Social Work Job Preparation and Career Success

Presented by:
The University of Alabama
School of Social Work
http://socialwork.ua.edu/

and

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* Becky is a proud graduate of The University of Alabama where she received a BS degree in human development and family studies and a MSW with a concentration in planning and management.
Training Goal

Social work students will receive *just-in-time* online training to prepare them for employment. BSW and MSW students will obtain the knowledge, tools, and techniques necessary to be a prepared candidate for employment and to succeed as a viable employee.
Training Modules

Module I: The Preparation Process
Module II: The Interview Process
Module III: Career Growth & Development

There are three modules comprised of 10 segments. Students are encouraged to listen to all of the segments and review resources. Note: The online training was designed for you to obtain just-in-time information; therefore, feel free to listen to each segment in the order most beneficial to you.
Your Trainer

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Becky has 20+ years of national, state and local non-profit executive management experience, including professional and trade membership organizations and the health care industry with community mental health centers and physician practices. Her background in non-profits includes the positions of Chief Operating Officer for the National Association of Social Workers (NASW) in Washington, DC, and Associate Director of the Indian Rivers Mental Health Center in Tuscaloosa, Alabama.
The University of Alabama Career Center

The University of Alabama Career Center
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Social Work Job Preparation and Career Success

Module II: The Interview Process

Segment 6

Salary & Benefits Negotiation
The First Offer

- Never, EVER, EVER, accept the first offer
- Never, EVER, EVER, accept the first offer
- Never, EVER, EVER, accept the first offer

Repeat the statements above three times.
Why Will You NEVER Accept the First Offer?

• What do you have to lose to ask for more money/benefits?

• Employers do not take away an offer because you negotiated

• The first offer, typically, is not the best offer
Why is Negotiation Important?

• The organization will be impressed if you negotiate
• Your salary is the starting point for all future salary negotiations
• Negotiating a good starting salary and benefits will help you climb the ladder more quickly
Preparing for a Salary Negotiation

• Research the organization
  – funders
  – revenue
  – annual operating budget
• Research the field and job markets
  – similar positions
  – city/state salary comparisons
• Consider your personal financial position
• Know your desired salary range
Reviewing Benefits Package I

• Work schedule
• Probationary/introductory period
  – Is there one? How long?
  – What do you have to do to successfully complete?
• Annual leave, sick leave, paid time off (PTO)
• Health insurance
  – What percentage of the monthly premium is your employer paying?
  – Can you get family coverage?
Reviewing Benefits Package II

• Retirement plan benefits
  – Defined Pension Plan or 401(k) Plan?
  – What percentage is employer contributing?

• Social work supervision
  – Will you receive? If no, will the employer pay for you to receive?

• Licensure requirement
  – Will employer reimburse for prep course? exam? annual licensing fee?
  – Will employer pay for social work continuing education?
Before Negotiating: Ask Yourself…

• Do I see myself working here?
• Will I be able to grow my social work skills?
• Will I receive social work supervision?
• Does the organization support my professional development?
• Did I like the people I met during the interview(s)?

When necessary, learn to walk away.
Starting the Negotiation Process

• Wait for an official offer before you begin to negotiate
• Review the entire offer (salary & benefits)
• Response to the offer needs to be based on field and market research
• Maintain a direct, honest, and non-emotional response
• Remain objective, positive, and courteous
• Ask for a reasonable time-frame to consider the offer
Resources: The Interview Process

• Don’t ruin your chances at the job interview
  http://www.baselinemag.com/careers/slideshows/dont-ruin-your-chances-at-the-job-interview

• Research comparable salaries
  http://www.glassdoor.com/index.htm
  http://www.salary.com/
  http://www.payscale.com/

• Social Work Career Center
  http://careers.socialworkers.org
Additional Training Segments

Please visit http://socialwork.ua.edu/ to access more trainings

Segment 1  Resume Development & Cover Letter
Segment 2  Professional Networking
Segment 3  Essential Skills for Employment
Segment 4  Interview Research, Questions, & Answers
Segment 5  Interview Follow-up
Segment 6  Salary & Benefits Negotiation
Segment 7  Licensure
Segment 8  Supervision Preparation
Segment 9  Mentor Selection
Segment 10  Career Enhancement
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