LEARNING OBJECTIVES

By the end of this presentation, participants will be able to:
1. Recite the requirements to attain both LMSW and LCSW licenses
2. Identify the purpose and benefits of clinical supervision
3. Negotiate for clinical track resources

CLINICAL PATH OF A SOCIAL WORKER

1. Complete MSW Program
2. Pass LMSW Exam
3. Begin Clinical Job (ADT)
4. Begin Clinical Supervision
5. 2 years Clinical Supervision
6. Theoretical Integration & Learning
7. Pass LCSW Exam
8. Independent Practice
9. Independent Practice
Life After Grad School

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

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

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 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)
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, etc.)
  • Use ALL your exam time
  • BELIEVE IN YOURSELF!!!!

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 license 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.
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!

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.

WHAT KIND OF JOB SHOULD I LOOK FOR?

- MSW • Able to apply for macro and non-clinical social work jobs
- LMSSW • Able to work in MSW jobs with clinical social work (under supervision)
- LCSW • Able to independently work in clinical social work positions • Able to be reimbursed with health insurance for private practice

DEPENDS ON YOUR LICENSURE STATUS
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

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

What is an LCSW?

PROCESS FOR LICENSURE UPGRADE

LMSW
• Awarded after passing the LMSW licensing exam

MSW
• Awarded after graduating from accredited MSW program

LCSW
• Awarded after 2 years of practice under clinical supervision and passing the LCSW licensing exam
HOW DO I GET AN LCSW LICENSE?

1. Obtain 3000 Hours of Clinical Social Work Practice
2. Obtain 100 Hours of Clinical Supervision
3. Pass the LCSW Licensing Exam

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

CLINICAL SUPERVISION HOURS
- Must obtain 100 hours of Clinical Supervision
- Clinical Supervision must be given by an LCSWS (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.
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

WHAT IS CLINICAL SUPERVISION?

CLINICAL SUPERVISION
• 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

SUPERVISION PLAN
• 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

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!
**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 ADTs).

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 access 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.
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.

LMSW → LCSW PROCESS

- If your goal is to achieve an LCSW then be sure you job allows you at least 4 hours of Clinical social work practice (Assessment, Diagnosis, and Treatment).
- Be sure your supervisor is an LCSW.
- 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.

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.

LCSW

- Licensed Clinical Social Worker
SUMMARY

In conclusion, CONGRATULATIONS on completing your MSW!

This is the beginning of your social work career and there are many paths to take!

There is NO RUSH and an MSW can become licensed and/or begin working towards LCSW at ANY POINT in their career!

Please celebrate your accomplishments and rejoice your achievement!

THANK YOU

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