

University of Washington  
School of Social Work



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# 2021-2022 BASW Field Education Manual

***Please Keep This Manual For Your Records***

University of Washington, Tacoma  
School of Social Work & Criminal Justice  
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# Introduction to the 2021-2022 UWT Social Work Division BASW Field Manual

## Important information – Please Read!

This manual serves students and field instructors as a guide for important resources, processes, documents and policies necessary for a full understanding of the requirements of field education. Comprising almost half of a student's required course credits, field education (*aka* "practicum") is the signature pedagogy of social work. Through field education, a student is provided with an opportunity to apply classroom learning to practice with individuals, families, groups, organizations, communities, and policy makers under the supervision of an experienced social worker.

If you have questions about anything in this manual, please do not hesitate to contact us. To our Field and Task Instructors: thanks for your hard work with new social work students—your efforts are deeply appreciated. To our students: thanks for being such great representatives of the UW Tacoma School of Social Work and Criminal Justice.

## What's New this Year?

### Dr. Tom Diehm retiring as Teaching Professor and Director of Field Education

After 23 years as Field Education Director for the UWT Social Work degree programs, Dr. Tom Diehm will be retiring at the end of Spring quarter, 2021. From an initial student group of 23 placements, the MSW and BASW programs now routinely consist of 150 placements per year, involving several hundred different placement agencies in ten counties.

Chris Barrans, MSW, will become Interim Director of Field Education, working with both undergraduate and graduate students to ensure quality field education over the coming year.

### Inaugural Dean of the School of Social Work and Criminal Justice

We are reaching the conclusion of our search for the first Dean of the School of Social Work and Criminal Justice. The results of that search will be announced as soon as a decision has been made. We anticipate the new Dean to join us sometime during Summer, 2021.

### Ongoing Revision of Field Education documents and STAR Improvements

Over the past year, we have worked with our Field Education colleagues at the UW Seattle campus to improve and streamline the STAR system to make both learning contracts and quarterly evaluations of progress more user friendly. Please stay tuned for additional changes over the coming year.

Tom Diehm, PhD, MSW, MA  
Teaching Professor  
Director of Field Education

Chris Barrans, MSW  
Assistant Teaching Professor  
Interim Director of Field Education

# The UW Tacoma School of Social Work and Criminal Justice & The UW School of Social Work

## Mission and Goals of the Schools

The Social Work Division of the UW Tacoma School of Social Work and Criminal Justice (“The School”) is accredited jointly with the School of Social Work at the UW Seattle campus. We share a Mission Statement and are closely aligned with their Program Goals. The Tacoma and South Sound regions, however, are different in many ways from the Seattle area and the UW Tacoma Social Work Division (“The Division”) places an additional emphasis on providing access to both the BASW and MSW degrees to residents of our area. As part of the larger, urban-serving mission of the Tacoma campus, we greatly value community-based research and service, and providing four-year UW educational opportunities to students who have not previously had access—especially those from underserved communities who are the first in their families to pursue a college degree.

**UW School of Social Work Mission Statement:** <https://www.tacoma.uw.edu/social-work/about>

**UW Tacoma MSW Program Goals:** <https://www.tacoma.uw.edu/social-work/msw-program-goals>

## UW Tacoma Social Work Faculty & Staff

TBA, Inaugural Dean

Chris Barrans, Asst. Teaching Professor  
Anindita Bhattacharya, Asst. Professor  
Erin Casey, Professor  
Charles Emlet, Professor  
Rich Furman, Professor  
Michelle Garner, Assoc. Professor

Marian Harris, Professor  
JaeRan Kim, Asst. Professor  
Gillian Marshall, Asst. Professor  
Ronnie San Nicolas, Asst. Teaching Prof.  
Claudia Sellmaier, Asst. Professor  
Diane Young, Professor

Terri Simonsen, Program Administrator  
Dayna Childs, BASW Academic Advisor  
Hiro Kuroiwa-Lewis, MSW Academic Advisor  
Jennifer Mitchell, Program Coordinator

## BASW Curriculum

The Council on Social Work Education (CSWE), through its Educational Policies and Standards (EPAS), sets the overall goals for social work education at both the undergraduate and graduate level. These goals are manifested through nine Core Competencies and the Behaviors that accompany them. The Competencies are measured in the classroom through in-class content, readings, and assignments. Through Field Education and the practicum experience, mastery of the Competencies is achieved through the development and mastery of Learning Activities in the individual field site.

The BASW program is designed to educate students in generalist social work practice. BASW students usually complete their degree in two years. The junior year is focused on establishing generalist level skills and knowledge, as well as instilling a dedication to social work values, ethical practice, and professionalism, and addressing both cognitive and affective processes. The senior year focuses on field education, reinforcing generalist practice principles, and integrating classroom content with the practicum experience.

A standard model of study for BASW students is located at: <https://www.tacoma.uw.edu/social-work/basw-model-program-study>

Course descriptions (both required core classes and electives) can be viewed at: <http://www.washington.edu/students/crscatt/tsocwf.html>

## Competencies and Behaviors For BASW Students

Following are the nine Core Competencies and the Practice Behaviors which undergraduate students are expected to master by the time of graduation:

### Competency 1: Demonstrate Ethical and Professional Behavior

**Behavior A:** Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context.

**Behavior B:** Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.

**Behavior C:** Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.

**Behavior D:** Use technology ethically and appropriately to facilitate practice outcomes.

**Behavior E:** Use supervision and consultation to guide professional judgment and behavior.

### Competency 2: Engage Diversity and Difference in Practice

**Behavior A:** Apply and communicate understanding of the important of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.

**Behavior B:** Present as learners and engage clients and constituencies as experts of their own experiences.

**Behavior C:** Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**Competency 3: Advance Human Rights, and Social, Economic, and Environmental Justice**

**Behavior A:** Apply understanding of social, economic, and environmental justice to advocate for human rights and the individual and system levels.

**Behavior B:** Engage in practices that advance social, economic, and environmental justice.

**Competency 4: Engage in Practice-informed Research and Research-informed Practice**

**Behavior A:** Use practice experience and theory to inform scientific inquiry and research.

**Behavior B:** Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.

**Behavior C:** Use and translate research evidence to inform and improve practice, policy, and service delivery.

**Competency 5: Engage in Policy Practice**

**Behavior A:** Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

**Behavior B:** Assess how social welfare and economic policies impact the delivery of and access to social services.

**Behavior C:** Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

**Behavior B:** Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.

**Behavior C:** Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.

**Behavior C:** Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.

**Behavior D:** Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.

### **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Select and use appropriate methods for evaluation of outcomes.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.

**Behavior C:** Critically analyze, monitor, and evaluate intervention and program processes and outcomes.

**Behavior D:** Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

More information about CSWE EPAS requirements for social work programs are located at:  
<https://www.cswe.org/Accreditation/Standards-and-Policies/2015-EPAS>



# Field Education in the BASW Program: An Overview for Everyone

## Quick Reference to Field Education Terminology

**Field Education:** The overall educational program of “real life” social work practice. This includes administration of the program; recruiting and retaining field placement agencies; training field and task instructors; and working with students to insure their educational needs are being met and that they complete their degree ready to begin generalist social work practice.

**Practicum:** Also known as “field,” or “field placement”. This is the actual practice experience for students under the supervision of a Field Instructor and (when appropriate) Task Instructor at an approved social service agency.

**Field Faculty:** The personnel from the School, including the Director of Field Education, who serve as coordinators of field placements, liaisons to agencies, and site visitors to assess student progress in their practicum placement. The same person may fulfill multiple of these responsibilities.

**Field Instructor (FI):** The individual at a field placement agency who provides on-site supervision of the student and is the principal contact with the School around student performance. This individual has a BASW and/or MSW degree and at least two years post-degree practice experience and is approved by the agency and School to provide oversight to a student’s placement. Exceptions to these requirements are made on a case-by-case basis.

**Task Instructor (TI):** Also known as Task Supervisor. An individual at an agency without the required Social Work Degree requirements who provides day-to-day supervision of a student’s learning in collaboration with the On-Site or Off-Site Field Instructor. TI’s are used when the designated FI is not available for day-to-day oversight.

**Off-Site Field Instructor (OSFI):** A Field Faculty member from the School who provides ongoing Field Instruction to students who may be placed in an agency that does not have a degreed social worker on staff to provide practicum supervision. These instances are approved on a case-by-case basis and are exceptions to Field Education policy.

**STAR (System to Administer Records):** The online system used by the UW Seattle and Tacoma Schools to organize and monitor field placement activity including Learning Contracts and quarterly evaluation of progress. Students access STAR using their UW NetID. Field agency personnel access STAR through a Protect Network account.

## FAQ's and Short Answers

**How many hours are needed to complete the practicum?** A total of 480 hours are needed. Students get 40 hours credited toward their total during the Introduction to Practicum course (TSOCWF 414) in Spring of the Junior year. The remaining 440 hours are completed at the agency during the Senior year.

**Can I do more than the required number of hours if I want to stay at the agency?** No. If you wish to stay at your agency beyond the required number of field hours, you will need to “convert” to volunteer status with the agency. At that point, the UW no longer covers you for professional liability—this becomes a relationship just between you and the agency. Check with your Field Faculty and/or Field Instructor if you have further questions.

**When can students start their placement?** As a rule, students start their placement during the first week of Autumn quarter of their Senior year. Students placed in K-12 school settings, whether through a School District itself, or an agency whose work is entirely in the schools (e.g., Communities in Schools) may start their placement when the K-12 school year begins. Other “early starts” must be approved by the appropriate Field Faculty on a case-by-case basis.

**Can students do a placement where they work?** In special circumstances, students can request an agency-of-employment field placement. See below and Appendix A for more detail.

**Are students covered by liability insurance? L&I? Auto insurance?** Students are covered by the University for professional liability through the State of Washington. They are **not covered** for L&I (Worker’s Compensation) and are **not covered** for auto liability if they use their own car for practicum activities.

**Are meal breaks and commuting time counted as field hours?** Commuting time is not counted as field hours (although driving time associated with practicum tasks can be counted). Meals may be counted if you are engaged in practicum activities during that time (e.g., brown-bag trainings).

**Do students get credit for holiday or “snow day” hours when the agency is closed?** No. These hours must be made up.

**Do students get credit for sick time or parental leave for self or a family member?** No. These hours must be made up.

**What if an agency wants to hire a student as an employee before they finish their practicum hours?** This occurs on a regular basis. We will work with the student and agency on a case-by-case basis to facilitate the process.

**What if a student wants to change placement?** This is done only in rare circumstances. See below for more detail.

**What if an agency has concerns about a student's performance or wants to terminate the student?** We will always collaborate with an agency to work out problems related to field placements. More detail about termination or suspension of field placements can be found below.

## **Approach to Field Education in the BASW Program**

It is our belief that the BASW Program, the agency, and the student share a common commitment to field education as the primary means of socializing students to the profession. Service to the agency, its clientele and the community result from the student's involvement in practice organized around educational objectives, which are individualized in a learning contract.

Field Education provides opportunities for students to gain experience in working with a diverse range of persons and, with assistance from the Field Instructor, in understanding the relationship of strengths, values, beliefs and unique attributes in clients' social identities, including age, class, color, culture, ability, ethnicity, family structure, military status, gender identity and/or expression, national origin, race, religion, sex, and sexual orientation. The Field Instructor models social work values and ethics and provide instruction about values and ethics and their implications for social work practice.

We emphasize a teacher-student learning partnership and student/field instructor equity in processes related to educational assessment, learning style assessment, and field education contracting and evaluation. Effective learning also requires students and Field Instructors to actively question theory and practice through critical thinking and self-reflective learning. Instruction is provided by the Field Instructor on site in the agency. Teaching approaches include individual supervision, discussion, simulation, assigned cases and/or projects, readings, role plays, and, in some cases, group seminars/supervision for students in agencies with multiple students.

The integration of class and field occurs through many efforts and methods. Students are given class assignments that relate to their field placement and, conversely, they are required to give copies of their course syllabi to their Field Instructors.

## **Duties & Responsibilities of UWT Field Faculty**

Field Faculty are responsible for recruiting agencies that support and affirm equity and inclusion, providing agency and student support through in-person field visits with the student and field instructor, contact by telephone, email and other remote modalities (e.g., Zoom), and through the training of agency field instructors in field education requirements. Field Faculty are responsible for assessment of learning progress, clarification of field education requirements, assistance with the development of activities that build professional

competencies, monitoring the learning environment, mediating concerns, and re-placing students if they are unable to learn effectively in a particular agency. Specific duties include:

**1. Contact students and agencies** to provide information about availability of field placements and basic field requirements, and to facilitate the introduction of students and Field Instructors to arrange initial interviews.

**2. Visit the agency at least twice during the academic year** to meet with the student, Field Instructor, and any Task Instructor to provide support, education, monitoring, and assessment of progress. Additional field visits will be made as needed to students and agencies requiring additional support and monitoring. When more appropriate, use of remote technologies for visits may be utilized.

**3. Provide information and answer questions regarding Program expectations** of students in field education sites, educational programs and policies, curriculum objectives, classroom experiences and assignments, and other field education requirements, and make suggestions for ways of applying classroom learning through field learning activities to build professional competencies.

**4. Assist with the development of the Learning Contract and/or Evaluation if requested;** and review the Contract and Evaluation for completeness and satisfactory progress towards competency attainment prior to assigning credit. The Field Faculty member will communicate with the student and Field Instructor regarding needed additions to the Contract or Evaluation, and will notify them of deadlines and consequences of missing or unsatisfactory paperwork.

**5. Assess and address the effectiveness of the learning environment,** quality of supervision, adjustment of the student to the placement, coordination between Field Instructors and other agency personnel involved with students, and the fit of the field placement for the student's goals, abilities, and learning style.

**6. Provide on-going support and contact as needed to students and Field Instructors** in order to maximize learning and professional development. Field Faculty should be responsive to student questions and concerns in a timely manner.

**7. Educate students and Field Instructors about contacting the Field Faculty with any concerns** about a placement, so that the Field Faculty can work to resolve the issues.

**8. Assist the student and Field Instructor in giving direct feedback,** including written documentation of difficulties. Incidences and consequences of unprofessional or unethical behavior should be discussed in advance of the evaluation process, to afford students and instructors the opportunity to work towards resolution.

**9. Consult with the Field Instructor about student difficulties** in field education and before making any change of placement site. No change in field placement can occur without the approval and involvement of the Field Faculty member for that placement.

# Field Education in the BASW Program: For Agencies & Field Instructors

## Standards and Procedures for Certification of Agencies as Field Sites

### Agency Affiliation Agreements & Liability Coverage

When an agency has been identified as a possible Field Education site, a Field Faculty will confer with the agency representative and evaluate the possibility and appropriateness of an Affiliation Agreement. An Affiliation Agreement is a formal document required and approved by the UW Health Sciences Administration, The Schools of Social Work (including the UWT Social Work Division) and the Attorney General's (AG's) office to clarify conditions, risks, and specific terms of the Field Education experience.

In most cases, the School will initiate the Agreement process by providing a copy of the standard Affiliation Agreement pre-approved by the AG's office. The Affiliation Agreement is valid for the Seattle and Tacoma campuses jointly. When the agency returns the Agreement with appropriate agency signatures, the School will obtain the needed School signatures, then return a fully executed copy of the Agreement to the agency. Note that electronic signatures and/or scanned documents are the preferred and most efficient means of Agreement completion.

Any changes to the standard Agreement desired by the agency must also be approved by the AG's office. This also applies if the agency wishes to use its own version of such an Agreement. This process is facilitated by the Office of Field Education on the Seattle campus.

In usual circumstances, an Agreement is initiated after a student has been referred for placement; however, the Agreement must be in place before a student begins placement. Any exception to this policy should be agreed upon in writing by the agency and School. Placement interviews can proceed with agency verbal approval prior to finalizing and signing the Affiliation Agreement. When a student is confirmed for placement, the agency should also submit a resume for the proposed Field Instructor, to confirm the accredited BASW/MSW degree and date, as well as relevant experience in the practice to be taught.

Professional liability insurance through the University of Washington covers students for legal costs if they are named in any lawsuits related to their field work, as long as they are performing responsibilities under the terms of the Affiliation Agreement.

Students are covered by liability insurance if they are at that field site during the interims between academic quarters so long as they are registered for the following quarter, are approved for such hours by their Field Instructor, and it is part of the student's academic program. The BASW Program model assumes students will continue field placements during quarter breaks, and prior permission from Field Faculty is not required for UWT students.

Liability coverage does not extend beyond the scope of the Affiliation Agreement. If a student wishes to remain at the agency as a volunteer after completing their field placement under terms of an Affiliation Agreement, they will need to make those arrangements with the agency personally and will not be covered by the University's insurance.

## **Expectations of the Agency**

1. The Agency should provide students with:
  - Learning opportunities/experiences in all CSWE Competency areas.
  - Opportunities for direct, supervised learning with clients, social service agencies and other community resources and organizations.
  - Opportunities for directed learning toward understanding professional values and ethics and their applications in social work practice.
  - Orientation to and training in working with agency policies and procedures.
  - Safety training, including policies and procedures related to exposures to blood-borne pathogens.
  - Agency implementation of the Health Insurance Portability and Accountability Act (HIPAA) of 1996.
  - Appropriate role definition and role modeling in professional social work behavior.
  - Opportunities to learn and to integrate empirically derived knowledge about assessment, intervention and the use of personal and environmental resources.
  - Opportunities for students to evaluate their own practice.
2. The agency demonstrates acceptance of its responsibility to contribute to social work education. Agency policies and procedures must be compatible with the values and ethics of the social work profession, including affirmation of and support for diversity.
3. The agency should have sufficient staff to maintain its programs without reliance on students. The activities involved in the student's assignment are to be arranged on the basis of the student's learning needs and not to supplement the personnel of the agency.

See Appendix E for information regarding U.S. Dept. of Labor regulations related to practicum placements.

4. The agency should be prepared to engage in planning with the BASW Program regarding student learning activities that prepare students to meet all Competencies and Behaviors.
5. The agency is willing to jointly participate in the selection and preparation of Field Instructors and to allow the Field Instructor ample time to carry out teaching responsibilities, including time to attend meetings and workshops conducted by the School.
6. Field Instructors are expected to provide, at minimum, **one hour per week in regularly scheduled supervisory conferences** for their students who are in placement 16-24 hours per week. Supervision time is prorated for other field hour scheduling plans. While individual supervisory sessions are seen as the cornerstone of instruction, supervisory/instruction requirements may be met, in part, through structured group supervision or a student seminar.

## Expectations and Responsibilities of the Field Instructor

1. The Field Instructor is selected by mutual agreement of the BASW Program and the Agency and must meet the following qualifications:
  - a. Have a BASW and/or MSW degree from a CSWE-accredited social work program.
  - b. Have at least two years of post-graduation professional social work experience.
  - c. Be employed and on site in the Field Agency, on the agency Board of Directors or volunteer roster, or a member of a community agency participating in an active coalition with the agency on work of mutual interest.

Exceptions to these qualifications must be approved by the appropriate Field Faculty member. The Council on Social Work Education requires that Field Faculty insure adequate oversight of student placement. The Field Faculty will assess and address the needs of students in field placements where there may be need for increased oversight.

2. If a Task Instructor is regularly involved in the student's field placement, the Field Instructor takes responsibility for oversight of that relationship and insuring that activities outlined in the Learning Contract and the student's overall experience are appropriately addressed.
3. New Field Instructors must supply the Program with a resume to verify their degree, date of graduation, and relevant expertise. They are also required to complete an online Social Work Program Field Orientation which focuses on professional competency development, problem-solving and student evaluations.

4. The Field Instructor must be willing to teach and evaluate students and be able to conceptualize and to effectively impart professional knowledge and skills. There must be the ability to adapt the foregoing to meet the individual needs and learning styles of students, including sensitivity to the affective aspects of socialization to the profession, the development of a professional identity and acquisition of professional knowledge and skills. When appropriate, Field Instructors are expected to assist students in identifying the relationship between difficulties in field education learning and personal problems. The Instructor must also recognize the broad educational goal of preparation for social work practice rather than for specialized practice within a specific agency.
5. The Field Instructor has primary responsibility for finalizing the learning plan for each student assigned utilizing the Educational Contract template to develop learning opportunities at the agency that will build Core Competencies and related Behaviors. The Field Instructor should not hesitate to call upon the BASW Field Faculty to provide consultation.
6. The Field Instructor must facilitate the student's orientation to placement in the first few weeks of the placement as an adjunct to orientation which takes place during the student's Introduction to Practicum course. This may be accomplished through a formal agency orientation program, or by one-to-one consultation with the Field Instructor.
7. In the event that a student's learning in the Field Agency is not progressing satisfactorily, the Field Instructor should communicate with Field Faculty to apprise them of the situation and work to develop a plan of correction, adjustment, or re-placement.
8. The Field Instructor will represent the BASW Program in the agency, serving as an advocate for student training and for the students assigned to the Field Instructor.
9. The Field Instructor, in collaboration with the student, prepares a quarterly written evaluation of the student's progress towards mastery of Competencies and Behaviors and submits it to the BASW Program electronically via the STAR system at the end of the regular academic quarter. Late submissions will result in a grade of "X" or Incomplete, depending on circumstance, and should be discussed in advance with assigned Field Faculty.

## **Field Instructor Training**

New Field Instructors and Task Instructors are required to complete an online training program for working with practicum students. This training is available year-round and you will receive notice of its availability and how to access it when you've been confirmed to take a student for the upcoming year. The training includes a Basic Level, which is applicable to all students and which provides generalized training information to new field instructors. You are then directed toward campus-specific modules (Seattle or Tacoma-based students), and then either BASW, MSW Generalist or MSW Specialization level placements. While everyone completes the Basic



training, you only need to do those additional modules that are specific to the student you're taking. You can always go back at a later date to complete other modules if needed.

Additionally, the UW Tacoma Field Faculty conduct individual and group trainings in Field Instruction by request and as needed. We're happy to come to your agency and talk one-to-one about having a student and respond to your questions and concerns.

## Field Instruction Policies of the UWT BASW Program

Following are general policies to guide the interaction between the UWT BASW Program and agencies providing field instruction to students. These policies serve as guidelines and reflect the common interests of all parties involved in Field Instruction. They are subject to modification as needed, but the guiding principle in their modification must be the "best educational interests of the student." While these policies are generally identical to those of the UW Seattle School of Social Work, some differences exist based on the context in which the UW Tacoma School operates.

**1. Placement Pre-Requisites:** Students must be in good academic standing before placement in a field education site, to include successful completion of all required BASW coursework in the Junior year. Placement also is dependent on the faculty judgment of students' readiness for placement. This means that a student has the motivation and skills to pursue the educational objectives outlined in the Field Manual, and meets the Standards for Essential Abilities and Attributes for Admission and Continuance in the School of Social Work. These Standards can be reviewed at: <http://www.tacoma.uw.edu/social-work/essential-skills-values-standards>.

**2. Agencies will have the opportunity and responsibility to interview students** referred to them for placement. The decision to accept or decline a particular student will be communicated to the Field Faculty in a timely manner. Agencies are not obligated to accept a student, and students are not obligated to accept a field placement offered them following an interview. Students and agencies must have a clear understanding that the Field Education placement is not a job placement. **Students do not arrange their own field education placement.**

**3. The Field Education Agency and/or the BASW Program have the right to terminate a student's placement** following consultation between the student (when appropriate), Field Instructor and the Field Faculty. In such an event, the Policy Regarding Dismissal from the BASW Program for Failure in Field Placements will be implemented (see Appendix D).

**4. Conditions for placement in agencies of employment:** Students may not generally utilize their job as a field experience. No course credits or exemptions are granted on the basis of life experience or previous employment. However, under agreed circumstances, students may propose to their Field Faculty to develop a separate Field Education placement in their social service place of employment. An Agency of Employment proposal (see Appendix A) must be completed to clarify student and agency ability to differentiate roles and provide new learning in an educational environment that does not affect or conflict with work responsibilities.

**5. In instances where concerns have been raised by a Field Instructor** and/or Field Faculty related to a student's difficulties in meeting the Field Education Competencies and Behaviors, that student may be required to complete additional hours and/or credits of field education above and beyond the School's stated graduation requirements. In those cases the requirement of additional hours and/or credits will be specified to the student in a written plan. This plan must be approved by the field education site, the Field Faculty, and the Social Work Division Director prior to implementation.

**6. Task Instructors:** A student can be placed in an agency without direct oversight from a degreed social worker if the agency can identify an on-site employee willing to be responsible for the student on a day-to-day basis for learning assignments, administrative assistance, oversight of daily operations, and issues needing immediate attention. The agency and Field Faculty will collaborate to develop an appropriate supervision plan by a degreed social worker.

**7. Off-Site Field Instructor (OSFI):** In some instances, the Social Work Program may assign an "Off-Site Field Instructor" who will provide BASW student supervision in agencies with strong social service programs, but no available degreed social worker to provide supervision. The OSFI will be an employee of the Social Work Program, but will work closely with the agency to provide the type and amount of supervision required to maximize the student's learning experience and meet Program requirements. However, the Task Instructor will be primarily responsible for development and completion of the Learning Contract and Quarterly Evaluations in cooperation with the OSFI, who will have final signing authority on the documents.

## **Policy for Appointment To Affiliate Instructor Status**

Affiliate Instructor appointments to the faculty of the University of Washington, Tacoma School of Social Work and Criminal Justice may be made to those Field Instructors and Task Instructors who hold a primary appointment with an outside agency or non-academic unit of the University.

The appointment is a recognition of those practitioners whose contributions to the educational mission of the Social Work degree programs have been continuous and substantial. Contributions to the Program ordinarily refer to Field Instruction, but may also include responsibilities for planning and coordinating social work instructional programs for students within the agency.

Qualified applicants will receive an invitation to apply for Affiliate Instructor status when they become eligible and at the recommendation of the UW Tacoma Field Faculty. At that time, application instructions and appointment procedures will be explained. Approved appointments will be renewed annually at the recommendation of the Director of Field Education subject to a vote of the Social Work faculty. The appointment will end when the appointee no longer meets criteria for Affiliate Instructor status (e.g., due to retirement, leaving the area).

**Note:** The UW Tacoma Affiliate Instructor appointment is campus-specific and does not apply to the Seattle campus of the University of Washington. The School of Social Work has a separate application procedure for affiliate faculty appointment to the Seattle campus. Interested Field Instructors should consult the Office of Field Education in Seattle for details.

# Field Education in the BASW Program: For Students

## Requirements for Credit

In order to receive a grade of "credit" in Field Education classes, the student must be in compliance with all of the policies and procedures described in this manual. Further, required documentation for the placement must be completed and submitted on time through the STAR system. Specifically, the following documentation must be received:

1. **Learning Contract**, electronically signed by student and Field Instructor on STAR; this includes the Acknowledgement and Agreement to Participate in Field Education (see Appendix B) form which is accessed by the student in the electronic signature block of the Learning Contract. Failure to indicate acceptance of this Agreement will result in suspension of the Field Education placement.
2. **Quarterly Learning Contract Evaluations**, electronically signed by student and Field Instructor on STAR. Evaluations must include the number of field hours completed that quarter (or since the previous evaluation, whichever applies best) and a recommendation of "Credit" by the Field Instructor.
3. **Compliance with Immunization requirements** of the UW Health Sciences Administration.

## Procedures for Student Placement in Field Agencies

The undergraduate field placement (TSOCWF 414 and TSOCWF 415) consists of 480 hours in a single Field Education agency in which the student can obtain instruction and experience at the micro, mezzo, and macro levels. Field Education sites are placements which will contribute to a student's breadth of knowledge and experience and which will allow them to meet the curriculum Competencies and Behaviors of the BASW Field Education Learning Contract. Typically, Field Education placements for BASW students begin in the Autumn quarter of the Senior year and run concurrently with the Field Seminar (TSOCWF 405 and 406). The student-related process for Field Education placement is as follows:

1. During Winter quarter of the Junior year, Field Faculty meet with students individually to determine their interest areas, existing strengths, and the areas where they are in need of growth and learning opportunities. Together the student and Field Faculty member identify an agency which meets those needs and which is able to provide the micro-mezzo-macro experience requisite for the BASW placement.

2. During Spring quarter of the Junior year, the student will enroll in TSOCWF 414 and successfully complete it. Activities required in the course include, but are not limited to: interviewing for field placement with identified agency; shadowing in the agency for a designated period of time; completion of online and in-class trainings and assignments; and development of a Draft Learning Contract with the agency Field Instructor. Students are credited for 40 field hours upon successful completion of the course, leaving a total of 440 hours to be completed during the Senior year in TSOCWF 415.

3. Once the field placement has been confirmed by the student, agency, and Field Faculty, the online Learning Contract form will be set up in the STAR system and the student and Field Instructor can begin developing Learning Activities. It is expected that the Learning Contract will be finalized no later than the third week of the placement in Autumn Quarter, but preferably sooner. Appendix C provides a sample Learning Contract template for drafting purposes; however, all content must be transferred to the online STAR system for finalization and approval.

## **General Policies for Students**

### **Registration Requirements to Start and Continue Practicum**

In order to receive academic credit and for the University's professional liability insurance to cover students in field, students must be registered for their field course (TSOCWF 414/415). In order for students to continue in their field placement during University breaks, they must be enrolled for the following quarter. In such cases, liability coverage will remain in effect during the breaks. Students starting their placements early must be registered for the upcoming quarter.

### **Academic Standing Requirements to Start Practicum**

Students are not allowed to enter their field placement unless they have successfully completed all required coursework up to that time. If a student receives a failing grade (2.0 or below or NS or NC) in a BASW required course, that course must be successfully repeated with a passing grade before the student can enter their field placement. Dependent on the scheduling of courses, this will likely result in a delay in graduation from the program.

### **Employment Conflicts**

If a student is employed, it may be necessary to make changes in the work schedule or other commitments to complete the Field Education requirements. This is the responsibility of the student and Field Faculty do not engage with employers or human resource personnel about such conflicts.

### Background Checks, Fingerprinting, and/or Required Trainings

Depending on the placement, some students may be required to complete background checks in addition to the one completed upon admission to the BASW program. Other requirements may include fingerprinting (notably in school settings), CPR training, Domestic Violence Survivor or Perpetrator training, drug screens, etc. When there is a cost to the student for such requirements, you may be eligible for reimbursement from the BASW program. Only **mandatory** trainings/checks will be reimbursed. Registration fees for non-mandatory conferences or seminars will not be reimbursed. Check with your Field Faculty if you have questions.

### Immunizations

Students are required to meet the immunization requirements set by University of Washington Health Sciences Immunization Program (HSIP). The UWT Social Work Division does not grant requests for waivers to the Immunization requirements; any such waivers must be issued by HSIP. The immunization program is currently administered through Castle Branch and students should contact them or HSIP ([MyShots@uw.edu](mailto:MyShots@uw.edu)) directly with any questions or concerns.

1. It is the responsibility of the student to ensure each quarter that they are in compliance with the Health Sciences Immunization requirement. Students must communicate directly with Castle Branch and/or HSIP with questions and or concerns related to Immunization requirements.
2. Students who become noncompliant during practicum will be suspended from their Field Education site and will not be allowed to return until they are in documented compliance. Any and all time missed from the Field Education site due to suspension must be made up prior to the end of the quarter. Students will receive an Incomplete if compliance is not attained by the end of the quarter and will not be allowed to participate in Field Education until they are in compliance. In addition, a plan to make up all time missed from the Field Education site must be agreed to by the student, Field Instructor and submitted to the Field Faculty for review.

### Additional Field Hours May be Required in Certain Circumstances

In instances where issues have been raised by a Field Instructor and/or Field Faculty related to a student's difficulties in meeting the Field Education Competencies and Behaviors or other related issues, that student may be required to complete additional hours and/or credits of field education above and beyond the School's stated graduation requirements. In those cases the requirement of additional hours and/or credits will be specified to the student in a written plan. This plan must be approved by the field education site, the Field Faculty, and the Social Work Division Director prior to implementation.

### Termination from Practicum (See Appendix D)

If a field placement is discontinued at any point prior to the end of the placement due to unsatisfactory performance (“for cause”), the student will receive a grade of “no credit” for that quarter and no field hours for that quarter will be credited to the student’s overall required total. With the approval of the Field Faculty, and in consultation with the student’s faculty advisor, students are allowed to repeat a Field Education placement for which they have received a grade of “no credit” at a different placement site. The conditions of the second placement (e.g., total number of hours to be repeated; when the new placement can begin) are at the discretion of the Field Faculty, in consultation with the student’s faculty advisor. If the second placement also is discontinued due to unsatisfactory performance, the student will be dismissed from the BASW program.

If a student is terminated from a job which is also serving as a field placement, they will receive a grade of “No Credit” for the quarter and will need to work with their Field Faculty around replacement.

# Field Education Policies: Agencies, Field Instructors and Students

## Placements in an Agency of Employment

The use of the social service agency where a student is employed for field placement may be proposed by students. Evaluation and approval of the proposal is done on a case-by-case basis and is solely at the discretion of the Field Faculty member working with that student.

1. The proposal must be designed in such a way that its implementation will facilitate the student's development as a professional social worker by providing opportunities to pursue and achieve the educational objectives for the curriculum in which the student is enrolled.
2. The proposal may not include or in any way duplicate the roles, tasks, or responsibilities for which the student is employed by the agency.
3. The placement must extend over the full three quarters of the Senior year and is done in conjunction with the Field Seminar courses (TSOCWF 405 and TSOCWF 406).
4. Should a student be terminated from employment for cause, the practicum placement will be considered terminated as well and will be subject to the Dismissal from Field policy (see Appendix D)
5. For specific instructions and required content of an AOE proposal, see Appendix A.

## Counselor Credentialing

Per the Office of Health Professions at the Washington State Department of Health, students are exempt from any requirements to register as Agency-Affiliated Counselors (or other designation). Specifically, the Office states:

“Not only do they [practicum students] not need the registration to practice they are also not eligible to apply for it. WAC 246-810-015 states they must be employed by, or have an offer of employment from, an approved agency or facility. Since a student intern is not an employee, they are not eligible. Additionally, they are protected to practice as an intern under WAC 246-810-011 section 2, which exempts counseling by a student of a college or university under supervision by the agency, college or university.” (11/29/18)

Should the agency hire the student into a regular, paid position during their placement, the student then, as an employee, becomes subject to State Dept. of Health credentialing WACs.



## Accommodations Due to a Disability

Students must notify Field Faculty prior to the start of the field placement process if they have a letter from Disability Resource Services (DRS) for academic accommodation. If such accommodations will extend to the practicum placement, the student must share this information with the agency at the time of interview to insure the agency will be able to provide appropriate accommodations.

As a condition of accepting a field education placement, students represent that they are physically and cognitively capable to participate in the program, with or without accommodation. To request disability accommodation for this field placement, students should contact Disability Resources for Students (DRS) at: [drsugt@uw.edu](mailto:drsugt@uw.edu), or by phone at 253-692-4522. For more information about disability accommodations, see the DRS website: <http://tacoma.uw.edu/drsugt>.

## Harassment and Discrimination

Local, state and federal non-discrimination and anti-harassment laws, including Title IX, cover student activities involving university credit, including field placements. In the standard affiliation agreement signed by the field education agency, the School requires assurances that agency policies with respect to students comply with all laws prohibiting unlawful discrimination and harassment. If you experience any treatment during the field placement that you believe is discriminatory or harassing, report it immediately to the Director of Field Education.

## Scheduling of Field Education Hours

The schedule for students in the BASW Field placement may be individually arranged between the student and Field Instructor. It is very important that both the student and Field Instructor be aware of how the student is progressing toward completion of hours. It frequently occurs that hours are completed much more quickly than either is aware. **The student and Field Instructor will develop a system for tracking hours at the agency.** The Program does not prescribe a specific “time sheet” or other mechanism for tracking hours.

While students make a commitment of three academic quarters of practicum time, when they complete the 440 required hours their liability coverage with the University ends and the student **MUST** leave their field placement.

**Standard Practicum Start Date:** Generally speaking, students begin their Practicum placement any time after the 1<sup>st</sup> day of Autumn quarter. Students cannot have direct client contact prior to

the start date agreed upon with the agency. They **can** engage in orientation or training activities that do not involve client contact prior to the first day of Autumn quarter.

**Early Start Dates:** Students placed in school settings, including those agencies whose work is entirely within the schools (e.g., Communities in Schools, Head Start) may begin their field placement at the start of the K-12 school year with Field Instructor and UWT Field Faculty permission. Students must, however, be registered for Autumn quarter prior to starting.

Early start dates at other agencies must be approved by both the agency and the Field Faculty overseeing the placement and must be for good cause. Mandatory trainings or orientations do not require pre-approval, but the hours count toward the student's total.

**"Block" placements:** Block (i.e., full-time) placements are **not** available to BASW students. Students must be enrolled in TSOCWF 415 during Autumn, Winter, and Spring quarters of their Senior year and should distribute their field hours accordingly.

**University Breaks:** Students are not required to be in their field sites when the UWT is not in session. However, any such absences from field must be discussed with the Field Instructor in advance to allow for appropriate coverage of student responsibilities. Students are covered for liability by the UWT during University breaks and may continue their hours uninterrupted if they so choose.

**Holidays and Inclement Weather Days:** UW Tacoma BASW students do not receive credit for holidays or bad weather days. If hours are missed because of agency closure for holidays or other reasons, the hours will need to be made up at other times.

**Sick Time:** Students do not receive sick time for themselves or to care for a family member. Hours missed for this reason must be made up at a later date.

**Scheduling Absence from Field Site:** Any planned absence from the Field site must be agreed upon between the student and Field Instructor, with coverage of a student's responsibilities arranged for and agreed upon.

## Grading

TSOCWF 414 and 415 are graded on a Credit/No Credit basis. While the Field Instructor makes a recommendation of Credit on each Quarterly Evaluation, the final decision for Credit is made by the Field Faculty.

**Incompletes in Practicum:** A grade of Incomplete in Practicum may be issued when a student falls behind in their field hours for a given quarter. Such grading decision will be made in consultation with the Field Instructor, but is ultimately the decision of the Field Faculty. The Incomplete must be completed no later than the end of the following quarter. The Field Faculty will notify the Field Instructor and student at the beginning of the following quarter that the Incomplete must be cleared and the current quarter hours completed by the end of the

quarter. If a student is not able to complete the credits in question, the Field Faculty must review the situation with the Director of the Social Work Division. Together they will determine the need to refer the situation to the Professional Standards Committee. Incompletes in Field Education may have an impact on a student's financial aid eligibility. The student should consult with Financial Aid personnel for more detail.

**Grades of “No Credit” in Practicum:** If a student receives a grade of “No Credit” in any quarter of the practicum placement, they will be required to meet with their Field Faculty member and the Director of Field Education to discuss the circumstances that led to the failing grade. The student will be required to repeat the credits and field hours for the failed quarter. Depending on their status at the time in TSOCWF 405 or 406, they may be required to delay repeating TSOCWF 415 until it again “syncs” with their Seminar course. The student may also be subject to review by the Professional Standards Committee and may be subject to the rules governing termination of practicum placements (see Appendix D).

## Mandatory Reporting

While all professional social workers fall under the Mandatory Reporting statutes of the State of Washington, practicum students do not, ***as students***, fall under the statutory roster of Mandatory Reporters (unless the student is also an employee at their practicum site). Hence, students are not required to ***independently*** report neglect/abuse conditions listed in the statute.

However, when a situation arises that falls under mandatory reporting requirements, the student should consult with the Field Instructor to inform them of the situation and discuss how the Field Instructor will proceed with reporting. We highly recommend that students be included in the reporting process as part of their overall professional social work education.

## Safety and Transportation

### **Guidelines for Enhancing Safety and Minimizing Risk in the Field**

Field sites are requested to adopt policies and procedures for enhancing safety and minimizing risk to field students.

Agencies must have written policies to address any work situation that entails risk, such as the following: home visits, any services outside the agency in isolated or high crime areas, services at night or weekends, services to clients who may become angry or violent, or who may be substance users and who may be intoxicated, exposure to pathogens or toxic substances, and services that are politically sensitive that may result in threats of violence. This list is not to be considered exhaustive and each agency is responsible for determining its own situations where students’ safety may be put in jeopardy.

Each site is responsible for orienting students to the safety policies and procedures of that setting during the agency orientation, as well as in supervision. It is important to discuss guidelines for prevention, taking risks, as well as to crisis/safety plans. Such discussion should also include, but not be limited to, safety issues in the community, within the agency building(s), with particular clients prone to violent behavior, and security of personal belongings.

Students should not see clients alone unless the student clearly has the knowledge and skills to do so. Students have a right and responsibility to refuse any assignment where they feel physically at risk or which they deem too dangerous to pursue at the time. If students have safety concerns, they should immediately inform their Field Faculty.

The student should not be the sole representative of the agency in making critical decisions about client or patient disposition where there are physical or legal implications such as involuntary hospitalization, threats of suicide, or threats of homicide. If the Field Instructor is not available in such situations, there must be a written and fully understood protocol for notifying another staff person, a protocol for calling 911, or for getting the client/patient to an emergency facility that can meet their needs.

Students are expected to receive a specific orientation to agency policies and procedures regarding risk management. If the Field Instructor does not provide this orientation, students must ask for it. Students should also learn about the agency's informal methods for assessing and handling risky situations.

Students are **NOT** covered for Labor and Industries (L&I) insurance by the University while in their field placements.

### Exposure to Pathogens or Toxic Substances

Students should also be trained to understand the issues involved in exposure to pathogens or toxic substances, reminding them that one's first duty is to reduce risk to one's clients by one's own behaviors. Because some life-threatening illnesses are transmitted through the exchange of blood or body fluids (blood borne pathogens), students are trained about the potential of such risks in the field (e.g., restraining a patient in the ER, cleaning the bloody lip of a child who has fallen), as well as the procedures to reduce risk of infection.

Students are expected to receive safety training specific to COVID-19 or other such airborne infections, including appropriate protective measures such as Personal Protection Equipment and social distancing protocols.

### What Students Should Do if Attacked Injured, or Seriously Threatened During Field Time

1. Follow agency procedures to manage the immediate situation and to report the incident
2. Get any needed medical care
3. Notify and debrief with your agency Field Instructor

4. Notify the appropriate UWT Field Faculty member
5. Recognize that a physical attack or threatening behavior is frightening and that you may respond emotionally to the stress. Seek help to resolve the crisis responses.

### Transportation

Field students are sometimes asked to use their cars for agency business, e.g., transporting clients, making home visits, or attending client conferences, court hearings, or organizational meetings. Before responding to such requests, the student should ask whether or not the agency has an agency car or agency insurance for the use of privately owned vehicles to cover these activities. If the answer is no, students should immediately check to determine if their current automobile policy covers such endeavors. In no case should students undertake agency business in their personal vehicles without adequate automobile liability insurance coverage for business purposes and passengers.

Students are advised that the student's own automobile insurance will be the primary coverage for any accident or personal injury. The University of Washington Tacoma does **NOT** provide health or accident insurance for Field Education participants, nor for passengers in the student's vehicles, nor for damage to the vehicle itself. Students have the right to refuse a placement if the site requires business use of the student's personal vehicle and the student does not want to assume liability.

## **Suspension or Termination of Placement**

Unfortunately, not every field placement works out as well as we would collectively hope—what is referred to as a disrupted placement. Often, this is the result of a poor “fit” between the student and agency and a change in practicum site is clearly in everyone's best interests. On occasion, changes in personnel at agencies or in the life circumstances of a student requires that they leave a field placement that is otherwise working well. The Field Faculty member will make every effort to continue that field placement with alternative supervision, but also recognizes this is not always in the best interests of the student and their education.

Following are guidelines for Field Instructors and students to use in various other scenarios. Every situation is unique, and while these guidelines may provide assistance with the situation, the Field Faculty is always available to work with the student, Field Instructor, and agency on a one-to-one basis.

### Concerns of the Field Instructor about the student

1. The Field Instructor should address the concerns with the student and see if the issues of concern can be worked out directly. Experience with such situations indicates that open and clear communication between the student and Field Instructor often alleviates tense or problematic situations.

2. If the issue at hand cannot be resolved directly with the student, the Field Instructor should contact the Field Faculty and consult with them about the situation. Often, this sort of strategizing can result in a resolution to the problem.
3. The Field Faculty is always available to come to the site to meet face-to-face with the student, Field Instructor, and anyone else deemed appropriate. At this point, an action plan for resolving the issue will be developed and agreed to by all parties.
4. Should this final approach be unsuccessful, the student, Field Instructor, and Field Faculty will meet to arrange termination of the placement with the agency.

### Concerns of the student about the Field Instructor or Agency

1. The student should address the concerns with the Field Instructor and see if the issues of concern can be worked out directly. Since the power differential between student and Field Instructor can be somewhat intimidating, especially early in the practicum relationship, the student may wish to consult with their Field Faculty to “rehearse” how to approach the Field Instructor for such a discussion.
2. If the issue at hand cannot be resolved directly with the Field Instructor, the student should contact the Field Faculty for the placement and consult with them to arrange a face-to-face meeting among all concerned.
3. Such a meeting will serve to clarify problems, discuss potential solutions, and attempt to develop a plan that will allow the practicum to go forth.
4. Should this final approach be unsuccessful, the student, Field Instructor, and Field Liaison will meet to arrange termination of the placement with the agency.

### Situations in which immediate suspension or termination of a placement is necessary

In the event that an agency wishes to immediately suspend or terminate a field placement due to unprofessional behavior of a student, the FI is requested to:

1. Contact the Field Faculty immediately to discuss the circumstances leading to the situation.
2. Inform the student verbally (with written follow-up) the reason for the suspension or termination.
3. Work with the Field Faculty to accomplish any follow-up activities or meetings that need to occur in order to appropriately end the placement.
4. Discuss with the Field Faculty ways in which the situation leading to the termination can be avoided in the future, and how the agency and School can work together to promote social work education.

If a student is moved from a placement part way through a quarter for any reason, the Field Faculty requests that the Field Instructor provide a written summary of the student’s learning activities up to that point in the quarter, along with summary of hours completed and recommendation for credit or no credit. The Field Faculty notifies the student about also submitting a written summary of learning and evaluation of the placement site.

### Policy Regarding Dismissal from the BASW Program for Failure in Field Placements (See Appendix D)

If a field placement (TSOCWF 415) is discontinued at any point prior to the end of the placement due to unsatisfactory performance, the student will receive a grade of “no credit” for that quarter and no field hours for that quarter will be credited to the student’s overall required total. With the approval of the Field Faculty, and in consultation with the student’s faculty advisor, students are allowed to repeat a Field Education placement for which they have received a grade of “no credit” at a different placement site. The conditions of the second placement (e.g., total number of hours to be repeated; when the new placement can begin) are at the discretion of the Field Faculty, in consultation with the student’s faculty advisor. If the second placement also is discontinued due to unsatisfactory performance, the student will be dismissed from the BASW program.

Because the undergraduate field course (TSOCWF 415) is completed in tandem with Practicum Seminar courses, dismissal from field placement may result in the student having to withdraw from the Practicum Seminar and delay completion of the practicum until the following academic year.

**Other Field Placement Suspensions:** If a student becomes noncompliant with Field Education requirements during any quarter of the academic year placement will be suspended until the issue is resolved. Field instructors and students will be notified that students cannot return to placement until these requirements are met and all time missed must be made up to receive credit. All plans to make up placement time must be approved by Field Faculty.

# Field Education in the BASW Program: Learning Contracts, Evaluations

## STAR: Learning Contracts and Quarterly Evaluations

### STAR: System To Administer Records

All Field Education documentation is done through STAR, our online system for completing and monitoring Learning Contracts and Quarterly Evaluations.

**Access to STAR:** UW students and employees utilize their UW NetID's to access STAR. Users who are not UW employees or students need to create a Protect Network account in order to access STAR. Your field faculty will provide instructions on how to do this when a placement is confirmed.

**Learning Contract and Evaluation documents** are developed with students and their Field Instructors, submitted online by the Field Instructor, and reviewed online by Field Faculty, who approve and "lock" them. They remain viewable, but no longer editable. Changes or updates to the Learning Contract can be made through the Quarterly Evaluation in the section in which student and Field Instructor indicate priorities for the following quarter.

**One VERY IMPORTANT item with STAR:** Two individuals CANNOT be in the same STAR document at the same time—the system does not then know which changes to a document to save, and everything is lost. Please remember this as you're completing your documents.

### The Educational Learning Contract

1. The Learning Contract must be developed and electronically signed by the Field Instructor and student. It is submitted on STAR and approved by the Field Faculty in order for the student to receive credit. **A change of field sites or a significant change in field assignment(s) requires the development of a new educational contract or addendum to the original.**
2. The purpose of the educational contract is to make explicit that learning activities for the field placement must support Competency development, to define the agency activities which will be assigned, and to identify methods of assessing student progress towards mastery. The educational contracts also are designed to ensure that all students in all field education sites will meet the Competencies and Practice Behaviors for BASW education as set forth by CSWE and the Social Work Program.



3. A draft of the educational contract beings during TSOCWF 414: Introduction to Field, offered in the spring each year. The final draft, submitted by the Field Instructor in the first three weeks of the first quarter of placement, identifies and guides the learning tasks for the students and methods of measurements towards competency the Field Instructor will use during the placement. A draft version of the Learning Contract is available as Appendix C if students and/or Field Instructors want to start the process before STAR documents are ready.

4. Any questions regarding the writing of the contract should be referred to the Field Faculty. It is the responsibility of the student to write and develop the learning contact in discussion with the Field Instructor. Both the student and Field Instructor must sign the learning contact in STAR and the Field Instructor must submit it.

### Developing BASW Level Learning Activities

The student, in conjunction with the Field Instructor, is required to develop specific activities the student will carry out at the field site in order to master the Practice Behaviors of the BASW Learning Contract. Activities are required at each level of practice—micro, mezzo, and macro.

Based on the student’s educational assessment and the specific learning opportunities available at the agency, please list **one-to-three specific activities at the micro, mezzo or macro levels** that the student will engage in during the course of the placement. At the end of each quarter, both student and PI should review the plan to reflect individual growth, organizational changes, and new learning opportunities, and revise as needed through the Quarterly Evaluation.

Micro, Mezzo and Macro practice reflects the continuum of social work practice. Activities in these three areas range from those focusing on change within the individual to those focusing on change within the larger society. There is overlap between these categories and most social workers utilize skills from all three areas.

Listed below are examples of Field activities that are measureable. The list is not exhaustive and attempts have been made to provide specific practice activities in each of the three areas.

#### ***Sample Measureable Activities:***

- Participate in or provide weekly individual counseling/therapy to 5 clients per quarter.
- Complete an assessment on 2 clients
- Observe 3 therapeutic visitations
- Complete 5 home visits and document in the agency computer/client filing system
- Observe 3 intake interviews and write up treatment plans
- Assess treatment needs of clients
- Discuss in supervision the disengagement process for each client
- Teach and reinforce social skills with 2 children and their families
- Provide case management services to families
- Prepare discharge plan for client

- Reflect on how mechanisms of oppression and discrimination may play out in a health care setting. Discuss role of social worker in advocating.
- Develop a treatment plan
- Provide family, couple and individual therapy
- Answer crisis line calls, provide crisis intervention
- Meet with client to assess their progress in completing treatment plan
- Meet with family to discuss reactions to diagnosis
- Attend psychopharmacology consultation with client
- Accompany case management staff on home visits
- Observe planning and transition for child from foster home to adoptive home
- Document case management visit
- Provide bereavement counseling
- Provide cognitive behavioral treatment to individual client
- Provide outreach to individuals on the street
- Plan and facilitate therapeutic visitations
- Attend legislative event to observe and advocate
- Keep a reflective journal; student to identify potential ethical dilemmas
- Attend an interdisciplinary conference or meeting
- Review other professions code of ethics and reflect in journal (or in supervision) what makes Social Work practice guidelines unique
- Teach how to prepare and how to use supervision, how to prepare for consultation meeting
- Interview members of the treatment team to gain different perspectives

### The Quarterly Evaluation

The student and Field Instructor share responsibility for evaluation of the student's field experience each quarter. Students must review each quarter's learning activity and discuss areas of competency development and needs for further growth. The Field Instructor is responsible for rating the student's competency in each Behavior, providing a summary of the student's progress for the quarter, and identifying priorities for the upcoming quarter(s).

Together, the student and Field and/or Task Instructor prepare, discuss, and submit the evaluation. Please Note: The Task Instructor does not sign or submit the evaluation, though they should be involved in its preparation. **The Field Instructor has responsibility for submitting the final Evaluation once both the student and they have signed it.** Students will not receive credit without a signed, submitted evaluation.

## Appendix A: Request for Field Placement in An Agency of Employment

### Request for Field Placement in an Agency of Employment

Field placement in an agency where a student is employed may be proposed by BASW students. Evaluation and approval of the proposal to use the agency where the student is employed for a field placement is the responsibility of the Social Work Division. The proposal must be approved by the Field Faculty member working with the student.

#### General Instructions

1. The proposal must be designed in such a way that its implementation will facilitate the student's development as a professional social worker by providing opportunities to pursue and achieve the development and mastery of generalist Competencies.
2. The proposal may not include or in any way duplicate the roles, tasks, or responsibilities for which the student is employed by the agency. A new job within an agency or at a new agency can be considered for an agency-of-employment placement.
3. The proposed placement must extend over the entire Senior year to allow for concurrent enrollment in the Field Seminar (TSOCWF 405 and 406).
4. The student should review a draft of the "Request for Field Placement in an Agency of Employment" with their Field Faculty. The focus of the review is to ensure there will be opportunities for the student to meet the competencies and practice behaviors specific to the curriculum the student is enrolled. The proposal must be submitted early in the quarter prior to the quarter practicum is to begin. Students may not begin their field placement until final written approval is given by the Field Faculty.

#### Specific Instructions

1. Heading: Proposal for Field Placement in Agency of Employment. (Under this heading should be the following):
  - a. Student Information
    - i. Student's Name
    - ii. Phone Number
    - iii. UW Email Address
  - b. Current Employment Information:
    - i. Name of Agency of Employment
    - ii. Division/Unit(if applicable)
    - iii. Address of agency/division
    - iv. Current Employment Supervisor
    - v. Current Supervisor phone and email address

- c. Proposed Field Education Site:
  - i. Name of Agency
  - ii. Division/Unit(if applicable)
  - iii. Address of agency/division
  - iv. Proposed BASW/MSW Field Instructor
  - v. Proposed BASW/MSW Field Instructor phone and email address

2. The proposal must include the following:

- a. Proposed Starting Date.
- b. Provide your current employment title and describe your regular responsibilities.
- c. Specify your current work schedule (days and times).
- d. Describe the proposed Field placement within the agency and how it will differ from the duties and responsibilities for which you are employed. Include the learning opportunities which will be available in the field placement to support the mastery of all competencies as identified in the Learning Contract.
- e. Describe how your work load will be reduced or altered to ensure that the required time for your Field Placement is available each week.
- f. Specify the days and times which will be set aside for instruction each week with your proposed Field Instructor.

3. Field Instructor

- a. The approval and acceptance of the Field Instructor (BASW or MSW and two years post-graduate practice experience are the minimum requirements) rests with the Social Work Division. Present employment supervisors of the student making the proposal may not be utilized as Field Instructors.
- b. The proposed Field Instructor must provide a copy of their resume with the proposal, unless the Field Instructor is already approved in that role by the Division.
- c. The Field Instructor must serve in the agency of employment, or be on the agency's Board, or be contracted by the agency to provide student supervision. **The Off-Site Field Instructor is not available for Agency of Employment placements.**
- d. The Field Instructor must indicate approval for the plan, including their willingness to serve as the Field Instructor and to be available for field instruction, by their signature.

4. Agency Approval

The Administrator of the agency where the student is employed and the student's current supervisor must sign the proposal indicating their approval of the proposal, including the required time for the employee to be a student in the agency and for the person providing field instruction to serve as the student's instructor.

The completed proposal must be signed and dated by the responsible Administrator, your current supervisor, the proposed Field Instructor and yourself in the following format:

<b>Responsible Administrator</b>	<b>Current Supervisor</b>	<b>Proposed Field Instructor (BASW/MSW)</b>
Name:	Name:	Name:
Title:	Title:	Title:
Phone/Email:	Phone/Email:	Phone/Email:
Signature & Date:	Signature & Date:	Signature & Date:

**Student Signature and Date:**

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**Field Faculty Signature and Date:**

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## 5. Submission of Proposal

- a. Students are required to first submit a draft of the Agency of Employment proposal to their Field Faculty for review.
- b. Field Faculty tentatively approves and directs student to get agency signatures, then signs the form.
- c. Student turns in the original form to Field Faculty for final approval.
- d. The Field Faculty retains the original of the approved proposal and sends a scanned copy to the student and Field Instructor.

## Appendix B: Acknowledgement and Agreement to Participate in Field Education

**Sample Only:** To be accessed and electronically signed on STAR

### **Acknowledgement and Agreement to Participate in Field Education**

Field Education is the central pedagogy of social work education and is structured to align closely with classroom content. One of the many purposes of Field Education is to provide a “practicum” experience that prepares students for autonomous professional social work practice. The integration of theory and practice is central to social work education and students are required as part of their academic program to have a supervised field learning experience (practicum) during which students build skills in required competencies and practice behaviors. Those learning experiences are under the supervision of a Field Instructor with at least two years of post-social work degree practice experience and a Field Faculty member from the School of Social Work and Criminal Justice. Students work collaboratively with their Field Instructor to develop the learning plan and are evaluated at the end of each term. Students earn academic credit for completing their field education placement, which is a requirement for a social work degree. Providing supervised field education opportunities is also a requirement for the School’s professional accreditation by the Council on Social Work Education.

Field education placements are supervised educational/learning experiences tied to an academic program. While in practicum, students do not have independent decision-making authority and receive their assignments and ongoing guidance from the Field Instructor and Field Faculty. Field education placements are not employment and do not create an employment relationship with the field placement site. Students are therefore not employees entitled to wages for their field education, and there is no promise or expectation of a job after the field placement.

The program is designed as an educational experience to prepare social work students for their future career. The School of Social Work is committed to creating and maintaining a high-quality social work education. If you believe the field education placement is not meeting your educational needs, please contact your assigned Field Faculty at the School or the Director of Field Education.

### **Protection from harassment and discrimination**

Local, state and federal non-discrimination and anti-harassment laws, including Title IX, cover student activities involving university credit, including field placements. In the standard Affiliation Agreement signed by the field education agency, the School of Social Work requires assurances that agency policies with respect to students comply with all laws prohibiting unlawful discrimination and harassment. If you experience any treatment during the field

placement that you believe is discriminatory or harassing, report it immediately to the Director of Field Education.

### **Protection from errors and omissions**

Social work students enrolled in field education credits are covered by the University of Washington's liability self-insurance program. Students are covered for their negligent acts and omissions by UW's general liability coverage as long as they are operating in good faith and within the course and scope of their University academic program. For details about University coverage, please see the Risk Management website (<http://f2.washington.edu/treasury/riskmgmt/proof>).

### **Accommodation**

As a condition of accepting a field education placement, you represent that you are physically and cognitively capable to participate in the program, with or without accommodation. To request disability accommodation for this field education placement, please contact Disability Resources for Students (DRS) at: [drsuxt@uw.edu](mailto:drsuxt@uw.edu), or by phone at 253-692-4522. For more information about disability accommodations, see the DRS website: <http://tacoma.uw.edu/drsuxt>. This must be done prior to starting the field education process.

### **Immunization**

UW Tacoma Social Work Program students must meet all of the annual immunization requirements set by the University of Washington Health Sciences Center in order to begin and continue in their field education placement. As part of this process, students are required to have their immunization history reviewed and judged to be in compliance by the Health Sciences Immunization Program through Castle Branch, a contracted service prior to start of the field placement experience.

### **Assumption of Risks, Health Insurance, and Consent to Medical Treatment**

Though rare, there are certain risks inherent in field education placement, including risks arising from:

- Activities in the course of field education activities, or in traveling to and from the field education site, or associated field trips;
- Unpredictable or violent behavior of certain client populations served by the field education site;
- Exposure to infectious diseases, including tuberculosis or other airborne pathogens, hepatitis, HIV or other blood borne pathogens.

The University, the School of Social Work and Criminal Justice, and the field placement site cannot anticipate or prevent all the risks associated with field education, which could result in bodily or other injury. As a condition of participating in the field assignment you agree to assume those risks beyond the control of University employees, faculty and staff. It is your

responsibility to understand and follow the Field Education Site's policies and procedures designed to identify and control risks, including safety and security procedures and blood borne pathogen policies, and to obtain any immunizations that the Field Education Site or the University require.

If you develop any medical condition about which emergency personnel should be informed, you should immediately notify your Field Education Instructor. Should you require emergency medical treatment as a result of accident or illness during the field education placement, you consent to such treatment.

You understand and acknowledge that the University of Washington does not provide health and accident insurance for field education participants and you agree to be financially responsible for any medical bills incurred as a result of emergency or other medical treatments.

### **If you have questions**

We encourage you to contact our Office of Field Education if you have any questions about this acknowledgment form or other matter related to the field placement.

### **Acknowledgment and Agreement to participate in field placement on the conditions set forth above**

I have read and fully understand the foregoing and agree to participate in the field placement/practicum program on the terms and conditions described above. I agree to abide by all University of Washington and School of Social Work policies and guidelines, as well as those established by the field placement/practicum site.

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Signature and date



## Appendix C: BASW Field Education Learning Contract

**Sample Only:** This version may only be used as a tool to draft the Learning Contract. Content will need to be transferred to STAR for signatures and submission.

### **University of Washington, Tacoma TSOCWF 415: Practicum Field Education Learning Contract**

#### ***Student Educational Self-Assessment***

(COMPLETION OF THIS SECTION IS REQUIRED OF ALL STUDENTS)

Identify the areas of strength you bring to this practicum:

Identify areas for future growth and development:

Identify the methods by which you learn best (e.g., observation, extensive reading and discussion, hands-on involvement in tasks, etc.):

In the BASW Practicum, students learn practice content that encompasses skills and knowledge to work with individuals, families, groups, organizations, and communities (micro, mezzo, and macro practice).

This content includes engaging clients in an appropriate working relationship; identifying issues, problems, needs, resources, and assets; collecting and assessing information; and planning for service delivery. It also includes using communication skills, supervision, and consultation. Accordingly, the following required competencies and learning behaviors are intended to reflect the necessary balance between the establishment of a strong professional identity, an approach to practice that is guided by a strong social justice framework with a recognition of sources and consequences of disadvantage and oppression, and a core set of competencies essential as a foundation for client-centered generalist practice. The Field Instructor and student will set forward learning activities specific to the practicum site that lead toward mastery of practice behaviors and achievement of competency in that area.

### ***Required Competencies & Practice Behaviors for BASW Practicum***

#### **Competency 1: Demonstrate Ethical and Professional Behavior**

**Behavior A:** Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context.

**Behavior B:** Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.

**Behavior C:** Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.

**Behavior D:** Use technology ethically and appropriately to facilitate practice outcomes.

**Behavior E:** Use supervision and consultation to guide professional judgment and behavior.

#### ***Learning Activities to achieve above behaviors and competency:***

- 1.
- 2.
- 3.

#### **Competency 2: Engage Diversity and Difference in Practice**

**Behavior A:** Apply and communicate understanding of the important of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.

**Behavior B:** Present as learners and engage clients and constituencies as experts of their own experiences.

**Behavior C:** Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

#### ***Learning Activities to achieve above behaviors and competency:***

- 1.
- 2.

3.

**Competency 3: Advance Human Rights, and Social, Economic, and Environmental Justice**

**Behavior A:** Apply understanding of social, economic, and environmental justice to advocate for human rights and the individual and system levels.

**Behavior B:** Engage in practices that advance social, economic, and environmental justice.

***Learning Activities to achieve above behaviors and competency:***

1.

2.

3.

**Competency 4: Engage in Practice-informed Research and Research-informed Practice**

**Behavior A:** Use practice experience and theory to inform scientific inquiry and research.

**Behavior B:** Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.

**Behavior C:** Use and translate research evidence to inform and improve practice, policy, and service delivery.

***Learning Activities to achieve above behaviors and competency:***

1.

2.

3.

**Competency 5: Engage in Policy Practice**

**Behavior A:** Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

**Behavior B:** Assess how social welfare and economic policies impact the delivery of and access to social services.

**Behavior C:** Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

***Learning Activities to achieve above behaviors and competency:***

1.

2.

3.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

**Behavior B:** Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

***Learning Activities to achieve above behaviors and competency:***

- 1.
- 2.
- 3.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.

**Behavior C:** Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.

***Learning Activities to achieve above behaviors and competency:***

- 1.
- 2.
- 3.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.

**Behavior C:** Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.

**Behavior D:** Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.

***Learning Activities to achieve above behaviors and competency:***

- 1.

- 2.
- 3.

### **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

**Behavior A:** Select and use appropriate methods for evaluation of outcomes.

**Behavior B:** Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.

**Behavior C:** Critically analyze, monitor, and evaluate intervention and program processes and outcomes.

**Behavior D:** Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

#### ***Learning Activities to achieve above behaviors and competency:***

- 1.
- 2.
- 3.

## Appendix D: Policy & Procedures Regarding Dismissal from Field Placements

Policy Regarding Dismissal from the BASW Program for Failure in Field Placements (rev. 08/21/15)

If a field placement (TSOCWF 415) is discontinued at any point prior to the end of the placement due to unsatisfactory performance, the student will receive a grade of “no credit” for that quarter and no field hours for that quarter will be credited to the student’s overall required total. With the approval of the Field Faculty, and in consultation with the student’s faculty advisor, students are allowed to repeat a Field Education placement for which they have received a grade of “no credit” at a different placement site. The conditions of the second placement (e.g., total number of hours to be repeated; when the new placement can begin) are at the discretion of the Field Faculty, in consultation with the student’s faculty advisor. If the second placement also is discontinued due to unsatisfactory performance, the student will be dismissed from the BASW program.

Because the undergraduate field course (TSOCWF 415) is done in tandem with Practicum Seminar courses, dismissal from field placement may result in the student having to withdraw from the Practicum Seminar and delay completion of the practicum until the following academic year.

### Procedures

- 1) If a student is dismissed from a practicum placement for unsatisfactory performance, they will receive a grade of “no credit” for the quarter, and will meet with the assigned Field Faculty member, along with the student’s faculty advisor. If those two roles are one in the same, the student may bring a different social work faculty member to the meeting. The purpose of the meeting will be twofold: a) to discuss the behaviors and conditions that led to the student being dismissed from the placement; and b) determine whether a second attempt at a practicum placement is warranted, and how the student will change behaviors to make the new placement successful.
- 2) The student may appeal the grade of “no credit” to the Director of the Social Work Division in the same manner prescribed for appeal of classroom grades. There is no grade appeal beyond the Program Director.
- 3) The Field Faculty member will attempt to re-place the student at a different agency and may inform the agency of the conditions under which the original placement was discontinued. The Field Faculty member will have the authority to determine the number of hours which the student must repeat, when the new placement can begin, and other logistics related to the re-placement of the student. The student will be informed in writing by the Field Faculty member that this will be their final opportunity to be successful in a field placement, and that an

additional dismissal from a field placement will result also in dismissal from the Social Work Program.

4) If the student is discontinued from the second placement for unsatisfactory performance, they will be dismissed from the Social Work program and the student will receive a written notification from the program to this effect.

5) The student may appeal the dismissal from the Social Work program to the Division Director who will, in consultation with the Social Work members of the Faculty Council determine whether the student's dismissal is warranted. The student may access other existing University of Washington procedures, if any apply, to appeal the dismissal if they so choose.

6) The UW Tacoma Social Work Division may revise this policy at any time. Students will be notified of changes via e-mail and through the program's website. This policy is effective upon approval by program faculty.

Approved by AG: 7/22/15

Approved by Graduate School: 8/7/15

Approved by Social Work faculty: 9/17/15

Approved by full faculty: 9/25/15

Effective: Autumn quarter, 2015

## Appendix E: Information regarding U.S. Dept. of Labor Standards for Practicum placements

This is to share with you updated information regarding social work student field education placements and the US Fair Labor Standards Act.

### **Are UW social work students in field education placements employees due compensation?**

#### **UW School of Social Work position:**

The SSW has reviewed the question of whether social work students in field education placements are employees due compensation. After seeking consultation from the UW Assistant Attorney General's office, reviewing guidance by the US Department of Labor (DOL), and reviewing relevant court decisions, our analysis is that **University of Washington social work students in field education placements are not employees**. Our position is consistent with recent court decisions and the US Department of Labor's updated guidelines (updated January, 2018).

#### **Background:**

The issue of whether "interns" must be paid for services provided and whether previous DOL guidelines are binding has been litigated in the case of *Glatt v. Fox Searchlight Pictures*. That case involved a non-student plaintiff intern who performed non-education related tasks for a private movie studio company. While a lower court first ruled in favor of the intern plaintiffs, a July, 2015 federal appeals court concluded that the lower court had misapplied the DOL guidelines, and described the guidelines as outdated and not binding federally. The appeals court ruled that (even in the for-profit, private sector company) interns are not considered employees if the intern is the "primary beneficiary" of the placement. They also ruled that determining whether an intern is due compensation should be based on the totality of the circumstances, on a case by case basis, and based on a wide range of factors. The court decision outlined 7 factors to help determine the primary beneficiary, but added that this list was not exhaustive.

Following the 2015 appeals court decision and subsequent decisions which also relied on the primary beneficiary test, the U.S. Department of Labor, Wage and Hour Division issued a revised Fact Sheet #71 in January 2018. The following is an excerpt from that document, in italics.

*Courts have used the "primary beneficiary test" to determine whether an intern or student is, in fact, an employee under the FLSA [Fair Labor Standards Act]... Courts have identified the following seven factors as part of the test:*

*1. The extent to which the intern and the employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee—and vice versa.*



- 2. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.*
- 3. The extent to which the internship is tied to the intern's formal education program by integrated coursework or the receipt of academic credit.*
- 4. The extent to which the internship accommodates the intern's academic commitments by corresponding to the academic calendar.*
- 5. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.*
- 6. The extent to which the intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.*
- 7. The extent to which the intern and the employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.*

*Note: The FLSA exempts certain people who volunteer to perform services for a state or local government agency or who volunteer for humanitarian purposes for non-profit food banks. WHD also recognizes an exception for individuals who volunteer their time, freely and without anticipation of compensation, for religious, charitable, civic, or humanitarian purposes to non-profit organizations. Unpaid internships for public sector and non-profit charitable organizations, where the intern volunteers without expectation of compensation, are generally permissible.*

See <https://www.dol.gov/whd/regs/compliance/whdfs71.htm> for the full DOL fact sheet.

**Social work field placements are designed for students to be the primary beneficiaries:**

The clearest examples of primary beneficiaries are students in educational programs. In social work education, students are the primary beneficiaries of the field education placements: social work students receive academic credit for the field placement, their field placement is both a graduation and degree requirement, and field activities are structured with a defined learning contract and evaluation component for the education of the student.

**Social work field placements are educational and part of core academic curriculum:**

Although the term “intern” is sometimes used in social work education, social work field education placements are established for the education of the student and differ from most private sector internships. We use the term “field education” or “practicum”, since this term denotes a course in a specialized field of study that is designed to give students supervised practical application of previously or concurrently studied theory. Practicum courses are characteristic of professional education (e.g., of doctors, pharmacists, and social workers), where the demonstration of practice competence in real-world settings is a requisite to obtaining a degree. The MSW practicum is fundamentally educational in nature, expressly designed to meet the goals and objectives of the MSW curriculum and the learning needs of students. Students are placed in practicum courses, on a set schedule, for the sole purpose of advancing their education, and not as a job placement or a transition to post-graduation employment. In practicum courses, the student learns and practices social work skills under

supervision of the field instructor, who evaluates the student according to achievement of practice competence—in other words, the student is evaluated as a student, and not as an agency or university employee.

Like all accredited social work programs, the School's MSW curriculum is centered on core competencies and associated practice behaviors that graduates are expected to master. The integration of classroom- and field-based coursework is central to social work's pedagogy, which recognizes the two components as interrelated and of equal importance to developing requisite competence for professional social work practice. Under the School's curriculum structure, complementary classroom and field based courses are taken concurrently, so students may bring the knowledge, values and skills taught in the classroom into the practice setting and to share practice experiences from the field into the classroom. Classroom- and field-based courses are designed to support increasing professional mastery over the duration of the program. Both classroom- and field-based courses are required classes for which students receive course credits and grades, and that students must pass in order to graduate.

### **May social work students receive financial support for activities undertaken as field education?**

Social work students are permitted to be paid as employees while in field education placements (some professional degree programs do not permit this). However, the Council on Social Work Education, which accredits schools of social work in the US, requires additional oversight in these cases, which are referred to as "Agency of employment" field education placements. For example, in placements where students are also employees, the student must have a different work supervisor and field instructor. Further, any activities and responsibilities that count towards field education credits must be related to building social work competencies and be outlined in the field learning contract. Social work students at the UW SSW are permitted to hold Work-study positions, which are similar to Agency of Employment placements.

Field agencies may offer financial support to students. We recommend that field agencies that choose to financially support students do so with field stipends/awards. The SSW itself has pursued and been awarded multiple federal training grants to support stipends for social work students in field education. Placements offering field stipends / awards are highly sought after by students as this support helps reduce student debt, and we encourage agencies to offer stipends where they have the resources to do so.