

Supervision in Different Professional Groups in Latvia: Results of Pilot Study

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Content

- ❑ A brief historical excursus, supervision (SV) definition, education in Latvia (inc. study programme), justification, regulation
- ❑ Supervisors professional activities in Latvia: results of the pilot study

Introduction:

a brief historical excursus, SV definition, RSU
Master's programme «Supervision», justification,
regulation, education in Latvia

A brief historical excursus: 1991-200(5)6

Context: the Restoration of Independence of the Republic of Latvia

- ❑ **This was a start of the development in helping professions:**
 - it began diverse education and practice opportunities SV (courses and seminars)
 - for various sectors
 - in various professional contexts (psychologists, psychotherapists, ect.) that came from different countries

A brief historical excursus: 200(5)6 – 2012(3)

Context: educational reform: professional standart, concerns about the competence of professionals

□ **SV** was accepted at national level

➤ **2006:** supervision was included in the Law on Social Services and Social Assistance as mandatory for social workers

➤ **2008:** LR Cabinet of Ministers approved "Requirements for Social Service Providers", stating that "the municipal social service provides consultative support (SV) - individual (9 hrs. per year) or group (18hrs. per year)

➤ **2010:** approved Medical technologies (Dance movement therapy, Dramatherapy, Music therapy, Art therapy)

A brief historical excursus: 200(5)6 –2012(3)

□ Publication

- «Social work supervision. Supervisor's guide» (2006)
- «Supervision and its specificity in arts therapies» (2009)

□ **2006:** The Latvian Association of Supervisors established (LAS)

✓ **2012:** LAS became a full member of ANSE

A brief historical excursus: 2006 – 2012(3)

Context: development of education and practice of supervision

□ Education

- educational programmes are realized for supervisors in various professional associations
- UL established continuing education programme (with European fund support) “Supervision in social work” (2006–2007)
- RSU, QUB, LATA organised educational programme for Arts therapists (2006–2007)
- RSU established professional development (course) programme “SV” according **to ANSE criteria** (2012- 2015)

A brief historical excursus: from 201(2)3

□ Supervisor formed as a profession

- **2013:** LTC approved the terms «supervision» and «supervisor» (counselor / supervisor)
- **2013:** Ministry of Science and Education concerted profession Standard of Supervisor
- **2014:** Standard of Supervisor was included in Classification of Profession
- **2014:** RSU received a license of Professional Master's Programme “SV”
- **2014:** LAS began supervisor certification
- **SV scientific basis is built on pedagogy (in the University of Latvia)**
 - ✓ in 2012 **Līga Āboliņa** defended her dissertation on “The Reflective Activity in the Supervision of Social Workers” in the subfield of social pedagogy.
 - ✓ in 2013 **Ženija Truskovska** defended her dissertation on “The Development of a Social Pedagogue’s Professional Competence in Supervision” in the pedagogical science subfield of (social) pedagogy.

Definitions (LTC, 2013)

- ❑ **Supervision** is a purposefully organized consultative and educational support that in a professional context is received by an individual, group or organization (supervisee) with the main goal - to improve the professional competence and the quality of professional performance.
- ❑ **A supervisor** is a specialist of a particular profession who has acquired an additional qualification in supervision and who provides supervision services – organizes and manages the supervision process, conducts research work and contributes the development of the profession; improves his/her qualification and professional development responsibly and systematically.

A supervisor works as a self-employed or a sole proprietor in public and municipal institutions, non-governmental organizations and private companies.

RSU Master's Programme «Supervision»: general character

- ❑ **Direction:** education, pedagogy (adult)
- ❑ **Total value:** 80 CP/ 120 ECTS
- ❑ **Implementation period:** 2 years
- ❑ **Way:** full time
- ❑ **Degree awarded and professional qualifications:**
professional master's degree in pedagogy and
supervisor qualification

Master's programme «Supervision»: admission requirements

□ According to ANSE persons are imatriculated

- with full higher education (accredited study programme) in social sciences and human behavior, or health care, or social welfare, education, or teachers, or educational sciences or humanities;
- at least four years work experience in the profession;
- recommended 30h supervision experience/ professional development experience, after successful passing of entrance examination.

Master's programme «Supervision»: goal

- to provide reasonably theoretical and practically applicable professional studies that correspond to the professional standard and guidelines of ANSE in order to prepare highly qualified supervisors who can be competitive in the alternating socio-economic conditions and the international labour market.

Master's programme «Supervision»: main objectives

- ❑ to provide students with the opportunity of acquiring **professional knowledge, skills and competence in supervision**, by preparing specialists who are able to address the professional challenges effectively, offer qualitative supervision services, promote the development of the profession;
- ❑ to develop students' **competence in research**, by developing their ability to design and implement research projects, and to present them;
- ❑ to facilitate student **motivation to responsibly and systematically improve their skills and professional development**;
- ❑ to promote the competitiveness of graduates in the existing social and economic conditions in domestic and international labour markets.

The supervision in Latvia: achieved results

□ Professional Standard of the Supervisor

- defined criteria for supervisor training and professional activities

□ higher education programme to get the Supervisor qualifications

□ supervisor certification

□ important for the development of the profession

- **research**



**Supervision in different professional groups
in Latvia: results of the pilot study**

At the moment the supervision in Latvia

- professional practice and education component of several professions, **but**
 - understanding the process of supervision and supervision work was / is different
 - ✓ **works:** different environments, according to the professional development of tradition: social work, psychology, arts therapies, psychotherapy, business, justice, career counselling, state administration, education, yoga specialist etc.

Goal and method

□ **Goal:** to investigate how the supervision is understood in different professions

□ **Method:** semi-structured interview, which includes questions

➤ Is supervision practiced in the profession?

➤ If there is supervision: additional questions were asked to describe the practice of the profession of supervision:

✓ what are the conditions needed to begin supervisor professional activities?

✓ what have been the education programme of supervision?

✓ what is the supervision experience?

✓ what are the main theories that influence the work of supervisor?

Pilot study participants

- 17 experts with professional experience of more than 5 years at the field:
 - 2 social workers
 - 2 psychologists
 - 2 psychotherapists
 - 2 arts therapists
 - 3 lawyers
 - 3 teachers
 - 3 civil servants

Results: supervisor practice in supervision

□ most lawyers, teachers, civil servants «have heard» about the possibilities and positive potential of supervision

(except one civil servant and one lawyer)

□ but supervisions do not take place for lack of funding, regulation and uniform requirements to conduct the supervisor in the field; and supervision is not a subject of professional studies or development.

➤ 06/02/2013: Civil servants – the need for supervision in public administration was recognized and approved in «On the human resource development concept of the State Administration»

➤ 2013: Teachers – the study «Teacher training for education work in higher educational institutions» was carried out

□ experts didn't have a detailed vision of what should be the supervision (approaches, obligatory and periodicity of supervision, supervision preparation)

Results: supervision practice in supervision

- social workers, psychologists, psychotherapists, arts therapists confirmed, that supervision takes place in a professional field
- ✓ **Common:** supervision is a component of the study process

but: analysis of the interviews showed that differences are in requirements that state

- how to begin SV professional activities;
- requirements for SV education;
- requirements for SV process.
- ✓ **Different:** depending on the specialization/ represented school / education/ developed different approaches to SV, shapes/ different opinions about SV organization and education

Social workers:

□ education:

- programmes were realised (continuing education) in Latvia and Tallin

□ own supervision experience:

- only the member of LAS understands what supervision about supervision is

□ the main theories, that influence work of supervisor:

- reflective learning
- adult education programmes

Psychologists (in most cases):

clinical/ health, educational/ school, consultative, legal (but not, example, organisation)

□ education:

➤ not obligatory

□ own supervision experience:

➤ not obligatory

□ the main theories, that influence work of supervisor:

➤ do not exist

Psychotherapists:

□ education

- is diverse - in accordance with the direction traditions in Latvia (psychodynamic, analytic, gestalt, existential, CBT etc.)

□ own supervision experience:

- understanding of what supervision about supervision is

□ the main theories that influence work of supervisor:

- according to which approaches a supervisor represents

Arts therapists:

education

➤ continuing education programmes

✓ RSU: 2009 – 2010 and 2012- 2015

own supervision experience:

➤ yes

the main theories that influence work of supervisor:

➤ arts based

➤ the body oriented

➤ reflective learning approaches

➤ psychodynamic concepts

Summary

The Wider Perspective: Two Tendencies

□ **SV: independent profession (with certification)**

- education – 2 years
- at least 4 years of working in a certain profession
- this approach is supported by the LAS

□ **supervisor, more experienced colleague**

(with a certain work experience, usually not less than 5 years)

- partly responsible for the supervisee practices to ensure the best possible high-value professional activities

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Thank you for your attention!