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| OFFICE OF APPRENTICESHIP  BULLETIN | **NO.**  2025-170 |
| **DATE**  September 5, 2025 |

**TO:** NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS

OFFICE OF APPRENTICESHIP STAFF

STATE APPRENTICESHIP AGENCIES

**FROM:** MEGAN BAIRD /s/

Acting Administrator, Office of Apprenticeship

**SUBJECT:** New Apprenticeable Occupation: Social Worker

1. **Purpose.** To inform the staff of OA, State Apprenticeship Agencies (SAA), Registered Apprenticeship program sponsors, and other Registered Apprenticeship partners of the following new apprenticeable occupation: Social Worker.
2. **Action Requested.** OA staff should familiarize themselves with this bulletin and the attached Work Process Schedule and Related Instruction Outline, as a source for developing apprenticeship standards and/or providing technical assistance.

Social Worker will be added to the List of Occupations Recognized as Apprenticeable by OA located on www.apprenticeship.gov. A suggested Work Process Schedule and Related Instruction Outline are attached.

1. **Summary and Background.**
   1. Summary – The occupation Social Worker was submitted by Melissa English on behalf of Apprenticeship Colorado, was processed by Dr. Ricky Godbolt and approved by the OA Acting Administrator on September 4, 2025.
   2. Background –

***New/Revised Occupation Background -*** Under 29 CFR section 29.4, an occupation for a RAP must meet the following criteria to be determined apprenticeable:

1. Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the job supervised learning;
2. Be clearly identified and commonly recognized throughout an industry;
3. Involve the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
4. Require related instruction to supplement the on-the job learning.
5. **New Apprenticeable Occupation.** The occupation Social Workerwas submitted for an apprenticeability determination.

**SOCIAL WORKER**

O\*NET-SOC CODE**:** 21-1029.00

RAPIDS CODE: 4022CB

Type of Training: Competency-Based.

Term Length: Competency based 2 Years.

Social Workersperform the following duties:

Social workers are employed in a variety of settings, including child welfare and human service agencies, healthcare providers, and schools. Most work full time, and some work evenings, weekends, and holidays. (Bureau of Labor Statistics)

Social workers typically do the following:

•Identify people and communities in need of help

•Assess clients’ needs, situations, strengths, and support networks to determine their goals •Help clients adjust to changes and challenges in their lives, such as illness, divorce, or unemployment

•Research, refer, and advocate for community resources, such as food stamps, childcare, and healthcare, to assist and improve a client’s well-being

•Respond to crisis situations such as child abuse and mental health emergencies

•Monitor clients' situations, and follow up to ensure that they have improved

•Maintain case files and records

•Provide psychotherapy services

•Social workers help people cope with challenges in their lives.

They help with a wide range of situations, such as adopting a child, being diagnosed with a terminal illness, or preventing and treating substance abuse. Some social workers get involved at a broad level to help community organizations and policymakers develop or improve social programs, services, and conditions. This is sometimes referred to as macro social work. Advocacy is an important aspect of social work. Social workers advocate or raise awareness with and on behalf of their clients and constituents. Additionally, they may advocate for the social work occupation on local, state, and national levels. Social workers who are licensed to diagnose and treat mental, behavioral, and emotional disorders are called clinical social workers (CSW), licensed clinical social workers (LCSW), or have a similar title; specific titles vary by state. They provide individual, group, family, and couples therapy; work with clients to develop strategies to change behavior or cope with difficult situations; and refer clients to other resources or services, such as support groups or other mental health workers. Clinical social workers may develop treatment plans with the client, doctors, and other healthcare workers and may adjust the treatment plan, if necessary, based on their client’s progress.

They may work in a variety of specialties.

•Child and Family: Child and family social workers protect vulnerable children and help families in need of assistance. They help families find housing or services, such as childcare, or apply for benefits, such as food stamps. They intervene when children are in danger of neglect or abuse. Some help arrange adoptions, locate foster families, or work to reunite families.

•School: School social workers work with teachers, parents, and school administrators to develop plans and strategies to improve students’ academic performance and social development. They help students with problems such as aggressive behavior or bullying. •Healthcare: Healthcare social workers help clients understand their diagnosis and adjust their lifestyle, housing, or healthcare. For example, they may help people transition from the hospital to their homes and communities. In addition, they may provide information about services, such as home healthcare or support groups, to help clients manage their illness or disease. Social workers help doctors and other healthcare workers understand the effects that diseases and illnesses have on clients’ mental and emotional health. Some healthcare social workers specialize in geriatric social work, hospice and palliative care, or medical social work.

•Mental Health and Substance Abuse: Mental health and substance abuse social workers help clients with mental illnesses or addictions. They provide information on services, such as support groups and 12-step programs, to help clients cope with their illness. These workers often are licensed clinical social workers. (Bureau of Labor Statistics)

1. **Inquiries.** If you have any questions, please contact Dr. Ricky Godbolt, National Office of Apprenticeship at [Godbolt.Ricky.C@dol.gov](mailto:Godbolt.Ricky.C@dol.gov).
2. **Attachments.**

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