

Licensure Supervision FAQs

The knowledge base of the social work profession has expanded, and the population it serves has become more complex. Therefore, it is important to the profession to have assurance that all social workers are equipped with the necessary skills to deliver competent and ethical social work services. Equally important to the profession is the responsibility to protect clients.

NASW maintains that supervision is an essential and integral part of the training and continuing education required for the skillful development of professional social workers. Supervision protects clients, supports practitioners, and ensures that professional standards and quality services are delivered by competent social workers. In Michigan, all limited licensed social workers must obtain supervision in order to obtain a full license.

What is licensure supervision?

Licensure supervision is the mandatory professional mentoring required by the State of Michigan in order for a limited licensed social worker (both at the BSW and MSW level) to achieve a full license.

In order to become fully licensed, you must complete 4,000 hours of supervised practice in the practice modality in which you want to be licensed -- clinical or macro (the BSW license is a generalist license). Supervision must be provided by a fully licensed MSW (LMSW). If you are pursuing the clinical license your supervisor must have a clinical license. If you are pursuing macro licensure your supervisor must possess a macro license.

You can work no less than 16 hours but no more than 40 hours per week. You can earn credit for up to 2,000 hours of social work experience per year. You cannot be granted more than 2,000 hours per year. Supervisory review must be conducted for at least 4 hours per month with at least 1 hour of review being on an individual basis. Supervision may also be conducted in a group setting as long as 50% of the group supervision includes individual contact in which active functions and records of the limited licensee are reviewed.

Does my supervisor have to be on site?

No. Supervision can be held in any location, but client confidentiality must be ensured.

Where can I find a supervisor?

If your place of employment does not have on site supervision, NASW-Michigan has developed a Michigan Social Work Supervision Registry. The Supervision Registry is a free benefit of membership for those who are looking for a supervisor to complete the necessary hours for a full licensure. The supervisors who have joined the registry are listed by county where the supervision will occur. All supervisors listed on this registry have completed NASW-Michigan's Certification in Core Supervision, are fully licensed in the state of Michigan, and have at least three years of experience in the field. NASW members may also check out the supervision listings in the monthly *The Bridge* newsletter.

Join NASW at www.socialworkers.org



National Association of Social Workers - Michigan Chapter

What if there is no LMSW in my area to provide supervision?

Exceptions to supervision by an LMSW may be granted by the Michigan Board of Social Work but all exceptions must be pre-approved. You still must arrange to receive some supervision by an LMSW to learn about social work ethics, scope of practice, and other issues related to the social work profession.

The social work supervisor does not need to be employed in the agency where you are working. Your records and/or case materials as a social worker do need to be reviewed by a licensed master's social worker who can assist you in becoming more competent in your field of practice. When outside supervision by an LMSW is obtained, careful consideration must be given to the legal and ethical relationships of the situation.

What documentation does my supervisor need to provide?

The licensed supervisor(s) will need to complete the *Supervisor's Verification Form* that is included within the licensure application when the limited licensee is ready to apply for their full license. This form will verify the hours of work experience, dates and hours of supervision, and functions performed by the applicant.

Can I have multiple supervisors?

Yes. If you have more than one licensure supervisor, each person will need to complete a *Supervisor's Verification Form* and mail it directly to the Michigan Department of Licensing and Regulatory Affairs Bureau of Health Care Services (PO Box 30670, Lansing MI 48909) upon completion of the supervision services.

How much should I pay for supervision services?

Many employers may cover the cost for their employee's supervision or provide on-site licensure supervisors (both in group and individual settings). If this is not the case, it is recommended that new social work employees negotiate supervision reimbursement into benefit packages upon entering new positions when possible.

Currently in Michigan, there are no set fees for licensure supervision services. For limited licensees contracting out supervision services, all fees should be negotiated with the LMSW and written in to the supervision contract.

Supervision Resources

- **NASW Supervision Standards** (<http://goo.gl/WsuF6s>)
- **NASW Standards for Clinical Social Work** (<https://goo.gl/QCZTTL>)
- **Michigan Department of Licensing & Regulatory Affairs (LARA)** – Licensing applications and forms (<http://goo.gl/yssu3d>)
- **NASW-Michigan's Certificate in Core Supervision** (<http://goo.gl/sJC7PO>)
- **Development of Clinical Supervision Practice Competencies** (American Board of Examiners in Clinical Social Work) (<http://goo.gl/r1f2TU>)
- **ASWB Model Social Work Practice Act** (<https://goo.gl/EmmJ41>)
- **An Analysis of Supervision for Social Work Licensure (ASWB)** (<https://goo.gl/n8Uk8N>)
- **Supervisor Beware: Reducing Your Exposure to Vicarious Liability** (<http://goo.gl/vSwNEG>)
- **Professional Liability Insurance** - NASW Assurance Services (www.naswassurance.org)
- Find out if someone is licensed/**Renew your license** (www.michigan.gov/elicense)