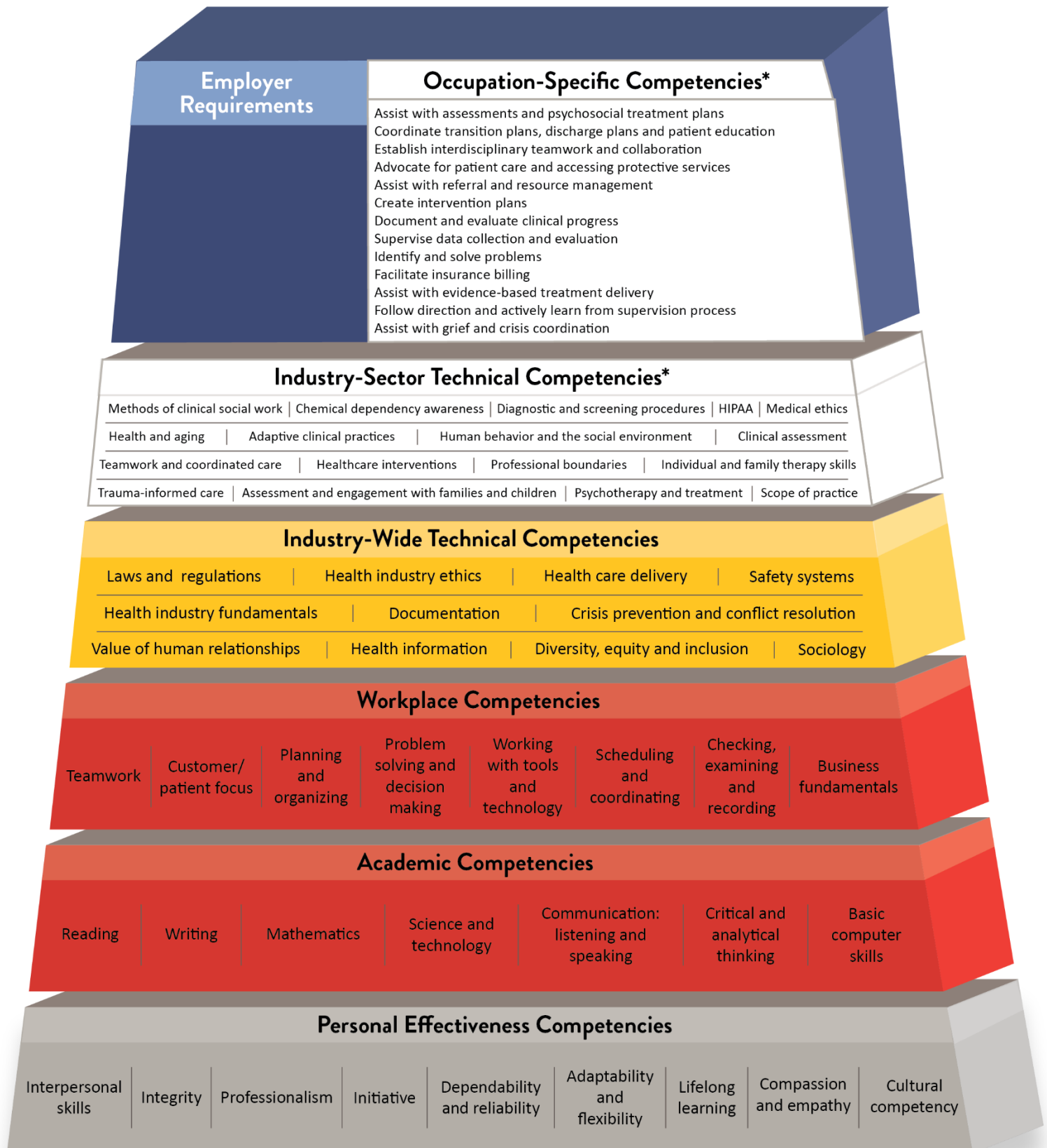


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Licensed Independent Clinical Social Worker



Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.

Competency Model for Licensed Independent Clinical Social Worker

Licensed Independent Clinical Social Worker – An individual with at least a master’s degree who works in a health care setting and focuses on the assessment, diagnosis, treatment, and prevention of mental illness, emotional, and other behavioral disturbances. An individual in this role must follow the rules and requirements for becoming a licensed independent clinical social worker as outlined in law and overseen by the Minnesota Board of Social Work

*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee’s current or intended occupation.

- **Methods of clinical social work** – Understands that there are multiple methods and approaches to the treatment of mental, emotional, and behavioral disorders, conditions, and addictions that can range from individual, group and family therapy. The clinical social worker understands the various methods and approaches and recommends and often times also leads in providing the best option for the patient/client.
- **Chemical dependency awareness** – Knowledge and experience with patients with chemical dependency and the impact to a patient’s mental health.
- **Diagnostic and screening procedures** – Know how to use evidence-based critical analysis and interpretation of assessments to provide the basis for the health care plan.
- **HIPAA** – Understand the Health Insurance Portability and Accountability Act of 1996 (HIPAA) for standards for electronic health record transactions, privacy, and security.
- **Medical ethics** – Understands principles of medical ethics and how they apply in professional standards.

- **Health and aging** – Ability to work with older adults to provide support to empower and enhance quality of life as they face mental health concerns on aging, long-term care and well-being.
- **Adaptive clinical practices** – Adapts intervention strategies to the individual characteristics of the consumer, including but not limited to, disability, gender, sexual orientation, developmental level, culture, ethnicity, age, and health status. Human behavior & the social environment.
- **Human behavior and the social environment** – Understand the contributors and characteristics of human behavior and how the social environment in which individuals live in society impacts and affects an individual's behavior.
- **Clinical assessment** – Understands the importance of case management and providing mental health supports that are customized to best suit the strengths and abilities of the individual or group.
- **Teamwork and coordinated care** – Coordinates referrals to ensure access to services identified in treatment plan by following established procedures, addressing gaps in care, accessing additional resources to maximize patient self-sufficiency for a holistic care approach.
- **Healthcare interventions** – Ability to apply evidence-based interventions to patients across the mental health continuum of care and through the lifespan.
- **Professional boundaries** – Understand what professional boundaries are and identify poor ones. Learn how to create healthy boundaries from the very beginning of the relationship.
- **Individual and family therapy skills** – Able to skillfully provide psychological therapeutic counseling that can help individuals by working one-on-one to address mental health concerns and/or family members to improve communication and resolve conflicts.
- **Trauma-informed care** – Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- **Assessment and engagement with families and children** – Demonstrates a mastery of interaction skills within the intake, assessment, treatment, evaluation, and termination process with children, adolescents and families.
- **Psychotherapy and treatment** – Understands a variety of treatments that aim to help a person identify and change troubling emotions, thoughts and behaviors.
- **Scope of practice** – Understands the practice of service that incorporates caring for all patients in all settings through recognized clinical standards.

Occupation-Specific Competencies

On-the-Job Training (OJT) is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation, and discussion-based training.

- **Assist with assessments and psychosocial treatment plans** – Assists with assessments that address bio-psycho-social issues for health-specific needs which results in the formation of individualized treatment plans of care.
- **Coordinate transition plans, discharge plans and patient education** – Provides support and information to patients and families regarding transition and/or discharge plans.
- **Establish interdisciplinary teamwork and collaboration** – Able to coordinate with the health care team to develop an integrated plan of mental and physical health care.
- **Advocate for patient care and accessing protective services** – Demonstrates awareness of patient rights and ethical decision making. Assures appropriate reporting of vulnerability or suspected abuse as mandated by law.
- **Assist with referral and resource management** – Understands prudent utilization of all resources available to the patient, families, caregivers to make informed decisions.
- **Create intervention plans** – Able to formulate, develop and implement intervention plans for individual, family and/or group therapies.
- **Document and evaluate clinical progress** – Understand team support of client progress and intervention while being able to keep record of intervention milestones and setbacks and record keeping that can assess how progress is/ is not moving forward.
- **Supervise data collection and evaluation** – Ensure the data collection and evaluation process is appropriate, data is of high quality and evaluation meets expectations.
- **Identify and solve problems** – Able to identify a mental health problem, weigh alternative options for intervention and decide about how to manage and implement a mental health solution, then evaluate the effectiveness of the solution over time.
- **Facilitate insurance billing** – Depending on area of practice, may need to know how to coordinate documentation and paperwork for medicare, medicaid and private insurance to do proper billing and payment procedures for patients/ clients.
- **Assist with evidence-based treatment delivery** – Understand how to use research-based

treatments that are tailored to meet people's needs, preferences and cultural expectations.

- **Follow direction and actively learn from supervision process** – Able to actively listen, ask questions, respond respectfully and act on what is learned.
- **Assist with grief and crisis coordination** – Understand how to help individuals who are struggling with loss by helping develop coping skills and strategies to address grief. Know how to assist people who are dealing with crisis in a manner that helps provide care and connects them to available resources and others for help.

Updated October 2025

DRAFT