

## New admissions process for recruiting social work students

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Course details	
<b>Course title</b>	Admissions process
<b>Level</b>	Before students arrive
<b>Year</b>	N/A
<b>Module title</b>	N/A
<b>Discipline/Subject areas</b>	Social Work

Activity details (total approx. 500 words)	
<b>What I did</b>	For the last year the school of health and social care has run a three stage assessment process for all social work candidates. These three stages are designed to measure a range of knowledge, skills and values relating to academic and work experience criteria.
<b>Why I did it</b>	For staff, the multi dimension approach allows us to undertake a significantly enhanced decision making process and better informed global assessment. Seeing up to fifty four candidates in one day is also less time consuming than the previous system of lengthy one to one interviews.
<b>What I wanted to achieve</b>	Although it is too soon to provide any quantifiable data on retention, the programme has seen an increase in confirmed places this year – something we wanted to achieve.
<b>A short description of what I did</b>	<p>We arrange to interview fifty four candidates together in one day following shortlisting from their UCAS Application. They are asked to complete:</p> <ul style="list-style-type: none"> <li>• A written exercise that tests their academic abilities and theoretical understanding of social work.</li> <li>• A team exercise to test critical understanding of social care issues, skills in dealing with group dynamics and values in fairness and diversity. (This involves 9 candidates undertaking an observed activity).</li> <li>• A brief one to one interview that assesses personal issues and motivation for social work. The main focus is questioning the student to understand <i>why</i> they want to enter social work and to find out about their work experience. In addition, questions regarding conduct (criminal convictions) and character (disciplinary issues) are asked. (Any offer made is subject to candidates meeting the academic criteria and satisfactory fitness to practice criteria).</li> </ul>

	Throughout the day, the candidates have opportunities to meet existing students and undertake tours of the campus.
<b>What worked well</b>	The main advantage of this new interview process is that we can assess students on multiple knowledge, skills and values dimensions in one day. They also get to meet other candidates, lecturers and students. It is also fairer because the previous process of a lengthy written exercise and detailed interview only tested candidates on a limited range of knowledge and skills.
<b>Problems and/or issues</b>	To early to identify.
<b>What students thought about it</b>	To date candidates have said how much they have enjoyed the day, for example: "I enjoyed the day and liked having different things to do".
<b>Key messages</b>	The new process allows the candidates to demonstrate their strengths as well as weaknesses through different activities.
<b>Related documents or links</b>	Written exercise for new social work admissions process (PDF, 73KB) Mark sheet for interviewers assessing potential of students applying for the BA (Hons) Social Work (PDF, 48KB) Guidelines for observers of team exercise (PDF, 61KB) Team exercise score sheet (PDF, 74KB)
<b>Any other comments</b>	

Date/initials  
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