Students enrolled in NYU’s Extended One Year Residence Program (OYR) may apply for the Employment Based Field Learning option. Employment Based Field Learning involves field placement in the agency where a student is employed, but with assignments different from his/her current position.

**Employment Based Field Learning Requirements:**

1. All students in the OYR Program must complete **900 hours** of field placement.
   a. In most cases, students complete 28 hours/4 days per week of field placement for about 33 weeks (Sept – May).
   b. A second option is to complete 21 hours/3 days per week for about 43 weeks (Sept – July/Aug).

2. The Employment Based Field Learning assignment must be different from the work the student has been doing as an employee of the agency, including a change in focus and client population.

3. The student’s assignment is a learning experience, and must meet the school’s requirements for professional skill development:
   a. Addressing the student’s educational needs,
   b. Providing adequate time for instruction (90 minutes per week minimum),
   c. Reviewing process recordings, and
   d. Offering other opportunities for learning (e.g., case conferences, staff meetings).

4. The level of the Employment Based Field Learning assignment must provide direct practice with individuals, families, groups and/or communities and be commensurate with that of specialized practice graduate work as outlined by the following:

**Criteria for Specialized Practice Field Learning Performance:**

- Build on generalist practice skills to deepen knowledge and interventions to achieve a beginning level of mastering in direct practice with individuals, families, communities and groups.
- Demonstrate advanced skill in initiating a sustaining empathy, exploration, contracting, treatment planning, assessment, and different techniques in providing direct practice to clients.
- Demonstrate the capacity to listen with understanding, to convey sensitivity to differences and acceptance of clients, and to tolerate a range of feelings and affect.
- Be able to elicit and utilize knowledge about historical, cognitive, behavioral, affective and interpersonal data and the range of factors impacting upon clients to develop biopsychosocial assessments with some independence.

- Clearly and consistently demonstrate the capacity for critical thinking in relation to the work, integration of theories and practice knowledge and self-reflection.

- Appreciate the impact of policy on clients and communities, anticipate service needs and issues of prospective clients and seek ways to promote social and economic justice.

- Demonstrate a capacity for refined, differential use of an agency’s resources and other community resources as necessary and an understanding of an agency’s place in a service network.

- Understand and practice in accordance with the NASW Code of Ethics.

- Recognize and evaluate ethical issues and dilemmas in direct service and in agency policies and practice, formulate choices and appropriately seek consultation.

- Appreciate the role of scientific inquiry and research, understand various approaches to the evaluation of practice and demonstrate a beginning ability to apply them.

- Other: Refer to the MSW Student Manual. It is available online on the NYU SSSW website at: http://socialwork.nyu.edu/content/dam/sssw/academics/msw/pdf/msw.student.manual.pdf

**Field Instruction Requirements:**

1. A qualified field instructor must be provided by the agency to give instruction to the student.
   a. The entire 900 hours must be under the instruction of one primary field instructor.
   b. This field instructor must be someone who has not previously instructed the student.
   c. A “qualified” field instructor must have an MSW from a CSWE-accredited school of social work plus at least three years of post-MSW experience. In addition, the field instructor must have completed or be concurrently enrolled in the Seminar in Field Instruction (SIFI). The 13-week SIFI is offered at no cost by NYU each semester (it may also be taken at other area schools).

**Application Requirements:**

Employment Based Field Learning must be approved by both: (a) the appropriate administrators in your agency AND the Field Learning Office.

Required application materials:

1. Application for Employment Based Field Learning (including clear description of change in assignment and field instructor);
2. Curriculum Vitae on proposed Field Instructor (to be completed by proposed Field Instructor)

The student must collect all required application materials and submit by April 1 to the Field Learning Office via fax at 212-995-4533 or scanned and e-mailed to silver.fieldlearning@nyu.edu. Forms will not be accepted without the required signatures.