

**UNI Social Work Program Field Data 2020-2021**

**Field Placement Partners (as of October 2021)**

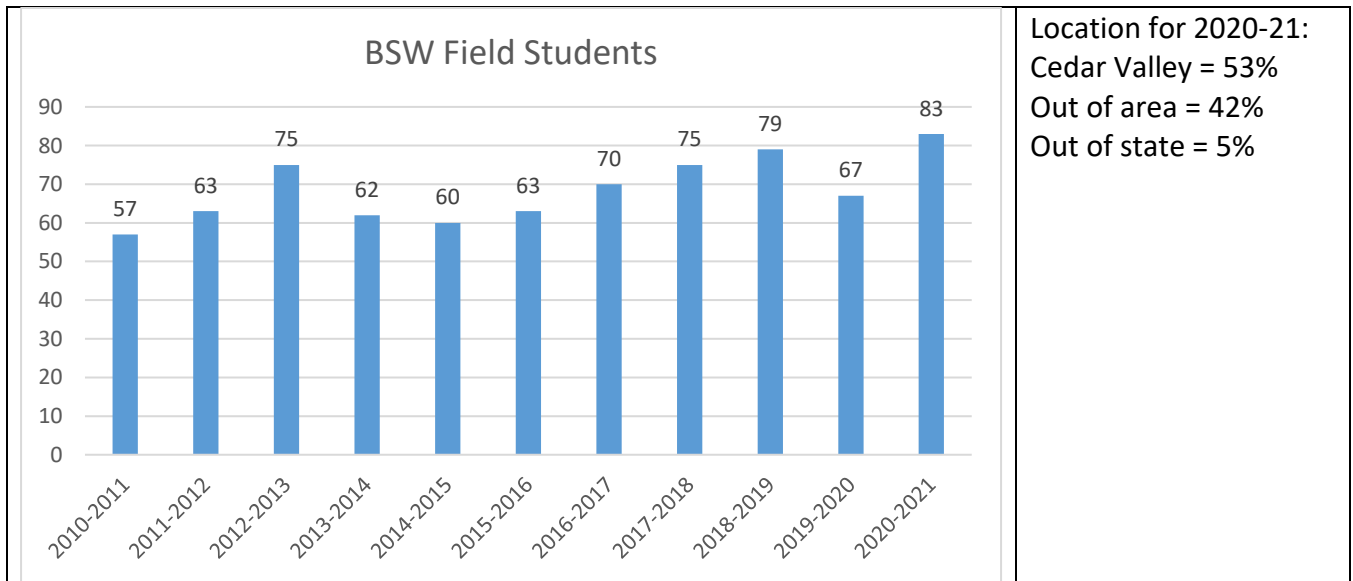
	Total Sites	BSW	MSW Foundation	MSW Specialization
5 Cedar Valley	113 sites	84	51	59
119 Communities	499 sites	362	225	287

OUT OF STATE	Total Sites	BSW	MSW Foundation	MSW Specialization
18 states	47	39	15	17

**INTERNATIONAL PARTNERS (BSW students only)**

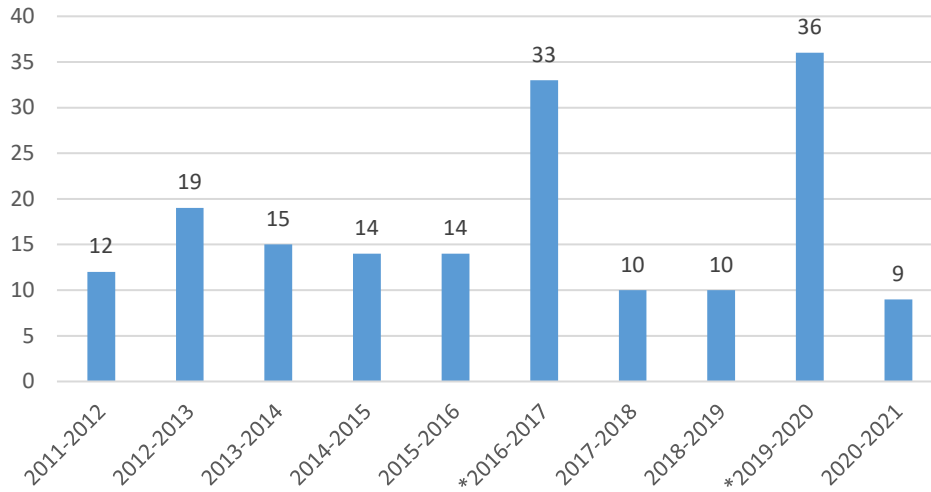
- Seoul Women's University, Korea (120 hours)
- Veritas Universidad in San José, Costa Rica (240 to 480 hours)
- Nelson Mandela University, Port Elizabeth, South Africa (120 hours)

**Field Student Numbers:**



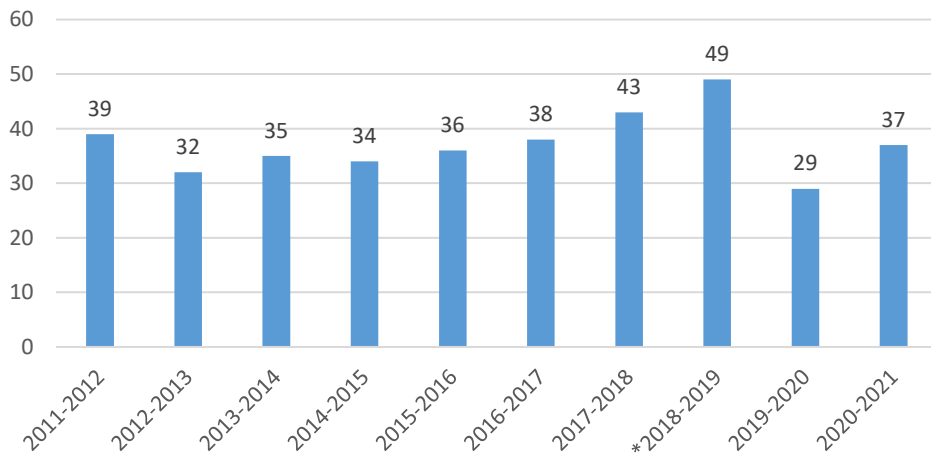
Location for 2020-21:  
 Cedar Valley = 53%  
 Out of area = 42%  
 Out of state = 5%

### MSW Foundation Field Students



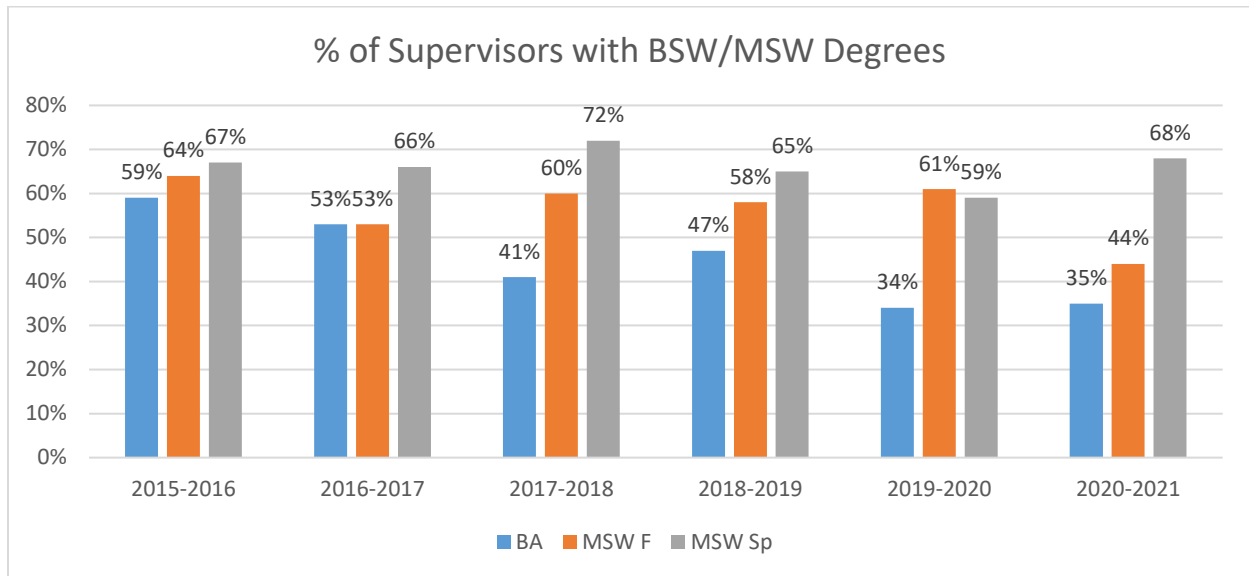
Location for 2020-21:  
 Cedar Valley = 78%  
 Out of Area = 22%  
 Out of State = 0  
 \*includes online MSW  
 program students

### MSW Sp Field Students



Location for 2020-21:  
 Cedar Valley = 62%  
 Out of Area = 35%  
 Out of State = 3%  
 \*includes online MSW  
 program students

**Degrees of Field Supervisors:**



Goal: 50% or more supervisors have SW degrees

Department efforts to promote/maintain SW degree'd supervisors:

- Spring 2014  
-Clearly articulate CSWE AI degree requirements on contracts, AI orientation information and field manuals
- Summer 2015  
-Waived TIC Conference fee for AIs
- Fall 2016  
-Have agency's identify SW degree'd staff on profile at time of approval  
-Maintain an alumni list of employment to reference when sites are approved/students are assigned non-SW degree'd supervisor
- Spring 2018  
-IA licensed SWers can get up to 6 CEUs/2 years for supervising SW field student

**Student feedback:**

Number of Sites Rec'd by Students for Future interns
Undergraduate 99%
MSW Foundation 78% (N=9, little to no direct interventions with youth, too many administrative tasks, little support from supervisor)
MSW Specialization 86% (supervisor, too self-directed, agency restructuring)

**Student Feedback (percentage) – rating of 3 (met expectations) or better on a 5 point scale**

	Field Orientation	Career Services	Explore Placement	Agency Orientation	Cope with Emotional Impact	Learning Plan	Experiences	AI Sessions
BSW								
2015-2016	100	99	100	100	99	97	100	97
2016-2017	98	99	99	98	97	97	96	89
2017-2018	99	95	100	98	99.6	99	99	90
2018-2019	100	97	100	99	95	96	97	90
2019-2020	100	100	97	98.5	98.5	95	98.5	93.5
2020-2021	100	99	98	97	95	91	94	85

	Field Orientation	Graduate College	Explore Placement	Agency Orientation	Cope with Emotional Impact	Learning Plan	Experiences	AI Sessions
MSW Foundation								
2015-2016	100	97	100	90	100	87	93	85
2016-2017	100	97	100	91	100	89	94	83
2017-2018	100	100	100	100	90	90	90	90
2018-2019	100	100	91	91	100	82	100	91
Online 2019-2020	100	90	90	100	95	95	100	95
On Campus 2019-2020	100	100	100	93	100	93	86	86
2020-2021 (N=9)	100	89	89	78	89	89	78	89

	Field Orientation	Graduate College	Explore Placement	Agency Orientation	Emotional Impact	Learning Plan	Experiences	AI Sessions
MSW Specialization								
2015-2016	97	100	97	98	90	100	95	100
2016-2017	97	97	97	92	86	92	92	94
2017-2018	100	98	98	98	100	98	95	88
2018-2019	100	98	96	98	98	96	96	100
2019-2020	96	92	100	97	100	90	97	97
2020-2021	100	97	100	88	97	91	100	91

**Student Feedback (comments)**

**BSW:**

**Item #1 - Please rate your experience with the field orientation session you attended.**

- The orientation was very informative and gave me the resources I needed to start reaching out to agencies.
- This session helped me get a great start on my internship! The information was very beneficial.
- All of the resources we needed to start working on securing our internship and meeting the requirements were given to us.
- Very informative and detailed information that is necessary for field
- Orientation was very informative, and I appreciated that Jenny took us through everything slowly and encouraging questions.

- Jenny is always making sure her students have the materials and resources they need to be successful.
- Don't be afraid to ask questions. Other students probably have that same question.
- Really felt like she would do anything to help make sure I got to go where I wanted, and that I was happy with my placement.
- The field orientation session with Jenny Becker was extremely helpful to understand the process of applying for internships and connecting with agencies in my preferred area.
- Was super great, left me with no questions!
- Jenny did a good job at reminding us of when we had orientation sessions and she would wait as long as she could to start to make sure that everyone was there ready to go.

**Item #2 - Please rate your experience with Career Services workshops and resume review sessions.**

- When suggesting students send emails to the career guide staff vs a specific individual, it would be useful to have read receipts. It is difficult to tell if an email has been received and the inability to stop by in person due to covid-19 can make the lack of feedback quite stressful.
- Helpful information with interviews, cover letters, and resumes. I thought the mock interview and one on one help with my resume was beneficial.
- I can't remember the name of the girl I worked with, but she was very helpful with my resume. She gave me a lot of good comments and edits to make on my resume, cover letter, and references. I used her feedback to make changes and these helped a lot. She also helped with interview prep. She asked me questions that made me more prepared.
- They gave some very good insights into how best to construct our resumes and how to do our best when being interviewed
- I felt like I had a great resume prior to the meeting, and after our meeting I felt like my resume was very clustered with information. Although this is true, he was very helpful with some vocabulary, placement, and emphasis. The Career Services workshop was something I had experienced two separate times during my classes at UNI, so that was repetitive.
- Resume review and mock interview went great for me. They gave me awesome tips to enhance my resume and make it more professional. The mock interview helped me be more comfortable with the interviewing process and more confident on my answers.
- I did my mock interview over zoom with a Career Guide Student Staff and this student was able to help me feel more confident with interview questions and with editing my resume.
- After the mock interview the staff helped me refine my already "great interview skills."
- The mock interview is so important! Utilize their services for your full appointment time.
- Great help with resume and interview tips.
- Very helpful and was quick with responses when I had questions or needed help.
- My meeting and experience with Career Services was extremely beneficial. I remember the mock interview very well, and I still carry some of the information that I learned at that interview with me. I think they share valuable information and they do a very good job preparing students for real interviews and real life interactions with future employers.
- Super helpful and gave me great feedback for further interviews
- TJ helped me a lot with reconfiguring my resume to look more professional and worked with my class schedule to get a meet time that worked for both of us. I appreciated his advice and feedback about the interviewing process.
- I spoke with someone who was my age, and whom I had been in many different organizations with. I felt like I could have gotten the help from her on my own, and I was looking for someone a little older to give critiques to me. It did not feel very helpful.
- I met with two different people but both of the people I met with were super nice and gave me tips and pointers that I could use.

**Item #3 - Please rate your experience with the process for exploring your field placement (online documents, meetings with Field Director, response to inquiries)**

- Jenny Becker was always swift with responses, friendly, and accommodating to scheduling phone calls.
- Jenny exceeded expectations when I reached out to her through email with questions and exploring my field placement in the spring. When COVID started, it was difficult not to be able to have a meeting in person to discuss field placement options. Despite the circumstances, Jenny met the expectations in this area!
- Jenny is absolutely amazing! She helped me so much throughout my internship process. During the school year she always made time to meet with me and help me any way she could. When my internship for Summer 2020 was cancelled due to COVID Jenny was very understanding and helped me move it to this semester, Fall 2020. Jenny goes above and beyond.
- I found my agency through the lists she had and she was very helpful whenever I had a question regarding field placements.
- Online website made it very helpful to find placement around the area. In addition, Ms. Becker responded quickly to any questions or concerns of mine.
- It was difficult to find one due to Covid. I do think having a system in place to help out the students just in case something like this were to happen again would be beneficial for the students.
- The process was a little stressful at the beginning, I had a hard time finding available placements, but once I found it everything fell into place. I do think the process works well, and Jenny was very supportive throughout answering emails and questions quickly.
- Jenny has always been able to answer questions I have had or she will direct me to someone who is able to answer the questions I've had.
- I appreciated that I was able to start early. I am also grateful for this placement being approved and having a Field Supervisor in addition to the Agency Instructor.
- If you are unsure about anything, just ask! Jenny is super helpful.
- I was just super frustrated with the lack of help I got in finding an internship site after I got Covid-19. I was so far behind and I begged you for help as all the sites were full because it was very late in the semester. However, all you did for me was send me a current list of openings and said "good luck, do the best you can". I understand there were several of us having issues and I am usually a very independent easy student but I had a valid reason to be behind and begged for help. I felt like you dropped the ball and didn't do your job the best you could have done. I hope this helps you with other students
- Jenny was wonderful and patient when it came to setting up my field placement. We had a few hiccups and waited a long time for paperwork. It was beneficial and calming to me to have someone I could lean on and talk to about what needed to be done before the internship took place.
- Jenny did a great job of helping my find an internship in my hometown which I greatly appreciated!
- Jenny is very organized and she lays everything out for you so it is easy to follow and see all you need to get done to do your internship

**Item #4 - The agency orientation introduced you to the agency's functions, purpose, and structure.**

- Students should be prepared for some agencies to be adapting to COVID-19 in relation to written policies and structural changes.
- Tony created a schedule of orientation activities for my first week. I met with each staff member in the office to discuss what their role was, set up my work email, toured the office, and completed required trainings.
- AI was able to cover all the information that I needed and explained the process of the organization.
- The agency's orientation is very thorough
- Due to COVID-19, I was not able to do an orientation in the spring
- Organization was very friendly during my orientation and had a part in my decision to intern with that organization. Orientation was also very informative and truly helped me get a better feel for the environment at the facility
- Short, brief seems like you do a lot with students more than you actually do. More attendance forward.

- The agency orientation went really well and it helped me adapt quicker to the work environment as I knew the functions and expectations beforehand.
- My coworkers and supervisors were very welcoming and willing to answer questions I have had.
- I had a relationship with the agency due to my previous volunteer hours.
- The agency orientation worked with me to understand the buildings that I was working in. We kind of did more learning as we went through in terms of what to do, purpose, and the rest of the structure.
- I really didn't get an orientation. I just had to ask as I went.
- The agency didn't give much of an orientation to me. I met with the educational coordinator for about 5 minutes and she handed me an orientation packet and told me to read it myself. Otherwise, I was just thrown in and not really instructed on a lot of basics I should have known. The flood social workers did their best to teach me the ins and outs of the hospital, but at the same time some of them had never worked with a student or had recently been one themselves.
- AI did a very good job at talking us through all of the orientation trainings that we had to do. We also had a time to just ask questions and that was very helpful. The only part about this that I didn't like was that everything was virtual at this point and I would have preferred in person trainings but other than that it was good.
- The agency orientation was absolutely perfect in my opinion. I was fortunate enough to witness multiple tours and fully developed my knowledge of the agency before providing my own orientations to incoming volunteers.
- They will give all the information that is needed to know about the agency. Students can always ask for more explanation.

**Item #5 - The agency instructor was able to help you cope with the emotional impact of your field experiences.**

- This agency is particularly strong in this area both from the Agency Instructor herself and also from other staff. The agency itself values these activities and promotes them among staff on all levels. Great example of a cohesive team with a considerate director.
- During my field experience, there were not a lot of emotionally challenging situations that I came across as an intern, so this topic was not discussed.
- AI always tried to make sure that I get out on time and when I don't she apologized profusely. She wants to make sure that I take care of myself. One of our case managers even gave me a self care plan to use.
- The majority of clients this organization serves, in my opinion, does not leave a negative or stressful emotional impact on you. With that being said, self-care is not heavily discussed. On the other hand, the women who work for agency are all extremely supportive and caring, so they are constantly checking up with you and your feelings are always willing to have conversations to help you through any emotional toll.
- My internship isn't very emotionally draining so this question is not applicable but agency does an excellent job of supporting staff and making sure everyone is
- AI always had time for me, just like he always has time for all of his students. AI was an excellent listener. He supported my ideas and self-care activities. I wish that there was something to support the self-care of AI and other school counselors, as they have had a very tough year.
- Although I haven't experienced any emotional impact from field. I had a traumatic event in my personal life that did create an impact on my field experience as I went through my coping/grief process. The agency instructor was understanding and encouraging me at all times to self-care.
- My supervisor recognized how I was struggling one day and he told me to go home and take care of myself. I was grateful for this.
- : My agency instructor allowed flexibility when winter weather did not allow for travel. My field supervisor supported my self-care activities and helped me with the emotional impact of this placement.
- Self care and positively coping with emotional impact was discussed, however not necessarily a key point in this internship. I found that there wasn't really a lot of emotional turmoil to work through nor was it super emotionally impactful to my experience.

- This probably would be higher if we had met weekly.
- I felt like my agency supervisor was very distant from my progress during my time here. We met most mornings for her to give me my assignment for the day, otherwise I worked 1:1 with the floor social workers every day. The floor social workers do a good job of telling me what to do and coach me about what to say. Occasionally they will give feedback on charting. AI didn't give me any feedback and I felt that she wasn't invested in my time at the agency. AI is appreciative of students and I think tries her best, but I felt she always had too much on her plate to make time to meet with me.
- AI is a wonderful person, and she really wants the best for the interns under her. If you were having a rough week and needed a personal day, you could ask Lynn if you could take a personal day and she would let you and then make sure everything is good.
- My agency instructor was encouraging to me mostly towards the end by sharing her opinion related to my professional strengths. She spoke about my level of confidence, my ability to thrive in this profession and my positive personality traits such as being optimistic, supportive, and professional while keeping each client in mind.
- The instructor always checks on student well-being throughout the internship. I can always discuss with the instructor if I have problems. I have a positive working environment.

**Item #6 - The agency instructor was helpful in developing your Learning Plan.**

- There are areas that are difficult to address within this environment re: competencies related to research and best practice models (outside of the intervention assessment), mostly due to the flexibility of the organization and relative newness of many additions to its programming.
- AI and I scheduled a time to work on the Learning Plan together. He gave me insight on possible learning opportunities that would connect to the social work competencies for class.
- AI and I talked through the learning plan and she helped me develop it further when I had questions.
- She worked with me on constructing my learning plan, and she made sure that we covered all our bases.
- Luckily, my agency supervisor had already had an intern from UNI, so she was familiar with the learning plan. With that being said, she was constantly asking if I needed help and when I did reach out to her she assisted me greatly.
- I did it all myself and she just helped word it better.
- My agency instructor was very thoughtful at creating and assigning me projects that would be helpful in developing my learning plan.
- I developed my learning plan with my Task Supervisor that I was assigned by the agency supervisor
- AI was very helpful when developing my Learning Plan
- My field supervisor was more helpful than my agency instructor with developing my Learning Plan.
- The agency supervisor worked with me for about an hour on the day we worked through the learning plan. He was helpful in developing what kinds of skills we were going to work on and what all we were going to be involved in throughout the semester.
- I developed the learning plan by myself and she signed off on it.
- I filled out the learning plan independently and my agency supervisor gave me feedback for improvements before I submitted it.
- I tend to do these things on my own. But when I asked Jessica she attempted to help. She didn't really have the right answers, but she got my brain steered in new directions.
- AI was very helpful in developing my Learning Plan
- Although my instructor was not overly instrumental in developing my learning plan, she did a very thorough job of checking that all 31 competencies have been met through my field experience which as a result allowed me to fulfill my learning plan.

**Item #7 - Please check the field experiences you had during your field experience and rate your overall experience in developing your social work skills.**

- Don't hesitate to express what areas you are looking to develop, and to be open with other staff beyond your



instructor. The team's responsibilities often overlap, and change day-to-day depending on need. There may be more childcare responsibilities due to the residential nature of the site, but staff are able to adjust interaction levels and training depending on experience. Don't be afraid to ask questions and ask where you could be most useful. Lots of flexibility!

-This internship gave me opportunities to practice some of the social work skills I have learned in my classes. I received a list of clients to call each month to provide support within their mentoring match. I had the opportunity to interview parents and children that were interested in the community-based program. I wrote detailed assessments for the children interested in the community-based programs. Conducted surveys with children to determine child well-being, as well as the strength of relationship with their mentor.

-I have learned a lot from working at A Precious Child. It is great because you get to develop skills on a micro and macro level. It was nice to expand beyond the agency itself. I also got to develop skills one on one with clients. My agency instructor never once doubted my skills and always had full confidence in me.

-I learned so much during my internship and I have further developed my social work skills

-I spent a lot of my time tracking attendance of students

-This organization assisted me in building the following skills: communication, collaboration, empathy, listening, and much more. With the small facility it creates an environment that is easy to build relationships and work together when needed

-The school system allowed me to engage with many social work skills along the lines of interpreting data and working with clients.

-I have felt myself grow and develop my social work skills greatly in the past 2 months. I have had many experiences and challenged myself and this has allowed me to grow my skills.

However, I know I still have much to learn and I am excited to keep doing so.

- Due to the nature of this internship, I didn't get to do a lot of hands on learning. It was more of a supervisory experience. I supervised facilitated sessions and interactions, did a few intakes myself, but otherwise didn't directly interact with clients that frequently.

- Due to the fact that there are no social workers currently in this agency (to my knowledge), I do not feel like I got adequate experience in developing my social work skills.

- I feel as though I learned a lot of social work skills from different arrays of social workers who all have a variety of approaches. I am more comfortable talking to people more in a conversation rather than it being like a questionnaire. I think I learned how to approach people in different ways so they don't think social workers are the bad guys.

- My agency was able to give me learning experiences from all areas in Social Work, and the development of my skills has increased in areas of weakness because of field.

-I believe I have a grown and developed my social work skills since being at agency. I am still a little nervous to be done with everything and finding a full time job but I believe that agency has help me build some confidence in myself.

-My experience at this agency allowed me to be an advocate for the community as well as for our program participants. I was connected with interagency collaboration and expanded my knowledge on services and resources available in the community.

-I was able to achieve all the competency. I also get to learn and relate to the NASW code of ethics as well.

**Item #8 - The agency instructor held regular instructional sessions with you no less than once per week.**

-Weekly supervisory sessions were always useful, lots of great insights and supplementary material (relevant books, seminars, community opportunities). Useful feedback and direction.

- AI and I met as needed to discuss projects I was working on, new projects to work on, and if there was anything I wanted to experience during my internship.
- We always had our weekly meetings on Friday to discuss my Summary of Learning and anything else that was a concern. She would also check in with me every day to see how I was. I could always talk to her about anything on my mind.
- She always made time to sit down and discuss anything that needed to be discussed regarding my internship
- My supervisor and I met Tuesday, Wednesday, and Thursday every week. She is a very open individual who cares so she always says hello and asks how your day is going even if we don't have a meeting set in place. Weekly meetings were always held where we discussed a variety of information and had time to discuss any questions or concerns that I had
- AI checks in daily to see what we are working on and how we are doing
- Did not hold them regularly.
- My agency instructor scheduled supervisory sessions once a week. However, she is a door away and she always encourages to ask any questions at any time. She makes herself very approachable and I feel comfortable seeking guidance at any time.
- Our meetings were held in a group setting over zoom with fellow interns.
- When I was not able to meet with AI, I was able to meet with my other supervisor of the house I work in on campus. We held weekly team meetings and they were able to answer questions I had. If they were not able to answer a question of mine, Sean did a well job of making himself available.
- The weekly meetings helped me understand where I was at each week with competencies, hours and planning for the upcoming weeks meetings and events.
- We met as a group with other social workers and discussed skills and things throughout the weeks we were together.
- I was able to message her throughout Microsoft teams if i had any questions or needed advice. However, I know we have been very understaffed since I started here so I know my supervisor was busy helping out more and putting more hours in so we were not able to meet weekly!
- I had 2 solo meetings with my supervisor over zoom. I met her in person once, other workers dispersed the responsibility of teaching me. I felt as if I was a burden and did not push to have the weekly meetings because she was so busy with her schedule. Even if we did meet weekly, I don't think we would have had anything to talk about.
- I'd say my agency supervisor lacked a little in this area. I do have sympathy for her because the hospital has been busy, but at the same time I wish she would have made more of an effort to meet. I don't know if she was counting other educational things or our short assignment meetings in the mornings, but there was definitely room for improvement here.
- AI and I would meet weekly and sometimes we would meet more then once a week. Lynn is very good at letting you know you can call or text or email her if you need her help with anything.
- My supervisor was consistent with me by reviewing progress on each project, monitoring my areas of success and areas of growth, and helped me develop next steps for upcoming tasks.
- The instructor was very flexible. She was always ready and planned ahead for the weekly supervision.
- I loved a lot of aspects of interning at agency and at the same time found a lot of aspects very difficult. There is a lot of independent study and most of the time, you will likely be working by yourself. If you are the kind of person who can self-motivate, take initiative, and likes to do independent study, then this internship is for you! I learned a lot about gardening and the nonprofit side of things with agency, but that might change depending on what semester you do your internship (I did mine during the Summer). The partnership program during the summer has youth coming out to work on the garden and if you interested in working with youth and youth development, this is a good place for that but you may not get to make all the decisions regarding what to teach the kids and what goes in the curriculum. I did more for program 1 than program 2, but it is nice to be able to experience both sides. Another thing is that you won't get to interact with counseling clients (unless MSW?),

but you can interact with the therapists and learn about different types of therapy they offer such as play therapy, nature and animal assisted therapy. Overall, it's a great place to intern but you have to be quite independent and self-motivated.

### **MSW Foundation:**

#### **Item #1 - Please rate your experience with the field orientation session you attended.**

She answered all questions and explained the process thoroughly.

Jenny is very willing to help students and takes the time to meet and answer questions when needed which I really appreciated. She also looked into some things for me on her own time that was very helpful.

Information was well covered and questions were answered.

The orientation was clear in requirements and expectations. It was convenient that it was through zoom.

#### **Item #2 - Please rate your experience with the Graduate College resume review session(s).**

She reviewed and made a few suggestions to edit my resume, but it wasn't an in-depth look at the document.

I did not have a resume review session with Susie Schwieger. (unsure why this was)

Susie provided adjustment suggestions for my resume and provided them quickly.

I thought my resume was fine, I was glad to get some recommendations to improve it.

#### **Item #3 - Please rate your experience with the process for exploring your field placement.**

I was impressed with the number of agency contacts available.

I was not satisfied with the suggestions given in regards to my interests, especially after hearing some of my peers' placements and the amount of learning and work they have been able to do at their placements. I wish I would have inquired more about other options, but at the time coming into the program I was trusting Jenny would suggest the best opportunities. Again, COVID did not help anything as the agency may have been a better fit if programs were at full capacity.

The different options that are available online for placement was helpful.

I think considering that we had to do it online, it was still very well done. I liked how you shared your screen and gave us options/recommendations.

Due to COVID, many organizations were not taking interns. The organizations that were taking interns were slow to update that they were full or that staffing had changed at that organization. Many organizations did not even know or remember that they had signed up for Masters level interns. They would claim they needed to draw up an agreement for how they can support interns even though Jenny had already sent them said agreement. I would also contact places and not hear back from them for weeks, if at all. This was below expectations as the education department does all the contacting for their student teachers and sets them up with a school, whereas we are expected to figure something out with organizations that don't get back to us or with outdated information.

#### **Item #4 - The agency orientation introduced you to the agency's functions, purpose, and structure.**

The staff very thoroughly explained my role and the agency's purpose.

There was no formal orientation to this agency. It was very much learn as you go and teach yourself.

I was introduced to the different programs that the agency offers. We reviewed policies and expectations of me as an intern

Agency had a lackluster orientation process for me as I started early and tried to accumulate hours. I was not properly introduced to the agency's functions, purpose, and structure until January when they held their real orientation and included me with all the other interns. After that it was alright but I would not recommend starting before the semester starts at agency.

#### **Item #5 - The agency instructor was able to help you cope with the emotional impact of your field experiences.**

Supervisor was very proactive in checking in on my wellbeing and flexible when I needed time away from the agency.

We had one conversation about self-care that I initiated and it was short and unhelpful.

We attended a training on self-care during my internship. This training provided different self-care ideas and methods to reduce burden while working in the field.

The agency talked about self-care as important but did not really promote or support self-care activities. Then again I have never worked for an agency that really does this so it was about what I expected would happen.

**Item #6 - The agency instructor was helpful in developing, in consultation with you, your Learning Plan.**

Supervisor gave some guidance on how to implement my learning plan into agency tasks.

After I handed in my learning plan, there was no discussion about it.

AI was very helpful with my Learning Plan. She provided examples and was available if I had questions in regards to my Learning Plan throughout the semester.

The agency instructor went over my learning plan with me after I wrote it. There was not any time set aside for us to consult and collaborate on it.

**Item #7 - Please check the field experiences you had during your field experience and rate your overall experience in developing your social work skills.**

Unfortunately with COVID-19, experience was not the same as it could have been with limited contact with the population served. Numbers were low for participation.

I do not think this was a good social work field placement. I thought it was very psychology based, which left me with good experience with the DSM. However, there was no ongoing client interaction and no community involvement. I found it difficult to relate my experience to social work in my weekly SOLs.

My experience at agency has been helpful in developing my social work skills.

This experience provided more experiences related to administrative duties rather than hands on experiences with clients.

I did mostly tasks that I was already used to doing, but I did grow in problem solving skills and was able to practice outreach into the community and supporting a population I otherwise did not have experience with.

**Item #8 - The agency instructor held regular instructional sessions with you no less than once per week.**

We only had to reschedule one session due to illness

Supervisor was available for questions if we sought her out, but there was no formal supervision meeting during my placement.

We had supervisory sessions every Monday. Throughout the week I would receive guidance from my supervisor on tasks.

I met with my agency instructor at least once, more often twice or more, a week. We worked together on problem solving and often were able to achieve a lot during the meetings.

### **MSW Specialization:**

**Item #1 - Please rate your experience with the field orientation session you attended with Jenny Becker.**

- Thank you for being flexible with me and for allowing me to submit stuff late, this was very helpful especially with COVID.
- Jenny does a great job of making everyone feel welcome and secure in their placements, whether it is online or in person.
- I really enjoyed this because it helped me stress less about how many hours I needed. It was helpful to know the information before we started out internship.
- It may be helpful to release information on finding field placement sites before MSW orientation. This is always a stressful task, so providing students with the opportunity to look before classes start may help reduce some stress.
- Jenny was proactive in answering any question that I had before I had the chance to ask it by sharing very valuable information in her

presentation at the field orientation session. I appreciated the level of thoughtfulness and detail that she put into her work.

- informative, and helpful
- While I do not remember this session, I know it happened and that I had no additional questions after the session.
- The orientation went smoothly and was informative. Since I had already established a field practicum site, I was not as anxious about this upcoming field placement and was already aware of requirements and expectations.
- Because COVID has made everything a crazy experience at UNI and my internship, the orientation was a breath of fresh air!
- Jenny was helpful during the supervisor transition that occurred in January
- This was very helpful!
- Even with the adjustment to virtual due to COVID, Jenny did a great job organizing field orientation.
- Jenny is so supportive, responsive and organized

**Item #2 - Please rate your experience with the Graduate College resume review session(s) with Susie Schwieger.**

- This was like I expected from the past year.
- Did not need much assistance this year as she did such a wonderful job with me last year!
- I thought this was helpful, especially for those of us who may not have had help with writing their resume. She emailed us back with information in a timely manner.
- Supervisor was extremely helpful and thorough.
- I was glad to be able to have someone else proofread my resume before sending it to future potential employers. However, she didn't provide me with much feedback. This could be due to previously having it looked at by Career Services.
- I found this to be a very valuable piece of the curriculum and would recommend that it remain a part of this for future students.
- good information to have overall, Informative and educational
- This was incredibly helpful! It also helped me to have a point person for future career readiness which was helpful because I was unfamiliar with the university since my undergrad was not at UNI.
- Due to the circumstances of COVID, I did not find this as beneficial as the one last year when I was able to meet with her in person, a lot more to discuss and more feedback. I still found Susie's feedback very helpful.
- Susie is very kind and easy to work with. I think Susie's support might be more beneficial for undergraduate students or students with limited professional experience. Susie did not have any social work- specific suggestions or feedback about my resume. I chose to seek resume review help from Social Work faculty and my field site supervisor to more closely tailor my resume to the field I hope to enter.
- Very Timely
- She was super helpful! When giving me feedback, she provided examples to help my understanding which was helpful! She was also very specific in a good amount of explanation!
- This was helpful, as I cleared up some errors in my resume.
- The experience was easy and Susie gave great feedback.
- This was fine but I didn't really see the significance of doing it as the career center offered much more feedback. It was good for encouraging me to keep my resume updated though.
- The supervisor did my resume review and provided helpful comments

**Item #3 - Please rate your experience with the process for exploring your field placement with Jenny Becker and the system she has in place (i.e. online documents, meetings with Field Director, response to inquiries).**

- This was very beneficial, and it was great to meet and learn. Your seminar was inclusive and I appreciated learning from the other students.
- Jenny truly makes teaching and assisting future social workers her priority!
- I had an idea of what I wanted to do for my field placement, so I did not utilize the system but thought it was a good idea for those who were not sure, or not form around the area to look at options.
- Jenny made the field placement process very pleasant for my work site field study. She was able to efficiently facilitate this and help me to establish field placement easily.
- it was good having the list of different options and finding/seeing agencies available. Sometimes I did feel lost, but I knew I could shoot and email and have some guidance
- The IPT system was challenging to navigate at first. I came from out of town and did not know the agencies in the area. However, the student comments on each agency helped me to feel better informed in selecting agencies to apply to.
- Again there were some barriers here due to COVID, I had an interview get cancelled because of COVID. The Field site said that they would reach out to me to reschedule and never did. Other sites never got back to me which was frustrating. Aside from the barriers of COVID, I was a little frustrated with the field placement options on IPT. There are not many agencies listed for this area that focus on counseling/mental health. As that is my area of interest and the nature of our trauma specialization classes I think opportunities to practice counseling/therapy are very important. I felt on my own for reaching out to sites and ended up comminuting to Dubuque in order to have the opportunity to work in this field.
- Please find more after normal hours internships for future students like me who do not have the capability of quitting their jobs or working less hours to intern.
- Jenny is always very helpful and informative. I needed to make a lot of adjustments to my schedule, and my internship site had one of the two original supervisors leave for another position. Jenny was accommodating of the changes and supportive of the challenges I faced.
- COVID 19 impacted the availability of some agencies (nothing anyone could do about this). Some agencies within the ipt system were nonresponsive or not willing to take interns anymore, I reported these to Jenny.
- The actual process for finding a placement site was difficult since I had not had any experience with social work in this area.
- Jenny Becker was extremely helpful in helping me finish all of the requirements before beginning my medical social work internship (such as accessing training needed, having a checklist of things I needed to complete, etc.)
- I found my field site outside of the system but Jenny's emails and communication helped a lot when exploring placement sites.
- You were always very responsive and helpful. I wish there were more clinical options, but I know Jenny already is aware of this and works hard to include more each year. She was great at getting back to me and helping me try to find the clinical experience I was desiring.
- Jenny did on time follow up, provided all necessary documents with examples and responded for all inquiries on time.

**Item #4 - The agency orientation introduced you to the agency's functions, purpose, and structure.**

- The agency had a proper training and let me advocate for myself in the sense that I could learn and grow in a professional setting.
- This happened, but it was informal and happened many times, was not down in just one time period, it happened over the first few days of the internship.
- My supervisor provided me with a tour of the office building and the two schools I would be working in prior to my official start date. There is so much information going into special education that it is difficult to really introduce all of the information needed in an orientation session.

- I was fairly well oriented to the agency because it was a work site field study, but my agency supervisor was able to help fill in any blanks.
- I think it overall went well. I liked being able to meet other staff and professionals I would be working with.
- I had multiple, comprehensive orientation sessions that helped me form a basis for our functions before officially starting the internship
- There was not really any sort of an orientation when I began, I mainly just learned and asked as I went.
- The supervisor provided a comprehensive overview of agency and explained the complexities of how the agency private practice recently merged. I fully understand clinic function and structure; as for the larger health system—additional insight into hospital administration structure was not needed during the completion of internship tasks. When I had questions about the function of rules or the purpose of company culture, my questions were answered or I was directed to where to find more information.
- Keeping in mind this was in midst of opening up during COVID, the orientation was very short and not informative on our actual duties.
- The agency held three full days of training with the other intern's and I and our supervisors that reflected new hire training that employees get. Very helpful.
- The orientation was helpful. Department head has been the go-to person for helping me establish the units I rotate, being my point of contact so that I can connect with other social workers and resources in the hospital. She introduced me to my agency supervisor and we discussed the volunteer orientation that I needed to complete before I could begin my internship.
- Not applicable as I was already familiar with the organization.
- While agency purpose is PHENOMENAL and fills the gap in the community regarding services that are desperately needed – the agency is still trying to find the proper functions and structure to effectively operate, for its workers and clients. It shows promise with wanting to implement trauma informed practices, it will just be an adjustment period and making it through these “growing pains.”
- It was their first year and I'm not sure they even knew exactly what things would look like for us at this point. So it met my expectations but it wasn't as chalked full of info as it will likely be in the years to come.
- It could have been more helpful the agency oration be inclusive: included detail leadership and program strategic approach and written (guiding) documents.
- Orientation at agency was extensive and useful. I will recommend not having a student shadowing a different social worker every two weeks. It depends on the student as well. For me I felt more comfortable being with one social worker and taking patient's calls from there rather than being with one and then another and another. Shadowing is good to get a good grasp but personally for me what worked was being with one person and moving from there where I was needed.

**Item #5 - The agency instructor was able to help you cope with the emotional impact of your field experiences.**

- The agency had activities for self-care such as a monthly meeting to promote fun!
- Although I went through many instructors, all of them did their best to make sure I was doing well mentally, showing their empathetic nature.
- I thought my agency did dwell with this and could tell they cared about my self-care and made sure that I did it. One time, I was mentally overwhelmed, and they sent me home for the afternoon so that I could practice self-care and be ready for the next day.
- The supervisor always advocated for each of us to take care of ourselves and would check in after potentially difficult situations.
- The supervisor and I had several discussions about self-care strategies. She is so caring and provided me with several strategies to try in terms of self-care.
- The supervisor was great at reminding me to care for myself!

- The supervisor was always very understanding about having to take a day or tend to personal issues. I think she was able to let us deal with what we had going on which avoided burn out.
- We are encouraged to discuss our scheduling and personal needs with our supervisors. Our supervisors are flexible in ensuring we are functioning well and able to do the things we need/want to do (like visiting parents for an extended weekend). However, I have seen mindsets about discussing the emotional impact of the field experiences be different. I assume this difference is mostly due to my supervisors not having a social work background.
- The supervisor was very understanding when I needed to take personal time for sick days with kids and the occasional migraine for myself. The ability to tend to my personal life really helped me to have a positive experience throughout my internship.
- The supervisor is the most patient and supportive person I have ever met. She was very understanding of my ongoing physical health concerns (I have a spinal column injury) and worked with me to accommodate my access needs. AI emphasized taking time off proactively to prevent burnout, illness, and effects of toxic stress. She, and all the agency employees, prioritize taking a full hour for lunch each day to eat a meal with others, take a break from patients and computer work, and rest. When I encountered challenges with patients or began to feel the weight of a patient's heartbreaking story, the supervisor would ask "What are you going to do to take care of yourself tonight" at the end of the work day.
- The supervisor is very understanding and advocates for our self-care. If there are days where we cannot come in she is very understanding. She helped advocate for us when we were put on duties that were not in our learning plans.
- Supervisory sessions always touched on self-care and positive coping mechanisms. Kellie was especially helpful in normalizing some of the distress I was experiencing at times and actively encouraged self-care, advocacy, and rest to combat the distress.
- My agency supervisor was extremely helpful when I would verbally process any difficult events that I came across while interning. She helped to guide me to any actions that I could take when I felt negatively impacted by something. She discussed safety measures with me should something happen in the hospital, and we discussed self-care when I felt like it was needed.
- Self-care was seldom mentioned. It is rarely mentioned within the agency as a whole as well.
- The supervisor was available every step of the way – and was transparent enough to acknowledge what practices are not the most conducive to self-care, and recommended the activities that are healthy coping mechanisms. AI was open to hearing from the student's point of view and the emotional impact that I was facing and provided the support that was needed (extra supervision, exploring solutions to certain issues, flexible, time outside of field hours, etc). Self-care and coping was a fundamental piece to my field experience because of AI and it helped tremendously.
- The supervisor did this by example and her relaxed nature in between sessions on site. She had an easy going attitude that made you feel like you could take time if you needed it and she was always flexible with our schedule and willing to move things around or fill in if we needed it.
- The instructor offered her time and showed empathy as well as understanding to support the coping actions that possible help the intern to maintain self-care and the activities.
- The supervisor was a great supervisor; she went that extra mile to provide me with the experience I needed. She promoted self-care out of the clinic and while at the clinic she was always willing to provide support if there was a patient or situation I struggled with. She gave me ideas on how to better handle different situations, constructive feedback, and plenty of learning opportunities.

**Item #6 - The agency instructor was helpful in developing, in consultation with you, your Learning Plan.**

- The supervisor was very helpful and gave me insight on this stuff.



- I had two supervisors and they set up a zoom meeting for us to talk about my learning plan. It was nice so we could talk about different ideas that I would have the opportunity to do.
- My agency supervisor was very helpful.
- we were able to have a one on one to go over and develop my learning plan. I appreciated her taking time to do this with me
- The supervisor and I met for a couple hours to develop a feasible and challenging learning plan. I appreciated that debriefing happened on the spot so that I could connect dots in my brain quickly and efficiently. The learning plan turned out to be a very organic, living document which helped me get the most out of my time with agency.
- The supervisor provided relevant suggestions and changes to my learning plan. AI offered examples of projects and tasks completed by previous interns and encouraged me to explore areas of medical social work I wanted to learn more about.
- We met all together and worked on our learning plans with her which was helpful.
- The supervisor and I sat down together and item by item taught of ways that the agency could help me fulfill my learning requirements.
- My agency supervisor was helpful in aiding me during the development of my learning plan. She checked it over and we brainstormed any areas that I did not have something entered in that applied to my internship.
- The supervisor sat down with me and we completed the learning plan together.
- The first 3 weeks the supervisor showed what the day-to-day activities are and explained the other programs and services that agency offers and together we made the learning plan. The supervisor was flexible and gave me the independence to formulate the learning plan activities I wanted to work on and helpful to find ways to execute them in practice.
- The field instructor was committed to attend the weekly meeting and provide feedbacks.
- I completed 90% of the learning plan then I sat down with the supervisor and she was able to provide feedback and ideas. Very helpful so you both are on the same page on what is the student's goals for this experience.

**Item #7 - Please rate your overall experience in developing your social work skills.**

- I got a lot of new skills and knowledge when it comes to social work and expanding my knowledge.
- I felt this internship really helped with develop my social work skills. I have learned so much in the last year that has given me more confidence in my abilities.
- I felt like I was able to have a lot of freedom to try new things because my supervisor and the site supported that. I worked highly independently but always knew I was supported and could ask questions about any situation.
- I am very pleased with my learning experience and I appreciate
- the professional development that I have received.
- I definitely think I grew as a social work, I think I also expanded my area of competence and feel more comfortable than I did before working in this specific area of social work. I can even picture myself in this setting in my future professional endeavor.
- I have grown exponentially in case management skills as well as communication and crisis response skills. I learned that I enjoy working one-on-one with individuals and that I enjoy therapy work. Because I have learned that, I do wish I had been in a place where I would be able to practice specific therapy skills more.
- I had a million questions throughout my internship and the supervisor made sure to get answers to every one of them. The meetings and observations I got to be a part of left me with a ton of questions and Sara was instrumental in making sure I increased my awareness anywhere possible.
- I have learned so much in the past year. I still can hardly believe my internship with the agency is nearly over. My social work skills have grown so much since August and I can see the difference in how

I approach new people and new problems in all areas of my life. While this is not a “therapy” role, I can see uses for therapeutic techniques and social work skills in each patient interaction, and in each interaction, I have will colleagues as well. The agency has shown me how a social worker’s “Client System” can be an individual patient or nurse, a group of midwives and OB doctors, or a health clinic system as a whole. I see a place for social work support and intervention at all levels and I feel appropriately equipped to engage, assess, plan, and intervene at these levels.

- I think I am getting experience with my social work skills with kids here everyday, especially doing play therapy.
- There were times I wish I would have been supervised a bit closer, however, I learned A LOT by just doing. I also learned a lot by collaborating, talking with, and seeking advice from therapists within the organization.
- I feel like I have developed my skills beyond what I did from my bachelor’s program. I think the length of time of this internship was very helpful, as I could use the skills that I have learned. I also think this specialization program has helped me refine skills that I have gained from my bachelor’s program, and I feel more prepared to enter the workforce.
- Working at the site homes provided real-life experience with several different kinds of individuals.
- This agency gave the opportunity to work on a wide range of social work skills, that some other agencies may not have the ability to do. Therapy was the focal point, but I had the opportunity to participate in outreach, crisis, resource referrals, policy practices and grants, exposure to various populations of people, ages, and was able to explore different modalities.
- I had a chance to practice, develop and reflect skills related to my future professional career, such research, program designing, communication with client, designing & conducting trainings, and developing curriculum related to violence prevention.
- At the beginning, I was not able to do much but making phone calls and seating next to a social worker. After advocating for myself, talking to my supervisor I was able to get more responsibilities and really use my social work skills. I didn’t but another intern was able to take on a program for transportation and worked on it. Therefore there are opportunities for macro practice if that is something you are interested in.

**Item #8 - The agency instructor held regular instructional sessions with you no less than once per week.**

- Along with meeting the supervisor weekly I had other supervisors in the agency that I met with on a regular basis that helped me grow and learn from the agency.
- Supervisor meetings happened informally. I did not have a sent day or time that we would meet for supervision. I was able to talk with my supervisors though, whenever needed and they always made time to talk with me if I had any questions.
- Supervisory meetings were an ongoing occurrence. My supervisor was regularly at the site or available by phone so the meetings were informal and frequent.
- The supervisor and I worked close together daily, so we were able to discuss supervisory topics every single day.
- My agency supervisor was always available, but made certain that our time was reserved for supervisory sessions. I felt valued because of this.
- The supervisor was available whenever needed and was available mostly daily for supervisory sessions as well as for guidance for any additional concerns or questions.
- There were rarely consistent supervision sessions. My supervisor would often schedule time for us to meet and then either end up scheduling a client for that time, using that time to run an errand or would be doing things on the computer while I met with them (i.e. checking email). Things that would be discussed during supervision were often fit in in little 5-10 minute periods between clients. Occasionally we did meet when planned or fit in a full supervision elsewhere, (i.e. when a client no-showed), but

overall this was very inconsistent and frustrating at times because it would add to the disorganization and inconsistency I experienced there. There were a few times where he would acknowledge that it was supposed to be my time and he shouldn't be doing XYZ during it, but still would.

- We talked about things every week, but we never had a formal supervisory session each week.
- I appreciated the supervisor intentionally ensuring she was accessible to debrief with me whenever I had questions/thoughts. I didn't have to save my questions for a supervisory meeting on the calendar but, instead, could converse with her as we went along each day. This was the most conducive to my learning style and I'm glad Sara was willing to make that work for us.
- The supervisor and I talked through patient encounters and supervisory items multiple times per week. On days when I work with a patient in a particularly challenging situation, Danielle makes sure to check in with me and help me unpack the emotions, assumptions, and biases, I hold.
- Did not formally do this but she was around for questions when needed.
- My experience with agency has been phenomenal. My supervisors have been great and my instructors have answered all my questions any time I had them. I have absolutely enjoyed being a part of the team.
- There were several weeks where I would meet to check in with both staff more than once a week. AI especially made herself very available to me. Her guidance, input, and viewpoint on situations with clients helped me grow as a social worker.
- We had supervisory meetings once a week, and I also worked with my supervisor twice a week for about a month at the beginning of my internship
- I worked closely with the supervisor shadowing her so she was always available to talk to but we had regular supervision sessions that were set to review summary learnings and goals for the coming 2 weeks.
- We never officially scheduled as the supervisors was constantly available to me. When I needed to go over my summary of learning or anything that I wasn't sure about, I, at least once a week simply asked her when she was in the office with me. If a student wasn't purposeful about this, they might not speak up so for future reference she may have to check in with students.
- The instructor respect weekly meetings and take the evaluation/follow up session seriously.
- I always sat by my supervisor's working area therefore we always were talking about cases, patients, questions, social work and life as a professional. Even though we did not have a designated time I always felt supported by AI.

#### Talking Points:

Resume reviewer no longer at Graduate College. Current MSW Foundation students had resumes reviewed via email by Career Services. Will reassess resume reviewer for next MSW cohort.

Community Advisory Committee recommended we share student comments with future supervisors, which I do at the onset of the internship.