

As of 1/2023

Social Workers, Marriage & Family Therapists and Professional Counselors – Military Occupational Crosswalk

Licensed Occupations: [Clinical Social Worker](#); [Marriage and Family Therapist](#); [Professional Counselor](#); [Social Worker](#)

Air Force

Related Occupations (Military Occupation Code):

- Clinical Social Worker (42S1; 42S3; 42S4; 42SX) [Commissioned Officer] **Page 2**

Army

Related Occupations: (Military Occupation Code):

- Social Worker (73A) [Officer] **Page 3**

Marines

Related Occupations (Military Occupation Code):

- Substance Abuse Control Officer (149) [Officer] **Page 4**
- Substance Abuse Control Officer (149) [Officer] **Page 5**
- Correctional Counselor (5832) [Enlisted] **Page 6**

Navy

Related Occupations (Military Occupation Code):

- Social Worker (868) [Officer] **Page 7**
- Drug and Alcohol Counselor (1800; 3380) [Enlisted] **Page 8**

Social Work Board
Clinical Social Worker

Experience Requirement	2 years A candidate must complete at least 3,000 hours of supervised clinical experience after completion of the master's degree in social work. The supervised clinical experience shall be completed in no less than 2 years. Half of the hours must be in providing services in one or more of the following areas: assessment; psychotherapy; other psychosocial-therapeutic interventions; consultation; family therapy; group therapy. At least half of the hours must be supervised by an LCSW who has 5 years out of the last 10 years of experience.
Education Requirement	Master's Degree or Doctoral Degree A candidate for licensure is required to hold a master's degree in social work or social welfare or a doctoral degree in social work from a school accredited by the Council on Social Work Education.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards - Clinical Examination.
Profession definition	A social worker who holds a clinical license and has special knowledge of social resources, human personality and capabilities, and therapeutic techniques and how they can be used to help people achieve adequate and productive personal, interpersonal, and social adjustments in their individual lives, in their families and in their community

Air Force
Clinical Social Worker (42S1; 42S3; 42S4; 42SX) [Commissioned Officer]

Job Duties	<ul style="list-style-type: none"> • Provide social work services in various settings, including mental health, substance abuse and family advocacy • Supervise mental health personnel and recommend training and management policies • Perform mental health evaluations and therapy • Provide consultation and support on policies, procedures and services to medical staff and leadership • Conduct and participate in research appropriate to expertise
Education/ Training	<ul style="list-style-type: none"> • Master's degree in social work from an accredited graduate school of social work accredited by the Council on Social Work Education. Postgraduate clinical experience is preferred. • Completion of 5.5-week Commissioned Officer training course
Qualifications	<ul style="list-style-type: none"> • Knowledge of social work theories, principles, techniques, and resources • Entry-level state license • Minimum of 24 months of experience in clinical social work • Completion of Air Force Social Work Internship Program may be substituted for 12 months of the experience requirement. • Must possess a valid and current license by a U.S. jurisdiction at a level allowing independent clinical social work practice
Related Credentials Offered	<ul style="list-style-type: none"> • Board Certified Diplomate in Clinical Social Work • Certified Clinical Mental Health Counselor • Certified Correctional Health Professional • Correctional Behavioral Health Certification (multiple kinds)

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	<p>A candidate for licensure must complete at least 3,000 hours of supervised clinical experience to satisfy requirement.</p> <p>Air Force Clinical Social Worker is required to have a minimum of 24 months of experience in clinical social work.</p> <p>Satisfies experience requirement for licensure if half of the hours are spent providing services in one or more of the following areas: assessment; psychotherapy; other psychosocial-therapeutic interventions; consultation; family therapy; group therapy.</p> <p>Additionally, at least half of the hours must be supervised by an LCSW who has 5 years out of the last 10 years of experience.</p>
Education Requirement	<p>Servicemember holds master's degree in Social Work from accredited graduate school.</p> <p>Satisfies education requirement for licensure if the degree is from a school accredited by the Council on Social Work Education.</p>
Examination Requirement	<p>A candidate for licensure <u>must</u> pass the Association of Social Work Boards – Clinical Examination to satisfy requirement.</p> <p>The servicemember is required to hold a license to practice in the Air Force.</p> <p>If servicemember is licensed in another state, the servicemember could seek licensure in Pennsylvania by endorsement. However, the only examination accepted by the State Board is the one administered by the Association of Social Work Boards.</p>

Social Work Board
Social Worker

Experience Requirement	No Experience Requirement for Licensure.
Education Requirement	Master's Degree or Doctoral Degree A candidate must hold a master's degree in social work or social welfare from a school which was an accredited school on the date the degree was awarded or a doctoral degree in social work.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards' (ASWB) master's level examination
Profession definition	A person who holds a current license and has received a master's or doctoral degree from an accredited school or program of social work or social welfare. A social worker has special knowledge of social resources, human personality and capabilities and therapeutic techniques and how to use them to help people to achieve adequate and productive personal, interpersonal, and social adjustments in their individual lives, in their families and in their community.

Army
Social Worker (73A) [Officer]

Job Duties	<ul style="list-style-type: none"> • Provide clinical counseling, crisis intervention, disaster relief, critical event debriefing, teaching, and training, supervision, research, administration, consultation, and policy development in various military settings • Enhance unit readiness and the emotional well-being of military members, their family members, and other eligible beneficiaries • Conduct and supervise direct patient care, and plan and execute disease prevention and health promotion programs • Perform special staff functions in health support for commanders at all levels • Conduct research on conditions of military importance, and supervise and participate in graduate medical education and training of other medical personnel needed to sustain a robust and readily available medical system
Education/ Training	<ul style="list-style-type: none"> • Master's degree in social work from a program accredited by the Council on Social Work Education • Social Workers have access to sophisticated technologies, methods and techniques, the opportunity to consult with experts in both the military and private sector, plus exceptional professional growth opportunities, including continuing education courses, seminars, and conferences.
Qualifications	<ul style="list-style-type: none"> • Current, unrestricted license for practice • Time-sensitive problem analysis with an accurate, sound and immediate decision • Ability to operate under stress, apply critical thinking skills, make decisions, and translate these skills to battlefield conditions • Possess expert knowledge in area of concentration, patient management, and general support and coordination principles. <ul style="list-style-type: none"> ○ Social workers gain this knowledge through continuing medical education and experience sustained by mentoring, additional institutional training, continuous self-development, and progressive levels of assignments within their specialty.
Related Credentials Offered	<ul style="list-style-type: none"> • Board Certified Diplomate in Clinical Social Work • Certified Clinical Research Coordinator (CCRC) • Certified Rehabilitation Counselor (CRC) • Mental Health Technician Certification (MHTC) • Certified Clinical Mental Health Counselor (CCMHC) • Masters Social Work Licensing Examination

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	No experience requirement for licensure.
Education Requirement	Servicemember holds master's degree in Social Work from program accredited by the Council on Social Work Education. Satisfies education requirement for licensure.
Examination Requirement	A candidate for licensure <u>must</u> pass the Association of Social Work Boards' master's level examination to satisfy requirement. The servicemember is required to hold a license to practice in the Air Force. If servicemember is licensed in another state, the servicemember could seek licensure in Pennsylvania by endorsement. However, the only examination accepted by the State Board is the one administered by the Association of Social Work Boards.

Social Work Board
Professional Counselor

Experience Requirement	<p>Experience Requirement Varies Based on Degree</p> <p>Master's Degree - 3,000 hours of Supervised Clinical Experience completed in no less than 2 years and no more than 6 years.</p> <p>Doctoral Degree – 2,400 hours of Supervised Clinical Experience, of which 1,200 hours was obtained subsequent to the granting of the doctoral degree.</p> <p>Experience must be supervised by a Licensed Professional Counselor or related degree licensee in the field for the last 5 of 10 years.</p>
Education Requirement	<p>Master's Degree or Doctoral Degree</p> <p>A candidate must hold a master's degree or Doctoral degree in counseling, or a field determined by the board by regulation to be closely related to the practice of professional counseling from an accredited educational institution.</p>
Examination Requirement	<p>I Examination</p> <p>The examination required as a prerequisite to being granted a license as a professional counselor shall be one of the following:</p> <ul style="list-style-type: none"> • The National Counselor Examination for Licensure and Certification (NCE) given by the National Board for Certified Counselors. • The Certified Rehabilitation Counselor (CRC) Examination given by the Commission on Rehabilitation Counselor Certification. • The Art Therapy Credentials Board (ATCB) Certification Examination given by ATCB. • The Board Certification Examination given by Certification Board for Music Therapists. • The practice examination of psychological knowledge given by the North American Association of Master's in Psychology (NAMP). (6) The Advanced Alcohol & Other Drug Abuse Counselor Examination (AAODA) given by the International Certification and Reciprocity Consortium/Alcohol and Other Drug Abuse Inc. (IC & RC/AODA). • The Examination for Master Addictions Counselors (EMAC) given by National Board for Certified Counselors.
Profession definition	<p>Licensed professionals who specialize in the application of principles and practices of counseling, mental health and human development to evaluate and facilitate human growth and adjustment throughout the lifespan and to prevent and treat mental, emotional or behavioral disorders and associated stresses which interfere with mental health and normal human growth and development.</p>

Marines
Substance Abuse Control Officer (149) [Officer]

Job Duties	<ul style="list-style-type: none"> • Apply social work knowledge and practices to provide mental health diagnosis, treatment, and consultation; • Provide assessment and planning for the social and psychological needs of individuals, families, groups, and organizations in the military community; • Perform social work functions including clinical counseling, crisis interventions, critical event debriefings, suicide prevention, disaster relief, and substance abuse interventions; • Provide supervision to mental health personnel to ensure effectiveness of services; • Perform and supervise application of social work functions in evaluation, diagnosis, and treatment of psychological disorders; • Provide individual and group therapy, behavior modification and other types of therapy in treating psychological disorders and assisting individuals with personal and interpersonal adjustment; • Utilize social work skills to prevent and treat psychological problems during deployments; • Provide consultation to leading officials and other agencies regarding individual and group effectiveness, interpersonal relations, psychopathology, and maladaptive behavior; • Coordinate social work services and maintain liaison with military and civilian resources
Education/ Training	<ul style="list-style-type: none"> • Officer must hold 4-year degree in counseling or social work. • Job training for social workers and counselors consists of professional growth opportunities, including continuing education courses, seminars, and conferences, as well as on-the-job learning in various training environments. • They complete a comprehensive training program covering responsibilities, military structure and etiquette, traditions, and leadership development. <ul style="list-style-type: none"> ○ Job-specific training content typically includes: ○ Ways of controlling drug and alcohol abuse among military personnel; ○ Management of equal opportunity programs
Qualifications	<ul style="list-style-type: none"> • Ability to express ideas clearly and concisely; • Desire to help others; Interest in research and teaching; • Sensitivity to the needs of others
Related Credentials Offered	<ul style="list-style-type: none"> • National Certified Counselor

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	<p>A candidate for licensure must demonstrate completion of the required amount of supervised clinical experience hours (3,000 hours for master's degree holders & 2,400 hours for Doctoral Degree holders) to satisfy requirement for licensure.</p> <p>Supervisor of clinical experience for servicemember must submit verification of the completion of hours to the Board for review. Supervisor must be a Licensed Professional Counselor or related degree licensee in the field for the last 5 of 10 years.</p>
Education Requirement	<p>Servicemember holds 4-year degree in counseling or social work. The servicemember's current education level would not satisfy requirement for licensure.</p> <p>Candidate for licensure must hold a master's degree or Doctoral degree in counseling, or a field determined by the board by regulation to be closely related to the practice of professional counseling in order to satisfy education requirement for licensure.</p>
Examination Requirement	<p>A candidate for licensure must pass one of the accepted examinations to satisfy the requirement.</p>

Social Work Board
Bachelor Social Work

Experience Requirement	No Experience Requirement for Licensure.
Education Requirement	Bachelor's Degree A candidate must obtain a bachelor's degree in social work or social welfare by a CSWE (Council on Social Work Education) accredited school.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards' (ASWB) bachelor's level examination.
Profession definition	The professional application of social work theory, knowledge, methods, principles, values and ethics to restore or enhance social or psychosocial functioning of individuals, couples, families, groups, organizations and communities. This practice is basic generalist nonclinical practice that includes interviewing, planning, intervention, case management, mediation, supportive counseling, information and referral, problem solving, client education, advocacy, community organization and the development, implementation and administration of policies, programs and activities.

Marines
Substance Abuse Control Officer (149) [Officer]

Job Duties	<ul style="list-style-type: none"> • Apply social work knowledge and practices to provide mental health diagnosis, treatment, and consultation; • Provide assessment and planning for the social and psychological needs of individuals, families, groups, and organizations in the military community; • Perform social work functions including clinical counseling, crisis interventions, critical event debriefings, suicide prevention, disaster relief, and substance abuse interventions; • Provide supervision to mental health personnel to ensure effectiveness of services; • Perform and supervise application of social work functions in evaluation, diagnosis, and treatment of psychological disorders; • Provide individual and group therapy, behavior modification and other types of therapy in treating psychological disorders and assisting individuals with personal and interpersonal adjustment; • Utilize social work skills to prevent and treat psychological problems during deployments; • Provide consultation to leading officials and other agencies regarding individual and group effectiveness, interpersonal relations, psychopathology, and maladaptive behavior; • Coordinate social work services and maintain liaison with military and civilian resources
Education/ Training	<ul style="list-style-type: none"> • Officer must hold 4-year degree in counseling or social work. • Job training for social workers and counselors consists of professional growth opportunities, including continuing education courses, seminars, and conferences, as well as on-the-job learning in various training environments. • They complete a comprehensive training program covering responsibilities, military structure and etiquette, traditions, and leadership development. <ul style="list-style-type: none"> ○ Job-specific training content typically includes: <ul style="list-style-type: none"> ○ Ways of controlling drug and alcohol abuse among military personnel; ○ Management of equal opportunity programs
Qualifications	<ul style="list-style-type: none"> • Ability to express ideas clearly and concisely; • Desire to help others; Interest in research and teaching; • Sensitivity to the needs of others
Related Credentials Offered	<ul style="list-style-type: none"> • National Certified Counselor

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	No experience requirement for licensure.
Education Requirement	<p>Servicemember holds 4-year degree in counseling or social work.</p> <p>Satisfies education requirement for licensure if degree is in social work or social welfare from a Council on Social Work Education accredited school.</p>
Examination Requirement	Servicemember must pass the ASWB bachelor level examination as a requirement for licensure.

Social Work Board
Bachelor Social Work

Experience Requirement	No Experience Requirement for Licensure.
Education Requirement	Bachelor's Degree A candidate must obtain a bachelor's degree in social work or social welfare by a CSWE (Council on Social Work Education) accredited school.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards' (ASWB) bachelor's level examination.
Profession definition	The professional application of social work theory, knowledge, methods, principles, values and ethics to restore or enhance social or psychosocial functioning of individuals, couples, families, groups, organizations and communities. This practice is basic generalist nonclinical practice that includes interviewing, planning, intervention, case management, mediation, supportive counseling, information and referral, problem solving, client education, advocacy, community organization and the development, implementation and administration of policies, programs and activities.

Marines
Correctional Counselor (5832) [Enlisted]

Job Duties	<ul style="list-style-type: none"> • Provide counseling, assist in evaluations, and recommend custody classification, treatment programs, and work assignments; • Make recommendations on clemency, parole, and/or restoration to duty requests; • Utilize operational control and mitigation methods; Conduct prisoner interviews; • Conduct survival skills program, pre-release program, work program, and academic program; • Maintain prisoner sex offender registry program; • Conduct recreation and physical fitness activities; • Serve as a counselor role in correctional therapy; • Conduct incentive program; Identify and use stress management techniques
Education/ Training	<ul style="list-style-type: none"> • Completion of basic training, which includes time spent in a classroom and in the field, and covers tactical and survival skills, physical training, military life and customs, and weapons training. • Corrections caseworkers develop skills in meeting the social and psychological needs of service members primarily through on-the-job learning in various healthcare environments. • Training content may include: <ul style="list-style-type: none"> ○ Orientation to counseling and social service programs; ○ Interviewing and counseling methods; ○ Treatments for drug and alcohol abuse; ○ Psychological testing techniques
Qualifications	<ul style="list-style-type: none"> • Interest in working with people; • Patience in dealing with problems that take time and effort to overcome; • Sensitivity to the needs of others; • Listening and communication skills
Related Credentials Offered	<ul style="list-style-type: none"> • Certified Correctional Trainer • Certified Corrections Executive/Juvenile • Certified Corrections Manager/Juvenile • Certified Corrections Officer • Certified Corrections Officers/Juvenile

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	No experience requirement for licensure.
Education Requirement	<p>A candidate for licensure must hold a bachelor's degree in social work or social welfare from a CSWE accredited school to satisfy education requirement.</p> <p>Servicemember <u>may</u> earn some credit towards degree from an academic institution for combination of Marine advanced individual training and credentials earned during time of service.</p> <p>The servicemember's current education level would not satisfy requirement for licensure.</p>
Examination Requirement	Servicemember must pass the ASWB bachelor level examination to satisfy requirement for licensure.

Social Work Board
Clinical Social Worker

Experience Requirement	2 years A candidate must complete at least 3,000 hours of supervised clinical experience after completion of the master's degree in social work. The supervised clinical experience shall be completed in no less than 2 years. Half of the hours must be in providing services in one or more of the following areas: assessment; psychotherapy; other psychosocial-therapeutic interventions; consultation; family therapy; group therapy. At least half of the hours must be supervised by an LCSW who has 5 years out of the last 10 years of experience.
Education Requirement	Master's Degree or Doctoral Degree A candidate for licensure is required to hold a master's degree in social work or social welfare or a doctoral degree in social work from a school accredited by the Council on Social Work Education.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards - Clinical Examination.
Profession definition	A social worker who holds a clinical license and has special knowledge of social resources, human personality and capabilities, and therapeutic techniques and how they can be used to help people achieve adequate and productive personal, interpersonal, and social adjustments in their individual lives, in their families and in their community

Navy
Social Worker (868) [Officer]

Job Duties	<ul style="list-style-type: none"> • Advocacy, guidance and counsel for currently serving and retired military personnel and their families • Resource coordination for social, psychological, behavioral, medical, financial, substance abuse, educational and transitional areas • Mental health therapy, from physical illness and disease to family issues and traumatic experiences • Crisis intervention
Education/ Training	<ul style="list-style-type: none"> • Upon graduation from graduate school, those pursuing a Social Worker position are required to attend Officer Development School (ODS) in Newport, R.I. ODS is a five-week program that provides a comprehensive and intense introduction to the responsibilities of Navy Staff Corps Officers. • Job training for social workers consists of professional growth opportunities, including continuing education courses, seminars and conferences, as well as on-the-job learning in various training environments. • They complete a comprehensive training program covering responsibilities, military structure and etiquette, traditions, and leadership development. • Job-specific training content typically includes: <ul style="list-style-type: none"> ○ Ways of controlling drug and alcohol abuse among military personnel; ○ Management of equal opportunity programs
Qualifications	<ul style="list-style-type: none"> • Master of social work (MSW) from a graduate school of social work accredited by the Council on Social Work Education (CSWE) • Minimum of two years' full-time supervised clinical social work experience (post-master's degree) • Current licensure/certification as a clinical social worker by the jurisdiction where practicing; licensure/certification must allow the social worker to practice independently • Experience in mental health (inpatient and outpatient) with knowledge and skills in diagnosis, evaluation, and treatment; medical social work, case management and discharge planning; family violence, including child and spousal abuse; and developmental delays in children • Supervisory program management or other leadership experience • Knowledge, skill, and comfort in working with diverse populations from various cultural backgrounds

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	<p>A candidate for licensure must complete at least 3,000 hours of supervised clinical experience to satisfy requirement.</p> <p>Navy Social Workers are required to have a minimum of two years of supervised experience in clinical social work.</p> <p>Satisfies experience requirement for licensure <u>if</u> half of the hours are spent providing services in one or more of the following areas: assessment; psychotherapy; other psychosocial-therapeutic interventions; consultation; family therapy; group therapy.</p> <p>Additionally, at least half of the hours must be supervised by an LCSW who has 5 years out of the last 10 years of experience.</p>
Education Requirement	<p>Servicemember holds master's degree in Social Work from accredited program.</p> <p>Satisfies education requirement for licensure <u>if</u> degree in Social Work in from a school accredited by the Council on Social Work Education.</p>
Examination Requirement	<p>A candidate for licensure <u>must</u> pass the Association of Social Work Boards – Clinical Examination to satisfy requirement.</p> <p>The servicemember is required to hold a license to practice in the Air Force.</p> <p>If servicemember is licensed in another state, the servicemember could seek licensure in Pennsylvania by endorsement. However, the only examination accepted by the State Board is the one administered by the Association of Social Work Boards.</p>

Social Work Board
Bachelor Social Work

Experience Requirement	No Experience Requirement for Licensure.
Education Requirement	Bachelor's Degree A candidate must obtain a bachelor's degree in social work or social welfare by a CSWE (Council on Social Work Education) accredited school.
Examination Requirement	1 Examination A candidate must pass the Association of Social Work Boards' (ASWB) bachelor's level examination.
Profession definition	The professional application of social work theory, knowledge, methods, principles, values and ethics to restore or enhance social or psychosocial functioning of individuals, couples, families, groups, organizations and communities. This practice is basic generalist nonclinical practice that includes interviewing, planning, intervention, case management, mediation, supportive counseling, information and referral, problem solving, client education, advocacy, community organization and the development, implementation and administration of policies, programs and activities.

Navy
Drug and Alcohol Counselor (1800; 3380) [Enlisted]

Job Duties	<ul style="list-style-type: none"> • Performs assessment and intake interviews, develops treatment plans, • Maintains statistical data on patient's progress, prepares summary reports, • Conducts individual and group counseling, crisis intervention, aftercare planning, referral, conducting prevention, outreach, and other educational services related to alcohol and drug abuse, and providing counseling in other areas as prescribed by program sponsors • Counselors are charged with maintaining the highest code of standards as required by the Counselor Code of Ethics and maintaining a current knowledge of alcohol abuse, alcoholism, and addiction.
Education/ Training	<ul style="list-style-type: none"> • All enlisted service members complete basic military training, which includes time spent in a classroom and in the field, and covers tactical and survival skills, physical training, military life and customs, and weapons training. • Substance abuse caseworkers develop skills in meeting the social and psychological needs of service members primarily through on-the-job learning in various healthcare environments. • Training content includes: <ul style="list-style-type: none"> ○ Orientation to counseling and social service programs ○ Interviewing and counseling methods ○ Treatments for drug and alcohol abuse ○ Psychological testing techniques
Qualifications	<ul style="list-style-type: none"> • Interest in working with people • Patience in dealing with problems that take time and effort to overcome • Sensitivity to the needs of others • Listening and communication skills
Related Credentials Offered	<ul style="list-style-type: none"> • SARP - Substance Abuse and Rehabilitation Program (Counselor) • Prevention Specialist • Advanced Alcohol and Drug Counselor • Alcohol and Drug Counselor • Certified Addiction Specialist

Licensure Requirement – Military Experience Equivalency Notes

Experience Requirement	No experience requirement for licensure.
Education Requirement	<p>Candidate for licensure must hold a bachelor's degree in social work or social welfare from a CSWE accredited school to satisfy education requirement.</p> <p>Servicemember <u>may</u> earn some credit towards degree from an academic institution for combination of Navy military training, on-the-job training, and credentials earned during time of service.</p> <p>The servicemember's current education level would not satisfy requirement for licensure.</p>
Examination Requirement	Servicemember <u>must</u> pass the ASWB bachelor level examination to satisfy requirement for licensure.