah keterampilan pekerja sosial adalah self care untuk mencegah burnout*
- **Mitos #4: Setiap orang yang mempunyai pekerjaan yang membantu orang dapat disebut pekerja sosial**
- **Fakta:** *Hanya mereka yang mempunyai degree (sarjana muda) dalam kerja sosial yang dapat menyebut diri mereka sebagai pekerja sosial. Bahkan tidak cukup itu, anda perlu sertifikasi dan lisensi untuk menggunakan sebutan itu*

7 Mitos Utama..contd.

- **Mitos #5: Untuk dapat melakukan konseling atau terapi, anda perlu degree/sarjana dalam psikologi atau psikiatri**
 - **Fakta:** Ramai pekerja sosial yang bekerja sebagai penyedia perkhidmatan kesihatan mental. Beberapa mereka memilih untuk menjalankan praktik kerja sosial klinikal secara mandiri manakala lainnya bekerja di pusat konseling atau setting lain
- **Mitos #6: Pekerja sosial boleh "menggunakan" klien mereka melalui pemecahan masalah mereka untuk mereka**
 - **Fact:** Pekerja sosial memperkasakan orang lain dengan memberikan mereka keterampilan dan sumber daya yang mereka butuhkan untuk menyelesaikan permasalahan mereka
- **Mitos #7: Pekerja sosial itu "mudah" (easy) karena Anda berurusan dengan sesuatu yang sensitif** ("touchyfeely")
 - **Fakta:** Pekerja sosial adalah Individu yang peduli dan penyayang, mereka juga mempunyai kecerdasan dan keterampilan berpikir kritis yang kuat untuk memahami penelitian, kebijakan dan berbagai teori yang memandu praktik pekerjaan sosial

OK, tapi apakah yang sesungguhnya dilakukan oleh pekerja sosial ?

- Pekerja sosial mempunyai beberapa peran diantaranya:
 - Counselors
 - Educators
 - Mediators
 - Administrators
 - Advocates/ Political consultants
 - Researchers

Dimanakah Pekerja Sosial Bekerja?

- Banyak setting tempat pekerja sosial bekerja
 - Schools
 - Hospitals
 - Probation/Corrections Departments
 - Mental Health Clinics
 - Alcoholism/Drug Facilities
 - Nursing Homes
 - Group Homes
 - International NGO

Pekerja Sosial Konsen Terhadap Permasalahan Sosial

- ❖ Poverty and homelessness;
- ❖ Child abuse, neglect, and exploitation;
- ❖ Severe mental illness;
- ❖ Teen pregnancy, suicide, and other problems facing youth;
- ❖ Family problems such as poor communication, divorce, and domestic violence;
- ❖ Sexual assault;
- ❖ Depression, anxiety, and other mental health problems;
- ❖ Community problems such as crime, substandard schools, violence, and child care;
- ❖ Lack of transportation, jobs, and childcare; supporting older adults and those with disabilities;
- ❖ Assisting immigrants and refugees; AIDS and other chronic or terminal illnesses;
- ❖ Working with individuals diagnosed with color, and other chronic or terminal illnesses; and sexual minorities;
- ❖ Substance abuse; and
- ❖ Natural disasters.

Basic definition:
**SOCIAL WORK IS THE
HELPING PROFESSION.**

**TAPI MENGAPA MEMILIH
PEKERJAAN SOSIAL
SEBAGAI PROSPEK DAN
PILIHAN KARIR MASA
DEPAN ?**



Adakah Kerja Sosial Sesuai Untuk Saya ?

- Pekerja sosial membantu orang untuk mengatasi masalah kehidupan mereka
- Apakah anda:
 - Commitment to humanity
 - Have a genuine interest in people?
 - Believe in the human potential for growth?
 - Enjoy working with people?
 - Have patience and perseverance?
 - Commitment to diversity
 - Interpersonal skill
 - Analytical and communication skill

Kerja Sosial itu Unique ?

Person-in-environment perspective.

Social workers see people as being connected to a larger social world. This might include family, school community or peer groups.

Strengths perspective.

Social workers assume that everyone has strengths, and that there are strengths in the resources around us. They help people to find and utilize these areas of strength.

Contoh Pilihan Karir Kerja Sosial (Contoh Bidang Kesihatan sahaja)

- Adult Protective Service Caseworker
- Adult Day Care Social Worker
- Residential Case Manager
- Psychogeriatric Social Worker
- Hospice Social Worker
- Geriatric Case Manager
- Hospital Social Worker
- Emergency Room Social Worker
- Public Health Social Worker
- Rehabilitation Social Worker
- Health Care Policy Specialist
- Clinical Social Worker
- Substance Abused Social Worker
- Military Social Worker
- Sexual Assault Counsellor
- Family Violence Counsellor
- Paediatric Social Worker
- Oncology Social Worker
- Transplant Social Worker
- Palliative Social Worker
- Brain Injured Case Manager
- HIV/AIDS Social Worker
- Clinical Social Worker

Dalam Kesehatan Mental, Peranannya

- Sebagai pekerja sosial, anda perlu dan harus menjalankan;
 - Run a group (therapy, socialization, educational)
 - Do individual counseling
 - Work with families who struggle with various problems (domestic violence, child abuse)
 - Counsel children or teens
 - Help alcoholics or drug addicts to deal with their addictions
 - Attend team meetings on treatment planning for patients in mental hospital settings

KERJA SOSIAL SEBAGAI DISIPLIN AKADEMIK DAN PROFESION

Jika demikian, apa yang membezakan kerja sosial dengan disiplin ilmu dan profesion lainnya ?

Social Work is different with others....

CHARACTERISTIC	SOCIAL WORK	PSYCHOLOGY	SOCIOLOGY	COUNSELING
Level of Education	Can practice with a bachelor's degree; however, a master's degree is preferred by Many Employers	PhD required to earn title of Psychologist	PhD required to work as a researcher or university professor; variety of Potential settings for those with a master's degree in Sociology	Master's degree needed; some programs have a special focus such as School counseling, Substance abuse, marriage and family, Pastoral counseling, etc.
Mata Kuliah/Kursus	Liberal arts perspective; Required coursework will include policy, human behavior and the social Environment (HBSE), research, and clinical courses	Specialty areas: clinical psychology, cognition, developmental, neuroscience, social, and personality. Heavy focus on Research	Courses may include: criminology, demography, race and gender inequality, religion, social organizations, research, and family structures	Education and training focused on assessment, Counseling theory, and individual/group Interventions
Fokus Utama	Micro and macro practice; help people with problems of daily living that may require direct intervention or referral; also concerned with social justice and helping clients who are oppressed and living in Poverty	Heavy focus on psychological testing, Diagnosing client disorders, and providing Psychotherapy	Study of human behavior and interactions at the group level; also, the social structure and Institutions that humans create; tends to be more of an academic, rather than an "Applied Profession"	Helping people through individual, couples, family or group therapy

BAGAIMANA KITA MEMANDANG DUNIA DI ERA REVOLUSI INDUSTRI 4.0 DAN PANDEMI?



Global Competition
and Cooperation

Unprecedented
Change



Speed and
Creativity

GOVERNMENT

BUSSINESS ACTOR

SCHOOL OF
SOCIAL WORK
/
SOCIAL WORK
PROGRAM

PENDIDIKAN KERJA SOSIAL: Perlu Update !

- Lanskap pendidikan dan praktik kerja sosial telah mengalami perubahan secara signifikan sejak tahun 2004 ketika **Global Standard for Social Work Education and Training** dikeluarkan oleh IASSW and IFSW
- Kemudian munculnya *Global Definition of Social work (2014)*, *Global Social Work Statement of Ethical Principles (2018)*, and *Global Agenda for Social Work and Social Development (2020)* semakin dirasakan perlunya revisi *Global Standards for Social Work Education and Training (2020)* yang menggambarkan perubahan dan perkembangan terkini pekerjaan sosial di peringkat global yang mana perlu kita ikuti di peringkat nasional

Contd.

- Dokumen-dokumen ini juga memasukkan peranan kerja sosial sebagai dukungan lini terbawah untuk mencapai tujuan SGSs.
- Menjamin negara-negara baru dalam kerja sosial agar mempunyai rekan global untuk mendukung kemajuan pendidikan kerja sosial dan terbebas dari pengaruh kolonialisme
- Menciptakan platform bagi pendekatan lokal dan indiginisasi pengembangan kurikulum dan mata kuliah/kursus yang relevan

Justifikasi Perlunya Global Standards for Social Work Education and Training (2020):



Ensure consistency in the provision of social work education while appreciating and valuing diversity, equity and inclusion.

Ensure that Social Work education adheres to the values and policies of the profession as articulated by the IASSW and IFSW.

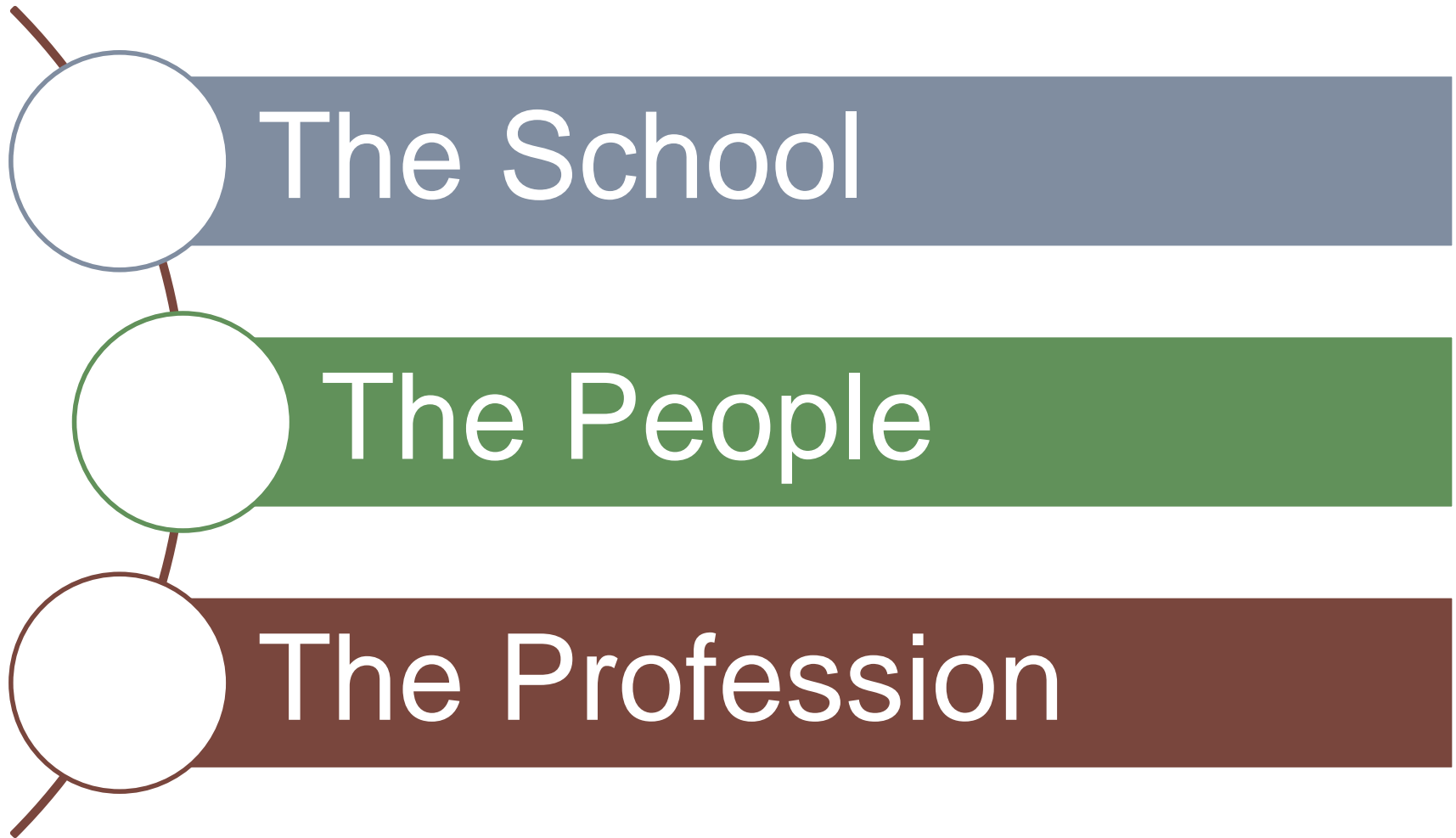
Support and safeguard staff, students and service users involved in the education process.

Ensure that the next generation of social workers have access to excellent quality learning opportunities that also incorporate social work knowledge deriving from research, experience, policy and practice.

Nurture a spirit of collaboration and knowledge transfer between different social work schools and between social work education, practice and research.

Support social work schools to become thriving, well-resourced, inclusive and participatory teaching and learning environments.

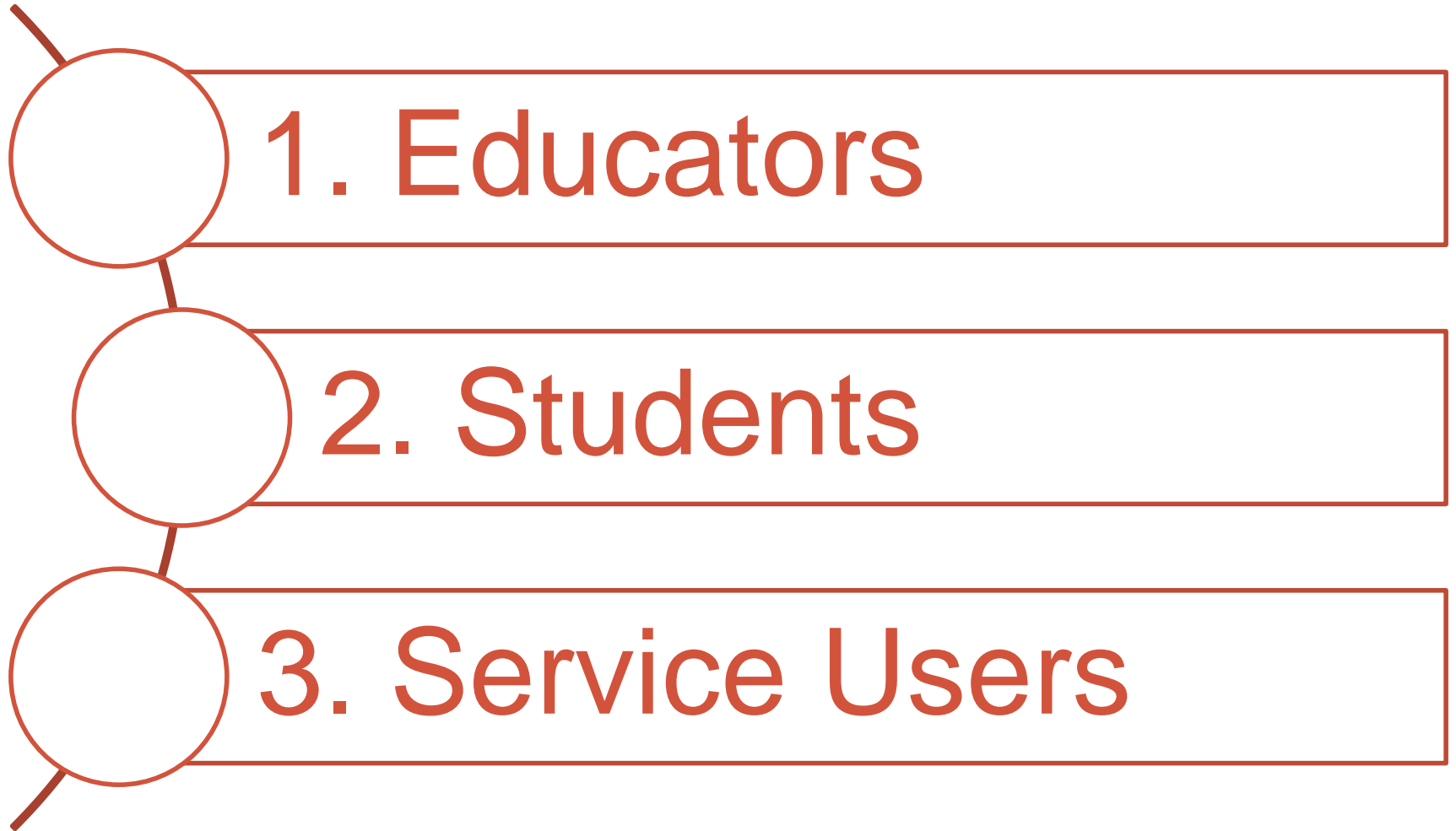
Elements of Social Work Education



The School >merujuk Program/Departement

1. Core Mission, Aims and Objectives.
2. Resources and Facilities
3. Curriculum
4. Core Curricula
5. Research and Scholarly activity

The People



The Profession



1. A shared understanding of the Profession

2. Ethics and Values

3. Equity and Diversity

4. Human rights and Social, Economic and Environmental Justice

Praktik Kerja Sosial: Perlunya Update Teori, Pendekatan dan Model



Diawali dengan hadirnya Global Agenda for Social Work and Social Development (2010-2020) yang pokok agenda;

- Social and economic inequalities within countries and between regions
- Dignity and worth of the person
- Environmental Sustainability
- Importance of human relationships

Konsultasi semasa Dublin World Conference 2018, pimpinan IASSW, ICSW dan IFSW mengadopsi kerangkakerja bagi Global Agenda for Social Work and Social Development 2020-2030

Contd.



Tema pertama tahun 2020-2022 yang dipilih adalah Ubuntu: Strengthening Social Solidarity and Global Connectedness.

Pemilihan tema ini khususnya berkaitan dengan ketegangan sosio-ekonomi-politik akibat pandemi **COVID-19**

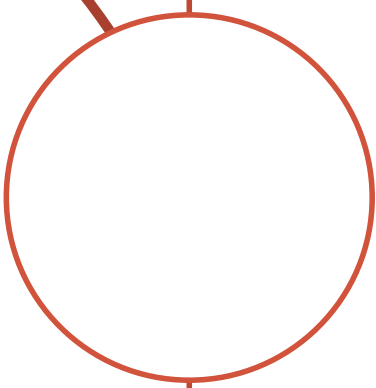
Esensinya dengan berpedu prinsip-prinsip etik, pendidik dan praktisi kerja sosial mempunyai peranan yang esensial bagi keterhubungan orang, komunitas dan sistem sosial, juga mendesain dan membangun bersama masyarakat secara berkelanjutan serta mempromosikan transformasi sosial yang inklusif

2020 TO 2030 GLOBAL AGENDA FOR SOCIAL WORK AND SOCIAL DEVELOPMENT FRAMEWORK




- Co-building Inclusive Social Transformation
- Ubuntu: Strengthening Social Solidarity and Global Connectedness

Praktik Kerja Sosial: Perlu Update !



Teori, model dan intervensi kerja sosial harus membekalkan penyiapan pekerja sosial bagi praktik kerja sosial yang relevan dengan 'locality' untuk menghadapi isu yang berkembang dari cepat dan intensifnya di dunia global, intervensi pada level individu dan komuniti, dan menciptakan dasar sosial dan mempromosikan perubahan struktural



Tugas berat kita adalah mewariskan pendidikan kerja sosial terbaik untuk generasi pekerja sosial mendatang supaya mereka dapat menghadapi tantangan kehidupan local, regional dan global

E-SOCIAL WORK: Update Model Praktik



Praktek kerja sosial (terutama praktik kerja sosial klinikal) sejak beberapa tahun terakhir telah berbasis aplikasi komputer

Asesmen biopsiksosialspiritual oleh pekerja sosial berbasis komputer dan berbagai software termasuk pengadministrasian, penskoran, dan interpretasi serta hasil asesmen

Terapi/treatment psikososial oleh pekerja sosial juga telah menggunakan berbagai media, internet dan komputer

E-SOCIAL WORK: Update Model Praktik

Inovasi praktik kerja sosial berbasis elektronik/digital harus menjadi prioritas

Sistem penyampaian perkhidmatan sosial (*Social Service Delivery*) memanfaatkan TEKNOLOGI INTERNET/DIGITAL

Penyediaan sumber/bahan psikoedukasi layan diri (*self-help psycho educational resources*) secara elektronik bahkan menggunakan aplikasi – SocialWork Startup

Supervisi praktik pekerja sosial dan supervisi latihan praktik mahasiswa dapat dijalankan dengan mudah. Konsultasi PS senior dan PS junior, konsulen, pakar rujukan, konferensi kes jarak jauh mudah dilakukan

Pemaduan praktik dengan penelitian yang inovatif dan terkini, *treatment based-research, evidence based practice*

Post Pandemic Social Work: Telahkah kita bersedia ?

Corak pendidikan dan praktik kerja sosial pasca pandemi COVID-19 seperti apa ?

COVID-19 impact more psychological *"footprint"* than medical *"footprint"* (Shultz et al., 2008).

Pekerja sosial mendatang akan berhadapan dengan persoalan psikososial yang dialami oleh individu, keluarga dan masyarakat akibat pandemi COVID-19 yang memerlukan revisi teori, pendekatan dan model praktek pekerjaan sosial agar relevan dengan situasi pasca pandemi.

Pada masa yang sama, Revolusi Industri 4.0 hadir dengan kecepatan yang luar biasa. Dapatkah kita berlari sekencang perubahan yang terjadi ?

Pada Jenjang Degree....Core Competencies and Practice Behaviors – Social Work Generalist

Competency 1: Demonstrate Ethical and Professional Behavior

Competency 2: Engage Diversity and Difference in Practice

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Competency 4: Engage In Practice-informed Research and Research-informed Practice

Competency 5: Engage in Policy Practice

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Peluang dan Bidang Baru yang perlu dikembangkan di Malaysia

- **Green Social Work/Environmental Social Work** – Isu *climate change* menjadi trend dalam dunia pekerjaan sosial global
- **Health Social Work** – lebih spesifik kepada Public Health Social Work – Health Insurance, Health Promotion and Illness Prevention - Pandemic Social Work- tidak hanya isu COVID tapi juga pandemi lain yang mungkin akan terjadi lagi
- **Financial Social Work** – Isu milineal mempunyai financial ability and risk, financial managing
- **Military and Veteran Social Work** – karena tentara dan veteran bagian dari masyarakat dan kesejahteraan mereka termasuk rentan
- **Disaster Social Work** – Isu ini akan selalu relevan dengan Indonesia
- **Refugees and Immigrant – International Social Work** - pengungsi dan imigran serta pencari suaka politik merupakan isu trend di peringkat global

Daun Selasih, Daun Mengkudu Terima kasih... Thank You.



THANK GOD
for
SOCIAL
WORKERS

You are choosing social work may not you are interested in social work but because you admire people who are prominent in social work (Fahrudin, 1999)”

Masa depan profesion kerja sosial di Negara ini sangat tergantung kepada pelajar kerja sosial yang kita didik dan latih pada masa ini karena mereka ‘gate keeper’ profesion kerja di masa depan (Fahrudin, 2000)

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- <http://www.sasw.ca/career/> diakses tanggal 18/09/2020
- <http://www.naswdc.org/> diakses tanggal 19/09/2020
- <http://www.ifsw.org/> diakses tanggal 19/09/2020

Link pencarian terperinci mengenai karir dalam pekerjaan sosial

- <https://msw.usc.edu/mswusc-blog/the-five-most-popular-social-work-careers/>
- <http://www.learnhowtobecome.org/social-worker/>
- <https://www.prospects.ac.uk/careers-advice/what-can-i-do-with-my-degree/social-work>
- <https://socialworklicensemap.com/become-a-social-worker/social-worker-careers/>
- <https://www.socialworkers.org/pubs/choices/default.asp>
- <https://www.amazon.com/Careers-Social-Work-Jessica-Ritter/dp/0826154050>
- <http://www.springerpub.com/101-careers-in-social-work-second-edition.html>
- <http://www.socialwork.career/2011/10/exploring-career-paths-in-social-work.html>
- <http://www.socialworker.com/>