



TORONTO EAST
GENERAL HOSPITAL

Exploring Barriers Around Field Instruction

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Introduction

- Observation: As a Educational Coordinator, there was approx. 21% of Social Workers participating in student placement, therefore, a lack of mentors for Social Work students.
- Goal: To determine why Social Workers were not volunteering to mentor students
- Opportunity: Bertha Rosenstadt Research Project

Year One

- May 9, 2011 – approval obtained from the Toronto East General Hospital Research Ethics Board (REB)
- December 2011 – March 2012 – individual interviews and focus groups completed.
- Challenges were encountered during this process

Year Two

- Jan. 28th, 2013 – switched process to address challenges - Email sent with the survey monkey questionnaire.
- Social Workers were asked to complete the questionnaire and place into a designated mail box. The box was there for 2 weeks – 10% response.
- March 15, 2013 – 2 students interviewed – Students who participated in the interview expressed the reluctance of Social Workers to be shadowed for a day.

Year 3

- **January 23, 2014** – Students were asked to develop a presentation for Social Workers to understand the experience of Social Work students.
- **March 6, 2014** – Students presentation – **Social Workers – Champion of Positive Change**. Emphasis was placed on the value Social Workers bring to students. The presentation was well attended.
- **November 20, 2014** – had a presenter from Humber College – topic – **Sowing & Reaping - Student Placement** - attendance 50%
- **November 30, 2014** – Met with new Manager, along with the new Educational Coordinators to discuss challenges to change. As part of the discussion, Management emphasized that during the hiring process Social Workers will be informed that as part of their employment they are required to take students.

Findings and Recommendation

Findings:

- Social Workers were feeling reluctant to take students because of time restraints and complex caseload volume.
- Social Workers are seeking Management to adjust their caseload to accommodate mentoring students.
- Student Placement is part of job posting; however, it's not part of the interview/orientation process.

Recommendation:

- To develop a collaborative group where Management and Social Workers can generate practical solutions to address these findings.

Questions



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