State of Utah
Licensed Clinical Therapist

**SALARY**
See Position Description

**JOB TYPE**
Full Time

**JOB NUMBER**
38083

**UNIT**
3020 Workforce Preparation

**FLSA**
Exempt

**LOCATION**
Multiple Locations, UT

**REMOTE EMPLOYMENT**
Flexible/Hybrid

**AGENCY**
600 Department of Workforce Services

**OPENING DATE**
07/20/2023

**RECRUITER**
Michelle Campbell ~ dmcampb@utah.gov ~ 801-526-4333

**# OF OPENINGS**
1

**BACKGROUND CHECK**
You must successfully pass a criminal history check.

**CAREER MOBILITY**
This position may be filled as a career mobility.

**SCHEDULE CODE**
B - Competitive Career Service - Employment in this position requires a probationary period.

**DESCRIPTION**
The probationary period for this position is 12 months. Current State employees who have already passed a probationary period will not be required to complete another one.

**BENEFITS**
This position is eligible for a full benefits package. See benefits tab below for details.

**DRIVER LICENSE REQUIREMENTS**
Employees hired for this recruitment will be subject to the Driver Eligibility standards found at the following link: https://adminrules.utah.gov/public/search/driver%20eligibility/Current%20Rules

**EEO STATEMENT**
The State of Utah is committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, or Veteran status. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. For accommodations, dial 711 or TTY: 800-346-4128.

https://www.governmentjobs.com/careers/utah/jobs/newprint/4130980
Job Description

As an employee in this position, you may be eligible for student loan forgiveness programs. Please visit https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service for more details.

Salary is negotiable based on experience. Starting salary likely to be at or above mid-range. The salary range for this position is $26.45 - $40.29 Hourly.

If you like working with people and helping them be successful, this is the job for you. The Department of Workforce Services (DWS) is looking for a skilled and motivated individual to fill a full-time Licensed Clinical Therapist (LCT) position in the Roosevelt or Vernal office.

This position will require limited travel to regional employment centers and telehealth services statewide. There is a possibility for a partial telework/remote work schedule.

The primary focus of mental health interventions is to assist customers with increasing their level of functioning to facilitate full participation in employment and/or employment related activities and self-sufficiency.

Principle Duties

Principle duties for the Licensed Clinical Therapist will be:

- Performing diagnostic evaluations for the purpose of identifying cultural, social, environmental, psychological, behavioral and situational barriers that would restrict the customer's ability to participate in services provided through DWS. This may include evaluations with children; if children's mental health issues are impacting the parent's ability to participate in services.
- Performing a number of non-clinical case management duties that support other clinicians across the state. These duties may include administering a substance abuse assessment questionnaire via an online chat system; Acting as the Licensed Clinical Therapist of the Day via an instant messaging system; posting treatment updates, summaries and reports to customers electronic case file; and monitoring cases for progress.
- Consulting with customers, DWS staff, and outside professionals. Consultations require both clinical and general directions regarding customers barrier resolution. Consultation services will be provided individually or through group staffing.
- Developing specific psychoeducational group presentations on topics such as coping strategies, stress management, anger management, interpersonal relationships, and others as identified, to customers deemed work ready.
- Monitoring customer involvement with negotiated interventions.
- Assisting customers, accessing clinical services in the community and monitoring clinical progress in such services.
- Acting as a liaison between DWS and professional/community providers. (May include travel to customer homes and statewide community agencies and may also require overnight stays.
- Providing generalized training for employment center staff regarding the role of LCT's within DWS, how to access LCT services, and what constitutes an appropriate referral.
- Providing training for employment center staff regarding behavioral patterns that may indicate the potential existence of mental health disorders and general mental health information including specific disorders, behavioral indicators, etc.
- Providing clinical and/or case management supervision for CSW's or ACHMC's, as required: May be working toward meeting professional licensing requirements in a formal practicum setting.
- Provide supervision to MSW graduate students, and case management supervision to social work undergraduate students in a formal practicum setting.
Providing group, family and individual therapy, as needed, to FEP customers in an effort to increase the customer’s level of functioning as it pertains to active participation in employment and/or employment-related activities. May also provide clinical case management supportive services statewide.

Assisting with in-service training for LCT’s to meet continuing education requirements.

The Ideal Candidate
The ideal candidate for this position will have:

- Licensure as a Psychologist, Clinical Social Worker, Marriage and Family Therapist, or Clinical Mental Health Counselor at the time of offer.

Under Filled
This position may be under filled as a:

- Caseworker III (Salary Range $25.67 - $38.31) by a Certified Social Worker (CSW), Associate Clinical Mental Health Counselor (ACMHC) or Associate Marriage and Family Therapist (AMFT) with the understanding that the individual agrees to obtain the required full clinical licensure within the time frames established by DWS.
- Continued employment when under filled by a CSW, ACMHC, or AMFT is subject to attainment of the full clinical licensure.

Why you should join our team
Besides working for a fantastic agency that is dedicated to helping the citizens of Utah, you will receive great health and retirement benefits. Click here to view a summary of benefits we offer. We also provide generous paid time off so you can spend more time with your family and have a positive work-life balance.

The Agency
The mission of Workforce Services is to strengthen Utah's communities by connecting the workforce to new opportunities and providing services to individuals and families in need. Today, more than 2,200 Workforce Services employees assist individuals in preparing for and finding jobs, meeting workforce needs of Utah businesses, administering temporary assistance, and providing economic data and analysis. Through a collaborative approach, the department has served millions of Utahns and has become a leader on several statewide initiatives. These include intergenerational poverty, homelessness, affordable housing, supporting refugees, helping rural communities, serving veterans and individuals with disabilities, and getting Utahns trained and back to work. To learn more about Workforce Services click here.

Supplemental Information

- **Licensure as a Psychologist, Clinical Social Worker, Marriage and Family Therapist, or Clinical Mental Health Counselor required.**
- Must be licensed in the state of Utah at the time of offer.
- Risks found in the typical office setting, which is adequately lighted, heated and ventilated, e.g., safe use of office equipment, avoiding trips and falls, observing fire regulations, etc.
- Typically, the employee may sit comfortably to perform the work; however, there may be some walking; standing; bending; carrying light items; driving an automobile, etc. Special physical demands are not required to perform the work.
- DHRM rules regarding promotions and transfers apply to current state of Utah employees.
- Travel to customer homes and statewide community agencies may be required. Overnight stays may be required.
- **As a DWS employee in this position, you may be eligible for student loan forgiveness programs. Please visit https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service for more details.**
- Salary is negotiable based on experience. Starting salary likely to be at or above mid-range.

Benefits
https://www.govemmentjobs.com/careers/utah/jobs/newprint/4130980
Benefits:
The State of Utah offers eligible employees a variety of benefits including medical, dental, life and disability insurance, as well as a comprehensive leave program. Please click the following link for a detailed information page: Benefits. To access a Total Compensation Calculator in Excel format click HERE.

FMLA General Notice:
English (Download PDF reader) (right click + open link in new tab)
Español (Download PDF reader) (clic derecho + abrir en una pestaña nueva?)

EMPLOYEE RIGHTS
UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS
Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:
- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (same must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered service member's spouse, child, or parent, or next of life may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the service member with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accumulated paid leave while taking FMLA leave. If an employee uses accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employees must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, nor should any practice violate the FMLA or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS
An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:
- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave; and
- Work at a location where the employee has at least 50 employees within 75 miles of the employee’s workplace.

Special “hours of service” requirements apply to airline flight crew employees.

REQUESTING LEAVE
Generally, employees must give 30-days’ advance notice of the need for FMLA leave. If it is not possible to give 30-days’ notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to show a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employees can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES
Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT
Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:
1-866-4-USWAGE
(1-866-487-9243)
TTY: 1-877-889-5627
www.dol.gov/whd
U.S. Department of Labor | Wage and Hour Division

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https://www.govemmentjobs.com/careers/utah/jobs/newprint/4130980
Licensed Clinical Therapist Supplemental Questionnaire

*QUESTION 1

Please indicate how you heard about this specific job posting.

- State of Utah job site (www.governmentjobs.com/careers/utah)
- Referred by a Friend or Family
- Indeed
- Other External Job Board or Site
- LinkedIn
- Social Media (Facebook, Twitter, etc.)
- DWS job website (www.jobs.utah.gov)
- Advertisement (Digital Ad, Billboard, Print, etc)
- Professional Network (Association, Membership, Work Colleague)
- University Network (Handshake, School Job Board, Career Center, etc)
- Contacted by a Recruiter
- Career or Job Fair
- Internship
- Interviewed for different position
- Internal communications (Agency/Division, etc)
- Other (not listed above)

*QUESTION 2

Please review our Equal Opportunity Law Notice before applying to this job.

https://jobs.utah.gov/department/contact/eo.html

- I acknowledge that I have read the Equal Opportunity Law Notice.

*QUESTION 3

In accordance with Utah Code 67-19-15(2)(b)(ii), Veterans of the U.S. armed forces may choose to be considered for this position through an Alternative selection process called the Veterans Employment Opportunity Program (VEOP). The VEOP entails an on-the-job examination period in lieu of normal competitive hiring procedures. Information on this process may be found on the Veterans tab of the Utah State Job Seeker website (https://statejobs.utah.gov). You are required to attach a copy of your DD-214 to be considered in this program. If you fail to attach a copy of your DD-214, you will not receive consideration under this program or be eligible to receive Veteran's Preference Points. *Only available for Veterans who are not current employees with a Utah State agency. Please make a selection below:
I am a veteran of the U.S. Armed Forces and want to be considered through the Veterans Employment Opportunities Program

I am not a veteran OR choose not to be considered through the Veterans Employment Opportunities Program

*QUESTION 4
This position will require a criminal background check and access to confidential BCI information.

I acknowledge that I have read and understand the statement above.

*QUESTION 5
Are you a current employee with the Department of Workforce Services?

Yes

No

*QUESTION 6
Your answers to the questions on this application must be supported by your resume or work history otherwise you may not receive credit. 'See Resume' is not an acceptable answer for any application question. I acknowledge that I have read and understand the statement above.

Yes

*QUESTION 7
You must be licensed to provide mental health therapy with the Utah Division of Occupational and Professional Licensing (DOPL) at the time of offer. Do you have an LCSW, CMHC, LMFT, CSW, or ACMHC?

Yes

No

*QUESTION 8
Please list the license(s) you have obtained, license number and most recent expiration date.

*QUESTION 9
How many years of work experience do you have with clinical case management?

No work experience

Less than 1 completed year

1 completed year

2 completed years

3 completed years

4 completed years

5 or more completed years

*QUESTION 10
Briefly describe your work experience with clinical case management.

*QUESTION 11
How many years of experience do you have working with customers receiving Family Employment Program (FEP) assistance?

No work experience
*QUESTION 12
Briefly describe your experience working with customers receiving Family Employment Program (FEP) assistance.

*QUESTION 13
In an effort to balance the statewide workload, this position requires performing online case management duties that support our Clinical Program throughout the State. Please rate your overall computer skills, including the utilization of instant message, online chat, Microsoft Office (Word, Excel and PowerPoint), Gmail, and Google Docs.

○ None – I have no professional experience using computers.
○ Fair – I have very little professional experience working with computers, including the utilization of instant message, online chat, Microsoft Office (Word, Excel and PowerPoint), Gmail, and Google Docs and it can be uncomfortable for me at times.
○ Good – I have some professional experience working with computers, including the utilization of instant message, online chat, Microsoft Office (Word, Excel and PowerPoint), Gmail, and Google Docs, but often feel the need to ask for support and guidance.
○ Very Good – I am comfortable in most cases and have prior professional experience using computers, including the utilization of instant message, online chat, Microsoft Office (Word, Excel and PowerPoint), Gmail, and Google Docs.
○ Excellent – I have had extensive professional experience using computers, including the utilization of instant message, online chat, Microsoft Office (Word, Excel and PowerPoint), Gmail, and Google Docs. I feel very comfortable working on the computer.

*QUESTION 14
Please list any of the following identified programs that you DO NOT consider yourself proficient in or DO NOT currently use: Instant Message Online Chat Microsoft Excel Microsoft PowerPoint Microsoft Word Gmail Google Docs.

*QUESTION 15
How many years of work experience do you have conducting home-based therapeutic services?

○ No work experience
○ Less than 1 completed year
○ 1 completed year
○ 2 completed years
○ 3 completed years
○ 4 completed years
○ 5 or more completed years

*QUESTION 16
Briefly describe your work experience conducting home-based therapeutic services.

*QUESTION 17
I understand that if I accepted this position, my office would be located in Roosevelt, Utah or Vernal, Utah.
* Required Question

- Yes
- No