

# Social Work Technicians

## INFORMATION FOR EMPLOYERS



### When did social work technicians (SWTs) become regulated?

- The NBASW began regulating the social work technician (SWT) paraprofession on June 7, 2024.
- SWTs are a new allied health profession under the NBASW Act (2024).

### What is the NBASW's mandate?

- The NBASW protects the public and promotes excellence in social work and social work technician practice.
- The NBASW protects the public by establishing entry to practice criteria, a mandatory Code of Ethics and standards of practice, and by managing a complaints and disciplinary process.

### What does SWT regulation mean?

- Only registered SWTs can use the SWT title or practice as a SWT.
- The NBASW regulates both the SWT title and scope of practice and grants individual registrations to practice.

### Who determines whether SWT registration is required?

- Anyone representing themselves as a SWT must be registered with the NBASW.
- Employers determine which professionals are suited to fill positions and whether they wish to create specific roles for social work technicians.
- Social work technicians may work in a variety of roles, with a variety of titles. There is nothing stopping individuals from being registered with multiple organizations, if they qualify to do so.

### How do I know whether my employees' roles are equivalent to those of SWTs?

- SWTs perform hands-on interventions aimed at improving the social wellbeing of individuals, families, groups, and communities.
- SWTs are suited to positions that are based on established social work case plans and that are aimed at improving social functioning.
- Please review the [Social Worker and Social Work Technician Scopes of Practice document](#) for more information.

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# CAN MY EMPLOYEES BECOME SOCIAL WORK TECHNICIANS?








There are currently two pathways available for SWT registration.

- 1) **Regular SWT Pathway** (permanent) applies to those who:
  - Have successfully completed a recognized SWT program; or
  - Are currently registered as a SWT-equivalent in another Canadian jurisdiction.
- 2) **SWT Equivalency Pathway** (open until June 7, 2025) applies to those who:
  - Are currently working in an SWT-equivalent role.
  - More info about the registration process can be found on the [NBASW website](#).

## HOW ARE SOCIAL WORK TECHNICIANS BENEFICIAL FOR EMPLOYERS?

- Registration ensures that minimum standards of qualification are met and provides an additional layer of accountability through the NBASW complaints and discipline process.
- Employers can be assured that SWTs will adhere to the [NBASW Code of Ethics, practice standards, and guidelines](#).
- SWTs are considered allied health professionals in New Brunswick and are specially trained to work alongside social workers and other registered health professionals.

## BENEFITS OF HIRING SOCIAL WORK TECHNICIANS: A GUIDE

-  Recognized allied health profession under NBASW Act (2024)
-  Specific training/entry to practice requirements
-  Defined scope of practice
-  Mandatory Code of Ethics, practice standards, and guidelines
-  Accountability mechanism (complaints & disciplinary process)
-  Access to free trainings
-  Mandatory yearly continuing professional education and ethics trainings