

I graduate in August with my MSW while there is an expected hiring freeze. Any advice how to navigate this while job hunting?

A lot of folks recommend looking for jobs two months before you want to be hired. Be creative! Be open to other positions than what you would normally look for. While there may be some hiring freezes there will be other sectors that need more social workers, such as medical social work and program development with federal COVID funds coming to states.

Can I get a TeleHealth job with an LMSW?

Texas social work licensure rules do not require any training to provide services via telehealth. However, you must work within your scope as an LMSW even when using telehealth. So, whatever you could do as an LMSW in-person, you can do via telehealth.

I am graduating this May and have not yet heard anything from the board about being able to take the LMSW exam. I am having trouble finding jobs to apply for that do not require licensure. What settings or types of jobs can I get during this time without a license for the foreseeable future?

You can always apply for jobs and say that you have submitted the licensure paperwork and are waiting to take your exam. Often employers understand that it can take some time once you submit everything to the board. Just be

sure to be open and honest about where you are in the process so that your employer is aware of the situation.

I have been living outside of the country for the past 8 years, so this is my first time trying to find a social work job in the U.S.. What is a reasonable length for a resume these days? Do we need to keep it to one page or can it go longer?

Jennifer Luna has some great resume tips in the presentation slides. Check that out for more resume details.

What journals would you recommend to look at for research on clinical issues (apart from using the DSM)?

Dr. Noble had some great resource for clinical issues and case studies.

An additional question I have is what are suggested ways to connect with social workers or employees of a company I want to work for?

NASW/TX has branch meetings (right now they are meeting virtually!) that are great for networking with social workers in your area. Virtual panels or events hosting by the company you're interested in are great ways to start conversations. Don't be scared to reach out and see if you can set up a quick call to learn more about the organization.

I've heard there are some states who are lobbying for organizations to accept graduating students who are waiting to take the exam. Do we know if this is being seen across the state? I know my field instructor mentioned that her organization is one who would not accept us unless we take the exam.

NASW/TX created an internal Licensing Taskforce to investigate issues related to licensure, including this specific idea. We know that the licensure backlog is a huge issue, so we are looking to what other states are doing and talking with other professionals about options for NASW/TX to support.

When can we start earning our CEU credits?

Your CEU credits will not count until you are licensed. All credits must be completed post-licensure.

How do macro-educated social work students look for job opportunities? Concern is because macro-educated social workers have administration and development knowledge & skills. What is discouraging is most organizations want to hire people who have these skills to have at least 3-5 years of experience. How do macro or administrative-educated social workers look for jobs during this pandemic?

You can always look for fellowship opportunities that are looking for someone with less job experience. Work for a state agency, legislative office, etc. Christine's list is a good way to find macro/policy-related jobs.

If I plan to graduate in August, when should I start applying for jobs?

It is good practice to start applying for jobs 2-3 months before the hire date.

I have noticed that many job descriptions include a requirement for about 2 years in the related field. Do you feel those are hard requirements, or do you feel that employers are flexible?

I think it can be flexible depending on the position. You can use your field hours, volunteer hours, or other experience as time in the field. Don't be misleading about your experience but rather show why your experience has taught you skills needed in the social work field.

Can we see the example of the resume?

Jennifer Luna had an example in the presentation.

I am an MSW student with the TWU-UNT Joint MSW Program. I have already applied for the exam but have not been approved to take the exam. Do you all think that it would be worth it to apply for temporary licensure? And do you know what effect if any that would have on the already submitted LMSW application?

As we shared in the webinar, there is a backlog as staff have had to move to working remotely. You can apply for a temporary license at any time. The rules ([RULE §781.411](#)) state that to qualify for a temporary license you must have all off your requirements completed except for a completed licensing exam. If you feel that having it would help with your job prospects it may be a good step. When you apply for a job you can also share that you've applied for the licensing exam but due to the COVID-19 back-up the delays are longer than usual. Certain employers may understand the wait, but

having the temporary license may help you promote yourself. Since it expires after six months it definitely can help with scope issues until you get your full license. But be prepared for that process to may take a while. NASW/TX is currently working on an advocacy plan for fast-tracked temporary licenses for all applicants.

I have two questions: Where can we get the telehealth training that you spoke about? I am interested in intake postitions is there a specific word combination that I should be searching for when looking for a job?

Our telehealth training is available [here](#)

