

Exploring Internship & Externship Programs with The Impact of the Fair Labor Standards Act and ABA Std. 305(e)



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ABA Standard 305(e): Study Outside the Classroom



- e) A field placement program shall include:
1. A clear statement of the goals and methods, and a demonstrated relationship between the goals and methods to the program in operation;
 2. Adequate instructional resources, including faculty teaching in and supervising the program who devote the requisite time and attention to satisfy program goals and are sufficiently available to students;
 3. A clearly articulated method of evaluating each student's academic performance involving both a faculty member and the field placement supervisor;
 4. A method for selecting, training, evaluating, and communicating with field placement supervisors;
 5. Periodic on-site visits or their equivalent by a faculty member if the field placement program awards four or more academic credits (or equivalent) for field work in any academic term or if on-site visits or their equivalent are otherwise necessary and appropriate;
 6. A requirement that students have successfully completed one academic year of study prior to the participation in the field placement program;
 7. Opportunities for student reflection on their field placement experience, through a seminar, regularly scheduled tutorials, or other means of guided reflection. Where a student can earn four or more academic credits (or equivalent) in the program for fieldwork, the seminar, tutorial, or other means of guided reflection must be provided contemporaneously.