

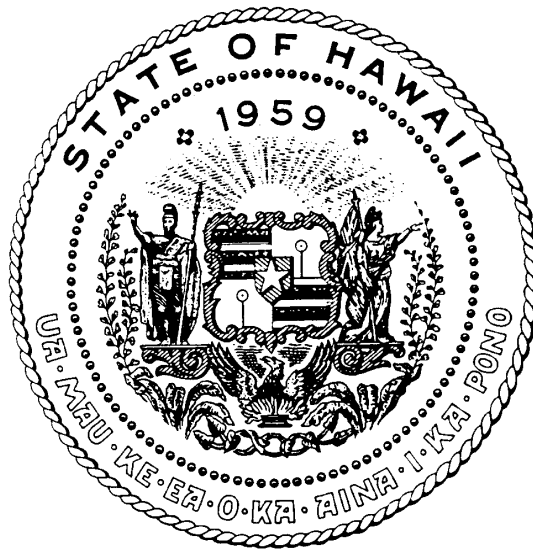
Exploring Social Worker Jobs in Hawaii



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Social Worker

If you're trying to decide on a career that will be in demand in the next few years and is rapidly increasing in numbers, explore and consider the social worker field. In the last few years, social work has ranked among the state's fastest growing occupations. In 2001, there were a total of 2,280 social workers statewide, consisting of those who specialize in children, family, and school; medical and public health; and mental health and substance abuse. The majority or 1,240 were classified as children, family, and school social workers, while the remainder dealt with medical issues – 610 were the medical and public health type and 430 handled mental health and substance abuse. Based on year 2000 projections, the number of social workers is predicted to expand by more than 25 percent. While all types of social workers are anticipated to gain, mental health and substance abuse ones are expected to accelerate the fastest at more than 43 percent. Average annual openings due to growth will exceed openings created because of replacement needs.

What do they do?

Generally, social workers counsel and aid individuals and families requiring social service assistance. They help individuals and groups recognize, understand, and solve personal and social problems. They may interview clients in order to assess the individual's problem and recommend a course of action. A major part of their job is providing counseling and referral services to individuals and families during a crisis. Case management represents an increasingly important job duty. This involves arranging housing, day care, and transportation. They may also work in outreach programs and provide information and services to people in their homes or communities. Social workers may also plan and analyze social policies and manage social service agencies. Areas of specialization include family services, child welfare, public welfare, school social work, mental health, corrections, occupational social work, disabilities, health care, gerontology, and child or adult protective services. They may also specialize in research, community organization and education, policy planning and administration, the legal system, and other areas of social work.

Specifically, ***child, family, and school social workers*** provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. They may assist single parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. They may also advise teachers on how to deal with problem children.

Medical and public health social workers provide persons, families or vulnerable populations with the psychosocial support needed to cope with chronic, acute, or terminal illnesses, such as Alzheimer's, cancer, or AIDS. Services include advising family caregivers, providing patient education and counseling, and making necessary referrals for other social services.

Mental health and substance abuse social workers assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco,

and/or other drugs. Activities include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

Where are the jobs?

The services industry, naturally, was the industry sector with the largest share of social workers at 60 percent. Government contained most of the remainder or nearly 40 percent, with only a few in the finance, insurance, and real estate sector. Within the services sector, social services had almost twice as many social workers as health services. Educational services and membership organizations reported only negligible shares. Within public administration, state government had the majority of social workers. Only insurance carriers claimed medical and public health social workers in the finance, insurance and real estate sector.

	Child, Family, & School Social Workers	Medical & Public Health Social Workers	Mental Health & Substance Abuse Social Workers	Total
Social Workers				100.0%
Finance, Insurance, & Real Estate		0.1%		0.1%
Insurance Carriers		0.1%		0.1%
Services	29.2%	15.1%	15.7%	60.0%
Health Services	9.3%	9.2%	0.7%	19.2%
Educational Services	3.9%	0.0%		4.0%
Social Services	15.9%	5.8%	15.0%	36.7%
Membership Org	0.0%	0.1%		0.1%
Government	25.7%	11.6%	2.6%	39.8%
State Govt., exc. Education	25.3%	11.6%	2.6%	39.4%
Local Govt., exc. Education	0.4%			0.4%

Note: Totals may not add due to rounding.



While social workers concentrated in three major industries, their industry distribution varied depending on their type. As expected, among the three types of social workers

within the services sector, child, family, and school social workers (99 percent) heavily dominated the educational services arena. An almost equal portion, 48 percent each of child, family, and school and medical and public health social workers were in health services. Child, family, and school and mental health and substance abuse social workers comprised a 43 percent and 41 percent share of social services, respectively. Within government, the state level had more than double the share of child, family, and school social workers as medical and public health types.

Social Workers	Child, Family, & School Social Workers	Medical & Public Health Social Workers	Mental Health & Substance Abuse Social Workers	Total
Finance, Insurance, & Real Estate		100.0%		100.0%
Insurance Carriers		100.0%		100.0%
Services	55.0%	26.7%	18.3%	100.0%
Health Services	48.4%	47.9%	3.7%	100.0%
Educational Services	98.9%	1.1%	0.0%	100.0%
Social Services	43.4%	15.8%	40.8%	100.0%
Membership Org	33.3%	66.7%	0.0%	100.0%
Government	64.5%	29.0%	6.5%	100.0%
State Govt., exc. Education	64.1%	29.3%	6.6%	100.0%
Local Govt., exc. Education	100.0%			100.0%

Note: Totals may not add due to rounding.

What kind of pay do social workers earn?

According to a 2001 statewide wage survey, social workers earnings ranged from an average hourly rate of \$18.98 to \$20.32 or annually \$39,470 to \$42,260. Mental health and substance abuse social workers were on the low end of the scale, while medical and public health social workers fared the best.

Hawaii	Wage Estimates			
Occupation Title	Employment	Median Hourly	Mean Hourly	Mean Annual
Child, Family, & School Social Workers	1,240	\$19.13	\$19.82	\$41,220
Medical & Public Health Social Workers	610	\$19.67	\$20.32	\$42,260
Mental Health & Substance Abuse Social Workers	430	\$19.71	\$18.98	\$39,470

Compared to the rest of the United States, Hawaii's wages were higher in all cases. But when Hawaii's higher cost of living is taken into consideration, the gains are diminished.

United States	Wage Estimates			
Occupation Title	Employment	Median Hourly	Mean Hourly	Mean Annual
Child, Family, & School Social Workers	257,080	\$15.84	\$16.91	\$35,180
Medical & Public Health Social Workers	103,490	\$17.50	\$18.29	\$38,050
Mental Health & Substance Abuse Social Workers	85,550	\$15.42	\$16.34	\$33,980

Who are prepared and qualified to fill these jobs?

In 2002, there were a total of 150 persons who received degrees in social work. More than one-half were Master's degrees and the rest were Bachelor's degrees. Some of the places where you can study to earn degrees in social work in Hawaii are: the University of Hawaii Manoa, Brigham Young University Hawaii, and Hawaii Pacific University. The following list shows a breakdown by degrees and schools:

School	Bachelor's	Master's
Brigham Young University Hawaii	33	
Hawaii Pacific University	15	
University of Hawaii Manoa	21	81

How do you prepare for these jobs?

Social workers require either a Master's degree from a college or university in a social work program accredited by or deemed to be equivalent to an accredited program by the Council on Social Work Education; OR a Doctoral degree in a social work program from a college or university accredited by the Western Association of Schools and Colleges or a comparable regional accreditation body.

After obtaining either degree there are examinations to take and pass in order to obtain a license to work. The intermediate, advanced, and clinical written national exams are administered by the Association of Social Work Boards (ASWB).

Licensed social workers (LSW) who hold a current LSW license in the State of Hawaii may apply for initial registration as a Clinical Social Worker (CSW). Contact the licensing agency for requirement information:

Social Worker Program
 Professional and Vocational Licensing Division
 Hawaii State Dept. of Commerce & Consumer Affairs
 P. O. Box 3469
 [1010 Richards St., 1st Floor, Honolulu, HI 96813]
 Honolulu, HI 96801
 (808) 586-2693

Application and fees amount to: \$60 for application, \$152 for 3-year license, and \$105 for the triennial compliance resolution fund. Afterwards, there is a renewal fee every 3 years for \$78 plus \$105 for the triennial compliance resolution fund.

There were 1,047 licensed social workers active as of July 29, 2002. The number of new licenses issued amounted to 89 in 2001, a decrease of more than 40 percent from a year earlier and the first time in at least six years that the number of new licenses dipped below 100.

What are some other qualifications for these jobs?

In addition to formal courses of study, other important assets to possess that will help in securing and retaining social work jobs can be divided into three areas: **skills, knowledge, and abilities.**

Occupation specific data is unavailable for medical and public health social workers and mental health and substance abuse social workers. For comparison purposes, they are grouped together.

The *skill* that appears most necessary for people in the social worker field is *social perceptiveness*, which is being aware of others' reactions and understanding why they react as they do. For child, family, and school social workers, *service orientation* was the next most desired skill, which involves actively looking for ways to help people, while *judgment and decision-making* was second in importance for the medical and public health and mental health and substance abuse social workers. Another essential skill for all types of social workers was *speaking* that required talking to others to convey information effectively. Other skills deemed necessary by all types of social workers included: *active listening*, *coordination*, *critical thinking*, and *monitoring*.

**Skills Considered Important for Social Workers
(Ranked by Order of Importance within Each Group)**

Skills	Child, Family, & School Social Worker (SW)	Medical & Public Health SW
		Mental Health & Substance Abuse SW
Social Perceptiveness -Being aware of others' reactions and understanding why they react as they do.	1	1
Service Orientation -Actively looking for ways to help people.	2	4
Judgment & Decision Making -Considering the relative costs and benefits of potential actions to choose the most appropriate one.		2
Speaking -Talking to others to convey information effectively.	3	3
Active Listening -Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	4	6
Active Learning -Understanding the implications of new information for both current and future problem-solving and decision-making.		5
Reading Comprehension -Understanding written sentences and paragraphs in work related documents.	5	
Coordination-Adjusting actions in relation to others' actions.	6	10
Learning Strategies -Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.		7
Critical Thinking -Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	7	9
Writing-Communicating effectively in writing as appropriate for the needs of the audience.	8	
Monitoring -Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	9	8
Complex Problem Solving -Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	10	

In terms of **knowledge**, *therapy and counseling*, involving knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance, was primary for all types of social workers. Also deemed important to different degrees for all of those in social work were *psychology*, *English language*, and *customer and personal service*.

Knowledge Considered Important for Social Workers
(Ranked by Order of Importance within Each Group)

Knowledge	Child, Family, & School Social Worker (SW)	Medical & Public Health SW
		Mental Health & Substance Abuse SW
Therapy & Counseling -Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.	1	1
Psychology -Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.	2	3
English Language -Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.	3	5
Education & Training -Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.		4
Sociology & Anthropology -Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.	4	
Administration & Management -Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.	5	
Customer & Personal Service - Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.	6	2
Law & Government -Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.	7	

Abilities are innate qualities that people bring to their work. Without question *oral comprehension*, concerning the ability to listen to and understand information and ideas presented through spoken words and sentences; and *oral expression*, which was the ability to communicate information and ideas in speaking so others will understand, were the most prominent abilities needed for social work. Other abilities useful to different extents for all social workers were *written expression and comprehension*; *problem sensitivity*, which is the ability to recognize when something is wrong or is likely to go wrong; *speech clarity*; and *fluency of ideas*, which is the ability to come up with a number of ideas about a topic.

Abilities Considered Important for Social Workers
(Ranked by Order of Importance within Each Group)

Abilities	Child, Family, & School Social Worker (SW)	Medical & Public Health SW
		Mental Health & Substance Abuse SW
Oral Comprehension -The ability to listen to and understand information and ideas presented through spoken words and sentences.	1	1
Oral Expression -The ability to communicate information and ideas in speaking so others will understand.	2	2
Written Expression -The ability to communicate information and ideas in writing so others will understand.	3	8
Problem Sensitivity -The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.	4	3
Written Comprehension -The ability to read and understand information and ideas presented in writing.	5	5
Speech Clarity -The ability to speak clearly so others can understand you.	6	4
Fluency of Ideas -The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).	7	6
Speech Recognition -The ability to identify and understand the speech of another person.		7
Near Vision -The ability to see details at close range (within a few feet of the observer).		9
Auditory Attention -The ability to focus on a single source of sound in the presence of other distracting sounds.		10