



Welcome



Fáilte



Tervetuloa



Willkommen



Velkommen



Welcome



Welcome



Welcom



Welcome



Sawubona



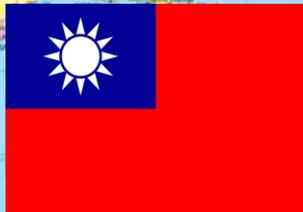
Welcome



Hos geldiniz



ברוך הבא  
Baruch haba



歡迎光臨  
hoan-gêng kong-lîm



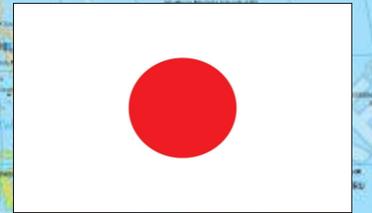
Bienvenido



akeyi



Benvenuto



ようこそ  
yōkoso



ласкаво просимо  
laskavo prosymo



欢迎  
Huānyíng



Ahoj

# Toward a More Global Understanding of Military Social Work Practice

International Military Social Work Study Findings

**Mary Ann Forgey, Ph.D. LCSW**

**Karen Green-Hurdle, MAASW**

Inaugural International Military Social Work Conference  
West Point, New York

April 24-26, 2019



**FORDHAM UNIVERSITY**  
THE JESUIT UNIVERSITY OF NEW YORK

THE UNIVERSITY OF ALABAMA  
School of Social Work  
Office for Military Families and Veterans

# Research Team

---

Lashawn Smith, M.S.W. Fordham Ph.D. Student

Erica Poteen, M.S.W. Fordham Ph.D. Candidate

Yafai Cai, M.S.W. Fordham M.S.W. Graduate

Kundong He, M.S.W. Fordham M.S.W. Graduate

Brett Sereysky Fordham M.S.W. Graduate



**FORDHAM UNIVERSITY**  
THE JESUIT UNIVERSITY OF NEW YORK

# Military Social Work (MiLSW)

---

Social Workers employed by Specialized Government Agencies to Assist **Veterans** and Their Families



Social Workers employed by Defense Departments / Ministries to assist **Active Duty Military** and Their Families



Social Workers employed by Voluntary Agencies to Assist **Active Duty Military and Veterans** and Their Families



# MiLSW Parameters for the Study

‘Civilian’ MiLSW



Social Workers  
employed by Defense  
Departments /  
Ministries to assist  
**Active Duty Military**  
and Their Families



‘Uniformed’ MiLSW





## **Study Aim:**

---

- Develop a more global understanding of military social work practices within Departments / Ministries of Defense

## **Scope and inclusion criteria:**

- All IASSW countries that employ professional social workers within their Departments/ Ministries of Defense

# Study Recruitment Procedure

---

Inquiries to

- 1) National level SW organizations
- 2) IASSW country representative
- 3) Defense departments/ministries
- 4) Search for country's MilSW literature

Identification of key informants in countries that met MilSW study criteria

Semi-structured interviews were conducted with country key informants via phone/skype

# Data collection & analysis

---

Interviews were transcribed  
Transcript then returned to key informant for review and approval

Qualitative Data Analysis using Google Sheets and ATLAS Ti

Dissemination and discussion of findings – IMILSW conference 24-26 April 2019

# Interview Protocol: MiLSW Areas of Inquiry

---

- **Organizational Structure, Practice Settings, Roles**
- **Theoretical Perspectives and Practice Models**
- **Ethical Tensions**
- **Veteran Interface**
- Within Country Inter-professional Relationships
- Cross Country Social Work Relationships
- **Military Social Work and Education**
- Strengths, Challenges and Future Directions





## 76 Countries Explored for MilSW

- 25 Identified as having MilSW
- 15 Provided Interview Data
- 22 Identified as not having MilSW
- 29 MilSW Status Unknown

Data Collection status June 2018

# MILSW Countries: Key Informant Data for Study (15)

---

- Australia
- Canada
- Denmark
- Finland
- Germany
- Ireland
- Israel
- The Netherlands
- New Zealand
- South Africa
- Taiwan\*
- Trinidad and Tobago
- Turkey
- United Kingdom
- United States



# MILSW Countries: No Key Informant Interview Data (10)

---

- Bulgaria
- Jordan
- Nigeria
- Romania
- Russia
- Singapore
- Slovenia
- South Korea
- Saudi Arabia
- Zimbabwe



# Countries Confirmed to Not Have MiISW (22)

*\* Additional information re: status of MiISW development provided*

---

- Bangladesh
- Barbados
- Bosnia & Herzegovina
- Cambodia
- **China\***
- Costa Rica
- Croatia
- Ethiopia
- Haiti
- Hong Kong
- Iceland
- **Italy\***
- Jamaica
- **Japan\***
- Kenya
- Malaysia
- Nepal
- **Slovakia\***
- Sweden
- **Ukraine\***
- Venezuela
- Vietnam



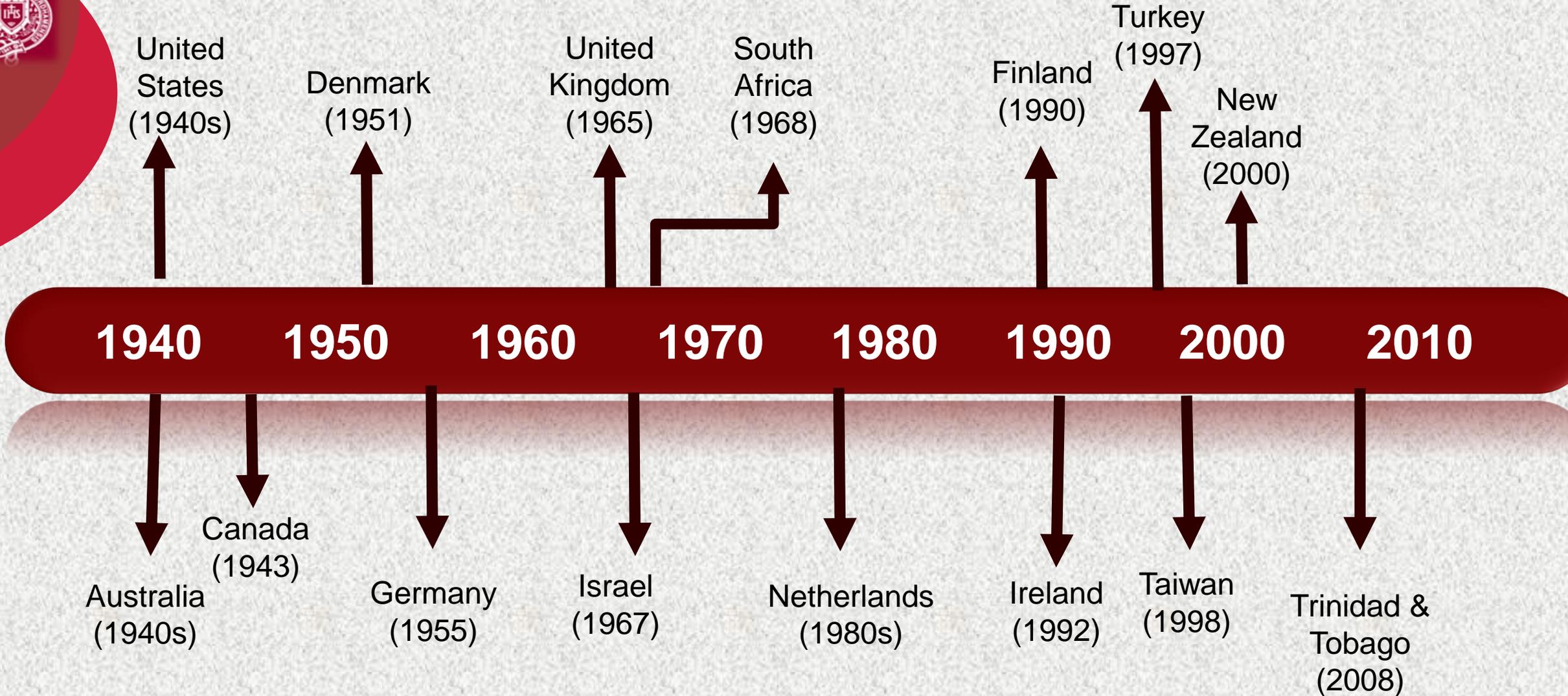
# MILSW Status Unknown (29)

---

- Albania
- Austria
- Belgium
- Chile
- Czech Republic
- Ecuador
- Egypt
- Fiji
- Greenland
- Guyana
- India
- Indonesia
- Kyrgyzstan
- Latvia
- Lebanon
- Mexico
- Namibia
- Norway
- Philippines
- Portugal
- Puerto Rico
- Qatar
- Republic of Kosovo
- Spain
- Sri Lanka
- Switzerland
- Tanzania
- Thailand
- Uganda



# Military Social Work Timeline



## Approximate Number of Military Social Workers Per Country



<u>COUNTRY</u>	<u>UNIFORMED</u>	<u>CIVILIAN</u>	<u>TOTAL</u>
AUSTRALIA	-	50	50
CANADA	37	160	197
DENMARK	-	20	20
<b>FINLAND*</b>	<b>1</b>	<b>23</b>	<b>24</b>
GERMANY	-	310	310
IRELAND	-	7	7
<b>ISRAEL*</b>	<b>50</b>	<b>40</b>	<b>90</b>
NETHERLANDS	50	40	90
NEW ZEALAND	-	7	7
SOUTH AFRICA	120	12	132
<b>TAIWAN*</b>	<b>470</b>	<b>30</b>	<b>500</b>
TRINIDAD & TOBAGO	5	1	
<b>TURKEY*</b>	<b>-</b>	<b>30</b>	<b>30</b>
UK	-	20	20
USA	670	2550	3220

**\* Countries with conscription**

## 'Civilian' MiISW only

## 'Uniformed' & Civilian MiISW



Australia  
Denmark  
Germany  
Ireland  
New Zealand  
Turkey  
United Kingdom

Canada  
Finland  
Israel  
The Netherlands  
South Africa  
Taiwan  
Trinidad & Tobago  
USA



# Findings and Discussion:

---

- Military Social Work and Education
- Practice Settings and Roles
- Theoretical Models and Practice Perspectives
- Ethical Tensions
- Veteran Interface



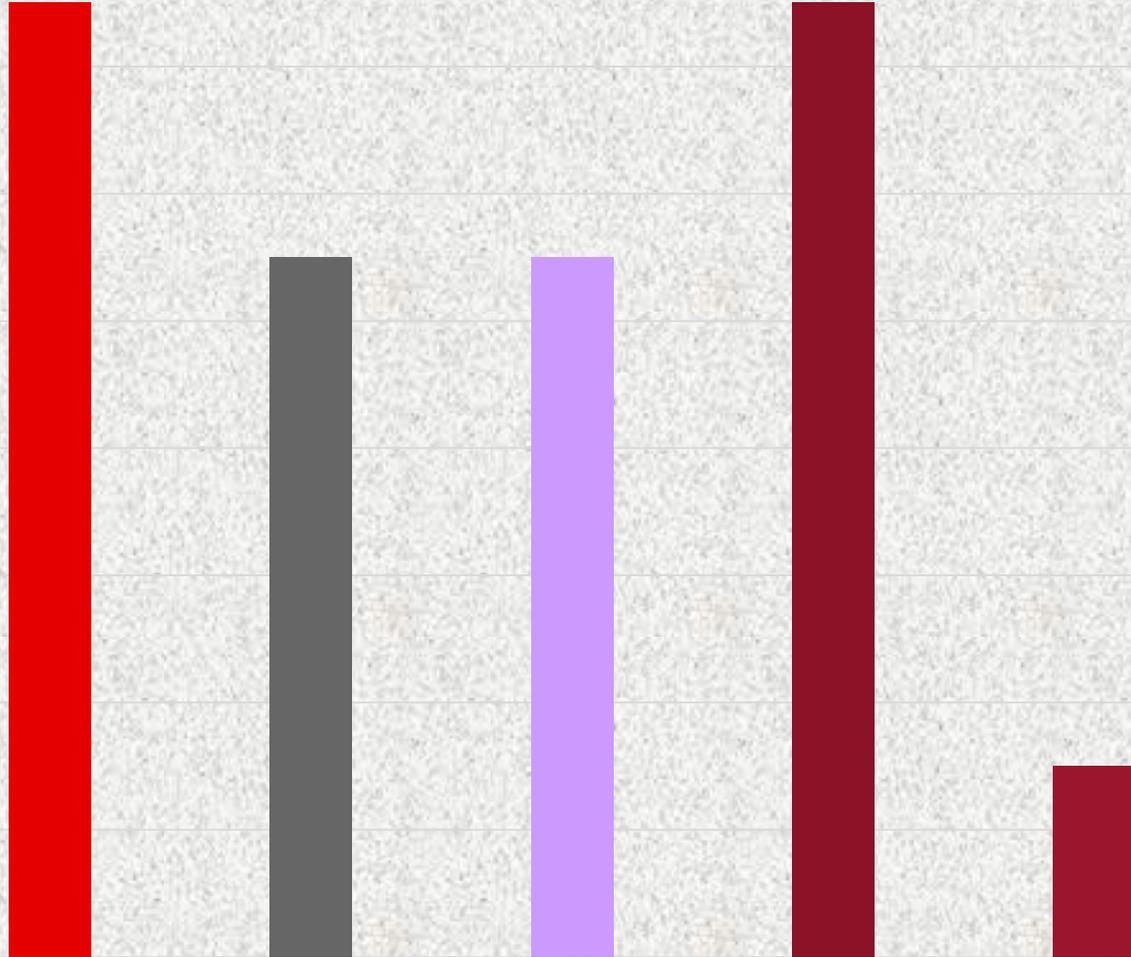
# MiISW Education



<b>Civilian Universities (with MiISW Specialization or Course)</b>	<b>Military University (with MiISW Specialization or Course)</b>	<b>Field Training / Internship</b>	<b>Other</b>
United States	United States Taiwan	United States Canada Denmark Ireland Taiwan Trinidad & Tobago United Kingdom Australia	

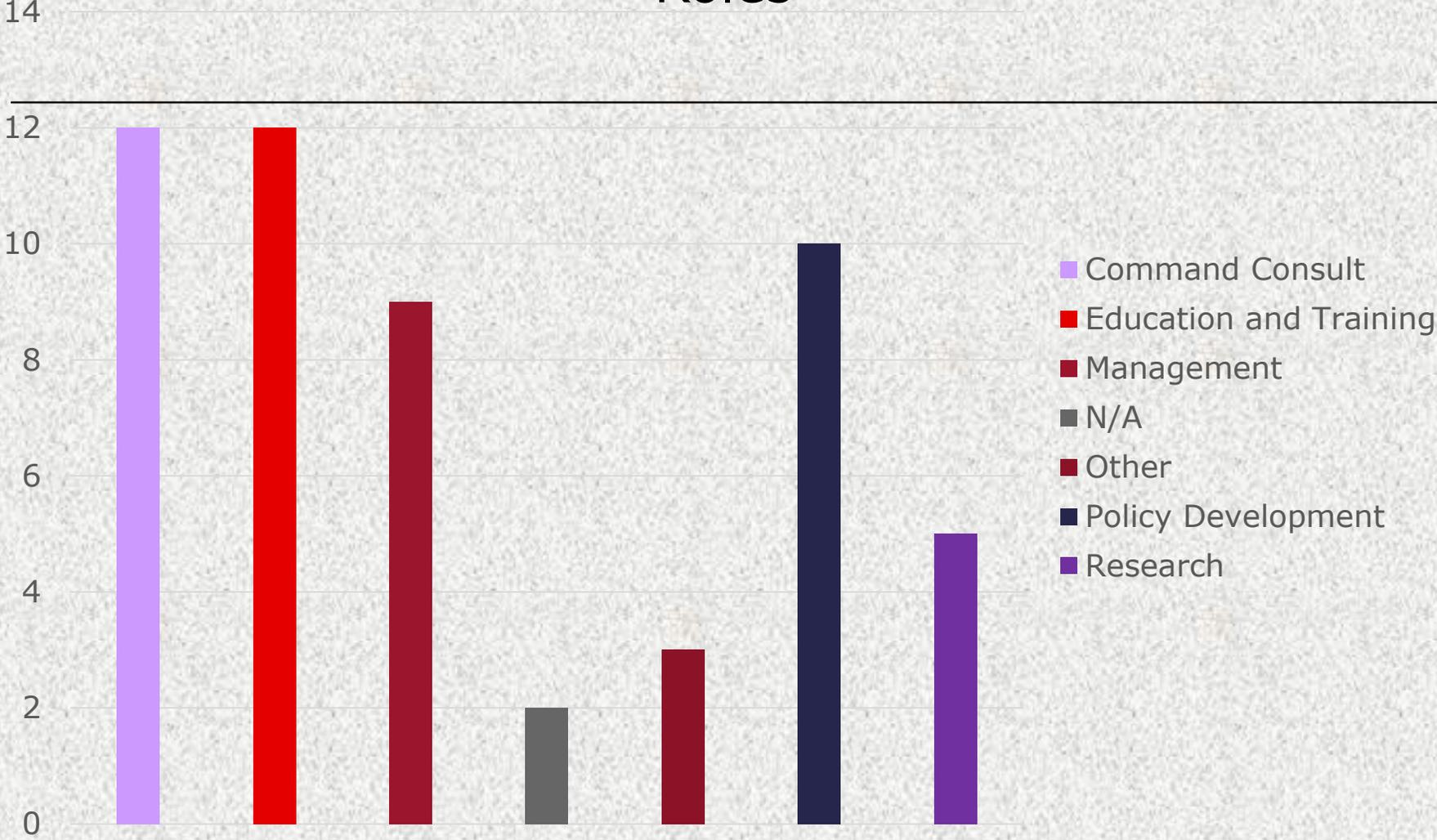
# Direct Roles

16  
14  
12  
10  
8  
6  
4  
2  
0

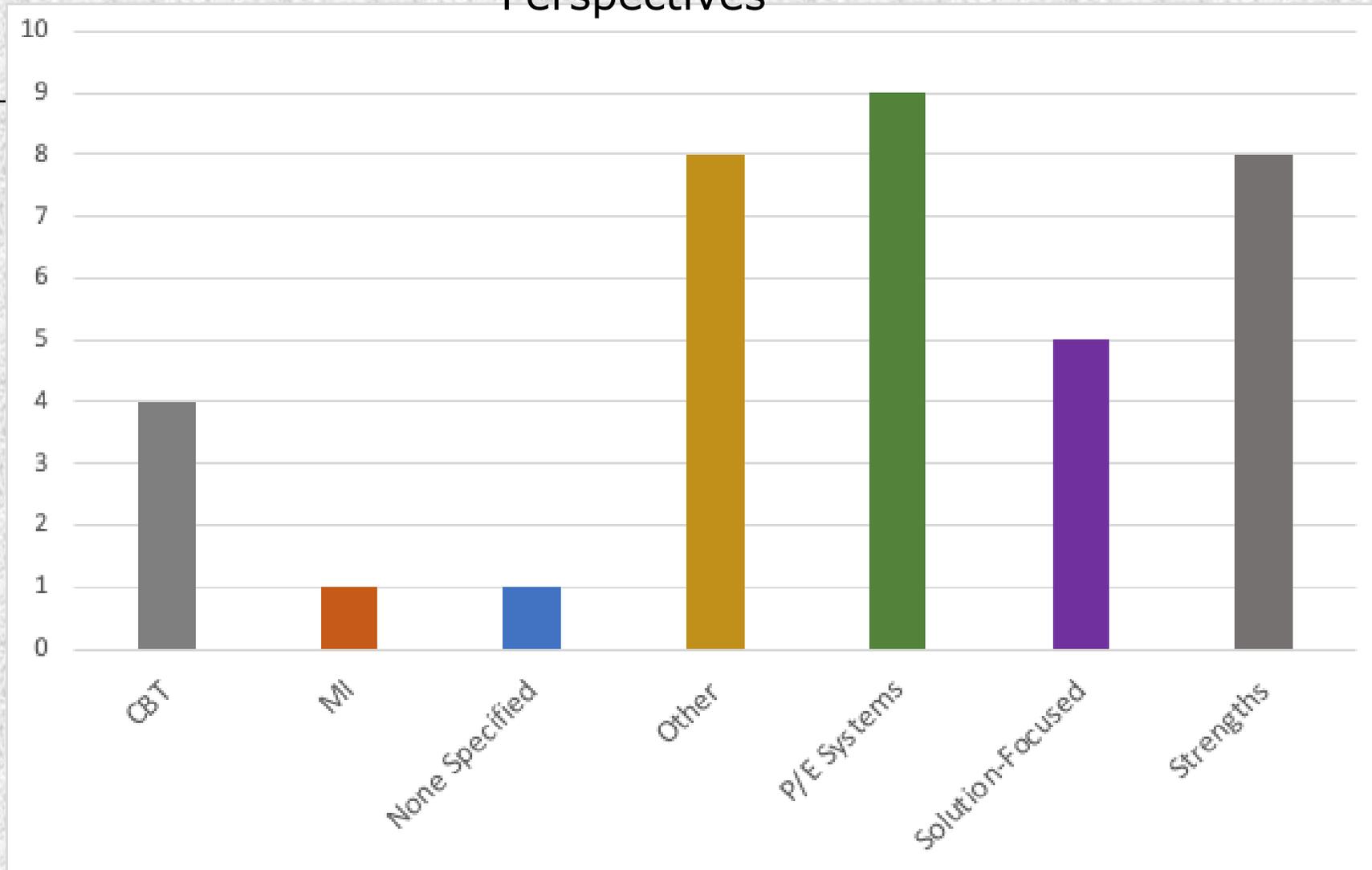


- Case Management
- Family
- Group
- Individual
- Other

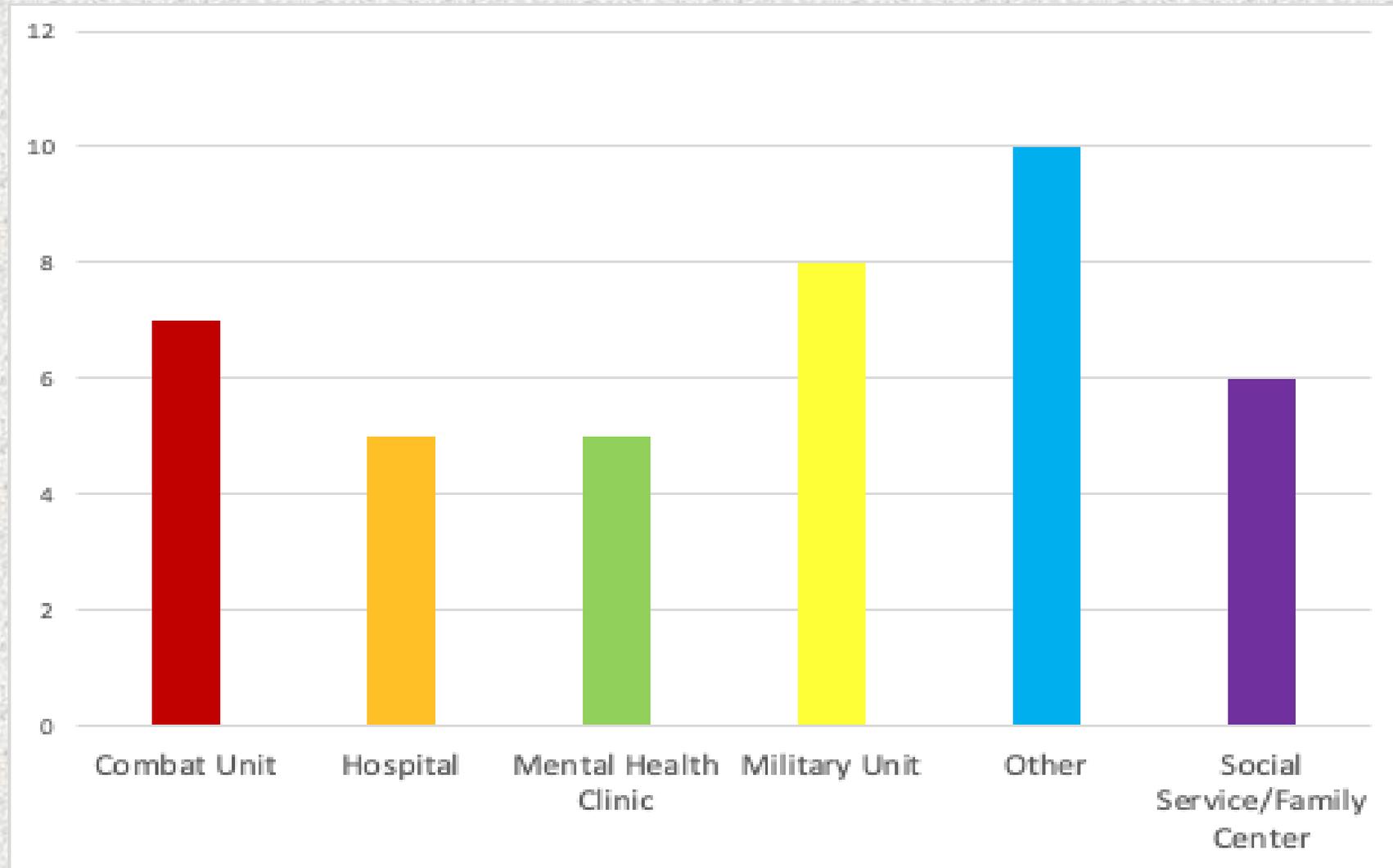
# Indirect Roles



# Theoretical Perspectives



# Practice Settings



# Military Unit Practice Setting:

*“We think of providing a service to the unit as a whole and so the unit is our client. It is a community and we serve the community as a whole. And most would say that in community work, you must show your face and do the “walk about.” You must just be present in the community. So we attend parades, weekly prayers, family events, weekly assembly - even if not doing anything we are just present...”*

– Key Informant from South Africa





# Definition of Occupational Social Work

Googins & Godfrey, 1985

---

*“A field of practice in which social workers attend to the human and social needs of employees in the work milieu, by designing and executing appropriate interventions to ensure healthier individuals and environments”.*



## Role, Theory and Practice Setting Question for Discussion

---

*In what ways does the MilSW practice setting (e.g. clinic or military unit etc.) influence the direct and indirect SW roles and approach to practice?*



# Ethical Tensions

---

What ethical issues are **most typically encountered** by military social workers within the Departments/ Ministries of Defense?

- Confidentiality – Client’s right to **privacy** vs. **military’s “need to know”**
- Dual loyalty – Client/family **well being** vs. **military mission.**



# Ethical ‘*tension*’ or ethical ‘*conflict*’?

*“For an **ethical** legal **tension** or difference to become a **conflict**, the provider’s obligations under the law and the provider’s obligations under his or her professional code of ethics must be mutually exclusive.”*

Johnson, Grasso & Maslowski, 2010

# Approaches to resolving ethical tensions/conflicts

---



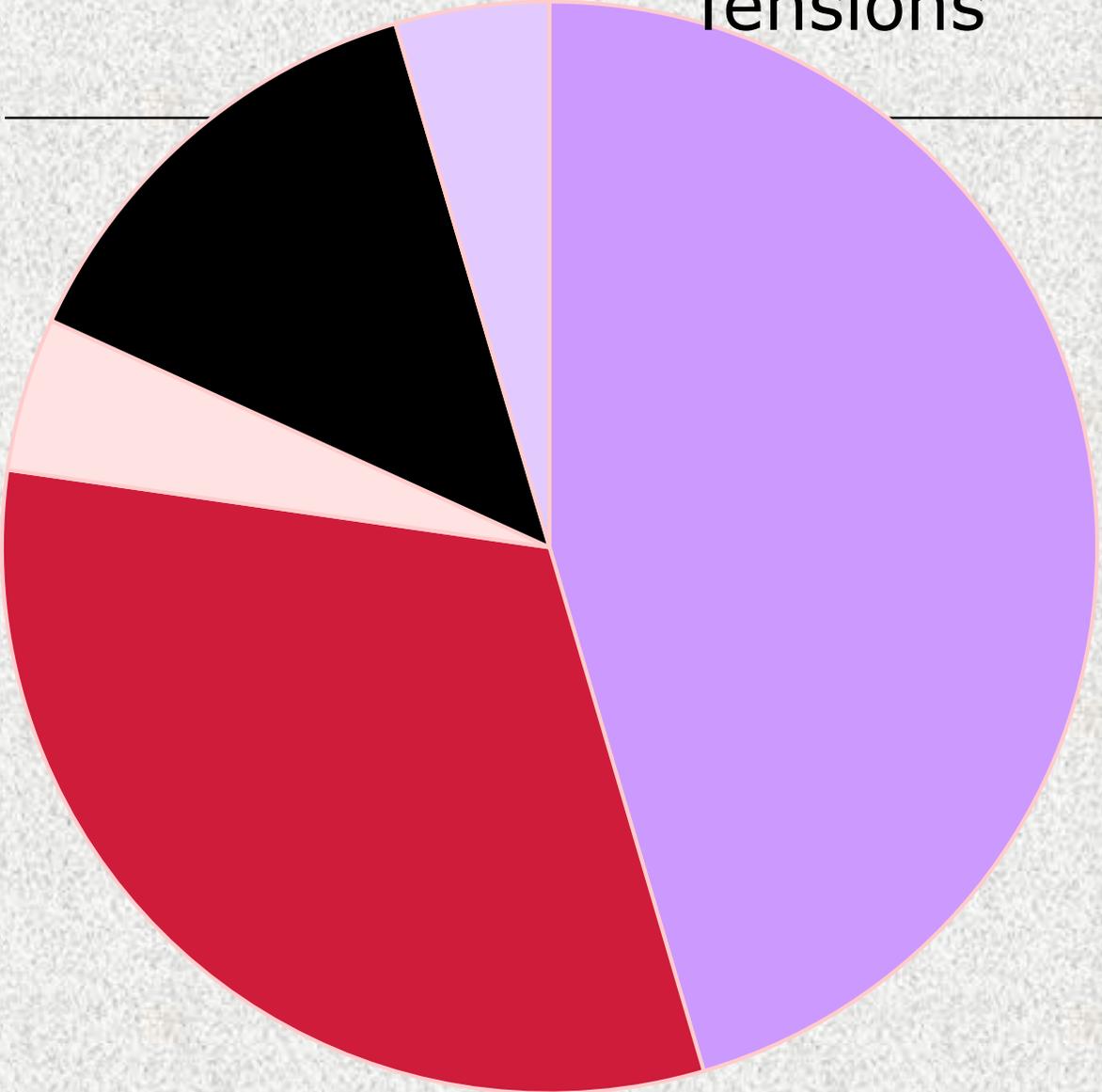
Military Manual

Stealth

Best Interest

# Ethical Tensions

---



- Confidentiality Issues
- Dual Loyalty Issues
- None Identified
- Other Ethical Issues
- Unknown



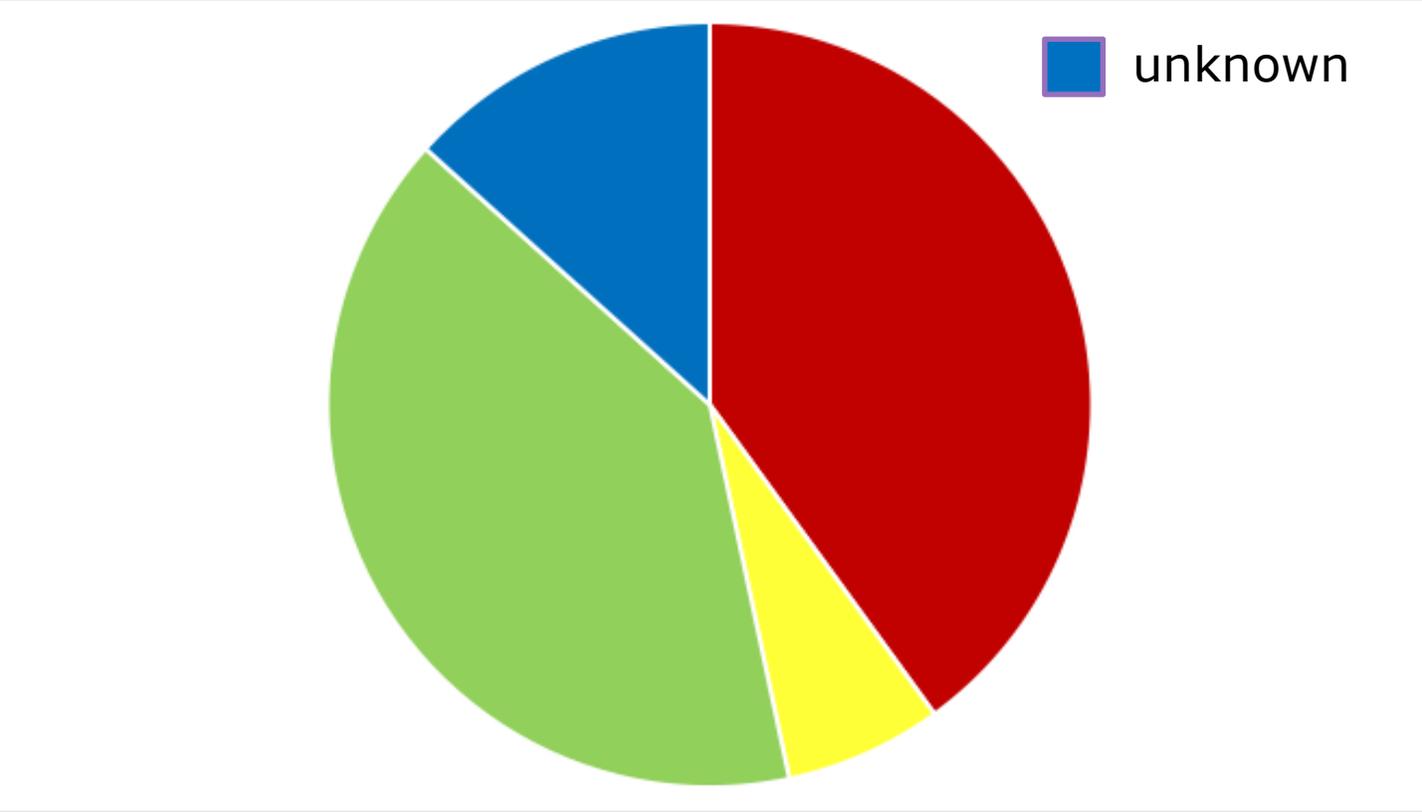
# Ethical Tensions

## Question for Discussion

---

- *How do ethical tensions get managed by military social workers in your country?*

# Veteran Interface



Limited Interface with Veterans



Case Management Responsibilities with Veterans



Integrated Delivery to Military and Veterans



# Veteran Interface

## Questions for Discussion

---

*Thinking about the needs of military service members and their families as they transition to civilian life, how can military social work models of practice better support the transition from military service to civilian life?*