

CARRY OUT CHILD WELFARE PROGRAMMES

UNIT CODE: COD/OS/SW/CR/10/6/A

UNIT DESCRIPTION

This unit cover the competencies required to carry out child welfare programmes. It involves identifying child welfare problem, assessing child welfare problem, creating child welfare networks, developing child protection; prevention and response plan, conducting home assessment and carrying out child problem remedy. It also includes undertaking follow up activities and documenting child welfare programs.

ELEMENTS AND PERFORMANCE CRITERIA

ELEMENT These describe the key outcomes which make up workplace function.	PERFORMANCE CRITERIA These are assessable statements which specify the required level of performance for each of the elements. <i>Bold and italicized terms are elaborated in the Range.</i>
1. Identify child welfare problem.	1.1 Tools are developed as per organization policy 1.2 Tools to analyze child welfare problems are administered as per work place procedures. 1.3 Report findings are analyzed as per SOPs 1.4 Report is shared with the host ministry and partners as per SOPs
2. Assess child welfare problem	2.1 Assessment tools are developed as per SOPs 2.2 The number of children affected is assessed as per using the tools developed 2.3 Impact of the problem is determined based on the assessment 2.4 Prevention services available and responses are established as per organisation policy 2.5 Report is prepared as per organisation policy 2.6 Report is disseminated as per organisation policy

<p>3. Create child protection networks</p>	<p>3.1 Mapping of existing child protection networks is carried out as per organization policy</p> <p>3.2 Directory is developed as per organization policy</p> <p>3.3 Referrals are established based on the directory</p> <p>3.4 Reporting mechanism is done in line with the organization policy.</p> <p>3.5 Management and coordination of child protection networks is determined as per SOPs</p> <p>3.6 Planning and review meetings is done as per organization policy.</p>
<p>4. Develop a child protection, prevention and response plan</p>	<p>4.1 Child protection policy is developed as per legal protection laws</p> <p>4.2 Child abuse protection programme is developed as per organisation policy</p> <p>4.3 Child abuse response program is developed as per SOPs</p> <p>4.4 Monitoring and evaluation framework is established as per organization policy.</p> <p>4.5 Resource mobilization strategies are established as per organization policy</p>
<p>5. Conduct home assessment</p>	<p>5.1 Assessment tools to conduct social enquiry/investigation for both children in need of care and conflict with law are developed as per SOPs</p> <p>5.2 Social enquiry is conducted as per organisation policy</p> <p>5.3 Findings are analysed based on the social enquiry</p> <p>5.4 Report is prepared as per organisation</p>

<p>6. Carry out child problem remedy</p>	<p>6.1 Parents and caregivers are <i>empowered</i> to give adequate prevention and support as per SOPs.</p> <p>6.2 Community based child protection systems are strengthened as per organisation policy</p> <p>6.3 Formal child protection are strengthened as per organisation policy</p> <p>6.4 Networking and collaboration of child protection policy is enhanced as per organisation policy</p> <p>6.5 Referrals and reporting pathways are established and strengthened as per SOPs</p> <p>6.6 Children are empowered with life skills as per SOPs</p> <p>6.7 An individual care plan for children in need of protection is developed as per SOPs</p> <p>6.8 Treatment plan for children in conflict with the law are developed and implemented as per organisation policy</p>
<p>7. Undertake follow up activities</p>	<p>7.1 Child protection activities are monitored as per SOPs</p> <p>7.2 Individual care plan and treatment plan is reviewed as per organisation policy.</p> <p>7.3 Joint monitoring and reporting of the child protection systems (area advisory council) are implemented as per organisation policy</p>
<p>8. Document child welfare programmes</p>	<p>8.1 Documentation procedures are identified as per SOPs</p> <p>8.2 Documents are Stored.</p> <p>8.3 Documentation plan prepared as per the organization policy.</p> <p>8.4 Documentation tools are prepared as per organisation policy</p> <p>8.5 Documentation analysis is conducted as per the organization policy.</p>

RANGE OF VARIABLES

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

VARIABLE	RANGE
1. Empowerment may include but not limited to:	<ul style="list-style-type: none">• Economic empowerment• Parenting education• Public education programs on child protection• Establishment of community-based referral and reporting mechanisms

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit of competency.

Required Skills

The individual needs to demonstrate the following skills:

- Presentation
- Interpersonal relation
- Boundary setting
- Facilitation
- Training
- Planning and prioritization
- Empathy
- Self-awareness
- Report writing
- Critical thinking
- Persuasion
- Team work
- People management
- Coordination
- Organizational
- Decision making
- Emotional intelligence

Required knowledge

The individual needs to demonstrate knowledge of:

- Social welfare policies
- Human behaviour and social environment
- Social work practices and interventions
- Social research

- Legal aspects in child welfare
- Human growth and development
- Child welfare programmes
- Nutrition and food supply
- Basic counselling and psychology
- Rehabilitation programs
- Statistics
- Economics
- Basic accounting
- Digital literacy

EVIDENCE GUIDE

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

<p>1. Critical aspects of competency</p>	<p>Assessment requires evidences that the candidate:</p> <p>1.1 Demonstrated ability to develop and administer tools to identify child welfare problem</p> <p>1.2 Demonstrated ability to prepare, analyse and share reports</p> <p>1.3 Demonstrated ability to develop and administer tools to assess child welfare problems</p> <p>1.4 Demonstrated ability to map existing child protection networks and created their directory</p> <p>1.5 Demonstrated ability to establish referrals</p> <p>1.6 Demonstrated ability to manage and coordinate child protection networks</p> <p>1.7 Demonstrated ability to develop child protection policy</p> <p>1.8 Demonstrated ability to conduct social enquiry and prepare a report on home assessment</p> <p>1.9 Demonstrated ability to empower parents and caregivers</p> <p>1.10 Demonstrated ability to strengthen child protection systems</p> <p>1.11 Demonstrated ability to establish referrals and reporting pathways</p> <p>1.12 Demonstrated ability to empower children in need of support</p> <p>1.13 Demonstrated ability to undertake follow up activities</p>
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	1.14 Demonstrated ability to document child welfare programmes
2. Resource Implications	The following resources MUST be provided: 2.1 A functional office 2.2 Fully equipped simulated operations training office
3. Methods of Assessment	Competency may be assessed through: 3.1 Written tests 3.2 interview 3.3 Oral questioning 3.4 Observation 3.5 Third party report
4. Context of Assessment	Competency may be assessed: 4.1 On-the-job 4.2 Off-the –job 4.3 During Industrial attachment
5. Guidance information for assessment	Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended.

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