

THE UNIVERSITY OF OKLAHOMA SCHOOL OF SOCIAL WORK PRACTICUM PROGRAM

QUICK REFERENCE ON EMPLOYMENT-BASED PRACTICUM PLACEMENTS

In short, **WHAT IS AN EMPLOYMENT-BASED PRACTICUM PLACEMENT or EBPP?**

An EBPP allows the student to use his or her current place of employment as the site in which the requirements of field practicum are fulfilled. Students may apply for an EBPP if the following criteria are met:

The student is working in a social service agency that is able to provide the educational opportunities needed for the student to gain appropriate and necessary knowledge and skills.

The educational opportunities may be clearly distinguished from the student's employment duties. *For example if the student's employment duties include providing case management to children and families, the proposed practicum involves leading groups for adults with mental illness.*

The site is supportive of their employee's role as a student and will provide required supervision for the student's educational plan. *Examples of support include providing the student with release time for course and field instruction, reassignment of the student to a different position within the agency in order to provide further educational opportunities, assuring that the student's responsibilities in a prior position are covered by other staff, and allowing adequate time for the practicum instructor to provide required supervision, and permitting time for such activities as shadowing, conference attendance, and visits to community agencies.*

A qualified practicum instructor is available to supervise the student and this instructor is NOT the student's employment supervisor.

and **WHAT is NOT?**

An EBPP is **NOT** a way for students to get educational credit for the work they do in their places of employment or a vehicle for employers to get more hours of work out of an employee or provide time off for other staff.

An Employment-based Practicum is **NOT** an opportunity to leave an established placement already assigned by the Practicum Program (*eg. a work opportunity presents itself part way through the academic year*).

Six RULES to REMEMBER re: EBP Placements

1. Employment-based Practicum placements are open only to **foundation year students who have completed the first year of part-time coursework and to concentration year graduate students in their final year of study. EBPP's are not an option for undergraduates in practicum.**
2. All Employment-based Practicum Placements must be approved by the Practicum Coordinator. The Practicum Program cannot pre-authorize Employment-based Practicum Placements nor grant retroactive approvals .
3. There is no guarantee that requests for Employment-based Practicum placement will be approved.
4. The University of Oklahoma School of Social Work Practicum Program is under no obligation to find paid practicum placements or assure that students are able to be paid for a practicum placement.
5. Prior employment and life experience may not be credited toward practicum requirements.
6. The agency, not the School or the Practicum Program, determines the compensation the student receives while in an Employment-based practicum placement.

Requests for an EBPP must be made on Part III of the Practicum Application. The form is available on the webpage at www.ou.edu/socialwork/practicum. Find extensive guidelines for EBPP's on the webpage and in the Practicum Manual.