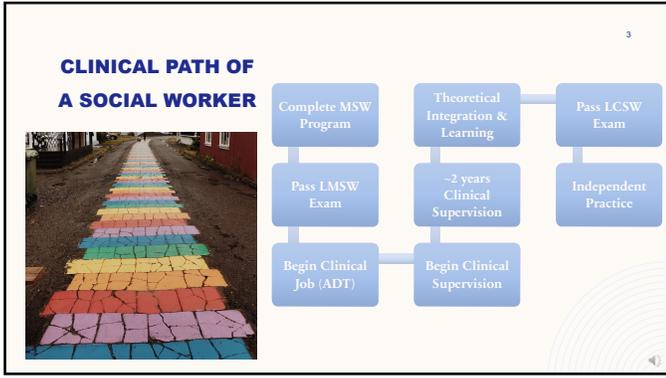


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3

LIFE & LEARNING CONTINUE AFTER GRADUATION

- Graduation day is just the beginning of your life-long journey of learning as a social worker
- With your MSW Degree you may immediately apply for jobs that require only a Master's Degree or MSW
- However, most (if not all) clinical social work jobs will require you to have a license to practice in the State of Texas

4

OBTAINING YOUR LMSW

- The LMSW (Licensed Master of Social Work) is a **provisional license** that allows you to practice clinical social work under the supervision of an experienced clinician
- You must request permission from ASWB (Association of Social Work Boards) to sit for / take the LMSW licensing exam: <https://www.aswb.org/>
- *Pro-tip: you may take your licensing exam in the semester BEFORE you graduate by requesting a letter from the Dean's office*

5

STUDYING IN PROGRESS!

THE LICENSING EXAM

- Once approved to sit for the exam, you will select a convenient testing center and date to take the exam
- The exam is composed of **170 of multiple-choice questions**
- The questions are **intended** to focus on what social workers must know to succeed on their first day on the job
- Be mindful that 20 of 170 are "tester" questions that do not count against you
- Remember that in the testing center people are taking ALL kinds of exams (don't be distressed if others get up before you)

6

ADVICE FOR PASSING THE LICENSING EXAM

- Don't wait! Take the exam before or soon after graduation!
- Exam Prep:
 - Study your NASW Code of Ethics and all course materials from the GCSW
 - Students are encouraged to take the 1-Day GCSW Licensing Exam Prep Course that is FREE to all graduating students in their last semester
 - Check with Micol Rosen on the class date to which you are assigned
 - You may also get study materials from ASWB
- Test Day:
 - Be well nourished and rested
 - Use your emotional regulation skills (deep breathing, meditation breaks, etc.)
 - Use ALL your exam time
 - BELIEVE IN YOURSELF!!!!



7

LICENSING

- You will be notified of your results immediately after the exam
- ASWB will send the Texas State Board of Social Work Examiners within approximately 14 days.
- Then submit your completed application with transcripts and other documentation to the State of Texas
- Eventually your licensure status will be updated on the state website to 'active' signaling you may practice clinical social work under supervision. You can check the status of your license here: <https://www.bhec.texas.gov/verify-a-license/index.html>
- If you do not pass the exam on your first attempt, you may have up to three additional attempts. You must wait at least 30 days to try again

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THE JOB HUNT

WRITE A RESUME
(INCLUDE INTERNSHIP EXPERIENCE)

SEARCH ON PLACES
LIKE THE UH GCSW JOB BOARD

NETWORK WITH
CLASSMATES AND PEERS

APPLY, FOLLOW-UP,
INTERVIEW, AND DON'T GIVE UP!

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SALARY INFORMATION

- Salaries for 2021 Graduates
- The average salary for 2021 UH GCSW MSW Graduates working full-time was reported at \$54,743 (based on 77 responses).
- The range of salaries reported for those working full-time was from \$30,000-80,000, with a mode range of \$54,000-55,999 (based on 77 responses).
- Average amount of time required to find jobs for Social Workers 1.6 months
- Average number of applications completed by social work job seekers 11
- Average number of interviews secured by job seekers 3
- Average number of job offers received by job seekers 2

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WHAT KIND OF JOB SHOULD I LOOK FOR?

DEPENDS ON YOUR LICENSURE STATUS

MSW

- Able to apply for macro and non-clinical social work jobs

LMSW

- Able to work in MSW jobs AND clinical social work jobs (if under supervision)

LCSW

- Able to independently (without supervision) work in non-clinical AND clinical positions
- Able to be impinged with health insurance and operate private practice

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WHAT IS A CLINICAL SOCIAL WORK?

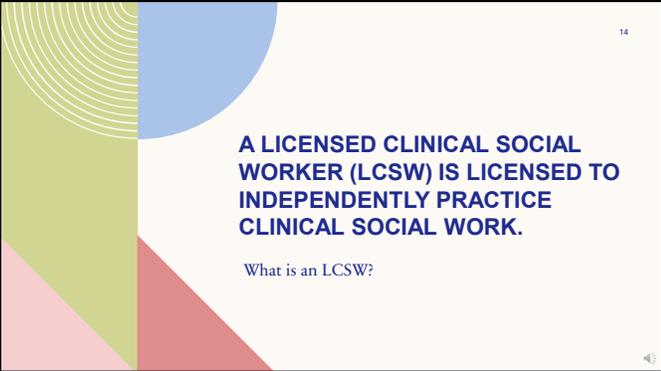
- The State of Texas defines Clinical Social work as the following (RULE §781.102 (9)):
- A specialty within the practice of master social work that requires applying social work skills to help people
- Clinical Social work involves using skills to **Assess, Diagnose, and Treat (ADT)** mental, emotional, and behavioral disorders
- Treatment may include but is not limited to providing psychotherapy in any modality
- Clinical Social Workers are qualified and authorized to Diagnose (using DSM and ICD) and treat using Current Procedural Terminology (CPT) codes
- Practice of clinical social work is restricted to either a Licensed Clinical Social Worker or a LMSW under clinical supervision



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A LICENSED CLINICAL SOCIAL WORKER (LCSW) IS LICENSED TO INDEPENDENTLY PRACTICE CLINICAL SOCIAL WORK.

What is an LCSW?



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PROCESS FOR LICENSURE UPGRADE

- MSW**
• Awarded after graduating from an accredited MSW program
- LMSW**
• Awarded after passing the LMSW licensing exam
- LCSW**
• Awarded after 2 years of practice under clinical supervision and passing the LCSW licensing exam

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HOW DO I GET AN LCSW LICENSE?



OBTAIN 3000 HOURS OF CLINICAL SOCIAL WORK PRACTICE



OBTAIN 100 HOURS OF CLINICAL SUPERVISION



PASS THE LCSW LICENSING EXAM

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CLINICAL SOCIAL WORK PRACTICE HOURS

- Must obtain 3000 hours of clinical social work practice under supervision
- Must work for a minimum of 24 months with LMSW
- All work hours in a Clinical Social Work position count towards 3000 (Not just direct face-to-face client hours)
- Minimum of 4 hours of clinical work per week
- Cannot begin counting hours towards LCSW until you begin clinical supervision



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CLINICAL SUPERVISION HOURS




- Must obtain 100 hours of Clinical Supervision
- Clinical Supervision must be given by an LCSW-S (Licensed Clinical Social Worker with Board Approved Supervisory Status)
- Can be received on the job or outside of the job
- NEGOTIATE
 - Before you take a job, negotiate access to clinical supervision during the hiring process
 - Ask for Clinical Supervision or a pay increase if you must pay for supervision out of pocket
 - Negotiate stipends for supervision or time from work to attend supervision etc.

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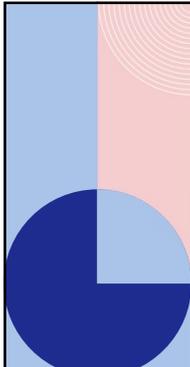
PASS THE LCSW EXAM



- Yes, you must take *another* exam to become an LCSW
- LCSW Exam is similar to the LMSW Exam:
- 170 multiple-choice questions completed in a time limited format at a testing center
- Questions are intended to ask about more advanced practice decisions

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WHAT IS CLINICAL SUPERVISION?



<p>CLINICAL SUPERVISION</p> <ul style="list-style-type: none"> • Supervision generally refers to administrative or work-related supervision of job tasks and performance • Clinical Supervision focuses on a supervisee's ability to successfully complete clinical social work • Clinical Social Work is really defined by doing Assessment, Diagnosis, and Treatment (ADT) of clients 	<p>SUPERVISION PLAN</p> <ul style="list-style-type: none"> • A minimum of 100 hours of Clinical Supervision is required to apply to upgrade an LMSW → LCSW • Clinical Supervision usually occurs in the context of a Supervision Plan • The Supervision Plan is an agreement between a Supervisor (LCSW-S) and a Supervisee (LMSW) to work together for the LMSW to achieve LCSW status
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OBTAINING CLINICAL SUPERVISION

- Usually, the **BEST** place to get Clinical Supervision is on-the-job!
 - Many agencies offer on-the-job supervision as a perk of employment
 - If they do, be sure there is a Clinical Supervision Plan in place and you are on track
- Social Workers may also obtain Clinical Supervision outside of their agency by finding an LCSW-S willing to take on a new supervisee
 - Check out the UH GCSW list of supervisors: <https://uh.edu/socialwork/alumni/career-services/clinical-supervisors/>
- **Remember to Negotiate and Advocate for access to clinical supervision!**



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CLINICAL SUPERVISION CONTRACT



- Most Clinical Supervisors have a process for vetting supervisees, before beginning supervision
 - Preliminary interview, practice expertise and expectations, background, etc.
- Most Clinical Supervisors will also provide a Supervision Contract for review by supervisee
 - The Contract will spell out expectations for the supervisee (attendance, documentation, fees, etc.)
 - And expectations of the supervisor (ethical practice, availability, what-if clauses, etc.)
- Clinical Supervisors should also request a job description (to verify ADT)
- External Supervisors should request a letter or memorandum of agreement between agency and the supervisor
- Contract should specify fee schedule – if any

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HOW MUCH DOES CLINICAL SUPERVISION COST?



- Out of pocket costs for supervision can range anywhere from **\$0 - \$300+ per hour** of supervision
- Each supervisor sets their own price and there is no universal standard
- LMSW may receive Individual and/or Group Supervision and each has its pros and cons
 - Group Supervision is generally much cheaper and learning is gained from peers as well as supervisor
 - Group max size is six supervisees!
 - Individual Supervision costs more and provides more individualized growth and support

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WHAT DO YOU DO IN CLINICAL SUPERVISION?



- Clinical Supervision is a time and space to process the clinical work that you are doing
- Supervisees describe the clients and cases they are working with and get guidance on how to handle challenging situations like:
 - Differential diagnosis
 - Mandatory reporting and documenting
 - Theoretical shift and drift
 - Ethical dilemmas, etc.
- Supervisors may also assign 'homework' assignments or projects for the growth of the supervisee
- Good supervisors provide resources, support, guidance, redirection, and encouragement

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'SACRED SPACE SUPERVISION'

- Clinical Supervision should feel like a kind of 'sacred space' where you feel emotionally safe to share your worries, fears, burdens, and stress of the work
 - *Supervision helps when you feel unsure or stuck*
- Clinical Supervision is NOT Therapy because it is focused on the cases and clients you are working with, *but a good supervisor will refer you if you need therapy*
- TOXIC Supervision involves invalidation, microaggressions, belittling, and abuse → be wary of this and get away from these supervisors
- Good Clinical Supervision will assess *not just what work are you doing but what is the work doing to you?*
- Interview with several supervisors to find one of good fit with you and discuss openly what you need from supervision
 - *If it doesn't feel safe, it will not be effective*

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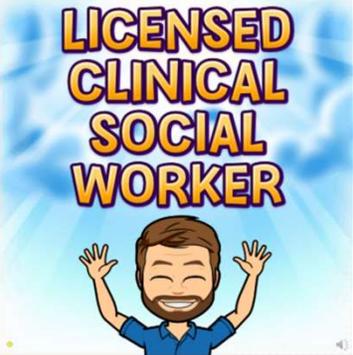
LMSW → LCSW PROCESS

START A SOCIAL WORK JOB	BEGIN CLINICAL SUPERVISION	LOG PRACTICE & SUPERVISION HOURS	PASS THE LCSW EXAM	UPGRADE YOUR LICENSE TO LCSW
If your goal is to obtain an LCSW, then be sure your job allows you at least 4 hours of clinical social work practice (Assessment, Diagnosis, and Treatment)	Be sure that your supervisor is an LCSW-S Be sure to have a supervision plan and usually a contract as well	Keep a record of hours worked in your social work job. Keep a record or 'note' of each supervision session completed	After completing the minimum 2 years and 3000 hours of clinical practice and 100 hours of supervision → Apply to sit for LCSW Exam and pass it	Submit all paperwork and fees to the State of Texas and upgrade your license to LCSW

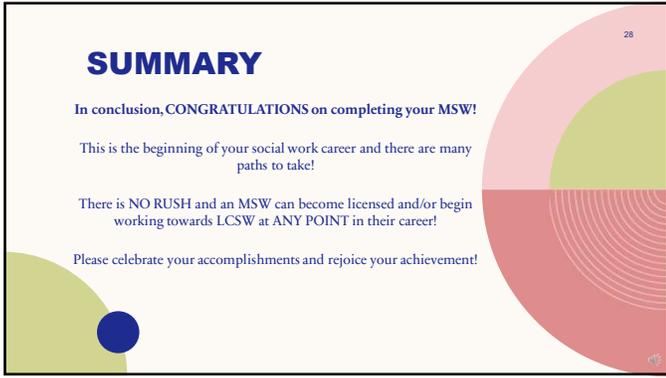
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LCSW

- And that's it!
- LCSW is the highest license status for social workers → it means that you are free to independently practice clinical social work without supervision
- **NO MORE LICENSING EXAMS**
 - Just be sure renew your license every 2 years to keep it active!
- For renewal, all licensees must pay a fee and complete:
 - 30 hours of Continuing Education
 - Minimum 6 hours must be specifically in ethics
 - Minimum 3 hours must be in cultural diversity or competence
 - 1 hour training on Human Trafficking



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