Employment-Based Social Work Placement

New Council on Social Work Education accreditation policies allow students completing field placement in their workplace to count work hours towards field requirements if:

- Assignments and activities fulfill learning objectives
- Assignments and activities are linked to the appropriate level of social work practice
- Trained social worker who meets the qualifications for field education supervision*
- Supervision process for field education is distinct from employee evaluation process
- The student and agency field instructor remain employed at the agency during the time of the field placement

* External social work supervision may be possible if the agency does not have a social worker on staff who is able to provide supervision.

Benefits of Employer-Based Placements

- Employees can pursue BSSW or MSSW degree while working
- Employees can count work hours towards field expectations
- Employee morale improves with employer investment
- Employee retention should also increase
- Employer benefits from better trained staff
- CEU Opportunities for Field Instructors
UTK College of Social Work
Employment-Based Field Placement Expectations

1. Signed Agency Affiliation agreement with UTK (Memorandum of Agreement)

2. Identification of a qualified social worker at the agency who will oversee student’s learning, provide weekly supervision, sign off on learning plans, evaluations and timesheets

3. Employment-based field plan:
   • Outline learning activities/tasks to meet required learning competencies for field
   • Develop plan for tracking field hours
   • Clarify supervision plan, delineating student learning assessment versus employer’s professional evaluation
   • Acknowledge risks involved with an employment-based placement

4. Identification of the types of activities should students be doing in their field placement:

   Examples for Generalist or BSSW students (400 hours)
   • Intake/assessment
   • Client engagement/empathic listening skills
   • Resource linkage/case management
   • Basics of research, evaluation, policy analysis and advocacy

   Examples for Clinical Practice Concentration students (600 hours)
   • Advanced client assessment
   • Implementation of clinical interventions (individual/group counseling)
   • Evaluation of clinical practice
   • Research best practices related to client interventions
   • Understanding policy analysis/advocacy as a clinical social worker

   Examples for Organizational Leadership Concentration students (600 hours)
   • Community/agency assessments
   • Facilitation of meetings/task groups
   • Fund development, including grant writing
   • Program development and evaluation
   • Advanced policy analysis/advocacy

Want More Information?

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