

Exploring Social Work as a Career

Developed by the National Association of Social Work – California Chapter

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The Social Work Profession

Introduction

This document was designed to provide individuals with an overview of the social work profession including its history, educational requirements, career choices, employers and salaries. It was created to answer many of the questions those considering or entering into a bachelor's in social work (BSW) program or a master's in social work (MSW) program. The overall goal is to provide information and resources so that readers will be able to make informed decisions regarding their career choices.

Social Work Defined

According to the International Federation of Social Workers, "the social work profession promotes social change, problem solving in human relationships, and the empowerment and liberation of people to enhance well-being. Utilizing theories of human behavior and social systems, social work intervenes at the points where people interact with their environments. Principles of human rights and social justice are fundamental to social work." It is also pointed out that social work in the 21st century is dynamic and evolving; consequently, no definition should be regarded as exhaustive.

Social Work History

The social work profession celebrated its Centennial (100th Anniversary) in 1998. Since the first social work class was offered in the summer of 1898 at Columbia University, social workers have led the way by developing private and charitable organizations to serve people in need. Today, Americans enjoy many privileges because early social workers saw miseries and injustices and took action, inspiring others along the way. Many of the benefits we take for granted came about because social workers—working with families and institutions—spoke out against abuse and neglect.

Examples of these benefits include:

- The civil rights of all people regardless of gender, race, faith, or sexual orientation are protected
- Workers enjoy unemployment insurance, disability pay, worker's compensation, and Social Security
- People with mental illness and developmental disabilities are now afforded humane treatment
- Medicaid and Medicare give poor, disabled, and elderly people access to health care
- Society seeks to prevent child abuse and neglect.
- Treatment for mental illness and substance abuse is gradually losing its stigma

Who are Social Workers?

Social workers help people overcome social and health problems, such as poverty, mental illness, child abuse and neglect, emotional instability, illness, economic uncertainty, domestic violence, homelessness, and drug abuse. They work directly with individuals, couples, families, and groups to identify and overcome these problems. Some social workers also work with communities, organizations, and/or systems to improve services and/or administrate social and health programs.

Social workers are found in many settings, including private practice, mental health, health care, schools, community agencies, public welfare, agency administration, and policy and planning. Social work's approach is unique among the helping professions because it focuses on people's problems in the context of their social environment. Social workers believe that people are influenced by the strengths and weaknesses of those around them such as families, communities, workplaces, and organizations.

Social workers apply their professional knowledge and skills to help people make the most effective use of their own abilities. When adequate services do not exist in a community, social workers promote the development of new services and programs.

Common Work Activities

- Determining people's social, emotional, and economic problems and needs
- Providing services to address the needs of people, or referring clients for appropriate professional or community services
- Developing resources, programs, and social policies to address unmet community needs
- Assessing, diagnosing, and/or treating mental health and emotional problems (Clinical Social Work: psychotherapy and counseling)
- Working to improve social programs and health services through research and by encouraging communities and organizations to be responsive to identified needs
- Helping people improve personal and/or social functioning by providing or referring for education, training, employment, and personal growth services
- Coordinating and working with governmental, private, civic, religious, business and/or trade organizations to combat social problems through community awareness and response programs
- Researching, planning, and developing social and health policies and programs

Important Personal Qualities

Individuals pursuing a social work career need to possess:

- A desire to make a difference in the lives of others
- A concern for people
- Good interpersonal communication skills
- An ability to relate to others empathically
- An ability to approach others non-judgmentally
- An appreciation for human diversity
- A willingness to work collaboratively with clients, colleagues, and other professionals
- An ability to problem solve
- A willingness to make challenging decisions
- A commitment to social justice
- A respect for the privacy of others

Social Work Specialties

Professional social workers are found in every facet of community life—in schools, hospitals, mental health clinics, senior centers, elected office, private practices, prisons, military, corporations, and in numerous public and private agencies that serve individuals and families in need. They often specialize in one or more of the following practice areas (this list is not comprehensive):

Mental Health Therapy
Disaster Relief
Military Social Work
Rural Social Work
Adoption and Foster Care
Child Welfare Services
Family Preservation Services
Homeless Family Assistance
Eating Disorders
Genetics

Community Mental Health
Employee Assistance
Veterans Services
Private Practice (MSW/DSW/PhD only)
Child Abuse and Neglect
Domestic Violence
HIV/AIDS
Political Development
School Alternative Programs
Gerontology Services

Crisis Intervention
School Violence
Employment Services
Hospice and Palliative Care
Developmental Disabilities
International Social Work
Advocacy, Consulting, and Planning

Community-Based Services
In-Home Services
Alzheimer's and Senile Dementia
Criminal Justice and Corrections
Public Welfare
Housing Assistance
Depression

For more information regarding these and other social work specialties, visit the NASW website at <http://www.socialworkers.org/pressroom/features/general/profession.asp>.

Another good source regarding the profession is the *NASW Social Work Profession Overview Fact Sheet*, which can be found at <http://www.socialworkers.org/profession/factsheet.htm>.

Social Work's Future

According to the U.S. Department of Labor's Bureau of Labor Statistics (BLS), social work is one of the fastest growing careers in the United States. While currently there are nearly 600,000 people who hold social work degrees in the nation, the profession is expected to grow 30% by the year 2010.

According to the Substance Abuse and Mental Health Services Administration (SAMHSA), professional social workers are the nation's largest group of mental health services providers. There are more clinically trained social workers—over 190,000 in 1998—than psychiatrists, psychologists, and psychiatric nurses combined. Federal law and the National Institutes of Health recognize social work as one of five core mental health professions.

Insights into Social Work

NASW Help Starts Here Public Education Campaign

As part of its Public Education Campaign, the National Association of Social Workers has created a 5-minute video that shows people that social workers help in many different ways. The goal of this video is to educate the public about what social workers do while demonstrating the depth and breadth of the profession. The video features three dynamic social workers working in three distinct areas of social work practice and is designed to give the viewer a snapshot of the important work that social workers perform.

This video can be viewed at www.HelpStartsHere.org.

Real Life Stories from Social Workers

Also a part of the NASW Public Education Campaign is the telling of "Real Life Stories," which portray how social workers can help individuals, families, and communities. The reader will find stories related to children, foster youth, youth development, mind and spirit, addictions, anxiety and depression, relationships, grief and loss, aging, wellness and prevention, stress management, and suicide prevention. To view these stories, visit http://www.helpstartshere.org/real_life_stories.html.

NASW National Social Worker Finder

The NASW Help Starts Here website provides a user-friendly, comprehensive search tool to assist individuals in finding a social worker, including his or her areas of expertise, hours of operation, languages spoken, payment options, and more. Visit: <http://www.helpstartshere.org/common/Search/Default.asp>

NASW National Website

This national www.socialworkers.org is a wealth of information regarding all aspects of social work and offers free online classes, malpractice insurance, updates on social policies and legislation, etc.

Occupational Outlook Handbook

A very good source of general information regarding social work careers is found in *The Occupational Outlook Handbook* and can be viewed at <http://www.bls.gov/oco/ocos060.htm>. This *Handbook* is produced by the U.S. Department of Labor, Bureau of Labor Statistics and covers the following topics:

- The Nature of the Work and the Working Conditions
- Training, Other Qualifications, and Advancement
- Employment and Job Outlook
- Salary Information and Related Occupations
- Sources of Additional Information

Educational and Licensing Requirements

To be a social worker, one must have a degree in social work from a college or university program accredited by the Council on Social Work Education (CSWE). The undergraduate degree is the Bachelor of Social Work (BSW). Graduate degrees include the Master of Social Work (MSW) and the Doctorate in Social Work (DSW) or PhD. For nationwide information about accredited schools of social work, contact the Council on Social Work Education visit the website at www.cswe.org.

Degree programs involve classroom study as well as practical field experience. Overall, the bachelor's degree prepares graduates for generalist entry-level work, whereas the master's degree is for more advanced clinical practice. A DSW or PhD is useful for doing research or teaching at the university level.

For information regarding financial aid resources for social work education, please visit the NASW-Chapter website and click on the "Career Center" tab at the top of the page where the reader will find a document titled "Financial Aid Resources for Social Work Education."

Although the requirements and laws vary from state to state, most states require practicing social workers to be licensed, certified, or registered. To research the requirements for the state in which you wish to practice, visit the American Association of State Social Work Boards (ASWB) website at www.aswb.org.

The ASWB website provides a document titled "*Social Work Laws and Regulations: A Comparison Guide*" that details information regarding each state's regulatory body and licensing regulations. It is imperative to understand the regulations and requirements for the state the reader wishes to reside and practice. Much to the dismay of many social workers, becoming licensed in one state doesn't allow him or her to practice in all of the states because every state has different laws and regulations.

While in many other states, those with BSWs and MSWs must obtain a certificate or license to practice as social workers, in California, individuals with a BSW or MSW degree can be employed as social workers without holding a state license or certification. There is only one social work license in California and that is a Licensed Clinical Social Worker (LCSW), which requires obtaining a MSW degree along with a minimum of two years of post-graduate supervised clinical work experience and passing two state-specific exams. This process is complex and costly and may take from three-six years after receiving a MSW; consequently, it is critical that the individual understand the process and the commitment required.

Generally speaking, in most other states, to become licensed one must obtain a MSW degree from a CSWE accredited school, obtain two-three years of post-graduate experience, and pass the Association of Social Work Boards (ASWB) licensing exams. California is the only state in the nation that **does not** utilize the ASWB Licensing Exams and the only state where the individual must pass two state-specific exams. More information regarding the ASWB exams can be found at www.aswb.org.

The NASW-CA Chapter is actively advocating for California's social work regulatory and licensing body, the California State Board of Behavioral Sciences, to change its regulations so that the ASWB Clinical level exam (the highest level) will be utilized in the future. This would allow licensed social workers the opportunity to move from one state to another with less difficulty.

Social Work Bachelor's Degree (BSW)

Generally, the curriculum offers basic liberal arts education in the first two years with a professional orientation during the third and fourth years. This provides the option for students to transfer in or out of the program without loss of credit until the beginning of their junior year. The educational components of the BSW degree program include the general liberal arts and sciences, supportive liberal arts requirements, and the social work curriculum foundation, which includes fieldwork.

The focus of the program is on understanding how people function in relation to their environment and on developing growth-enhancing professional relationships. Students develop an understanding and appreciation of human diversity and are able to practice effective social work with vulnerable populations especially those experiencing social and economic oppression. In developing professional competency, a strong emphasis is placed on the student's interpersonal effectiveness and self-awareness.

California BSW Programs

California State University System

California State University, Chico
California State University, Fresno
California State University, Long Beach
California State University, Los Angeles
California State University, Sacramento
California State University, San Bernardino
Humboldt State University
San Diego State University
San Francisco State University
San José State University

University of California System

UC Berkeley
UC Los Angeles

Private

Azusa Pacific University, Azusa
La Sierra University, Riverside
Pacific Union College, Angwin
Whittier College, Whittier

BSW Resources

- The Council on Social Work (CSWE) "*Directory of Accredited Social Work Programs*" (nationwide) can be found on the CSWE website at <http://www.cswe.org/CSWE/accreditation/>
- *The Journal of Baccalaureate Social Work* (JBSW) at http://www.sowo.tcu.edu/jbsw/1_2.htm
- *The New Social Worker Magazine*, BSW Job Market at <http://www.socialworker.com/bswjobs.htm>
- Social Work Associations and Organizations at http://healthlinks.washington.edu/social_work/associations/

Social Work Master's Degree (MSW)

Generally speaking, the curriculum of the Master of Social Work (MSW) Program prepares professionals to enter advanced social work practice and to practice in a manner that helps individuals, groups, and communities enhance or restore social functioning and create social conditions favorable to this goal. It often emphasizes social justice, the value of human diversity, and the empowerment of people and communities. It stresses social work practice that focuses on client strengths and problem-solving capacities to foster change at multiple levels. The curriculum is based on the study of human behavior and the social environment, social policy and practice, and social work research.

Most MSW graduate programs offer several concentrations and the type of concentration varies with the particular school. Common concentrations include, but are not limited to, the following:

Child and Family Services	Community Mental Health Services
Health Services	Management and Planning
Gerontology Services	Community Organization and Planning

California MSW Programs

California State System

California State University, Bakersfield
California State University, Chico
California State University, Dominguez *(Pending Candidacy)*
California State University, Fresno
California State University, Fullerton *(Pending Candidacy)*
California State University, Northridge
California State University, East Bay
California State University, Long Beach
California State University, Los Angeles
California State University, Sacramento
California State University, San Bernardino
California State University, Stanislaus
Humboldt State University
San Francisco State University
San Diego State University
San Jose State University

University of California System

University of California, Berkeley
University of California, Los Angeles

Private

Azusa Pacific University, Azusa *(Pending Candidacy)*
Loma Linda University, Loma Linda
University of Southern California, Los Angeles

MSW Resources

- The Council on Social Work (CSWE) "Directory of Accredited Social Work Programs" (nationwide) can be found at <http://www.cswe.org/CSWE/accreditation/>
- General Advice on Applying to Social Work Graduate Programs and Graduate School Rankings and Other Links for Social Work Applicants found at <http://socialworkschool.tripod.com/>
- The *New Social Worker Magazine* Online found at <http://www.socialworker.com/home/index.php>
- Social Work Associations and Organizations at http://healthlinks.washington.edu/social_work/associations/

Social Work Doctoral Programs

The Doctor of Social Work (DSW) is an academic degree for experienced social work practitioners who wish to further their careers by gaining training in advanced practice, research and/or policy analysis (although some DSW recipients are not social workers). Much of the course work emphasizes qualitative and quantitative analysis methods. The degree typically leads to teaching, research, leadership roles in agencies, or self-employed social work practice.

The DSW has become less popular and less respected in the past several decades, as most of the top ranked Schools of Social Work now offer only PhD research programs in social work. Currently, the Council on Social Work Education does not accredit DSW or PhD programs. It only accredits Bachelor of Social Work and Master of Social Work programs.

Example of a Doctoral Program (PhD)

University of California, Berkeley

The main objective of doctoral education at Berkeley is to inspire independence and originality of thought in pursuit of knowledge. The School's PhD program aims to develop scholars who will make significant contributions to the field of social welfare through excellent teaching, research, policy development and analysis, administration and direct practice. Doctoral students become proficient in research methodology and ultimately demonstrate this research competence in their dissertations. Most graduates of the PhD Program become faculty members in schools of social work and social welfare or hold positions in policy-making agencies or research institutions.

California Doctoral Programs

University of California System

University of California, Berkeley

University of California, Los Angeles

Private

Loma Linda University, Loma Linda

University of Southern California, Los Angeles

NASW Social Work Credentials and Certifications

The National Association of Social Workers offers a number of professional credentials and specialty certifications, which provide recognition to those who have met national standards for higher levels of experience and knowledge. ***These are not a substitute for required state licenses or certifications.***

Professional Credentials

- Academy of Certified Social Workers (ACSW)
- Qualified Clinical Social Worker (QCSW)
- Diplomate in Clinical Social Work (DCSW)

MSW Specialty Certifications

- Certified Advanced Alcohol, Tobacco, and Other Drugs Social Worker (C-ATODSW)
- Certified Advanced Children, Youth, and Family Social Worker (C-ADYFSW)
- Clinical Social Worker in Gerontology (CSW-G)
- Certified Social Workers in Health Care (C-SWHC)
- Certified Advanced Social Work Case Manager (C-ASWCM)

- Certified School Social Work Specialist (C-SSWS)

BSW Specialty Certifications

- Social Worker in Gerontology (SW-G)
- Certified Children, Youth, and Family Social Worker (C-CYFSW)
- Certified Social Work Case Manager (C-SWCM)

Clinical Social Work and Licensing

As defined by the American Board of Examiners in Clinical Social Work, “Clinical social work is a practice specialty of the social work profession. It builds upon generic values, ethics, principles, practice methods, and the person-in-environment perspective of the profession. Its purposes are to:

- Diagnose and treat bio-psycho-social disability and impairment, including mental and emotional disorders and developmental disabilities,
- Achieve optimal prevention of bio-psycho-social dysfunction, and
- Support and enhance bio-psycho-social strengths and functioning.”

Clinical social work practice applies specific knowledge, theories, and methods to assessment and diagnosis, treatment planning, intervention, and outcome evaluation. Practice knowledge incorporates theories of biological, psychological, and social development. It includes, but is not limited to, an understanding of human behavior and psychopathology, human diversity, interpersonal relationships and family dynamics; mental disorders, stress, chemical dependency, interpersonal violence, and consequences of illness or injury; impact of physical, social and cultural environment; and cognitive, affective, and behavioral manifestations of conscious and unconscious processes.

Clinical social work interventions include, but are not limited to, assessment and diagnosis, crisis intervention, psycho-social and psycho-educational interventions, and brief and long-term psychotherapies. These interventions are applied within the context of professional relationships with individuals, couples, families, and groups. Clinical social work practice includes client-centered clinical supervision and consultation with professional colleagues.

California Licensed Clinical Social Worker (LCSW)

As mentioned previously, in California, individuals with a BSW or MSW degree can be employed as social workers without holding a state license or certification. However, in many other states, those with BSWs and MSWs must obtain a certificate or license to practice as social workers. Much to the dismay of many social workers, becoming licensed in one state doesn't allow him or her to practice in all of the states as every state has different laws and regulations.

There is only one social work license in California and that is the Licensed Clinical Social Work (LCSW), which requires obtaining a MSW from a Council on Social Work Education (CSWE) accredited school of social work, gaining 3200 hours of post-masters clinical experience (a minimum of two-years of post-graduate clinical experience), fulfilling the pre-license coursework requirements, and passing two California state-specific examinations. This LCSW license allows the individual to perform independent and unsupervised psychotherapy in California. The LCSW license must be renewed every two years, and it is required that the licensee obtain thirty-six (36) continuing education units during each renewal period.

Becoming a California LCSW

The process for becoming an LCSW in California is complex and lengthy so it is advisable to understand the process, guidelines, and requirements before making the decision to pursue licensing. Those

interested can find information related to becoming licensed on the NASW-California Chapter's website at <http://www.naswca.org> under the "Professional Development" tab at the top of the homepage.

Comparing State Licensing Requirements

As mentioned previously, those interested in licensing can view the state specific licensing requirements by visiting the website www.aswb.org and viewing the document titled "Social Work Laws and Regulations: A Comparison Guide."

California Social Work Employers

Industries Hiring California Social Workers

Based on statistics obtained from the California Labor Market¹ Information through the Employment Development Department, the top 15 industries employing professional social workers in 2007 were:

<u>Industry Title</u>	<u>Number of Employers in CA</u>
Public Administration	26,111
Individual and Family Services	16,769
Child Day Care Services	10,941
Elementary and Secondary Schools	16,297
Social Advocacy Organizations	6,719
Civic and Social Organizations	5,474
Community Care Facilities for Elderly	5,291
Outpatient Care Centers	4,129
Home Health Care Services	2,628
Vocational Rehabilitation Services	2,100
Nursing Care Facilities	2,100
General Medical and Surgical Hospitals	1,432
Psychiatric and Substance Abuse Hospitals	1,235
Grantmaking and Giving Services	1,193
Other Residential Care Facilities	593

California's Largest Social Work Employers

The state's counties employ the largest percent of social workers. From April 2005 to April 2006, an average of 50% of the counties had positions available with a total of 664 positions being advertised. The State of California is second largest employer of social workers.

Fastest Growing Social Work Jobs Nationwide

According to the America's Career InfoNet² website, the 25 fastest growing occupations nationwide (requiring a bachelor's degree or higher) include the following three social work jobs:

¹ California Labor Market Information: <http://www.labormarketinfo.edd.ca.gov>

² America's Career InfoNet: <http://www.careerinfonet.org>

Occupation	Employment in 2004	Employment in 2014	Percent Increase
Substance abuse and behavioral disorder counselors	76,000	97,800	29%
Mental health counselors	96,200	122,300	27%
Mental health and substance abuse social workers	116,100	147,100	27%

California’s Shortage of Social Workers

Although California has faced a shortage of LCSWs for several years, research indicates the state will be faced with a greater shortage of social workers at all three levels (BSWs, MSWs, and LCSWs) in the near future. There is shortage of social workers in general; however, more significantly there is a need to increase the number of minority, bilingual, and culturally competent professional social workers.

As indicated in the “*Master Plan for Social Work Education in the State of California*” prepared by the California Association of Deans and Directors of Schools of Social Work and the California Social Work Education Center, California’s social worker shortage crosses all service areas including child welfare, mental health, developmental disabilities, aging and adult protective services, and corrections.

Factors that Increase the Demand for Social Workers in California

- Poverty is at 12.8%
- Homelessness includes 361,000 persons on a daily basis
- Mental illness means that approximately 595,500 individuals receive mental health services annually, reflecting a 100% increase since 1999
- Illnesses and injuries—largely affecting children and the elderly—require health care services
- Domestic violence affects 119,850 Californians annually
- Child abuse and neglect constitute 21% of the nation’s child abuse and neglect referrals and approximately 20% of the country’s foster care population resides in California
- Elder abuse affects 250,000 Californians annually

Social Work Career Development and Job Search Books

A Handbook for Job Hunting and Career Planning, 2nd Edition

Written by Carol Nesslein Doelling, this book can be bought through the NASW Press website at <http://www.naswpress.org>. This unique handbook addresses career management and job search needs of social workers across job functions, fields, and degree levels; offers self-assessment exercises; provides strategies for researching the job market and networking along with tips on resumes and portfolios; and describes how to select a MSW or doctoral program.

Careers in Social Work (2nd Edition)

Written by Leon H. Ginsberg, this book is useful for social work majors and others who are considering the possibility of social work as a career. This newer edition provides updated career facts and statistics. This practical reference provides basic information on becoming a social worker, including information on accredited social work programs at all levels—baccalaureate, master’s, and doctoral programs—as well as guidance on social work licensing regulations and procedures, and fields and organizations that indicate growth.

Social Work Salaries

It is difficult to assign a definitive range to social work salaries because salaries vary depending on many factors, some of which are listed below:

1. The type of degree (BSW, MSW, DSW)
2. The years of professional experience
3. The area of expertise (for example, forensic, medical, school, child welfare, addictions, etc.)
4. The type of employer (for-profit, non-profit, government, etc.)
5. The type of social work license, certification, or credential one possesses
6. The geographic location

Because there are so many variables, any one interested in a social work career would be advised to do research based on his or her specific data and interest. On the next page, the reader will find websites that can be helpful in researching social work jobs and salaries.

Examples of Social Work Salaries from Careerbuilder.com

LCSW with 2+ years of experience

In 2007, California's average salary was \$63,775.
In 2007, the national average salary was \$49,591.

Medical Social Worker with 2+ years of experience

In 2007, with a MSW, the national average salary ranged from \$48,461 - \$ 57,508.
In 2007, with a BSW, the national average salary ranged from \$38,707 - \$47,235.

Psychiatric Social Worker

In 2007, the national average salary was \$40,796.
In 2007, Houston, Texas's average salary was \$37,674.

Helpful Websites for Salary Information

California Labor Market Information

Another valuable resource for specific salary information is the California Labor Market Information (LMI) website where one can enter the job title and the specific location and learn about the median salary range as well as the outlook for future job availability i.e. , the expected growth in that specific geographic region. Visit: www.labormarketinfo.edd.ca.gov/.

Career Builder Salary

Using the Career Builder Salary website, visitors can research salaries based on the area of specialty and the desired geographic location. For example, in December 2007, the average salary for a Clinical Social Worker (LCSW) in Sacramento, CA was \$63,775 while the US national average salary was listed as \$49,591. Visit: <http://www.cbsalary.com>

Pay Scale.com

Using this website, the reader can research salaries and do a comparison by state and city. According to this website, as of December 2007, the social work salaries for New York, Philadelphia, Los Angeles, and Washington DC were higher than those for Chicago, Baltimore, and Atlanta. California and New Jersey

salaries were listed as higher than New York, Illinois, Pennsylvania, Florida, and Texas. In general, a social worker will earn more in a metropolitan area than a rural area; however, the cost of living will also be higher in a metropolitan area. For example, salaries may be higher in San Francisco than in Fresno but the difference in cost of living is significant. Visit: <http://www.payscale.com>

Monster Salary Center

Using the Monster Salary Center, visitors can research salaries based on their degree, their professional license, area of specialty, and the desired geographic location. To give readers an example of search results, the following was copied directly from a monster.com search for Sacramento, California. **Each reader must visit the site and create a customized search.** Visit: <http://salary.monster.com/>

- 2 [Social Worker \(MSW\)](#)
Interviews, coordinates, and plans programs and activities to meet the social and emotional needs of their clients and clients' family. Provides crisis intervention and assists families in understanding the implications and complexities of... [More](#)
- 3 [Medical Social Worker \(MSW\)](#)
Interviews, coordinates, and plans programs to meet the social and emotional needs of patients and patients' families in a hospital setting. Provides crisis intervention and assists families in understanding the implications and... [More](#)
- 4 [Medical Social Worker \(BSW\)](#)
Interviews, coordinates, and plans programs to meet the social and emotional needs of patients and patients' families in a hospital setting. Provides crisis intervention and assists families in understanding the implications and... [More](#)
- 5 [Licensed Clinical Social Worker](#)
Interviews, coordinates, and plans programs and activities to meet the social and emotional needs of clients or clients' family. Provides psychotherapy or counseling to individuals, groups, couples, or families. Requires a master's degree... [More](#)

Researching Social Work Jobs and Salaries

NASW-CA Online Job Bulletin

Another source for researching salaries is the NASW-California's Chapter's *Online Job Bulletin*, which lists social work job openings throughout California. It is updated twice a month and can be viewed at www.naswca.org by clicking on the "Career Center" tab.

National's NASW Job Link

On the national NASW website, visitors can view nationwide social work job openings and related salaries. There jobs are listed in the online *NASW Job Link* at <http://www.socialworkers.org/joblinks/default.asp>.

Resources on the NASW-CA Chapter Website

There are additional career development documents on the NASW-CA website at www.naswca.org under the "Career Center" tab at the top of the homepage.

- Exploring Social as a Career
- Financial Aid Resources for Social Work Education and Training
- Social Work Job Search Strategies
- Social Work Job Search Resources

Social Work Resources

The National Association of Social Workers (NASW)

www.socialworkers.org

With 150,000 members, the National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound social policies.

NASW provides services at the state and national level including but not limited to:

Advancing the Profession	Legislative Advocacy
Professional Development	Malpractice Insurance
Credentials and Certifications	Social Work Publications, Journals, and Books

NASW-California Chapter (NASW-CA)

www.naswca.org

With 12,000 members statewide, NASW-California Chapter vies with the NASW-New York State Chapter as the chapter with the largest membership. The CA-Chapter provides its membership with continuing education, professional development, political and legislative advocacy, job opportunities, monthly newsletters along with other benefits and services. The website's "Career Center" provides documents on Exploring Social Work Careers, Financial Aid Resources, Job Search Strategies, Social Work Job Search Resources, and the CA Jobs Bulletin.

California Society for Clinical Social Work

www.clinicalsocialworksociety.org

The California Society for Clinical Social Work was founded in 1969 to ensure the continued existence and quality of clinical social work as a mental health discipline. The mission of the Society continues to emphasize the highest level of clinical training and education, adherence to standards of ethical practice, and protect the integrity of the profession.

The International Federation of Social Work (IFSW)

www.ifsw.org

The International Federation of Social Workers (IFSW) is a global organization striving for social justice, human rights and social development through the development of social work best practices and international cooperation between social workers and their professional organizations.

The Association of Social Work Boards (ASWB)

www.aswb.org

This website provides information regarding state specific licensing requirements in the document titled "*Social Work Laws and Regulations: A Comparison Guide*." It is important to note that 49 of the 50 states utilize the ASWB social work exams for licensing and certification. California is the only state to create its own licensing exams.

The Council on Social Work Education (CSWE)

www.cswe.org

This website provides information on the evaluation of international degrees for those who earned degrees outside of the United States.

Social Work Access Network (SWAN)

<http://cosw.sc.edu/swan/organizations.html>

This website offers a list of national social work organizations and their websites.