



## MINIMUM QUALIFICATIONS C4L - SOCIAL WORK/COUNSELOR

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This document includes the following levels:

| Class Code | Class Title               |
|------------|---------------------------|
| C4L1TX     | SOCIAL WORK/COUNSELOR I   |
| C4L2XX     | SOCIAL WORK/COUNSELOR II  |
| C4L3XX     | SOCIAL WORK/COUNSELOR III |
| C4L4XX     | SOCIAL WORK/COUNSELOR IV  |



**TITLE: SOCIAL WORK/COUNSELOR**  
**CLASS CODE: C4L**

| Title / Class Code by Levels       | Education/ Licensure/ Certification / Experience  | Substitutions   |
|------------------------------------|---|---|
| SOCIAL WORK/COUNSELOR I<br>C4L1TX  | Bachelor's degree from an accredited institution in a field of study related to the work assignment.  | Appropriate experience will substitute for the degree requirement on a year-for-year basis.   |
| SOCIAL WORK/COUNSELOR II<br>C4L2XX | <p>Social work assignment ONLY:</p> <p>Current, valid licensure as a Social Worker (LSW) from the Colorado State Board of Social Work Examiners.</p> <p>One year of experience as a social worker.</p> <p style="text-align: center;">OR</p> <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Professional Counselor (LPC) from the Colorado State Board of Licensed Professional Counselor Examiners or current, valid licensure as a Clinical Social Worker (LCSW) from the Colorado State Board of Social Work Examiners.</p> <p style="text-align: center;">OR</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid certification as a Level III Addiction Counselor (CAC III) from the Colorado State Board of Addiction Counselor Examiners.</p> <p>One year of experience as a certified addiction counselor.</p> | <p>Social work assignment ONLY:</p> <p>None.</p> <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Marriage and Family Therapist (LMFT) from the Colorado State Board of Marriage and Family Therapist Examiners will substitute for the Professional Counseling license (LPC) or the Clinical Social Worker license (LCSW).</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid licensure as an Addiction Counselor (LAC) from the Colorado State Board of Addiction Counselor Examiners will substitute for the CAC III certification and one year of the required experience.</p> |
| SOCIAL WORK/COUNSELOR III          | <p>Social work assignment ONLY:</p> <p>Current, valid licensure as a Clinical</p>   | <p>Social work assignment ONLY:</p> <p>None.</p>  |

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| C4L3XX  | <p>Social Worker (LCSW) from the Colorado State Board of Social Work Examiners.</p> <p>One year of experience as a licensed clinical social worker.</p> <p style="text-align: center;">OR</p> <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Professional Counseling (LPC) from the Colorado State Board of Licensed Professional Counselor Examiners or current, valid licensure as a Clinical Social Worker (LCSW) from the Colorado State Board of Social Work Examiners.</p> <p>One year of experience as a licensed clinical social worker or licensed professional counselor.</p> <p style="text-align: center;">OR</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid certification as a Level III Addiction Counselor(CAC III) from the Colorado State Board of Addiction Counselor Examiners.</p> <p>Two years of experience as a certified addiction counselor.</p> | <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Marriage and Family Therapist (LMFT) from the Colorado State Board of Marriage and Family Therapist Examiners will substitute for the Professional Counseling license (LPC) or the Clinical Social Worker license (LCSW).</p> <p>Experience as a licensed marriage and family therapist will substitute for the required experience on a year-for-year basis.</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid licensure as an Addiction Counselor (LAC) from the Colorado State Board of Addiction Counselor Examiners will substitute for the CAC III certification and one year of the required experience.</p> |
| <p>SOCIAL WORK/COUNSELOR IV</p> <p>C4L4XX</p> | <p>Social work assignment ONLY:</p> <p>Current, valid licensure as a Clinical Social Worker (LCSW) issued by the Colorado State Board of Social Work Examiners.</p> <p>Two years of experience as a licensed clinical social worker.</p> <p style="text-align: center;">OR</p>   | <p>Social work assignment ONLY:</p> <p>None.</p>   |

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|  | <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Professional Counseling (LPC) from the Colorado State Board of Licensed Professional Counselor Examiners or current, valid licensure as a Clinical Social Worker (LCSW) from the Colorado State Board of Social Work Examiners.</p> <p>Two years of experience as a licensed clinical social worker or licensed professional counselor.</p> <p style="text-align: center;">OR</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid certification as a Level III Addiction Counselor (CAC III) from the Colorado State Board of Addiction Counselor Examiners.</p> <p>Three years of experience as a certified addiction counselor.</p> | <p>General counseling work assignment ONLY:</p> <p>Current, valid licensure as a Marriage and Family Therapist (LMFT) from the Colorado State Board of Marriage and Family Therapist Examiners will substitute for the Professional Counseling license (LPC) or the Clinical Social Worker license (LCSW).</p> <p>Experience as a licensed marriage and family therapist will substitute for the required experience on a year-for-year basis.</p> <p>Substance abuse counseling work assignment ONLY:</p> <p>Current, valid licensure as an Addiction Counselor (LAC) from the Colorado State Board of Addiction Counselor Examiners will substitute for the CAC III certification and one year of the required experience.</p> |
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The following is a summary of changes made to this minimum qualification.

| Section / Paragraph        | Change Description  | Effective Date   |
|----------------------------|---|------------------|
| Document                   | Part of the 2017 MQ Project<br>New Format   | August 1, 2017   |
| ALL                        | Standardized language regarding licensure and removed licences that require higher level education and experience as substitutions as candidates must meet the MQ to obtain the higher level license.   | August 23, 2017  |
| C4L2XX<br>C4L3XX<br>C4L4XX | Replaced LAC substitution for CAC III requirement per agency feedback noting that some counselors obtain a master's degree right away, skipping the CAC III certification and going straight for the counseling license. In these cases, candidates would not have obtained the certification prior to the higher level license, so the substitution must be specified. | October 12, 2017 |
| C4L2XX<br>C4L3XX<br>C4L4XX | Clarified substitutions for general counseling work based on original MQs.  | October 17, 2017 |
| ALL                        | Made formatting and grammatical changes.  | November 6, 2017 |