

## Employment-Based Placement Information for Agencies

Social work practicum placements are an essential component of social work education. Practicum placements provide students with hands-on experience in a social work setting. Students working in eligible social work related organizations may have the option to complete their practicum placement at their place of employment. An employment-based practicum placement must achieve all of the placement objectives for a social work student. The employing agency is expected to help the student and the university to create and maintain an environment for learning to take place.

<b>Length of Placement</b>	Students begin in late August and finish at the end of April or early May
<b>Hours Per Week</b>	Students must complete 16 hours per week
<b>Supervision</b>	1 hour per week of social work supervision (included in 16 hrs/week)

### Supervision Requirements:

Each week, students must participate in 1 hour per week of social work supervision with a qualified social worker who will serve as their Practicum Instructor. This may or may not be the same person as the student's day-to-day supervisor.

### Practicum Instructor Requirements:

*Supervising MSW Student:* obtained an MSW and has 2+ years of post-graduation experience.

*Supervising BSW Student:* obtained a BSW or MSW and has 2+ years of post-graduation experience.

If there is no one at the agency who meets this requirement, the UNC Charlotte School of Social Work can provide the student with External Supervision weekly. The student will still need a task supervisor (does not have to be a social worker) at the agency to oversee their day-to-day tasks.

Types of Employment-Based Placements		
Same Work	Combo Work	Different Work
Student keeps their current role at their job and counts work hours towards 100% of practicum hours.	Student counts some current work tasks as practicum hours and also works in a different department/role for some practicum hours.	Student completes 100% of their practicum hours in a different department/role doing different tasks than their current job.

It is up to the agency to determine whether their students interested in doing "combo work" or "different work" can complete placement tasks within their normal working hours or if these tasks will require additional hours in addition to your current schedule.

### Possible social work intern tasks might include:

- Facilitate groups
- Advocate for clients and policy change
- Conduct intakes & psychosocial assessments
- Provide mental health and substance use counseling
- Work on grant proposals
- Community outreach
- Develop needs assessment for agencies
- Analyze how policy impacts services
- Focus on special projects
- Improve service delivery

Students must be able to meet all [9 Social Work Competencies, as outlined by the Council on Social Work Education \(CSWE\) 2022 Educational Policy and Accreditation Standards \(EPAS\)](#). See pages 8-13 of the linked document.

### Affiliation Agreements and Next Steps

In order for a student to complete a practicum placement with a specific agency, there must be a fully executed Affiliation Agreement between the agency and the university. Once students have applied and been approved by the Practicum Office for an employment-based practicum placement, the Practicum Office will initiate the onboarding and affiliation process. This process can take several months. While it is rare, occasionally the agency and the university may be unable to agree to the required terms laid out by each party, meaning the student would be unable to complete the placement with that agency.