

State of Nevada  
**Board of Examiners for Social Workers**  
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**Appendix I**  
**Learning Objectives for Clinical and Independent Social Work Internship Programs**

Supervision is an educational process with the objective of enhancing the intern's professional development. The ultimate goal of the clinical or independent social work internship is the attainment of the intern's competency for self-directed practice. The following learning objectives are considered by the Board of Examiners for Social Workers to be minimal standards for the internship experience. The content of the internship and supervision will vary contingent upon many variables including the baseline skills and knowledge of the intern and supervisor, the internship agency's mission, agency policy and procedures and the intern's conscious use of self for professional growth and development.

**I. Orientation:**

1. Agency history, funding sources and mission statement.
2. Working knowledge of the internship agency's program plan which identifies services delivered to clients.
3. The social worker's role within the agency.
4. Working knowledge of the agency organizational chart which details various staff positions, lines of authority and communication.
5. Working knowledge of agency budget process and fiscal system.
6. Specific role responsibilities of interns in the agency.
7. Purpose of supervision, agreement with intern supervisor and internship supervision structure.
8. Accountability of agency to board or public authority.
9. Sanction of agency to provide human services and agency limitations.
10. Basic policies and procedures of the internship agency.
11. Agency process for program planning and policy-making.
12. Agency personnel practices and work performance standards.
13. Working knowledge of agency referral sources.
14. Agency's role in community network and agency's responsibility to develop community awareness of unmet human needs.

**II. Administration:**

1. Application of social work goals, values and ethics when fulfilling administrative responsibilities to clients, agency and community.
2. Working knowledge Chapter 641B of Nevada Revised Statutes and Nevada Administrative Code.
3. Establish intern compatibility with agency, agency goals and practices.
4. Time management skills.
5. Strategies for decision making.
6. Determination of priorities for work assigned.

7. Application of agency policy and procedures to specific learning experiences.
8. Developing intern's relationship to colleagues in the agency.
9. Appropriate agency social behavior on the job.
10. Use of agency forms, statistics and records.
11. The requirements of confidentiality; agency and criminal penalties.
12. Adjustment to work load and agency performance expectations.
13. Participation in staff meetings.
14. Accountability and documentation for services provided by intern.
15. Ethical and cultural considerations in public relations.
16. Program evaluation and planning.
17. Evaluation of intern work performance.

### **III. Educational Content:**

1. Stimulation of intern's commitment to the social work profession and services to clientele.
2. Application of social work values, ethics and knowledge base to practice as demonstrated by review of records and direct observation of intern's service delivery.
3. Stimulation of spirit of inquiry.
4. Application and knowledge of human behavior and the social environment.
5. Development and management of the professional relationship and its differential use with clients and client systems.
6. Develop skills in assessment of individuals, families, groups, communities and effective problem amelioration.
7. Develop diagnostic, assessment and treatment skills for mental disorders (CLINICAL SOCIAL WORK INTERNS ONLY).
8. Develop ability to respond to client strengths and weaknesses in a therapeutic manner.
9. Recognize and reinforce the client's prerogative of self-determination.
10. Utilize supervision for critical review of practice.
11. Practice conscious use of self in service delivery.
12. Identification of intern's method of learning.
13. Develop ability to network with other professionals and laypersons.
14. Knowledge of the unique historical basis of the social work profession.
15. Use of consultation in social work practice.

NOTE: The term "agency" means any and/or all public or private entities providing social work services.