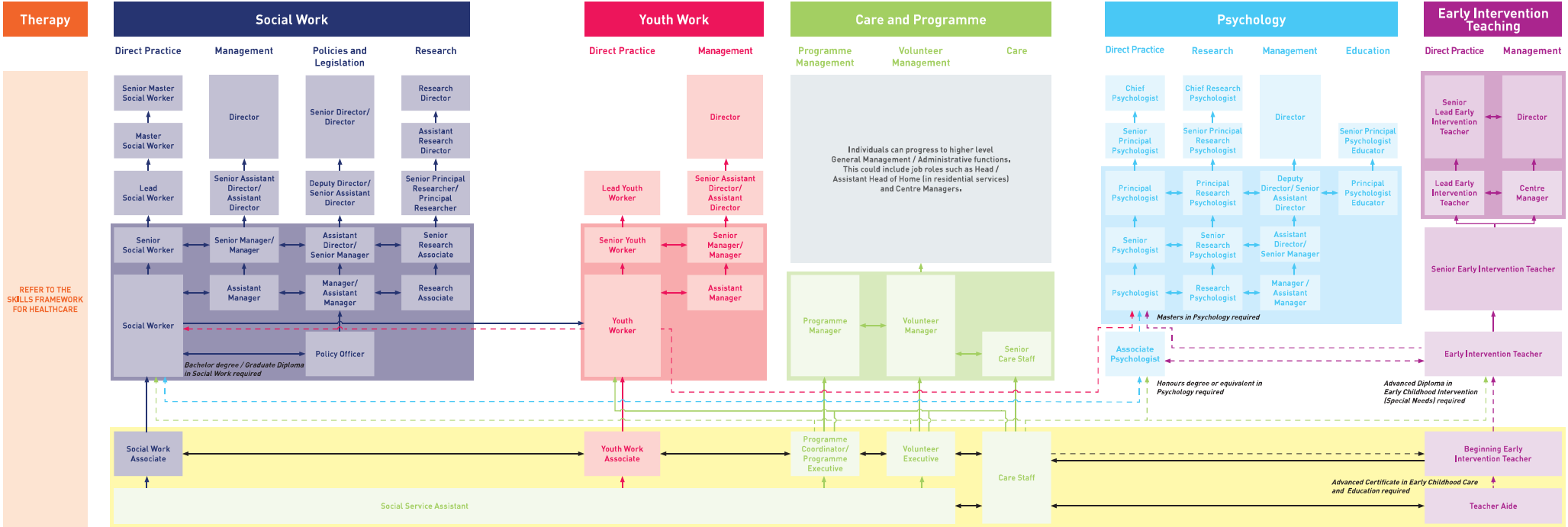


SKILLS FRAMEWORK FOR SOCIAL SERVICE

Career Pathways



Legend:

- ↑ Denotes vertical movement up the Career Pathway
- Denotes lateral movements between job roles in a single direction
- ↔ Denotes bi-directional lateral movements between job roles
- Denotes bi-directional lateral movements between all job roles within the box
- ↕ Attainment of competencies and professional qualifications to progress

Notes:

- The career map is levelled based on skills proficiency and should not be read as an organisational chart. The actual job titles may differ in each organisation.
- Not all lateral movements between professional and sub-tracks are reflected in this map.
- Professionals can take on job roles in other sub-tracks as long as they meet the job requirements (e.g., a direct practice social worker taking on a management role).
- Professionals can take on job roles in different professional tracks as long as they meet the job requirements (e.g., moving between job roles in Management sub-tracks of each profession, moving between higher level job roles in Direct Practice such as Senior Principal Psychologists who become Directors of Early Intervention Programme).

Notes:

- The Social Work career map and skills map are applicable to social workers in the healthcare sector as well. The Psychology career map and skills map are applicable to psychologists in the healthcare and education sectors.
- The Skills Framework for Social Service focuses on roles within each professional track. Top levels in each track could move further up to Executive Director/Chief Executive Officer roles that would straddle all tracks.

The Career Map serves as a reference to reflect the available job roles and possible career pathways in the social service sector, which may vary depending on each organisation's structure and business context. The career progression pathways would depend on individual performance, capability, experience, aspiration, as well as company needs.