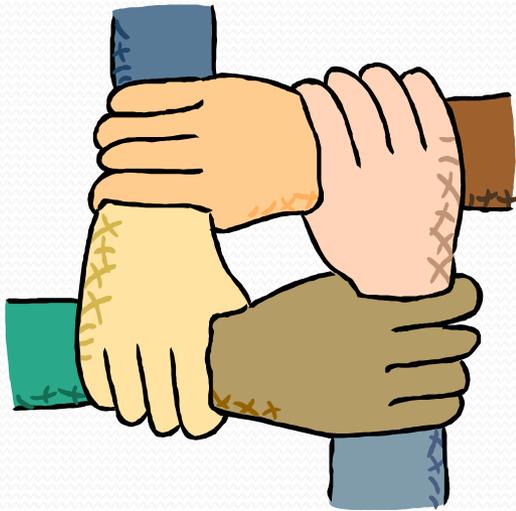


Social Work Professional Advisory Group (SWPAG) Mentoring Subcommittee

United States Public Health Service (USPHS) Social Work Career Map & Mentoring Guide



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About this Guide

- Social Work Professional Advisory Group (SWPAG) Mentoring Subcommittee's charge is to represent the needs of social workers to the HS PAC Mentoring Subcommittee and HS PAC Mentoring Program; Provide operational-level support to the HS PAC Mentoring Program; Provide the SWPAG with advice regarding the program; Actively encourage 100% participation in the HS PAC Mentoring Program by SWPAG members; Provide guidance to the SWPAG representatives to the HS PAC Mentoring Program; Track common issues that emerge during mentoring activities.

- The Social Work Career Map & Mentoring Guide serves to provide the social work officer and his/her mentor with basic guidelines to begin developing a long-term career path as a Commissioned Corp Officer in the United States Public Health Service.

- The information provided in this guide is expected to achieve the following:
 - ***Our Goals –***
 - Educate the USPHS social worker on career choices
 - Educate the USPHS social worker on promotion process as it relates to career choices
 - Provide the mentor & mentee with a guideline for discussing long term careers within the USPHS

DISCLAIMER: *The appearance of external hyperlinks does not constitute endorsement by the United States Public Health Service (USPHS) of the linked websites, or the information, products or services contained therein. Such links are provided consistent with the stated purpose of assisting in accessing career progression and promotion information. Additionally, the Social Work Career Guidance & Mentoring Guide does not guarantee promotion or employment, within the United States Public Health Service. promote or solely endorse any particular offerings through the resource links.*

Acknowledgments

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▣ *Special thanks for the review, support, and leadership from the following USPHS officers:*

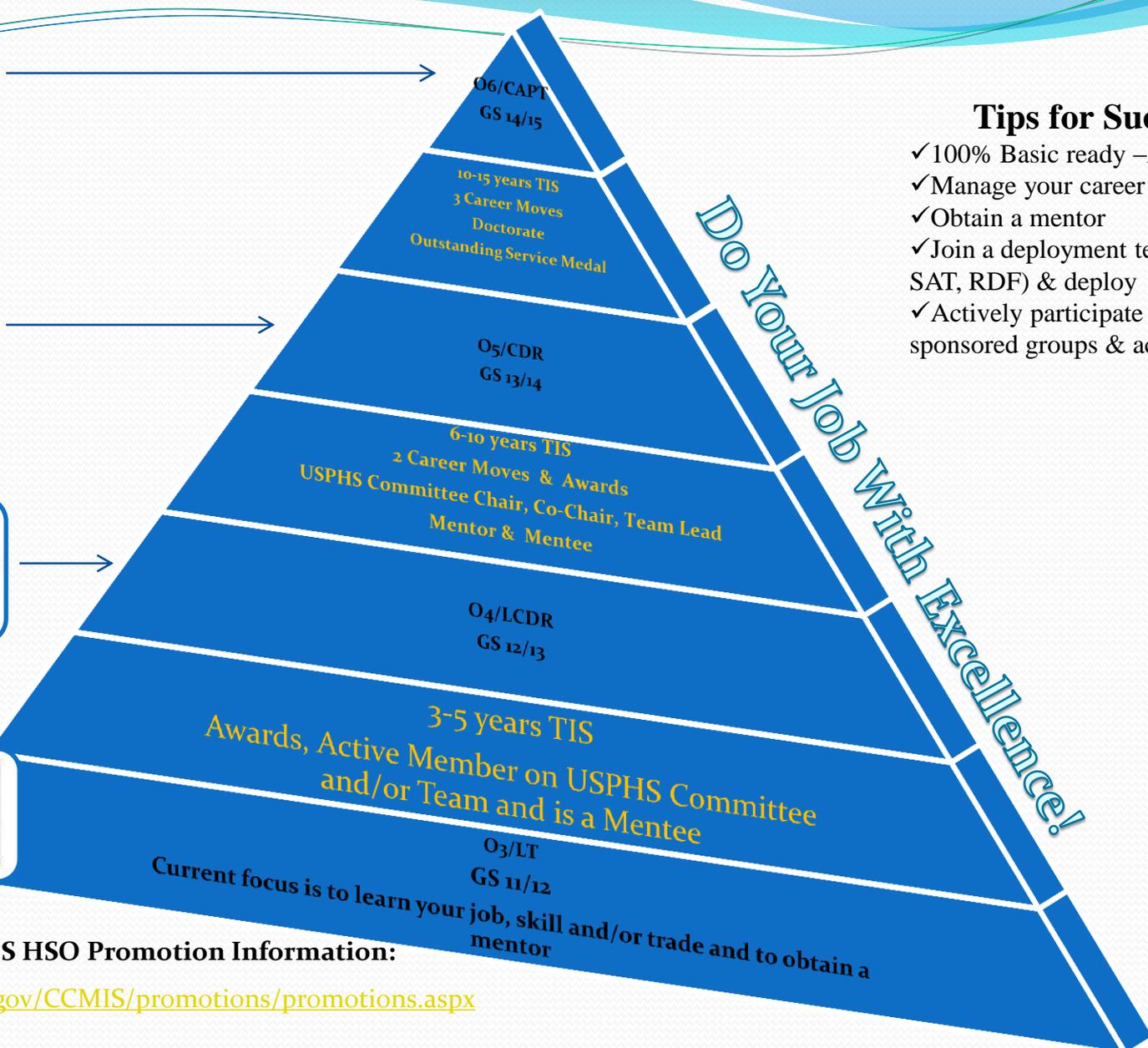
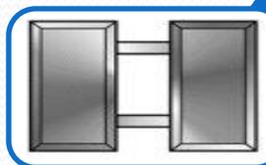
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Social Work Professional Advisory Group (SWPAG) – Mentoring Subcommittee

Social Work Career Map

Social Work Career Guidance Pyramid



Tips for Success:

- ✓ 100% Basic ready –ALWAYS
- ✓ Manage your career
- ✓ Obtain a mentor
- ✓ Join a deployment team (MHT, SAT, RDF) & deploy
- ✓ Actively participate in PHS sponsored groups & activities

Link for USPHS HSO Promotion Information:

<http://dcp.psc.gov/CCMIS/promotions/promotions.aspx>

Social Work Professional Advisory Group (SWPAG) – Mentoring Subcommittee

Social Work Careers in the United States Public Health Service (USPHS)

Clinical Social Work/ Direct Practice

Examples of Position Titles In USPHS

Examples of Continuing Education Options:

- Doctorate in Social Work or other degree
- Specialized training in Child & Adolescent, Couples, Geriatric, Chronic Mentally Ill, Traumatic Brain Injury (TBI), Post Traumatic Stress Disorder (PTSD), and Family Violence.

Tip: Advancing your career as a USPHS officer takes short and long term preparation, development and dedication!



Individual Clinical Social Worker (Clinical)
NIH – Grade O6

Individual Clinical Social Worker (Mental Health)
DoD/TMA - Grade O5

Sr Clinical Social Worker & Clinical Social Worker (Supervisory)
IHS – Grade O5

Individual Clinical Social Worker (Clinical)
BOP – Grade O4

Individual Clinical Social Worker
DHS – Grade O3

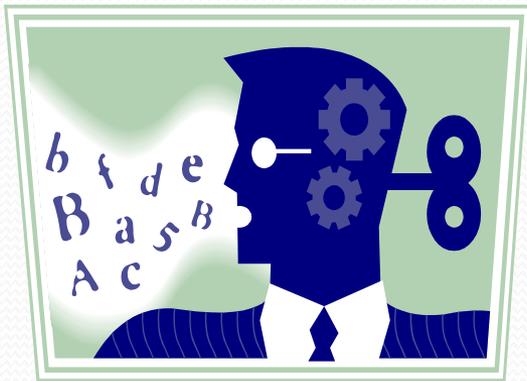
Clinical Social Worker (Mental Health)
DHS – O2

Administrative Social Work

Examples of Continuing Education Options:

- Master's or Doctorate in Health Care Administration.
- Graduate Certifications in areas of Business, Leadership, Healthcare Administration, Public Health, Epidemiology, Disaster Management, etc.

Tip: As an administrator, it is helpful to have coursework and training in healthcare operations, leadership, and organizational development!



Examples of Position Titles In USPHS

Work-Life Division Chief, US Coast Guard
DHS – Grade O6

Health Services Administrator
IHS – Grade O6

Social Work Internship Program Director
DoD – Grade O6

Program Coordinator
ACF – Grade O5

Program Management Officer
SAMHSA – Grade O5

Program Coordinator
ATSDR – Grade O4

Analyst
CMS – O3

Policy & Research Social Work

Examples of Continuing Education Options:

- Doctorate in Health Sciences
- Masters of Public Health
- Graduate Certifications in areas such as Epidemiology, Global Health, Research and Statistical Evaluations, and Survey Methodology.

Tip: Obtaining the training and education for the field you want to specialize in is career planning and advancement. Be a subject matter expert (SME)!



Examples of Position Titles In USPHS

Analyst

NIH – 06

Research Officer

AHRQ – 05

Research Scientist Officer

CDC – 04

General Health Services Officer

FDA – 03

Individual Clinical Social Worker (Clinical)

NIH – 02

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The Five Pillars & Social Work

Commissioned Corps Five Transformation Pillars

These transformation pillars were developed and implemented throughout in an effort to redirect the recruitment mix of the future to become more clinically oriented.

(2012 CPO Update: The State of the Health Services Category by RADM Epi Elizondo, Ph.D., PA-C)

Transformation Pillar

(incorporated in 2014 benchmarks):

- 1. Assignment to underserved and vulnerable populations;*
- 2. Assignment is in a hardship location (or difficult-to-recruit position) where there is significant unmet need for qualified professionals;*
- 3. Assignment requires individual to be available for rapid deployment – domestic or international – at the direction of the agency head (as distinguished from deployment for natural disaster or international response) or requires availability to perform duties 24/7, including when on leave;*
- 4. Assignment requires regular engagement with other uniformed services;*
- 5. Assignment does not meet criteria 1-4 but cannot be filled without the Commissioned Corps and will address an important public health need.)*

Social Work & The Five Transformational Pillars – A Successful Career

As a social worker in the United States Public Health Service you will have many opportunities to successfully meet these pillars. Most likely, each pillar provides some opportunity for social work, however the best pillars for social work are Pillar 1, Pillar 2, Pillar 3 and Pillar 4.

Pillar 1 – Underserved Populations

Social workers who serve in the following agencies will meet this goal: BOP, IHS and ICE: Social workers whose primary job is to provide a service, program or develop policy for underserved populations also work in HRSA, SAMSHA, NIH, ACF and other Health & Human Service agencies.

Pillar 2 – Hardship Locations

Social workers who serve in difficult to recruit or hardship locations may work for agencies such as ICE, IHS or the FDA. They provide services ranging from direct care to program and/or agency management.

Pillar 3 – Rapid Deployment

Social workers work with ASPR, FEMA, and other Health & Human Service agencies that allow for rapid and immediate deployment to provide specialty care and services.

Pillar 4 – Engagement With Other Uniformed Services

Social workers who work with any of the other 6 uniformed services (Army, Navy, Air Force, Marines, US Coast Guard, National Oceanographic Atmospheric Administration [NOAA Corps]) in any capacity (e.g. direct care, policy, administration, leadership).

Agencies that Employ Commissioned Corps Officers

- ACF – Administration for Children & Families
- AHRQ – Agency for Healthcare Research & Quality
- ASPR – Assistant Secretary for Preparedness and Response
- ATSDR – Agency for Toxic Substances & Disease Registry
- CDC – Centers for Disease Control & Prevention
- FDA – Food & Drug Administration
- HRSA – Health Resources & Services Administration
- IHS – Indian Health Service
- NIH – National Institutes of Health
- DCCPR – Division of Commissioned Corps Personnel & Readiness
- SAMHSA – Substance Abuse & Mental Health Services Administration
- CMS - Centers for Medicare & Medicaid Services
- BOP - Federal Bureau of Prisons
- DHS - Department of Homeland Security
- USDA - Department of Agriculture
- EPA – Environmental Protection Agency
- NOAA - National Oceanic & Atmospheric Administration
- USMS - U.S. Marshals Service
- DOI - Department of the Interior
- DoD - Department of Defense
- ICE – Immigration and Customs Enforcement

Commissioned Corps Liaisons:

http://dcp.psc.gov/CCMIS/PDF_docs/sgpac.pdf

USPHS Employment Websites

- Commissioned Corps Liaisons

http://dcp.psc.gov/CCMIS/PDF_docs/sgpac.pdf

- USA Jobs

<https://www.usajobs.gov/>

- Department of Defense (DoD)

<http://www.usphs.gov/aboutus/dod-hhs/job-opportunities.aspx>