



PROFESSIONAL
DEVELOPMENT FOR SOCIAL
WORK STUDENT INTERNS

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LEARNING OBJECTIVES

1. Upon completion, participants will be able to define the significance of professional development opportunities for social work student interns.
2. Upon completion, participants will be able to describe a model for delivering professional development opportunities to social work student interns.
3. Upon completion, participants will identify resources and obstacles within their own programs related to the delivery of professional development opportunities for social work student interns.



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INTRODUCTIONS

- More about me!
- Who is in the room?



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CSWE-FIELD EDUCATION (2022)

- "Signature pedagogies are elements of instruction and of socialization that teach future practitioners the fundamental dimensions of professional work in their discipline—to think, to perform, and to act ethically and with integrity..
- The intent of field education is to integrate the theoretical and conceptual contribution of the classroom with the practical world of the practice setting..
- Field education is designed, supervised, coordinated, and evaluated based on criteria which students demonstrate through the Social Work Core Competencies."

(Council on Social Work Education, 2022)



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THE MISSION OF FIELD EDUCATION

- In Field, the focus turns from the **acquisition** of knowledge to the **application** of knowledge.
- Students are provided with opportunities to apply the social work knowledge and skills obtained in the classroom to actual practice situations.
- When a student completes field, he/she should be ready to enter the social work profession as an employee.

(Bogo & Sewell, 2019)



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SIGNIFICANCE OF FIELD EDUCATION

"It is in the field where we truly learn to *be* a social worker" (Bogo & Sewell, 2019, 1)



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FIELD EDUCATION

- In Field placement, students apply their learning to professional social work encounters.
- Each student is unique in regard to their personal background and experiences.
- This highlights the need for social work educators to better understand how field education can lead to greater personal and professional awareness for students.

(Marlowe et al., 2015)



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PROMOTING PROFESSIONALISM

A study completed by Roulston et al. (2018) found that the learning activity for developing practice competence and professional identity ranked highest by students was **being given constructive feedback** (368). Having an opportunity to **think critically and reflectively about the social work role** was identified as particularly important for developing professional identity (369).



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FIELD EDUCATION

"Practice learning enables students to begin identifying themselves as social workers and internalizing the role" (Nixon & Murr, 2006).

Field Education promotes the socialization of students "to think and act like a social worker" (Bogo, 2015, 318).



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ASSESSMENT ROLE

- Required to complete an annual Field Program Review as part of Field Director role.
- Identify gaps as well as areas for improvement in Field Education program.



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FIELD INSTRUCTOR FEEDBACK

- Opportunity to provide feedback annually.
- Via a Qualtrics survey.
- Link distributed to Field Instructor emails at the end of every Spring semester.
- Request feedback regarding Field Departmental support/procedures as well as preparation of students for field placement.



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QUALTRICS SURVEY RESULTS

- Noticed a trend indicating the need for the development of professional behavior/skills for our field interns.
- For many students, this was their first experience with a professional social work agency.



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IDENTIFIED NEED AREAS

- Documentation Skills
- Professional Etiquette
- Time Management Skills
- Organizational Skills
- Self-Advocacy
- Self-Care
- Professional Communication(i.e. email etiquette, phone etiquette)



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SAMPLE COMMENTS

How could the BSW or MSW program better prepare social work students for a field practicum in your agency:

- "Work etiquette and business attire for the agency"
- "Documentation prep"
- "Students would benefit from a professional self-care plan already established before entering field"



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SAMPLE COMMENTS (Con't)

- "More information on appropriate dress"
- "Talk to them about cell phone use during the practicum"
- "More focus on soft skills, professional dress, time management"



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IMPACT OF COVID

- Students have experienced a form of isolation over the past two years.
- Limited interaction with others.
- Further contributed to gap in professionalism.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- All Field Students required to complete an orientation prior to starting Field Internship.
- A two hour orientation for BSW Junior students and MSW Generalist level interns.
- An in-class orientation for BSW Senior level interns.
- Discussion of "dos and don'ts" related to professional behavior.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Example of an Orientation Session PPT

[MSW Field Orientation](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- Professional Development Seminars prepared and presented by the Field Graduate Assistant (G.A.)
- Both in-person and pre-recorded.
- Topics reflective of the professional development needs identified by Field Instructors.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- G.A. Professional Development Seminars have been presented both in class and at alternate times, depending on scheduling needs.
- Content is further discussed and reinforced during Field Seminar class.
- [Sample Event Flyer](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Sample G.A. Professional Development Seminar Topics:

- Professionalism
- Boundaries and Time Management
- Documentation
- Dealing with Difficult Clients
- Email Tips
- Self-Care



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

["Professional Writing" By Rachel Wade, Field G.A.](#)

["Professionalism" By Julianna Gallion, Field G.A.](#)

["Difficult Clients/Conflict Management" by Jennifer Lewis, Field G.A.](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

February 7, 2022

5:30 p.m.-7:00 p.m.

Mini-conference for social work student interns focusing on topics related to professional development.

[Event Flyer](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development":

- Seven presentation options for students to select from.
- Presenters included an MSW student panel, faculty members, and field instructors from the community.
- [Presenters Flyer](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

Presentation topics included:

- Sonia Updates and Q & A
- MSW Student Panel
- Self-Care Planning
- Self-Care for Student Interns
- Perseverance in Achieving Goals
- Experiences in Rural Social Work Practice



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development":

- Attended by both BSW and MSW students
- Requirement of seminar class
- Refreshments served
- Door prizes awarded
- Gifts for presenters
- [Event Agenda link](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

- Evaluation completed by students at the conclusion of the event
- [Event Evaluation link](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

Sample student evaluation results:

Of the 55 student attendees, 79% indicated they were either "Extremely Satisfied" or "Somewhat Satisfied" with the event.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

Sample Student Comments:

- "I enjoyed the presentations. It would be nice if next year there were more presenters."
- "More time in sessions!"
- "This was a great evening! The events provided great information to help me expand my knowledge."
- "This event was awesome and helpful! I think that the social work department should continue to do it!"
- "I really enjoyed the MSW panel. It was very helpful."



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Night of Professional Development"

Sample Student Comments (Con't):

- "I really enjoyed both sessions. Both speakers are very knowledgeable and down to earth."
- "It was a good night, but maybe offer more options."
- "The presentations were very interesting and helpful to the field. My one improvement for these presentations is just more examples of real-life scenarios, probably from the presenters."
- "I wish hand-outs and flyers were given"



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Second Annual Night of Professional Development"

February 7, 2023

5:00 p.m.-7:00 p.m.

Mini-conference for social work students
focusing on topics related to professional
development.

Various presentation options for students to
select from.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Second Annual Night Of Professional Development"

[Event Agenda](#)

[Event Program](#)



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Second Annual Night of Professional Development"

Presentation topics included:

- Persistence and Striving to Achieve Goals
- Drama as a Tool for Healing: Perspectives from a Drama Therapist
- Secondary Traumatic Stress and Self Care Planning
- Atypical Professionals
- MSW Student Panel



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

"Second Annual Night of Professional Development"

Sample Student Evaluation Results:

Of the 58 student attendees, 84% indicated they were either "Extremely Satisfied" or "Somewhat Satisfied" with the event.



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Professional Development Opportunities

"Second Annual Night of Professional Development"

Sample Student Comments:

- "Fantastic job presenting! Both sessions gave me a ton of good information to use in the future!"
- "I enjoyed this event and found it very interesting. I am going to look into more topics regarding these presentations. It was helpful in learning about internships, and I found out this university offers an MSW program, which I did not know until I met an MSW student there!"



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Next Steps:

Expand "Night of Professional Development" to include interprofessional collaboration and participation in the event.



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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

REFLECTIONS:

- How is professional development with students addressed in your program?
- What professional development opportunities would you like to make available to your students?
- What resources/challenges do you foresee in pursuing this goal?



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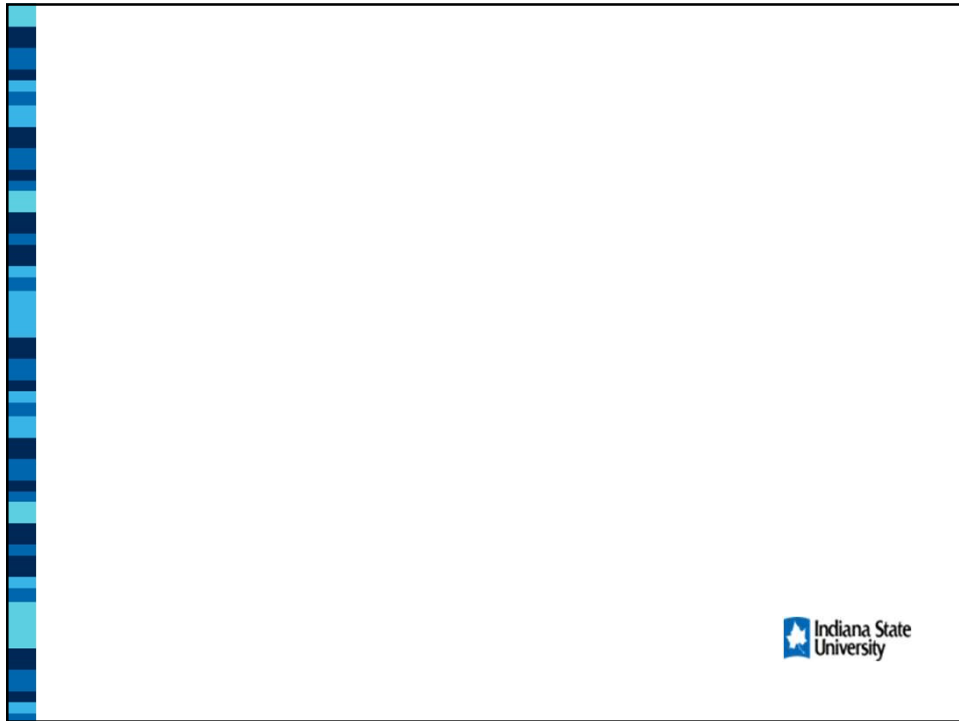
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