



REFLECTIVE PRACTICE AND PUBLIC PROTECTION

Supporting Competence. Strengthening Trust. Advancing the Public Interest.



Professional Identity Formation in Immigration Practice



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Reflective Practice

1. THE INTERSECTION

Reflective practice sits at the intersection of professional identity formation, professional competence, and public protection.



Immigration practice is shaped by the lived realities of practitioners and those subject to immigration processes.

Reflective Practice

2. FROM EARLY PRACTICE TO LASTING IMPACT

Reflective practice develops over time—enabling practitioners to navigate uncertainty, make sound judgments, and grow into confident, competent professionals.



EARLY YEARS OF PRACTICE

- Transition from learning to practice
- Uncertainty and readiness gaps
- Heightened risk of attrition



REFLECTIVE PRACTICE ENABLES

- Interrogate assumptions
- Exercise judgment under uncertainty
- Attend to technical, relational, and moral dimensions of practice



GROWTH AND IMPACT

- Stronger professional identity
- Stronger professional competence
- Better decisions and stronger outcomes
- Greater public trust



THE ROLE OF A PUBLIC-INTEREST REGULATOR

Cultivating reflective competence is integral to supporting professional identity formation, strengthening practice, and advancing public protection.



Set expectations for reflective, ethical practice



Support learning and professional development



Foster reflective environments and mentorship



Use evidence and insight to improve standards and policy

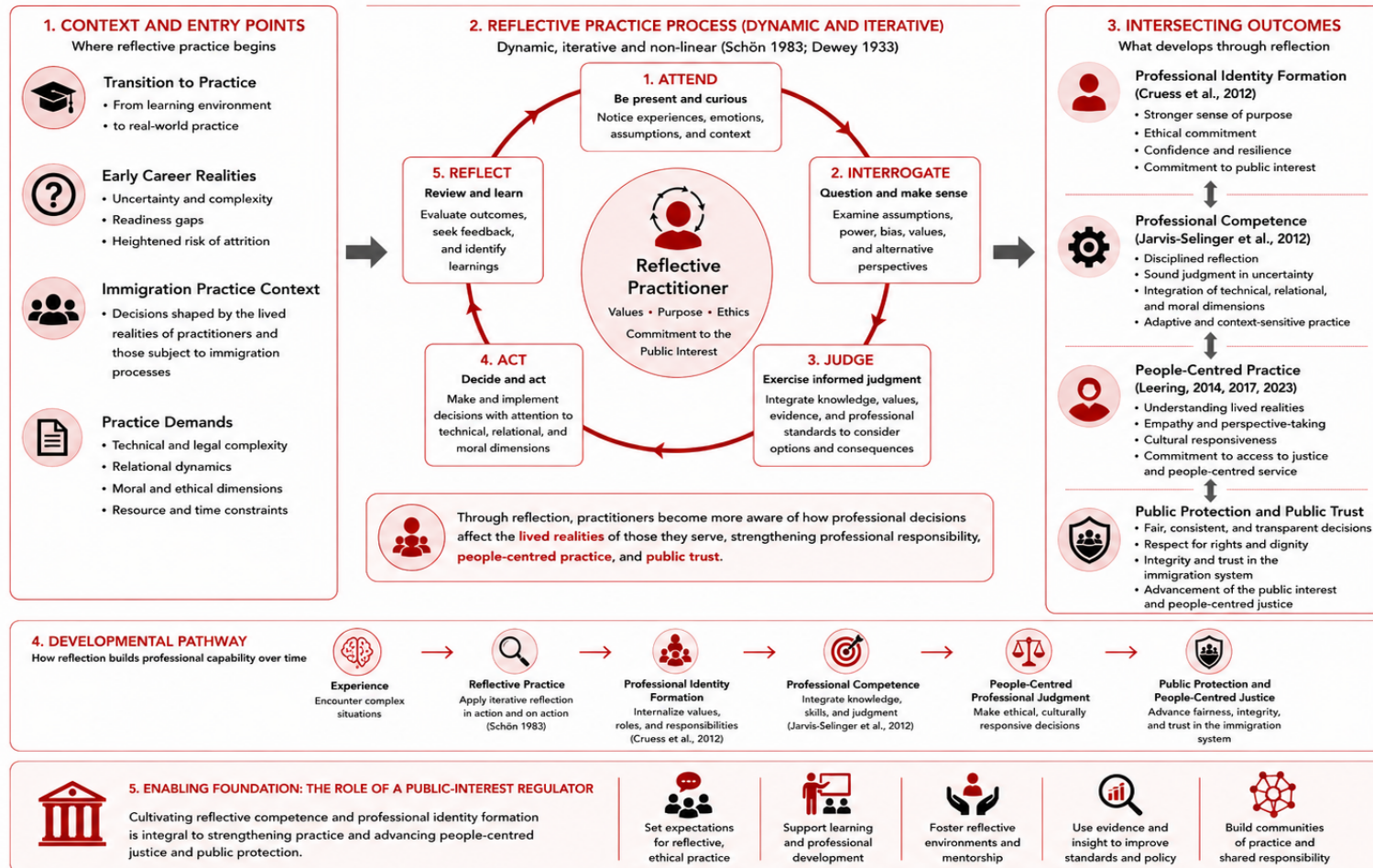


STRONGER PRACTITIONERS. STRONGER PRACTICE. STRONGER PUBLIC TRUST.

Reflective Practice

A Theoretically Grounded Model of Reflective Practice in the Immigration Profession

At the Intersection of Professional Identity Formation, Professional Competence, and Public Protection



Note. This model integrates foundational theories of reflection (Dewey 1933; Schön 1983; Boud 1985; Mezirow 1991), professional identity formation (Cruss, Cruss, & Steinert 2012, 2014, 2015, 2019), competence development (Jarvis-Selinger, Pratt, & Regehr 2012), and access to justice and people-centred justice (OECD 2019; UN SDG 16.3; Leering 2014, 2017, 2023).



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Thank You



*Reflective Practice and Public Protection:
Professional Identity Formation in Immigration Practice*



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