

The background of the slide is a solid blue color. Overlaid on this background is a complex, abstract pattern of white lines. These lines include solid straight lines, dashed straight lines, and curved dashed lines. Several of these lines feature arrows pointing in various directions, creating a sense of movement and flow. The pattern is most dense in the upper right and lower right corners, while the left side is relatively clear, providing space for the text.

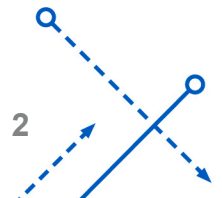
EMPLOYMENT-BASED FIELD PLACEMENTS

Developed by Michael Lynch, LMSW

1/12/22

Today's Agenda

- What an employment-based placement looks like
- Benefits
- Factors to consider
- How to apply



Employment-Based Placements: Our Goals and Values

Student Learning

- Field should be a rich student learning experience; student learning is our top priority

Flexibility

- Graduate school is expensive, we want to be flexible with our working students

Rigor

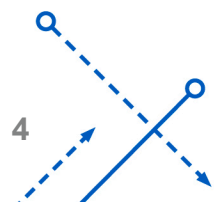
- Field Education is a course; we want to make sure that it is rigorous and “stretches” all of our students equally

Student Responsibilities with Employment-based Placements

When a student opts to pursue an employment-based field placement, it is the **student's responsibility to manage the process**. This includes,

- completing the application,
- making sure the necessary parties are in agreement,
- and gathering signatures.

If a student no longer wishes to pursue an employment-based field placement, they should contact their placement coordinator immediately.



Employment-based Field Placements

- Employment-based placements come in many forms, but two things must be present:

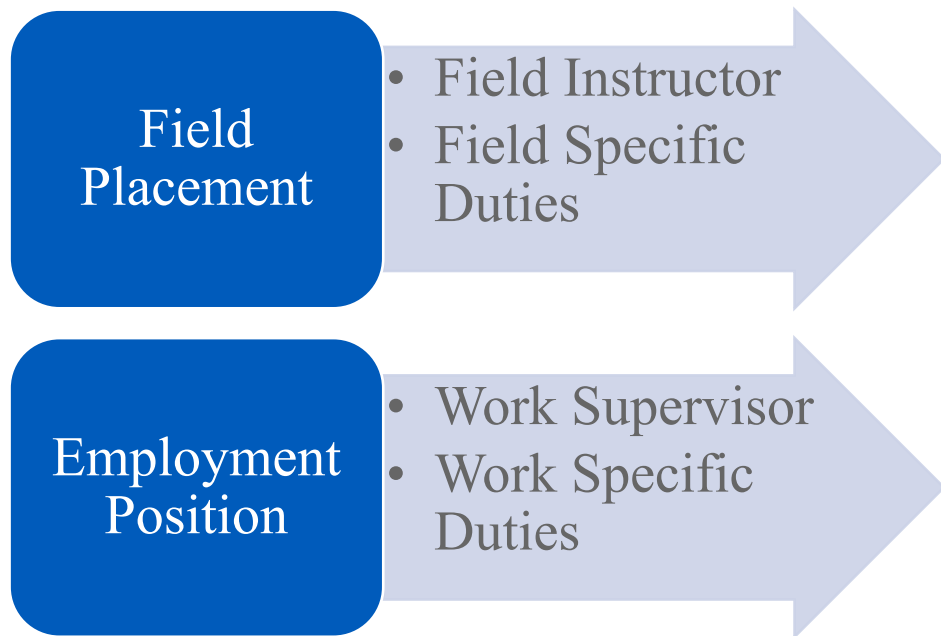
Activities must link directly with the 9 social work competencies



Supervised by an MSW (at least one hour per week of supervision)

Traditional “separate” Employment Based Field Placement?

- Separate supervisor
- Separate program
- Different responsibilities
- 15 hours per week over 2 semesters



Work as Field Option

- Starting when COVID hit, and continuing into the foreseeable future, students are permitted to count their work hours as field, provided the conditions below are met. UBSSW also requires students to complete a Capstone Project

Activities must link directly with the 9 social work competencies



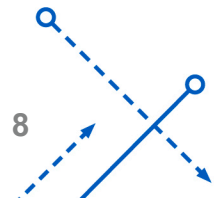
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Work as Field Capstone Project

To add rigor, and an additional opportunity for Work as Field students to be a “learner,” they must complete a capstone project.

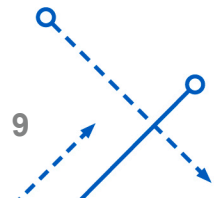
Project that spans two semesters, that relates to the majority of the nine competencies, reflects attainment of social work values and ethics, and demonstrates substantial professional growth and development.

Students upload their capstone project to their learning contract and field educators evaluate the project



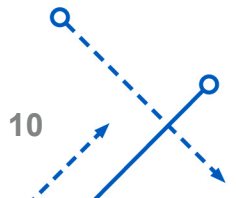
Examples of Projects

- Research evidenced-based curriculums, train staff on how to implement the curriculum, assess and evaluate the effectiveness of curriculum with clients
- Analyze the agency to determine the extent to which Trauma-Informed policies and practices are utilized. Create a plan and conduct a training to address areas in need of improvement



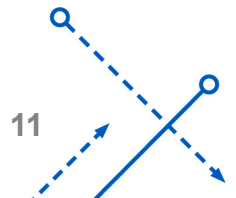
Blended Employment-based Placements

- Students are also permitted to count only “some” of their work hours as field.
- The student would still complete a capstone project.
- Example: A student counts 7 hours of her regular work as field, after demonstrating that the work relates to the 9 social work competencies. The remaining 8 hours are spent at a separate program within her agency.



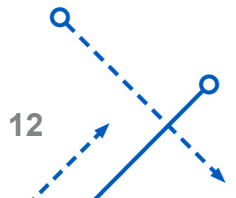
Benefits of an Employment Based Placement

- Can allow for flexibility with scheduling
- Networking within agency
- Agencies are willing to invest in professional growth
- Helpful in rural areas
- Less transportation
- Less “onboarding” time



Risks

- Outside agency placements can be rich— students learn new agency cultures
- “All eggs in one basket.” If something happens with your employment, your field placement is also at risk
- The student manages the process



How to Start

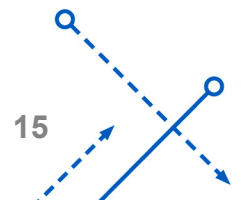
- Students should consult with their supervisor and their team to determine the feasibility.
- Students should search agency directories to locate potential LMSWs to provide supervision.
- Begin discussion about potential projects

How to Apply in Sonia

- If your Field Acknowledgement, select that you are pursuing an employment-based field placement
- You will then see a form called “Employment-based Field Placement Application. Complete that and get the required signatures.
- Brief Sonia tutorial

Fall deadline is 4/1/22

Spring Deadline is 9/1/22



Questions?