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Human Services Leadership

HUMAN SERVICES LEADERSHIP FIELD EXPERIENCES OVERVIEW

Accredited by the Counsel of Standards in Human Services Education (CSHSE), the Human Services Leadership (HSL) program at UW Oshkosh requires professional field experience as part of the curriculum. Human Services Leadership Internship (120 hours) and Advanced Internship (280 hours) complement coursework to build professional competencies. The benefit of these specialized experiences is widely recognized and gives our graduates an important advantage in the human services profession.

Field placement provides experiential learning in a human services delivery organization. An integral part of the total education process, experiential learning integrates the theory, knowledge, skills and professional behaviors that are concurrently taught in the coursework. ~ Adapted from CSHSE (Council for Standards in Human Service Education)

Human Services Leadership students may select either a traditional classroom (campus-based) or online delivery format.

Campus-based: Human Services Leadership Field Experience Placement

Human Services Leadership students are located throughout Wisconsin. Their field experience is completed in local human service agencies and organizations. Internship and Advanced Internship are arranged through the Human Services Leadership Field Experience Office based on student preferences. Supervision is provided by university course instructors and agency staff.

Online: Human Services Leadership Field Experience Placement

Human Services Leadership students are located throughout the country. Many are working adults who juggle multiple life commitments. Students are required to locate appropriate placement settings within their local region, prior to beginning the Internship or Advanced Internship course. Students will contact agencies/sites to arrange an interview. Supervision is provided by university course instructors and agency/site staff.

Compensation

The Human Services Leadership program, following the recommendations of our advisory board, has deemed that all hours logged toward the Internship and Advanced Internship are unpaid. If an advertised and broadly available "paid internship" which provides human services leadership skill development and experience is offered, the student must submit a request for consideration. Internships may not be designated as "paid" to accommodate a particular placement. Students may be allowed to complete Internship or Advanced Internship at their place of employment. However, employment time and tasks must be completely separate from fieldwork time and tasks. Further, the fieldwork must contribute to the professional development of the student and not replicate current or previous work or projects. A request is required.

Field Experiences

Internship: 120 hours experience in a human service agency. Students have been accepted into the Human Services Leadership program and have completed at least 9 credits of human services courses and 30-hours of (introductory) field experience in a human services agency. They should be able to interact effectively with clients and staff, plan short programs, engage in administrative tasks and do special projects. Students, though, will need support in further developing professional competencies. The course component of the internship requires bi-weekly seminar attendance and written coursework.



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Internship Learning Outcomes

- I. Understand the placement site's organizational structure, mission and clientele, and act in accordance with the site's governing principles and regulations.
- II. Develop the capacity to analyze and solve practice-related problems, drawing upon relevant data and a conceptual understanding of the situation.
- III. Develop interpersonal communication skills consistent with the professional conduct and ethical standards (CSHSE, National Standards) of a human service professional.
- IV. Develop a sense of professional identity, including self-awareness and insight into personal strengths and areas for improvement.
- V. Learn and develop technology and information management skills to adequately perform administrative aspects within a service delivery system.

Advanced Internship: 280 hours (unpaid) experience in a human service agency. Advanced Internship students have completed their program courses and are in their final semester. Human services leadership coursework is designed to prepare students to function, with supervision, as an entry level worker. Advanced interns require a leadership component or role. The course component of the internship requires bi-weekly seminar attendance and written coursework. A request must be submitted to consider advanced internship placement at the same agency where the internship was completed.

Advanced Internship Learning Outcomes

- I. Describe the placement site's organizational structure, mission and clientele, while acting in accordance with the site's governing principles and regulations.
- II. Analyze practice-related issues and, utilizing relevant data and a conceptual understanding of the situation, develop effective problem resolution and intervention strategies.
- III. Display interpersonal communication skills at a professional level consistent with the Human Service profession's conduct and ethical standards (CSHSE, National Standards) when interacting with clients, staff, and community.
- IV. Demonstrate a sense of integrity by establishing a professional identity, including self-awareness and insight into personal strengths and areas for improvement.
- V. Use technology and information management skills to perform administrative aspects within a service delivery system.
- VI. Exhibit Leadership ability, including but not limited to multi-level thinking, purpose-driven, resourcefulness, and advocacy, to perform as a leader in one or more aspects of Human Services work.



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General Information

- Field experience must occur in a human services setting and provide an environment and context to integrate knowledge, theory, skills and professional behaviors concurrently taught in the classroom. Field experience tasks and activities must provide personal and professional progression for the student during the placement
- Human Services includes but is not limited to the areas of criminal justice, children and families, senior citizens, domestic and sexual abuse, education and training, health, and meeting basic needs
- Traditionally human service work is done in non-profit and community agencies, government offices and municipalities, and schools or other educational settings. Private sector and other settings will be considered if human services leadership tenets can be demonstrated.
- Criminal background checks are processed prior to the start of the semester. The student is responsible for communicating any record to the agency. The site has final authority to accept, deny or accept the placement with conditions, based on this information.
- The Human Services Leadership Field Placement Office will request placement on behalf of campus-based students via email
- Online students make their own placement arrangements and contact sites directly
- An interview prior to placement is highly encouraged to determine "fit" between student and agency
- Participating agencies may require additional admission criteria
- Placement hours may not begin prior to the start of the semester, however, orientation and essential training may be completed upon confirmation of site placement by the HSL Field Placement Office

Placement site/supervisor shall

- Possess the minimum of a bachelor's degree
- Support the student in developing a learning agreement which outlines the components of the placement
- Provide face-to-face supervision and guidance to the student. The supervisor does not need to interact daily with the student.
- Prepare formal mid and final term evaluations of the student and submit to the university as directed
- Participate in joint supervisory conferences with the student and their university supervisor (student will arrange) for mid-term and final evaluation. Additional supervisory contact, as necessary, may be arranged as necessary on a case-by-case basis.
- Provide evaluation feedback to the student and their university supervisor
- Have the option to assign work in addition to assigned coursework
- Arrange the work schedule to accommodate the student and site, and agree on a method for recording time
- Communicate with the course instructor via phone or e-mail with any questions, comments or concerns' regarding the student's learning experience. The HSL Field Placement Director is available to students and agency supervisors in the course instructor's absence.
- The student and their university supervisor are available throughout the placement



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UW OSHKOSH HUMAN SERVICE PROGRAM GRADUATE COMPETENCIES

The University of Wisconsin Oshkosh Human Services Leadership Program strives to prepare graduates to meet diverse human needs through an interdisciplinary knowledge base. Focus is on prevention, and remediation, of problems while maintaining a commitment to improving the life quality of those served. Our curriculum incorporates the National Standards in Human Service Education as established by CSHSE.

The Human Service profession promotes successful delivery systems by addressing the effectiveness of accessibility, coordination, accountability, and outcomes in the delivery of services.

Skills and Competencies

- A broad-based awareness of social welfare within a global political-economic context adaptable to diverse audiences and services
- Able to understand, identify, analyze and respond to existing and emerging social issues and intervention strategies
- Awareness of how values and personal style interact with Human Service work
- Interpersonal skills including listening, interviewing, consulting, presenting, educating, problem-solving, decision making and advocacy in written, oral and electronic communication with colleagues, clients and the community
- Comprehend various legal implications in the human services field and function within the profession's ethical guidelines
- Utilize assessment techniques and strategies for intervention based on an understanding of human systems theory with special emphasis on human behavior and development
- Knowledge of strategic planning; capable of research; program planning, implementation and evaluation; and grant proposal development
- Aware of non-profit organizational structure, governance, administration, professional roles, marketing and economic composition
- An understanding of leadership principles, styles and practices with special emphasis on the non-profit organization and their stakeholders

For more information contact:

Brian Lefeber, Human Services Leadership Program, Field Placement Director, 920-424-0889, lefeberb@uwosh.edu