

Career Navigator Guide

Social Work Pathway

This work has been supported by:



Introduction



Background & Executive Summary

Social work is a growing and in-demand profession. Compared to the total Michigan economy, which is projected to grow 6% over the next ten years, social work is projected to grow 17%. With this increased demand, there are new opportunities for students and professionals to pursue or advance their careers in the social work field. This guide will provide school counselors and other career professionals (referred to as Career Navigators throughout this guide), with the resources and information to support high school students in deciding where they want to start their journey, where they want to go, and how to get there.

The Career Navigator Guide is divided into four sections.



Assess
What are my
career interests?



Explore
Is social work
for me?



Decide
What planning do
I need to do?



Go
What actions do I
need to take?

Each section provides information and action steps for Career Navigators to help their students prepare, make informed decisions, and gain the experience needed to successfully enter and obtain a meaningful career in the social work field.

In addition to the Career Navigator Guide, we encourage you and your students to connect with the following professional social worker associations to learn more:

- [National Association of Social Workers](http://www.socialworkers.org) (www.socialworkers.org)
- [National Association of Social Workers- Michigan Chapter](http://www.nasw-michigan.org) (www.nasw-michigan.org)
- [Michigan Association of School Social Workers](http://masswmi.site-ym.com) (masswmi.site-ym.com)

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Assess

Student Career Interests



The first step for students is to decide whether a career in social work aligns with their values, interests, and skills.

If your student hasn't already, encourage them to complete a skills or interests assessment, career profiler, or other career aptitude test. These assessments can help students determine their values, interests, and skills, which will help them make informed career decisions. Your school may have access to a private platform. However, there are free resources available to students, including:

- [O*NET Interest Profiler \(www.mynextmove.org/explore/ip\)](http://www.mynextmove.org/explore/ip)
- [Careeronestop Skills Matcher \(www.careeronestop.org/Toolkit/Skills/skills-matcher.aspx\)](http://www.careeronestop.org/Toolkit/Skills/skills-matcher.aspx)

Beyond the Assessment | Profile of a Successful Social Worker

After taking an assessment and deciding if the social work field aligns with the student's values, interests, and skills, the next step is to dive deeper into compatibility with the daily tasks of a social worker.

Day-to-day, social workers focus on advocating, serving, building relationships, and fostering connection. However, social workers also support individuals as they navigate challenging situations like abuse, addiction, depression, homelessness, poverty, and illness. Because helping clients through these types of situations can impact the social workers themselves, successful professionals typically have characteristics, experiences, and career expectations that inspire them to choose and remain in the social work field.

Help students compare their career expectations, characteristics, and experiences to the list below. Remind students that they do not need to match everything on the list perfectly, but it should be used to help inform whether they would find meaning and longevity in the field.



Values

A career in social work might be a good fit for students with career assessment results that highlight values, interests, or skills in:

- Relationships
- Serving others
- Teaching or advising
- Empathy



Social Worker Values

According to the National Association of Social Workers (NASW) Code of Ethics, the core values of the social work profession are:

- Service
- Social justice
- Dignity and worth of the person
- Importance of human relationships
- Integrity
- Competence



Characteristics

Is the student...

- A good listener?
- Good at setting and maintaining personal boundaries?
- Respectful of others' differences?
- Trustworthy and dependable?
- Organized?
- Tolerant to stress and high-pressure situations?
- Humble and willing to learn?
- Interested in leading change in their communities?



Career Expectations

Does the student...

- Want to have their job matter and make a difference?
- Want variation in their day-to-day tasks?
- Want a career with job security?
- Want a career that can be challenging and demanding at times?
- Want a job with a mix of desk work and face-to-face client time?



Experiences

Has the student...

- Had positive experiences supporting others through challenges (For example, listening to and supporting a friend going through a hardship)?
- Interacted with a social worker or other mental health professional in their own lives or family members' lives and were inspired by them?
- Participated in a volunteer or service experience that sparked a passion for advocacy and justice (for example, volunteering in a soup kitchen and being inspired to help people gain housing)?



Encourage and validate students who are interested in social work but may lack confidence. A diversity of experiences and backgrounds is needed within the field to best support and serve people.

Explore



Social Work Careers



The Explore phase connects students to information and experiences to help them decide if a social work career is a good fit and if their career aspirations are within the pathway.

Students should begin by looking through the printable Social Work Career Pathway infographic, as shown below, or the Social Work Career Pathway Poster. The poster and infographic give an overview of:

- The different career opportunities along the social work pathway, concluding with a licensed masters-educated social worker (the highest education level required by employers)
- The different points where students can enter and exit the social worker pathway and their trade-offs
- Average wages, expected job growth, and the kinds of activities students can expect to perform at each career level

For a deeper look into the social work careers available at each education or training level, check out the career descriptions in Appendix 1 and the certification options available through Michigan Certification Board for Addiction Professionals (MCBAP) listed in Appendix 2. Students are also encouraged to visit federal and state career information tools like:

- [O*NET](http://www.onetonline.org) (www.onetonline.org)
- [CareerOneStop](http://www.careeronestop.org) (www.careeronestop.org)
- [My Next Move](http://www.mynextmove.org) (www.mynextmove.org)
- [Michigan Career Pathfinder](http://pathfinder.mitalent.org) (pathfinder.mitalent.org)
- [Going PRO in Michigan](http://www.going-pro.com) (www.going-pro.com)

Work with your student to discuss their ultimate career goals and which careers within the social work field appeal to them. Have students consider factors like:

- How much postsecondary education or training they want to commit to
- Their expectations around income
- What job duties across the pathway appeal to them the most

Note:

This guide mainly focuses on social work pathway careers where people work one-on-one with clients or patients (micro-level social work). However, holding a Licensed Masters Social Work (LMSW) degree opens doors to a vast number of careers outside of clinical one-on-one practice. Because LMSW's are the experts in connection, support, and relationship building, LMSW's can work in any career that requires those skills! They can work with small groups of people (mezzo-level) or advocate for large groups of people, like communities or states (macro-level). LMSW's also work in a variety of different settings from non-profit agencies, to universities, to think tanks or private companies, libraries, and more!



Encourage students not to limit career interests based solely on financial status. The “Decide” phase provides resources and tips for seeking and applying for general and social work-specific financial aid.

Social Work Career Pathway



High School

Enjoy a career as a Direct Care Worker, Certified Nurse Assistant, Community Health Worker, Certified Peer Support Specialist, Registered Behavior Technician, Paraprofessional, Child Development Associate, or Michigan School-Age Youth Development Associate



Associates

Work as a Registered Social Services Technician or Social Services Assistant with completion of a 2-year degree.



Bachelor's

Earn a Bachelor of Social Work upon completion of a 4-year degree and practicum placement.



Master's

Earn a Master of Social Work with the completion of a 4-year bachelor's degree and a 2-year master's degree and practicum placement.

Lightcast was used to determine average hourly earnings in Michigan for every occupation. The average hourly wage for each education level was calculated by looking at the average across occupations within that education level.



TIPS FOR SUCCESS!

- Jumpstart your career by earning certifications Career and Technical Education (CTE) center.
- Earn up to 60 college credits towards an associate or bachelor degree in social work while in high school through your school's Early Middle College program.
- Use a 2+2 or MiTransfer Network program to save on tuition while earning a Bachelor of Social Work.
- Students with a Bachelor of Social Work may be eligible for an accelerated or advanced standing Master's Social Work program. Check your school admissions webpage for more information.
- From entry-level to master's level, boost your earning potential with a certificate through the Michigan Certification Board of Addiction Professionals. Check out mcbap.com for details on all addiction professional certificates.

Careers by Education Level

Example Entry Level Careers

- Direct Care Worker
- Certified Nurse Assistant
- Community Health Worker
- Certified Peer Support Specialist
- Registered Behavior Technician
- Paraprofessional
- Child Development Associate
- Mi School-Age Youth Development Associate

Educational Requirements

- Completion of a Certification or Training Course
- Course length varies; 3(+) weeks

Work Activities

- Helping clients with daily living
- Providing basic health care services
- Advise clients on available community or social service programs
- Helping develop wellness, recovery, or prevention plans
- Provide one-on-one support to students under supervision
- Supervising before and after school programming

Associate Level Careers

- Registered Social Services Technician
- Social Services Assistant

Educational Requirements

- Completion of a 2-year Certification or Degree program

Work Activities

- Conduct client intake interviews and assessments
- Advise clients on community or social service programs
- Maintain client behavior and compliance records
- Assist social workers with their daily tasks

Bachelor Level Careers

- Licensed Bachelor Social Worker

Educational Requirements

- Completion of a 4-year Degree program
- Completion of a practicum placement

Work Activities

- Provide assessment, intervention, and case management services to clients under the supervision of a Licensed Master Social Worker
- Serve as clients' advocate
- Coordinate activities with the client's healthcare team
- Maintain client records

Master Level Careers

- Licensed Master Social Worker
- School Social Worker Specialization
- Healthcare Social Worker Specialization
- Visit www.socialworkers.org for all MSW specializations

Education Requirements

- Completion of a 4-year bachelor's degree and a 2-year master's degree
- Completion of a practicum placement

Work Activities

- Provide assessment, intervention, and case management services to clients
- Maintain client records
- Conduct individual and group engagement and treatment sessions
- Collaborate to develop multidisciplinary treatment plans



Why Earn a Master of Social Work?

A Licensed Master of Social Work (LMSW) is the most desirable education level for employers, but it's also the most beneficial for young professionals! While talking with students, be sure to highlight the benefits of obtaining an MSW degree in comparison to the other pathway careers that require less formal education and training.



Why Employers Want Professionals with an LMSW:

Professionals that hold an LMSW are able to:

- Work in clinical settings and are eligible for Medicare billing
- Have the largest scope of practice including the ability to diagnose and create treatment plans for clients
- Once fully licensed, MSW's can work without the supervision of another Licensed MSW



Benefits of Earning an LMSW for the Individual

Students who earn an LMSW open the door to a vast number of opportunities, whether they are interested in clinical (micro-level), small groups (mezzo), or advocacy for large groups (macro) practice.

Licensed Master Social Workers:



Earn More

Master Social Workers earn higher wages than Bachelor Social Workers



Have a large variety of employment opportunities including:

- Public and private schools
- Private practice
- Community Mental Health Agencies
- Primary care
- Non-profit agencies
- State and Government
- Private sector companies
- Justice and law enforcement agencies



Enjoy a larger scope of practice which allows:

- Independent work/practice
- Diagnose and create treatment plans for clients
- Play a larger role in patient and community advocacy
- Impact larger societal change

Enrichment & Extracurricular Engagement

Enrichment and extracurricular engagement activities are experiences that allow students to explore and test out a career path, gain experience, or network and connect with other professionals in the field. These activities include:

- Volunteering
- Job shadowing
- Internships
- Clubs
- Mentoring programs

During the Exploration phase, students should focus on participating in volunteering and job shadowing opportunities as these experiences will give them insight into what to expect from a social work career. This insight will help students decide if the career is what they expect and is something they might enjoy.



Think of opportunities available to students through the ISD or RESA! Are there paraprofessional or elementary school mentorship programs high school students can participate in?

Please note, at the high school level, it's unlikely that students will experience clinical-level patient interactions due to patient privacy. The rules and guidelines regarding what students can do during a volunteer or job shadow experience will differ by organization.

Where Students Can Access Opportunities

There are several places where students can access different types of opportunities:

- CTE programs; many health systems have pre-arranged volunteering and job shadow agreements with CTE programs
- Local health systems like hospitals or clinics
- Community Mental Health Associations
- Senior assisted living facilities
- City/community programming or events
- Intermediate School Districts, Regional School Areas, or local schools

Helping Students Access Opportunities

As a Career Navigator, you can play a pivotal role in helping connect students to employers. Within your role, you can work with employers to set up agreements, be the consistent point of contact, establish mutual goals and objectives for the participating students, and evaluate their experiences.

Appendix 3 provides links to health systems and community organizations with established volunteering opportunities. Review what opportunities are available in your community, and connect with the contact person to begin conversations for new opportunities. If your local health system isn't listed, consider contacting your [local Michigan Works! agency](http://www.michiganworks.org/michigan-works-network) (www.michiganworks.org/michigan-works-network) to get support in connecting with employers in your community.



Depending on the organization and what activities the students will be doing, students may need to pass a background check, submit copies of their up-to-date vaccination records or complete training.

Another way to support students accessing extracurricular and volunteering opportunities is to host or create school-wide initiatives.

Some examples of programs you could consider are:

- [Michigan HOSA chapter](http://www.michiganhosa.org/) (www.michiganhosa.org/)
- [Peer to Peer START Program](http://www.gvsu.edu/autismcenter/what-is-peer-to-peer-239.htm) (www.gvsu.edu/autismcenter/what-is-peer-to-peer-239.htm)
- [NAMI On Campus High School club](http://www.nami.org/Get-Involved/NAMI-on-Campus/NAMI-On-Campus-High-School) (www.nami.org/Get-Involved/NAMI-on-Campus/NAMI-On-Campus-High-School)

Decide



Planning a Student's Social Worker Pathway



The **Decide** phase begins the student's career journey in the social work field. This phase covers the financial, educational, and extracurricular planning, including at the high school level, that sets students up for success.

High School Course Planning

There are opportunities for high school students to get a leg up and an early start on their social work career goals by participating in courses or opportunities through their local Intermediate School District (ISD).

High School Courses & Electives

Encourage students to take health science or behavioral health electives in addition to the core courses required for graduation. Health science or behavioral health courses may help students decide whether they are generally interested in the healthcare and behavioral health fields.



Career and Technical Education Courses

Students looking to enter the workforce directly or who want the flexibility to work while attending postsecondary school should consider earning a Certified Nurse Assistant certification or Child Development Associate or Mi School-Aged Youth Development Associate credentials through their local Career and Technical Education center.

Certified Nursing Assistants (CNAs) can work in facilities and clinics where they interact with and support patients with mental and behavioral health needs. CNAs do not directly diagnose or create treatment plans but rather play a supporting role in caring for a patient's health and well-being. Working as a CNA can build a student's resume with first-hand patient experience and enrich their rationale for pursuing a career in social work.

Child Development Associates (CDA) and Mi School-Age Youth Development Associates (MI-YDA) work with children from birth to school age as assistant teachers, recreation leaders, and youth development workers. Similar to a CNA, CDAs, and MI-YDAs do not directly diagnose or create treatment plans, but instead focus on supporting children and youth's social and emotional development, fostering positive relationships, and supporting development, learning, and engagement. Students who work as a CDA or MI-YDA gain experience working with children and building relationships in a professional setting, which can inform their career path and boost their resume.

Early Middle College Programs

If appropriate, encourage students to participate in your school's Early Middle College program. Getting a head start on earning credits toward a degree may reduce financial burdens or help fast-track a career for a student eager to earn their degree and enter the workforce as quickly as possible.

If your school participates in an EMC that's designed to serve only a portion of the student population, help your student select a community college from your partner list that 1) offers a social work degree or certification program and/or 2) has a social work articulation agreement with another school to make earning a degree or transferring credits easier for students.

For a list of schools in Michigan offering social work programs, please review Appendix 4.

Financial Support

Help students find and access financial support for their social work education and training by linking students to funding opportunities through three sources:

- Government Postsecondary Aid
- Local/Community Postsecondary Aid
- Social Work Specific Postsecondary Aid

Government Postsecondary Aid

After students have completed and submitted their [FAFSA](https://studentaid.gov/h/apply-for-aid/fafsa) (<https://studentaid.gov/h/apply-for-aid/fafsa>) forms, have them consider the scholarship and grant funding opportunities and loan repayment programs specific to healthcare and behavioral health professionals. Students can begin their search using these websites:

- [MI Student Aid](http://www.michigan.gov/mistudentaid/programs) (www.michigan.gov/mistudentaid/programs)
- [American Opportunity Tax Credit](http://www.irs.gov/newsroom/american-opportunity-tax-credit-questions-and-answers) (www.irs.gov/newsroom/american-opportunity-tax-credit-questions-and-answers)
- [Public Service Loan Repayment](http://studentaid.gov/manage-loans/forgiveness-cancellation/public-service) (studentaid.gov/manage-loans/forgiveness-cancellation/public-service)

FAFSA

All students should fill out the Free Application for Federal Student Aid (FAFSA) to be considered for federal, state, and school-specific financial aid programs, including grants, scholarships, work-study funds, and loans.

Help prepare students to fill out their FAFSA forms. Advise your students on:

- Whether they will need to complete the FAFSA along with a parent
- What information students and parents need to provide
- The federal, state, and postsecondary school application deadlines
- When students should complete their applications to be eligible for the most aid

Career Navigators should remind students that they must renew their FAFSA form every academic year they are in their postsecondary degree program.

Local/Community Postsecondary Aid

Encourage students to look at the financial aid opportunities from their local community. Some organizations and opportunities students should look into are:

- Local Michigan Works! associations
- CTE scholarships
- Local community foundation scholarships

Social Work-Specific Postsecondary Aid

Students should also explore social work-specific scholarships. Social work-specific scholarships are usually available from state social work associations and postsecondary institutions with social work programs. Many of these scholarships focus on helping students work towards their Master's degree. However, high school students may still find looking at these scholarships beneficial. Reviewing the eligibility criteria can help students identify the types of extracurricular experiences that funders value and plan for how they might gain similar experiences. See Appendix 5 for a list of social work scholarships.

Loan Repayment Programs

Behavioral Health Loan Repayment Program (BHLRP)

The Michigan Department of Health and Human Services (MDHHS) offers a Behavioral Health Loan Repayment Program (BHLRP) that provides up to \$300,000 in tax-free funds to selected behavioral health providers to repay their educational debt. Eligible applicants are full-time Licensed Masters Social Workers (LMSWs) or Limited Licensed Masters Social Workers (LLMSWs) who work at a community mental health authority (CMH), a public school or public school-based site, a non-profit, outpatient behavioral health clinic, or a non-profit, outpatient community health organization.

Learn more at www.michigan.gov/mdhhs/doing-business/providers/behavioral-health-loan-repayment-program

Michigan State Loan Repayment Program (MSLRP)

The Michigan Department of Health and Human Services (MDHHS) offers the Michigan State Loan Repayment Program (MSLRP) which provides up to \$300,000 in tax-free funds to healthcare providers, including behavioral health providers, to repay their educational debt. Eligible applicants include Licensed Clinical Social Workers, Limited Licensed Clinical Social Workers, and MSWs providing autism services. Additionally, applicants must work at nonprofit practice sites that are located in Health Professional Shortage Areas (HPSAs) or at sites that have HPSA facility designations.

Learn more at www.michigan.gov/mdhhs/doing-business/providers/slrp

National Health Service Corps Loan Repayment Program (NHSC LRP)

The Health Resources and Services Administration (HRSA) offers the National Health Service Corps Loan Repayment Program (NHSC LRP) which provides up to \$50,000 to mental health care providers to repay their educational debt in exchange for a two-year service obligation at an approved service site in a Health Professional Shortage Area (HPSA). After the initial service obligation, providers may be eligible for more loan repayment with additional years served. Eligible applicants include Licensed Clinical Social Workers.

Learn more at www.nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program.

Deciding on a Postsecondary Training Institute

Depending on your student's personal and professional goals within the social work pathway, there are several decisions to have students consider when picking which school they would like to attend:



Accredited Social Work Programs

To work as a licensed bachelor's or master's social worker in Michigan, students must have completed a social work program accredited through the Council on Social Work Education (CSWE). Please refer to Appendix 4 for a list of accredited bachelor's and master's social work programs in Michigan. For up-to-date information on school accreditation status, students can look at the [CSWE's directory](http://www.cswe.org/accreditation/about/directory) (www.cswe.org/accreditation/about/directory) of accredited programs.

In-District Community Colleges

Students looking at training programs or associate-level degrees should weigh the pros and cons of attending an in-district community college. Students attending an in-district community college may be eligible for reduced tuition. Moreover, some state-level scholarships require students to enroll in an in-district registration school. However, students looking to transfer their credits to a bachelor social work program may choose an out-of-district school that has an established articulation agreement with their 4-year school of choice.

2+2 and MiTransfer Network Credit Transfer Programs

2+2 and MiTransfer Network programs are agreements between 2-year community college and 4-year bachelor programs. These agreements allow students who have completed one or more years of education at a community college to transfer a portion of their credits to a 4-year institution to complete a bachelor's degree. However, students should be aware that the number of credits and the courses that 4-year institutions accept vary. Students planning on participating in transfer programs should plan their transfer route ahead of time to avoid retaking courses.

The MiTransfer Network also offers a specific MiTransfer Pathway agreement for Social Work. The Social Work MiTransfer pathway allows students to transfer up to 4 equivalent courses from an associate program to a bachelor program. These pathway courses are Human Biology, Introduction to Psychology, Introduction to Social Work, and Introduction to Sociology. 28 community colleges and 16 colleges/universities have signed the Social Work MiTransfer Pathway agreement.



Get More Information!

- For general information on credit transfer agreements, visit [MiTransfer Network](http://www.mitransfer.org/participating-colleges-universities) (www.mitransfer.org/participating-colleges-universities)
- To see the participating Social Work MiTransfer Pathway schools visit [MiTransfer Workforce Pathways](http://www.mitransfer.org/mitransfer-miworkforce-pathways) (www.mitransfer.org/mitransfer-miworkforce-pathways)
- Refer to Appendix 4 for a list of established 2+2 transfer agreements between specific community colleges and 4-year postsecondary schools

Accelerated and Advanced Standing Master's Program

Most master's of social work programs offer accelerated or advanced standing programs that allow students with a bachelor of social work degree to complete a master's of social work program with fewer credit hours. Students should look at their chosen or ideal school's information page for details and eligibility requirements.

Enrichment & Extracurricular Engagement

At the **Decide** phase, continue to help students access and find social work-focused job shadowing and volunteering opportunities. These experiences can help boost a student's postsecondary application and may help some students meet postsecondary program requirements.

At this stage, students may also find it helpful to have access to a mentor or a professional connection to whom they can ask for advice about postsecondary options and career navigation. Encourage students to reach out to the professionals they have encountered during their volunteering or job shadowing experiences. Alternatively, you may consider creating a professional mentorship program at your school. This mentorship program doesn't have to be social work specific and could instead focus on connecting high school students to postsecondary students who can prepare them for the transition into higher education.



Take Action on the Career Path



The **Go** phase is the final step of the social work career pathway. This step covers helping students select enrichment and extracurricular opportunities that are beneficial in preparation for social work careers, preparing students for the college admissions process, and connecting students to work readiness resources for those ready to start their careers after graduation.

Enrichment & Extracurricular Engagement

During the **Go** phase, most of a student's enrichment and extracurricular engagement opportunities should be related to the social work career that they want to have. Students still in high school should continue with their volunteering and job shadowing. Once students turn 18, they may have access to more clinical work opportunities as some organizations and employers have an age requirement.

Encourage students to continue participating in enrichment activities related to their social work career after high school graduation. Many postsecondary schools have social work student organizations, resources for professional development in the social work field, and mentorship programs for undergraduate and graduate students. These programs and services are great opportunities for students to build their networks and receive peer support and guidance. Encourage your student to research what programs their school of choice offers.

It may also be helpful for students to stay up-to-date on advocacy and current issues within the social work field. [NASW Michigan's Student Resources](http://www.nasw-michigan.org/page/Student-Resources) (www.nasw-michigan.org/page/Student-Resources) page links students to newsletters, research, and advocacy reports.



College Admissions

In addition to the general requirements for admission into a 2-year or 4-year degree program, some schools have additional documents and experiential requirements students need to meet to be accepted into their social work program. Below is a list of some of the requirements or documents students may need to submit; however, students should refer to their school of choice for their specific admission requirements.

- Criminal background check
- Personal essay or statement
- Letters of recommendation
- Professional references
- Social work volunteer/paid employment hours
- Student portfolio of social work career progress
- Personal interviews with social work faculty

Students should also be aware of their postsecondary schools' policies on applying to a social work major. For some bachelor-level programs, students must wait until their sophomore year of college or university to apply to the social work program or major. Prior to acceptance, students may only provisionally declare a social work major while completing the required program prerequisite courses. Information about a program or major admissions can be found on the social work program webpage of the postsecondary school.



Career Readiness & Professional Skill Building

Career Navigators should connect students who plan to enter the workforce directly out of high school with resources that build life and work readiness skills. Below are some opportunities students can use to prepare themselves for the workforce:

- Michigan Works! agencies: Many Michigan Works! agencies across the state offer youth programs that include academic support services, hard and soft skills training, and career exploration activities.
- Michigan's Department of Labor and Economic Opportunity (LEO):
 - LEO offers a free [eLearning Soft Skills Program](http://www.mitalent.org/elearning-soft-skills-program) (www.mitalent.org/elearning-soft-skills-program) with modules covering fourteen lifelong soft skills needed for workplace success.
 - [LEO Career Events](http://jobs.mitalent.org/CareerEvent.aspx?e=Start) (jobs.mitalent.org/CareerEvent.aspx?e=Start) offer both virtual career fairs and webinar training on a variety of career topics.
- Online resume, cover letter, and interview resources such as:
 - [University of Michigan Resume Resources](http://careercenter.umich.edu/article/resume-resources) (careercenter.umich.edu/article/resume-resources)
 - [University of Michigan Interview Resources](http://careercenter.umich.edu/content/interviewing-resources) (careercenter.umich.edu/content/interviewing-resources)
 - [Harvard Extension School Resume and Cover Letter](http://hwpi.harvard.edu/files/ocs/files/hes-resume-cover-letter-guide.pdf) (hwpi.harvard.edu/files/ocs/files/hes-resume-cover-letter-guide.pdf)
 - [Indeed Resume Templates](https://www.indeed.com/create-resume) (https://www.indeed.com/create-resume)

Local career fairs: Some health systems and hospitals offer career fair events where students can go and talk to the employer about potential job openings and learn more about the organization. Need help identifying your local health system? Visit the [Michigan Hospital Association's](http://www.mha.org/about/our-hospitals/michigan-hospitals-by-health-system/) (www.mha.org/about/our-hospitals/michigan-hospitals-by-health-system/) website for a full list of hospitals and health systems in Michigan.

Appendix 1 | Social Work Career Information

ENTRY LEVEL	<p>Direct Care Worker</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • <i>High school/ GED</i> • <i>Entry Level Certificate may be required by some employers</i> <p>Average Wage \$13.66/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Help clients with activities of daily living (dressing, eating, etc.) • Administer basic health care or medical treatments • Document clients' health or progress <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Skilled nursing homes Hospitals • Private homes • Residential facilities
	<p>Certified Nurse Assistant</p> <p>Minimum Education <i>Entry Level Certification</i></p> <p>Average Wage \$13.66/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Provide basic nursing care • Help patients take medications • Answer patient call signals to determine patients' needs • Help patients with daily living tasks <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Hospitals • Skilled nursing facilities • Assisted living facilities
	<p>Paraprofessional</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • <i>High School/ GED</i> • <i>Additional education or certification may be required by some employers</i> <p>Average Wage \$14.84/hr</p> <p>Expected Growth over 10 years 3%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Provide one-on-one support to students under teacher supervision. • Supervising before and after school programming. • Providing non-instructional support for students <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools • Childcare facilities

Appendix 1 | Social Work Career Information

ENTRY LEVEL	<p>Child Development Associate Credential</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • <i>High School/ GED Diploma or enrollment in CTE</i> • <i>Pass the credential process including: field/clinical experience, development of a portfolio and a verification visit</i> <p>Average Wage \$14.84/hr</p> <p>Expected Growth over 10 years 3%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Assist with classroom activities and programming under the supervision of manager or teacher • Interacting with and engaging children in programming • Provide one-on-one support to children under the supervision of manager or teacher <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools • Childcare facilities
	<p>Mi School-Aged Youth Development Associate</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • <i>High School/ GED Diploma or enrollment in CTE</i> • <i>Pass the credential process including: field/clinical experience, development of a portfolio and a verification visit</i> <p>Average Wage \$17.42/hr</p> <p>Expected Growth over 10 years 3%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Assist with classroom activities and programming under the supervision of manager or teacher • Interacting with and engaging youth in programming • Provide one-on-one support to youth under the supervision of manager or teacher • Participate in program planning and development <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools • Childcare facilities • Recreational organizations/ centers

ENTRY LEVEL	<p>Community Health Worker</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • High school/ GED • Entry Level Certificate may be required by some employers <p>Average Wage \$16.06</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Maintain client records • Provide culturally appropriate health education and information • Advocate for individual and community health needs <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public health departments- Hospitals • Community-based organizations
	<p>Certified Peer Support Specialist</p> <p>Minimum Education</p> <ul style="list-style-type: none"> • High school / GED • Entry Level Certificate <p>Average Wage \$16.06</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Help an individual develop and implement a recovery plan • Link and engage an individual to community resources and formal/informal supports • Educate individuals about whole health and self-management of chronic conditions <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Most work at Community Mental Health organizations • Various healthcare facilities
	<p>Registered Behavior Technician</p> <p>Minimum Education <i>Entry Level Certification</i></p> <p>Average Wage \$18.03/hr</p> <p>Expected Growth over 10 years 9%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Deliver behavioral interventions to individuals with Autism Spectrum Disorder or other disabilities • Collect data on client progress • Communicate and coordinate with caregivers <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Patients' homes • Schools • Clinics or offices • Community facilities

ASSOCIATE LEVEL	<p>Registered Social Services Technician</p> <p>Minimum Education <i>Associate Degree</i></p> <p>Average Wage \$17.45/hr</p> <p>Expected Growth over 10 years 13%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Interview new clients and their families to assess needs • Administer assessment checklists • Counsel patients about relevant community resources and services <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Skilled nursing facilities • Individual and family services organizations • Healthcare facilities
	<p>Social Services Assistant</p> <p>Minimum Education <i>Associate Degree</i></p> <p>Average Wage \$17.45/hr</p> <p>Expected Growth over 10 years 13%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Assess clients' cognitive abilities and physical and emotional needs to determine appropriate interventions • Develop and implement behavioral management and care plans for clients • Write reports or evaluations <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Individual and family services organizations • Nonprofits • Local or state governments
BACHELOR LEVEL	<p>Licensed Bachelor of Social Work</p> <p>Minimum Education <i>Bachelor Degree</i></p> <p>Average Wage \$25.48/hr</p> <p>Expected Growth over 10 years 8%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Case management (for an individual, family, couple or group) • Referring clients to the appropriate providers and resources • Collaborate with other medical staff to develop plans of care <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools • Private practice • Mental health facilities • Hospitals

MASTER LEVEL	<p>Licensed Master of Social Work Clinical Social Worker</p> <p>Minimum Education <i>Master's Degree</i></p> <p>Average Wage <i>\$30.46/hr</i></p> <p>Expected Growth over 10 years <i>12%</i></p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Counsel patients with mental, emotional, or substance use problems • Diagnose mental, emotional or substance use disorders • Monitor patients to evaluate treatment progress <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools (general education population only) • Private practice offices • Community Mental Health agencies • Primary care settings
	<p>Licensed Master of Social Work School Social Worker</p> <p>Minimum Education <i>Master's Degree</i></p> <p>Average Wage <i>\$32.62/hr</i></p> <p>Expected Growth over 10 years <i>8%</i></p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Provide individual and group counseling to students and their families • Provide crisis prevention, planning and intervention services • Provide and interpret assessments and evaluations to determine students' eligibility for special education, and identify needs for programs and services • Develop functional behavior assessments and behavior intervention plans to facilitate successful learning and socialization <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Public and private schools (special education population)

<p>MASTER LEVEL</p>	<p>Licensed Master of Social Work General</p> <p>Minimum Education <i>Master's Degree</i></p> <p>Average Wage <i>\$31.02/hr</i></p> <p>Expected Growth over 10 years <i>Varies based on employer (~13%)</i></p>	<p>Earning a Master of Social Work opens up many employment opportunities in a variety of industries and work settings. Social Workers who don't work in a clinical capacity can find employment at or in:</p> <ul style="list-style-type: none"> • Non-profit agencies • Advocacy or professional associations • Private sector (e.x. client support at fertility clinics) • State or Federal government • Public health agencies • Justice and law enforcement agencies • And more!
<p>MASTER LEVEL</p>	<p>Healthcare Social Worker</p> <p>Minimum Education <i>Master's Degree</i></p> <p>Average Wage <i>\$18.03/hr</i></p> <p>Expected Growth over 10 years <i>9%</i></p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Help patients understand their diagnoses and adjust their lifestyle, housing or healthcare • Assist with patient discharge from a hospital, clinic, or nursing home setting, to return home • Advocate for clients or patients to resolve crises <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • <i>Hospitals</i> • <i>Nursing homes</i> • <i>Outpatient centers</i> • <i>Rehabilitation facilities</i>

Appendix 2 | Michigan Certification Board for Addiction Professionals (MCBAP Certification)

The [Michigan Certification Board for Addiction Professionals \(mcbap.com\)](http://mcbap.com) (MCBAP) is the board that oversees Michigan professionals who specialize in addiction and substance abuse services and support. MCBAP offers several certificates that can be stand-alone credentials or stacked onto other degrees or certificates. Individuals from entry-level to master's are eligible to work towards several certifications, which increases their earning potential.

For a full list of the certifications and credentialing requirements, check out [MCBAP's Credential Requirements document](http://mcbap.com/wp-content/uploads/2023/12/Credential-Requirements-2023-11-16-Final.pdf) (mcbap.com/wp-content/uploads/2023/12/Credential-Requirements-2023-11-16-Final.pdf).

<p>Certified Peer Recovery Mentor/Coach</p> <p>Minimum Education Required to Earn Certificate <i>Diploma/GED</i></p> <p>Average Wage* <i>\$16.18/hr</i></p> <p>Expected Growth over 10 years <i>13%</i></p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Works with patients to identify wellness and recovery goals • Educates and advocates for patients on the values and principles of the Recovery Model- • Empowers patients to maintain their recovery plan <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Community Mental Health agencies • Inpatient and outpatient substance abuse treatment centers • Community substance abuse and addiction support programs/ organizations
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<p>Certified Prevention Specialist</p> <p>Minimum Education Required to Earn Certificate <i>Diploma/GED</i></p> <p>Average Wage* \$21.60/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Works with patients to maintain their recovery plan • Works at a policy and environmental level to prevent and reduce conditions that place individuals at an increased risk for developing substance abuse disorders • Provides education about drug and alcohol-free lifestyles to at-risk youth <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Hospitals/health systems • Schools • Government agencies • Community advocacy groups
<p>Certified Prevention Consultant</p> <p>Minimum Education Required to Earn Certificate <i>Diploma/GED</i></p> <p>Average Wage* \$21.60/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Designs and supervises programming that develops healthy behaviors preventing substance abuse disorders • Provides education about drug and alcohol-free lifestyles <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Hospitals/health systems • Schools • Government agencies • Community advocacy groups

<p>Certified Alcohol & Drug Counselor</p> <p>Minimum Education Required to Earn Certificate <i>Diploma/GED</i></p> <p>Average Wage* \$24.98/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Oversees substance abuse disorder prevention classes • Matches patients with community resources- Advocates for patients • Develops recovery plans with patients and their families <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Inpatient and outpatient substance abuse treatment facilities • Hospitals/health systems • Correctional facilities • Community mental health agencies
<p>Certified Advanced Alcohol & Drug Counselor</p> <p>Minimum Education Required to Earn Certificate <i>Master's Degree</i></p> <p>Average Wage* \$30.77/hr</p> <p>Expected Growth over 10 years 19%</p>	<p>Work Activities</p> <ul style="list-style-type: none"> • Treats patients with substance abuse disorders and co-occurring mental health disorders • Assesses patient's progress through treatment plan • Provides education to patients and their family about substance abuse disorders, their symptoms and the strategies that sustain recovery and healthy relationships <p>Employers/Places of Work</p> <ul style="list-style-type: none"> • Inpatient and outpatient substance abuse treatment facilities • Hospitals/health systems • Correctional facilities • Community mental health agencies

Appendix 3 | Volunteer Opportunities

Volunteer list updated as of 01/2024

- [Henry Ford Health](http://www.henryford.com/visitors/volunteer) (www.henryford.com/visitors/volunteer)
- [Sparrow Health](http://www.sparrow.org/sparrow-community-health/volunteering-sparrow) (www.sparrow.org/sparrow-community-health/volunteering-sparrow)
- [McLaren Health](http://www.mclaren.org/main/volunteer-information-mclaren-greater-lansing) (www.mclaren.org/main/volunteer-information-mclaren-greater-lansing)
- [Michigan Medicine](http://www.michiganmedicine.org/community/community-health-services/volunteer-services) (www.michiganmedicine.org/community/community-health-services/volunteer-services)
- [Children's Hospital of Michigan](http://www.childrensdmc.org/about/volunteer-with-us) (www.childrensdmc.org/about/volunteer-with-us)
- [Beaumont Health](http://www.beaumont.org/patients-families/general-information/volunteer) (www.beaumont.org/patients-families/general-information/volunteer)
- [Trinity Health](http://www.trinityhealthmichigan.org/foundation-and-giving/volunteer/) (www.trinityhealthmichigan.org/foundation-and-giving/volunteer/)
- [UP Health System](http://www.uphealthsystem.com/volunteer-services) (www.uphealthsystem.com/volunteer-services)
- [Ascension Brighton Center for Recovery](http://healthcare.ascension.org/locations/michigan/midet/brighton-ascension-brighton-center-for-recovery/volunteer-opportunity-details)
(healthcare.ascension.org/locations/michigan/midet/brighton-ascension-brighton-center-for-recovery/volunteer-opportunity-details)
- [Rehabilitation Institute of Michigan](http://www.rimrehab.org/about/volunteer-with-us) (www.rimrehab.org/about/volunteer-with-us)
- [Mary Free Bed](http://www.maryfreebed.com/careers/volunteer/) (www.maryfreebed.com/careers/volunteer/)
- [Safe Project Addiction Recovery](http://www.safeproject.us/volunteer/) (www.safeproject.us/volunteer/)
- [Hospice of Michigan](http://www.hom.org/get-involved/) (www.hom.org/get-involved/)
- [AuSable Valley CMH Authority](http://avcmh.org/volunteer-program/) (avcmh.org/volunteer-program/)
- [Detroit Wayne Integrated Health Network](http://www.dwihn.org/YouthUnited) (www.dwihn.org/YouthUnited)
- [Gogebic CMH Authority](https://www.gccmh.org/community-services/) (https://www.gccmh.org/community-services/)

Appendix 4 | Michigan Postsecondary Schools with Social Work Programs

Degree program list updated as of 01/2024.

Standalone = After completion, students have the necessary skills to enter the SW workforce

Transfer = After completion, students are expected to transfer to another university to complete their BSW

Articulation/Transfer Agreement = An official guarantee that classes completed during the Associate degree will be accepted toward a BSW at another postsecondary institution

Postsecondary Institution	Program	Standalone?	Transfer?	Articulation/ Transfer Agreements?	Online or Hybrid Option?
<u>Alpena Community College</u>	Sociology A.A.		✓	Western Michigan University	
<u>Bay College</u>	Social Work A.A.		✓	Northern Michigan University	
<u>Bay Mills Community College</u>	Social Science A.A.		✓	Northern Michigan University Wayne State University	Online
<u>Delta College</u>	Social Work - Transfer A.A.		✓	Spring Arbor University	

Postsecondary Institution	Program	Standalone?	Transfer?	Articulation/ Transfer Agreements?	Online or Hybrid Option?
<u>Gogebic Community College</u>	Social Work A.A.		✓	Northern Michigan University	
Henry Ford College	<u>Social Work and Counseling Technician A.A.S.</u>	✓	✓	Eastern Michigan University Wayne State University	
	<u>Liberal Arts A.A.</u>		✓		
Jackson College	<u>Associate in Arts A.A.</u> <u>Associate in General Studies</u>		✓	Eastern Michigan University Spring Arbor University	
<u>Kalamazoo Valley Community College</u>	Social Work A.A.		✓		
<u>Kellogg Community College</u>	Social Work/Human Services A.A.S.		✓	Western Michigan University	Online
<u>Lake Michigan College</u>	Sociology A.A.		✓		

Postsecondary Institution	Program	Standalone?	Transfer?	Articulation/ Transfer Agreements?	Online or Hybrid Option?
<u>Lake Superior State University</u>	Social Work Associate		✓		
<u>Lansing Community College</u>	Human Services A.A.S.	✓	✓		Online and Hybrid
<u>Macomb Community College</u>	Pre-Social Work A.A.		✓	Eastern Michigan University Oakland University	
<u>Mid Michigan College</u>	Social Work MI Transfer A.A.		✓		
<u>Monroe County Community College</u>	Social Work - MI Transfer Pathway A.S.		✓	Eastern Michigan University	
<u>Montcalm Community College</u>	MiTransfer Pathway Social Work A.A.		✓		
<u>Mott Community College</u>	Social Work Technician A.A.S.	✓			

Postsecondary Institution	Program	Standalone?	Transfer?	Articulation/ Transfer Agreements?	Online or Hybrid Option?
<u>Muskegon Community College</u>	Social Work Pathway A.S.A.		✓		
<u>North Central Michigan College</u>	Associate of Arts Concentration in Social Work A.A.		✓		Online
<u>Northwestern Michigan College</u>	Social Work Associate		✓	Ferris State University	
<u>Oakland Community College</u>	Mental Health and Social Work A.A.S.	✓	✓	Eastern Michigan University Oakland University Wayne State University	Online
<u>Schoolcraft College</u>	Sociology and Social Work A.A./A.S.		✓	Eastern Michigan University Madonna University	

Postsecondary Institution	Program	Standalone?	Transfer?	Articulation/ Transfer Agreements?	Online or Hybrid Option?
<u>Southwestern Michigan College</u>	Social Work A.A.S.		✓		Online
<u>St. Clair County Community College</u>	Associate in Arts/A.A.		✓	University of Michigan-Flint Western Michigan University	Online
<u>Washtenaw Community College</u>	Human Services A.A.	✓	✓	Eastern Michigan University Madonna University Wayne State University	Online
Wayne County Community College District	<u>Pre-Social Work A.A.</u>		✓	Eastern Michigan University	
	<u>Mental Health A.A.S.</u>	✓	✓	Eastern Michigan University	
<u>West Shore Community College</u>	Associate of Arts A.A.		✓		

CSWE-Accredited Bachelor and Master's Social Work Programs

Degree program list updated as of 01/2024.

Postsecondary Institution	BSW	MSW
Adrian College	✓	
Andrews University	✓	✓
Calvin University	✓	
Central Michigan University	✓	
Concordia University Ann Arbor (online only)	✓	✓
Cornerstone University	✓	
Eastern Michigan University	✓	✓
Ferris State University	✓	✓
Grand Valley State University	✓	✓
Hope College	✓	
Kuyper College	✓	
Madonna University	✓	✓
Michigan State University	✓	✓

CSWE-Accredited Bachelor and Master’s Social Work Programs (continued)

Degree program list updated as of 01/2024.

Postsecondary Institution	BSW	MSW
Northern Michigan University	✓	✓
Oakland University	✓	✓
Saginaw Valley State University	✓	✓
Siena Heights University	✓	
Spring Arbor University	✓	✓
University of Detroit Mercy	✓	
University of Michigan-Ann Arbor		✓
University of Michigan-Flint	✓	
Wayne State University	✓	✓
Western Michigan University	✓	✓

Appendix 5 | Social Work Specific Scholarships

Degree program list updated as of 01/2024.

Entry-Level Scholarships

- [HOSA Scholarship](https://hhosa.org/scholarships/) (hhosa.org/scholarships/)
- [MiCHWA CHW Training Scholarship](http://www.michwa.org/chw-scholarship) (www.michwa.org/chw-scholarship)

Bachelor-Level Scholarships

- [Student Leadership in Diversity](https://docs.google.com/document/d/1B_KHnnvZ6PJfgPmjVvBZoTB3yqxaevp7UU10EgkMI6E/edit)
(docs.google.com/document/d/1B_KHnnvZ6PJfgPmjVvBZoTB3yqxaevp7UU10EgkMI6E/edit)
- [Lawanna Renee Barron Scholarship Endowment Fund](http://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Lawanna-Renee-Barron-Scholarship) (www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Lawanna-Renee-Barron-Scholarship)
- [Geriatric Social Workers of Southeast Michigan BSW Student Scholarship](http://gsdsm.org/scholarship-application)
(gsdsm.org/scholarship-application)
- [Patty Gibbs-Wahlberg Scholarship](http://phialpha.org/programs/) (phialpha.org/programs/)
- [Phi Alpha Honor Society Student Leadership Award](http://phialpha.org/wp-content/uploads/2023/04/Awards-Application-How-To-FINAL.pdf) (phialpha.org/wp-content/uploads/2023/04/Awards-Application-How-To-FINAL.pdf)
- [Carl A. Scott Memorial Fund](http://www.cswe.org/centers-initiatives/cswe-scholarships-and-fellowships/carl-a-scott-memorial/) (www.cswe.org/centers-initiatives/cswe-scholarships-and-fellowships/carl-a-scott-memorial/)
- [Indian Health Services- Health Professionals Program](http://www.ihs.gov/scholarship/scholarships/)
(www.ihs.gov/scholarship/scholarships/)

Master-Level Scholarships

- [Michigan State University School of Social Work Scholarships](https://socialwork.msu.edu/students/scholarships.html)
(<https://socialwork.msu.edu/students/scholarships.html>)
- [University of Michigan Financial Aid Search Platform](https://ssw.umich.edu/programs/msw/financial-aid/grants-and-scholarships?keywords=social%20work)
(<https://ssw.umich.edu/programs/msw/financial-aid/grants-and-scholarships?keywords=social%20work>)
- [Student Leadership in Diversity](https://docs.google.com/document/d/1B_KHnnvZ6PJfgPmjVvBZoTB3yqxaevp7UU10EgkMI6E/edit)
(https://docs.google.com/document/d/1B_KHnnvZ6PJfgPmjVvBZoTB3yqxaevp7UU10EgkMI6E/edit)
- [Consuelo W. Gosnell Scholarship](https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Consuelo-W-Gosnell-Memorial-Scholarship) (<https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Consuelo-W-Gosnell-Memorial-Scholarship>)
- [Verne LaMarr Lyons Scholarship](https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Verne-LaMarr-Lyons-Memorial-Scholarship) (<https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Verne-LaMarr-Lyons-Memorial-Scholarship>)
- [Lawanna Renee Barron Scholarship Endowment Fund](https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Lawanna-Renee-Barron-Scholarship)
(<https://www.naswfoundation.org/Our-Work/Scholarships-Fellowships-Awards/Scholarships/Lawanna-Renee-Barron-Scholarship>)
- [Geriatric Social Workers of Southeast Michigan Berenice Gadon MSW Student Scholarship](https://gswsm.org/scholarship-application)
(<https://gswsm.org/scholarship-application>)
- [Geriatric Social Workers of Southeast Michigan Debra Crane MSW Student Scholarship](https://gswsm.org/scholarship-application)
(<https://gswsm.org/scholarship-application>)
- [Michigan League for Public Policy Beck Scholarship](https://mlpp.org/beck-scholarship/) (<https://mlpp.org/beck-scholarship/>)
- [Phi Alpha Honor Society MSW Scholarship](https://phialpha.org/wp-content/uploads/2023/04/Scholarship-Application-How-To-FINAL.pdf) (<https://phialpha.org/wp-content/uploads/2023/04/Scholarship-Application-How-To-FINAL.pdf>)
- [Phi Alpha Honor Society Student Leadership Award](https://phialpha.org/wp-content/uploads/2023/04/Awards-Application-How-To-FINAL.pdf) (<https://phialpha.org/wp-content/uploads/2023/04/Awards-Application-How-To-FINAL.pdf>)
- [Carl A. Scott Memorial Fund](https://www.cswe.org/centers-initiatives/cswe-scholarships-and-fellowships/carl-a-scott-memorial/) (<https://www.cswe.org/centers-initiatives/cswe-scholarships-and-fellowships/carl-a-scott-memorial/>)
- [Indian Health Services- Health Professionals Program](https://www.ihs.gov/scholarship/scholarships/)
(<https://www.ihs.gov/scholarship/scholarships/>)



Contact Information



Individuals with disabilities may contact the Michigan Department of Education ADA Coordinator to request an alternative format to these materials. Please visit www.Michigan.gov/ADA for a list of state ADA Coordinators.

Office :

2121 University Park Dr. STE 150
Okemos, MI 48864

Phone Number :

517-347-3332

Website:

mhc.org