

Workgroup for Social Work Licensure Requirements

Date: June 25, 2024 **Time:** 10:00 am - 12:00 pm

Video call link: <https://meet.google.com/txa-mstd-fey?hs=122&authuser=0>

Or dial: (US) +1 636-498-4940 PIN: 837 765 230#

Agenda

- I. Administrative Updates:**
 - A. Roll Call
 - B. Vote on Meeting Minutes
 - C. Update on Meeting Cadence
 - D. Workgroup Staff Updates

- II. Discussion - Updates and Next Steps**
 - A. May 24: Delegate Cullison and Senator Washington
 - B. June 18: Delegate Pena-Melnyk
 - C. July 23: Meeting scheduled with Senators Klausmeier and Beidle
 - D. SB 871 (2023) Final Report Requirements
 1. Update on Plans for Bias Analysis- Request for clarification submitted with Interim Report
 - E. Direction/Focus Moving Forward

- III. Presentations:**
 - A. Concetta Pucci, PhD, LICSW, Director of Undergraduate Field Education and Senior Lecturer, Social Work, School of Civic Leadership, Business, and Social Change, Gallaudet University
 - a) *Testing Barriers*
 - B. Karessa Proctor, BSW, MSW, Executive Director - Maryland National Association of Social Workers (NASW):
 - a) *Updates from The National Association of Social Workers - Maryland Chapter*
 - C. Karen Richards, LCSW-C, Executive Director, Maryland Board of Social Work Examiners:
 - a) *Updates regarding the Licensure Requirements and Licensure Process for Social Workers in Maryland and Data presentation*

- IV. Public Comment**

- V. Closing and Next Steps**

- VI. Upcoming Meetings:**

Workgroup webpage link: [Workgroup on SW Requirements for Licensure](#)

Point of contact for any questions: Michelle Darling: michelle.darling@maryland.gov

- A. August 27
- B. September 24
- C. October 29
- D. November 19 or November 26 - Vote to take place
- E. December 17 - Note we will meet 2 weeks early due to Holiday schedule
- F. January 28, 2025

Workgroup webpage link: [Workgroup on SW Requirements for Licensure](#)

Point of contact for any questions: Michelle Darling: michelle.darling@maryland.gov

ASWB

TESTING & ACCOMMODATIONS

Concetta Pucci, PhD, LICSW | June 25, 2024

Maryland Workgroup on Social Worker Requirements for Licensure Meeting

ABOUT ME

- DeafBlind | ASL as first language
- cis-white woman
- 1st generation college
- BSSW | Rochester Institute of Technology | 2001
- MSW | New York University | 2002
- PhD | Gallaudet University | 2012
- school social worker | mental health therapist | college professor | field director



MY EXPERIENCE WITH ASWB EXAMS

- Failed master-level exam 5x in New York (2002 – 2006) and all of them were 1-5 points away from passing
 - Passed LGSW exam in DC on first try in 2015 (almost 10 years gap without social work practice - studied PhD, worked as residence education counselor, taught general education and social work courses, and served as a social work field liaison)
 - Failed clinical-level exam 1x in DC in 2023
 - Passed LICSW exam in DC in 2024
 - Currently, I have LICSW and an active LMSW from MD. I plan to apply to get LCSW-C by endorsement in both MD and VA.
 - It took me 22 years to get where I am today – finally with a clinical license.
-

LIVING IN A HEARING AND ABLED ENVIRONMENT



- Not able to hear a sound
 - Not able to speak
 - Use ASL to communicate in my daily living
 - Not able to see in some areas especially in dark
 - Limited tunnel vision
 - Use public transportation to get around
 - Scan the environment with caution
 - More alert and aware of the surrounding area
-

MY ACCOMMODATIONS IN A TESTING SITE

- ASL interpreters during the exam
 - Effective and accurate communication between me and the proctor
 - Translate from written English exam questions/responses into ASL as needed
 - Optimal understanding of information because ASL is my first language
 - Extended time with an additional 4 hours
 - Need time to process written English and I cannot eliminate answers quickly with what “sounds right”
 - Need eye rest due to my visual disability and to avoid eye strain
 - Private room
 - Less distraction because of my visual disability
-

ASWB ACCOMMODATIONS

- ASWB Nonstandard Testing Arrangements form has two parts
 - Part I – to be completed by a medical professional
 - Part II – to be completed by me as a test-taker
 - NOTE: the accommodation form must be in a hard-copy format with ink signatures and it is good for up to one year
 - Part I - Verification by Medical Professional
 - Had to pay a processing fee for my doctor to fill out the form
 - Doctors have their timeline when they can fill out the forms
 - In my situation, there was a snafu in the office which resulted me not being able to get the form for a month
-

ASWB ACCOMMODATIONS (continued)

- Part II - Personal Statement

- This is a new experience for me as I did not have to do that when I applied for my LGSW.
- The personal statement has questions that feel like I am being interrogated about how I live with my disabilities. It felt very invasive with the level of detail I had to provide about my disabilities. Additionally, my disabilities are permanent. Why do I need to repeat this process if I already had the accommodations approved when I took my LGSW exam? _____

SCHEDULING EXAM WITH THE TESTING SITES

- With my accommodations, I cannot schedule an exam date online like other test-takers who do not have accommodations as I have to call the testing administrator to set up a date. As a deaf person, I must do this through a video interpreting service.
 - A lot of run-around, time consuming, cumbersome, dreadful, and tiring – unnecessary for me to go through as it is not that simple to set up my accommodations on my scheduled exam date.
 - Staff in the Special Accommodations office for PSI is not properly trained in how to be disability-competent with us. Take this for an example, they told me that I can bring my own interpreter and I have to pay them for their work.
-

STEPS OF SCHEDULING AN EXAM DATE

1. Call the testing administrator and they gather information from me (my candidate ID, my accommodation needs, my site preferences, my date preferences). Press one, Press two, then put on hold. Takes up to an hour to 2 hours to connect with the administrator.
 2. They call back 3-5 days to let me know the potential location of test and the options of exam dates. They asked me to confirm the site and date.
 3. Then, they have to re-confirm with the site coordinator and call back in another 3-5 days to confirm with me and then send me an email of confirmation.
 4. NOTE: Sometimes, I miss their call so I call them back and they would say they need to refer to the coordinator of the site to call me back. At one point, I did not get the email confirmation, I had to call back to get them to email me the confirmation.
-

EXPERIENCE WITH PEARSON AND PSI

PEARSON VUE (December 2023)

- Pat down my body, check behind my ears, pull up my hair, and x-rayed my glasses everytime I check in and check out - not all test-takers go through that
- Took a photo of me
- Require to wear orange lanyard to be sure that I do not “escape” the center - not all test takers wear that
- Proctor looks at interpreter while talking to me and even gives my ID to my interpreter like I am invisible and treated as a second class citizen
- In a cold small private room – all white walls

PSI (April 2024)

- Pat down only once at the beginning of the exam
 - No lanyard to wear
 - No photo taken
 - Allowed to go to restroom on my own
 - Proctor is friendly and warm – more relaxing
 - In a warm private big conference room with many photos about a financial company
-

ADDITIONAL NOTE ABOUT ENGLISH AS A SECOND LANGUAGE AT TESTING SITE

- The PSI testing center requires the interpreters to sign non-disclosure agreement (NDA) form. I had the opportunity to review the NDA form because the proctor was so friendly and transparent. The form indicates that the interpreters are identified as “readers” in which it is the same form for people who use English as second language that they are allowed to have readers and English dictionary when they take their exam.
 - Not sure about what Pearson VUE did with the interpreters whether they had NDA form.
-

ADDITIONAL NOTE ABOUT VISUAL ACCESS AT THE TESTING SITE

- The exam was done by using a computer.
 - Pearson VUE - no dark mode option, have the option to adjust the font size (zoom in or zoom out), and their default setup of the exam is comfortable
 - PSI – no dark mode option, no zoom option but they had “magnifying glass” that I have to drag all the time, and their default set up is really small on a big screen – asked proctor to adjust the set up and they said they cannot adjust because of my accommodations form did not indicate about computer set up.
-

USING INTERPRETERS DURING THE EXAM

- Interpreters are expected to show up and interpret materials “cold” which is an illogical. In order to translate material accurately, interpreters need to be able to prepare in advance. At a minimum, the interpreters should have knowledge of the content and vocabulary and be specialists in interpretation and translation of standardized tests.
 - ASWB exams’ structure does not help me understand quickly as I have to work harder – not enough information to figure out the meaning behind the question, multiple choice options are too similar, and some items include plays on words or sounds that are not accessible to me as a deaf person. Again, ASL is my first language.
-

USING INTERPRETERS DURING THE EXAM

(continued)

- What is needed are specifically-trained interpreters with experience working in testing environments, social work knowledge, and bilingual ASL-English translation skills. They must be able to interpret social work jargon/terminology in ASL and interpret from English in ASL.
-

AN EXAMPLE OF POOR INTERPRETING

A case scenario on the exam was discussing a social worker on an **interdisciplinary** team in the hospital discussing a **discharge** plan for one of the patients. So, the ASL interpreter signed, “A social worker on the **disciplinary (using the sign PUNISH)** team was discussing **kicking out (using the sign EXPELLED)** the patient” – this is a huge difference. Interdisciplinary team vs. disciplinary team? Discharging vs. kicking out? The interpreter was clearly not specialized and trained to interpret which resulted in me arguing with them that they were wrong. Imagine the stress I had on that day of taking the exam that my hearing colleagues will never encounter. That was in December 2023.

MORE EXAMPLES OF POOR INTERPRETING

- Interpreter was displaying a microaggression – “*Wow, you are so smart and you know the exam better than I do!*” What kind of comment is that? How am I supposed to feel on the day of nerve-wracking and high-stakes exam?
 - Interpreter asked me, “*What is your preference – how do you want me to sign for you?*”
 - Interpreter literally fingerspelled almost every word especially social work jargon that they are not familiar with.
-

THE TIMELINE

- JUNE 9, 2023 - initiated the LICSW application process by paying a fee
- JULY 18, 2023 - submitted the full DC Board application and immediately got approved from DC Board to sit in LICSW Exam within 120 days (due November 18, 2023)
- AUGUST 1, 2023 - after figuring out where to obtain an ASWB accommodations form, I shared the form with my doctor
- AUGUST 18, 2023 - my doctor filled out the form
- SEPTEMBER 11, 2023 - after a snafu in the doctor's office, I received an electronic copy and sent immediately to ASWB _____

THE TIMELINE (continued)

- **SEPTEMBER 12, 2023** – received an email from ASWB that they denied my electronic accommodation form and they required the hard-copy form with ink signatures by mail. Meanwhile, I requested DC Board for an extension because I was stressed with the run-around with the paperwork. They did not approve immediately but they asked me to attach all evidence related to my communications with doctors and ASWB that impact the delay. Eventually, DC Board approved for a 30-days extension so I am expected to take exam by December 18, 2023.
 - **OCTOBER 27, 2023** – finally got approved from ASWB for having accommodations to take my clinical exam
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THE TIMELINE (continued)

- DECEMBER 12, 2023 - took my clinical exam and failed
 - JANUARY 22, 2024 - pay a re-examination fee to DC Board
 - JANUARY 26, 2024 - received an approval from ASWB for 90-day waiver
 - JANUARY 27, 2024 - pay a re-examination fee to ASWB
 - MARCH 12, 2024 - scheduled to take clinical exam but I felt not ready so I rescheduled
 - APRIL 15, 2024 - took the clinical exam and passed
-

OTHER CONSIDERATIONS TO THINK ABOUT

- Challenges of getting clinical supervisor because of a small pool of supervisors who know ASL – more meaningful and beneficial if I have direct communication with my clinical supervisor.
 - Professional trainings, workshops, and conferences often do not provide ASL interpreters – I had to fight to get access in order to earn CEUs to maintain with my license. Constantly fighting for accessible trainings.
-

MORE CONSIDERATIONS TO THINK ABOUT

- Studying materials are heavily in written English and auditory based. None in ASL. Which means MORE time for me to study.
 - Re-taking exam is re-traumatizing. Emotionally and mentally stressful.
 - Time, energy, and cost of the ASWB exam is absurd. It is costing me thousands of dollars on studying materials, processing fees, and application fees. Quite a lot.
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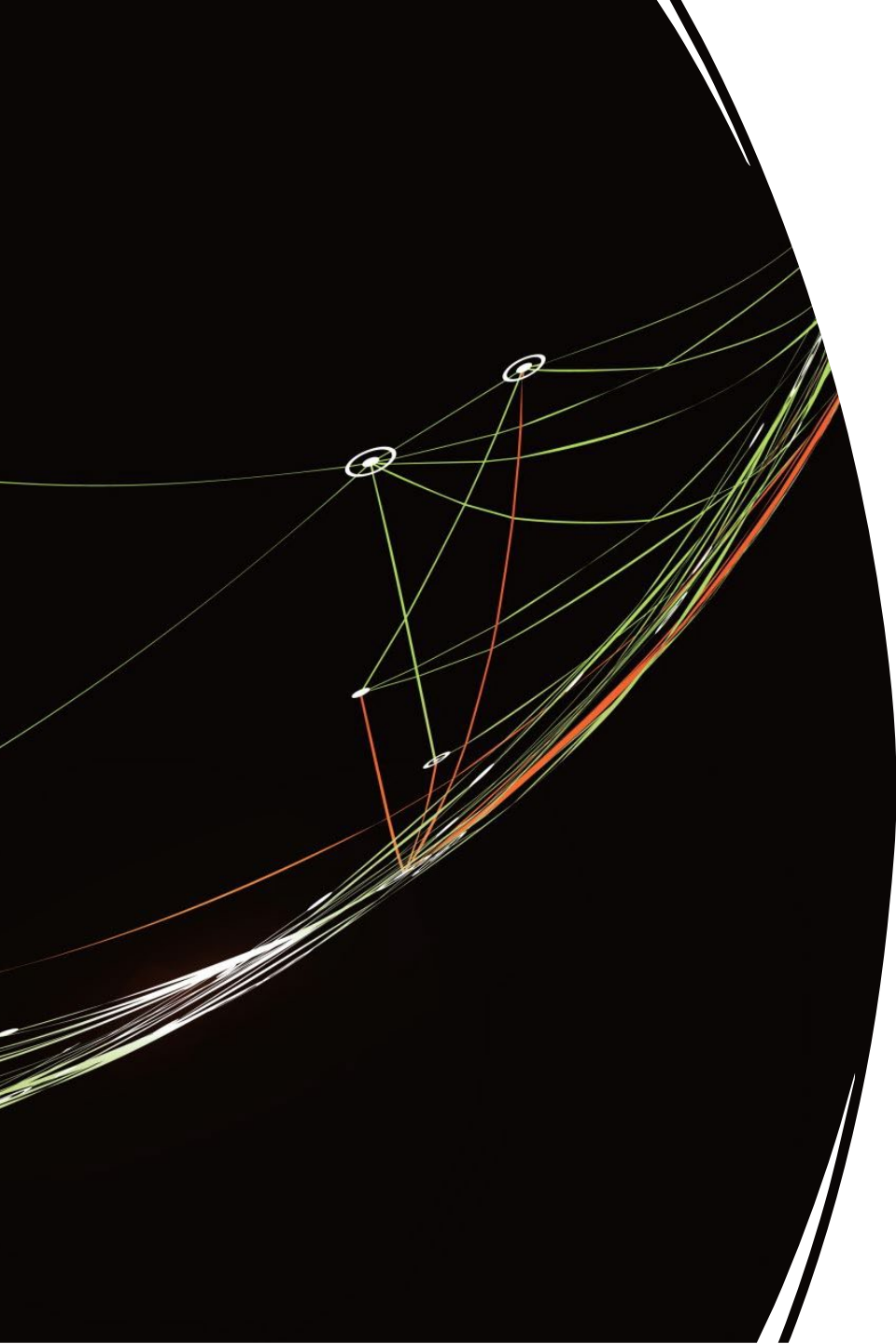
FINAL THOUGHTS

- ASWB licensing exam is not equitable and accessible especially for me and Deaf, DeafBlind, and Hard of Hearing (DDBHH) test-takers as taking the exam causes us harm and trauma.
 - There is no reason, except for intentional barrier creation, for test-takers with permanent disabilities to have to apply more than once for disability accommodations. This is quite invasive, stressful, and traumatic for test-takers who have to fill out these needlessly invasive forms over and over.
 - Test-takers without disabilities are privileged and did not have to go through run-around with paperwork and call back and forth because they do not need accommodations.
-

ASWB licensing exam needs to be more inclusive, equitable, and accessible for every individual rather than having people with disabilities going through an oppressive system to get their accommodations approved.

THANK YOU

Concetta Pucci, PhD, LICSW
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NASW Updates



**Workgroup on Social Worker
Requirements for Licensure**

Karessa Proctor, BSW, MSW

Executive Director NASW-MD

NASW National and Chapter Intersection

We are one Association

How Does that Work?

NASW is one association. We have a national office and 55 chapters. Elected members of the NASW Delegate Assembly set program priority goals every 3 years. NASW Maryland has 5 seats on the delegate assembly which are for the NASW-MD Board President, NASW-MD Board President Elect, and three elected and/or appointed members.

These program priority goals are there for each chapter to have as a set of standards for how we should conduct business. On a policy level, all national issues, topics, and/or statements come from the national office. Chapters then share and abide by standpoints.

2023 NASW Annual Report

GOAL 5: Champion Policy Efforts to Support the Social Work Profession

Policy Objectives

#1. Advance social work via rigorous public awareness, legislative and regulatory advocacy efforts.

#2. Promote social worker engagement in public policy by developing and disseminating resources that inspire action (e.g., issue briefs, action alerts, etc.) and advocacy-related events.

#3. Grow PACE to promote the election and support of lawmakers and social workers who stand for NASW policies.

#4. Encourage voter mobilization

2023 NASW Annual Report

GOAL 5: Champion Policy Efforts to Support the Social Work Profession

Policy Activities

- **Legislation:** Created change in policy through legislative advocacy.
- **Regulation:** Shaped the formation, application or change of rules used by government agencies to implement statutory law.
- **Events:** Hosted events that offer social workers easily navigated pathways to public policy engagement.
- **Information:** Offered quality resources for keeping social workers informed of key policy issues.
- **Elections:** Increased NASW PACE contributions to lawmakers in connection with state and federal elections.
- **Organizers:** Deployed PACE field organizers to key battleground states.

NASW MD

Specific Updates



NASW MARYLAND

WELCOME TO OUR TEAM



Karesa Proctor, BSW, MSW

Executive Director

NASW MARYLAND

WELCOME TO OUR TEAM



Sherran D Thomas, MSW, BBA

Membership and Engagement Manager

NASW MARYLAND

WELCOME TO OUR TEAM



Kandice Joyner, BSW

Administrative Assistant

NASW New Staff Members

- Karesa Proctor (ED) works full time and started on December 18th, 2023. Officially started in January 2024
- Kandice Joyner (Admin Assistant) works part-time and started in March 2024.
- Sherran Thomas (Membership and Engagement Manager) works part-time and started in June 2024.

Please visit our staff page to get contact information and description of our tasks.

NASW-MD Updates

- **Relevant FY 2024 Program Goals:**

The Chapter will work with partners to develop and advocate for more equitable social work license standards in Maryland

Throughout FY 2024, the Executive Director will monitor the Social Work Compact and report to the Board quarterly on its status

- FY 2025 Program Goals to be set and finalized during our board retreat on Friday June 28th, 2024. The program goals are commented on and developed by board members, committee co-chairs, delegate assembly reps, and NASW-MD Staff

NASW MD Current Plans

- Creation of MyNASW Maryland Chapter Online Community Page to better communicate with our members

MyNASW: is a virtual community where you can learn from peers, share your knowledge and grow your connections. Post questions and participate in discussions. Find colleagues using the member directory. Browse resources shared by NASW staff and other members

- Updating our full website to transfer to the NASW National Page to enhance our policy and advocacy pages
- Utilizing the VoterVoice tool to better communicate with our members. This will allow us to take surveys on what the membership wants, create call to action plans, and monitor legislation.

VoterVoice: the market leader in digital advocacy software, helps organize stakeholders & amplify messages. Take action on legislation that matters to you!



BOARD OF SOCIAL WORK EXAMINERS
PRESENTATION
JUNE 25, 2024



Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

PRESENTATION

Maryland SB 871 - Workgroup on Social Worker Requirements for Licensure



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Mission of the Board
Social Work Practice Act
Brief History of Social Work Act
Board & Staff Composition
ASWB Member Association
Licensing Data
Complaint Data
Workforce Issues?

MISSION OF THE BOARD

The Board of Social Work Examiners is one of 20 Health Occupation Boards that are housed under the Department of Health. The boards are self-funded through the licensing fees paid by licensees; while the statutes and regulations for each board differs, their missions are the same.

The mission of the health occupations boards is to protect the citizens of Maryland through the promotion of quality healthcare. This is achieved through maintenance of efficient licensure systems for healthcare professionals; promotion of disciplinary practices that contribute to an overall culture of accountability; education of clients and other stakeholders; and enforcement of applicable laws and statutes.

-from Department of Budget & Management – Managing for Results FY2025



**HEALTH OCCUPATIONS
TITLE 19. SOCIAL WORKERS
SUBTITLE 1 DEFINITIONS;
GENERAL PROVISIONS**

§ 19-102. LEGISLATIVE POLICY

(A) THE GENERAL ASSEMBLY FINDS THAT THE PROFESSION OF SOCIAL WORK PROFOUNDLY AFFECTS THE LIVES, HEALTH, SAFETY, AND WELFARE OF THE PEOPLE OF THIS STATE.

(B) THE PURPOSE OF THIS TITLE IS TO PROTECT THE PUBLIC BY:

- (1) SETTING MINIMUM QUALIFICATION, EDUCATION, TRAINING, AND EXPERIENCE STANDARDS FOR THE LICENSING OF INDIVIDUALS TO PRACTICE SOCIAL WORK; AND**
- (2) PROMOTING AND MAINTAINING HIGH PROFESSIONAL STANDARDS FOR THE PRACTICE OF SOCIAL WORK.**



A BRIEF HISTORY OF THE SOCIAL WORK PRACTICE ACT IN MARYLAND

The Maryland Social Work Act

- The Social Work Statute became effective on July 1, 1975
- Chapter 853, annotated Code of Maryland, Article 43, Subtitle le859-:70
- Fighting for passage of this statute included the work NASW-MD, UM-SSW, and the Director of Social Work at Sinai Hospital
- As with many bills, compromises were made – for example, social workers employed in public agencies were exempt (this was later repealed in 1983)
- The first Board meeting took place on October 1, 1975

Changes to the Act

- In 1983, the exemption for city, county, and state workers to be licensed was lifted during the Act's Sunset Review
- At this time, the "Certified" license was the only advanced practice license –it included full range of social work practice – not just clinical social work
- Some social workers were in private practice and had difficulty being reimbursed by insurance companies
- In response, the Board created a "Vendorship List" which differentiated social workers engaged in clinical social work from other forms of social work practice
- Of the licensed 4718 LCSW's– 1,700 were on the Vendorship list
- As more Social Workers sought to diagnose mental disorders as independent practitioners – the statute changed in 1994 to include a fourth category – the LCSW-C

BOARD & STAFF COMPOSITION

Staff:

❖ There are 4 staff units:

❖ **Licensing**

- 3 full time Licensed Social Work staff
- 3 full time Licensing Coordinators
- 3 part-time staff: 2 Social Workers - 1 Licensing Coordinator

❖ **Compliance**

- Licensed Social Worker
- 2 Health Investigators

❖ **Continuing Education**

- Licensed Social Worker
- Administrative Assistant

❖ **Administrative Unit**

- Executive Director
- Fiscal Specialist
- Administrative Assistant
- Database Specialist

Board Members:

The Board consists of 12 members. Of the 12 Board members:

10 shall be licensed social workers of whom:

- 1 is a licensed bachelor social
- 1 is a licensed master social worker
- at least 1 is a licensed certified social
- 4 are licensed certified social workers—clinical
- 1 is a licensed social worker employed by the Department of Human Services
- 1 is a licensed social worker who is: primarily engaged in social worker education at a social work program accredited by the Council on Social Work Education; and nominated from a list of names submitted by the deans and directors of the Maryland Social Work Education Programs
- 2 shall be consumer members



ASWB MEMBER ASSOCIATION

The purpose of the Association is to provide support and services to the social work regulatory community to advance safe, competent, and ethical social work practices and to strengthen the public protection mission of the social work regulatory community. The Association will:

- Educate and provide leadership to member jurisdictions to build regulatory knowledge that develops and implements competent practices for legally regulating social work practice.
- Collaborate with regulatory jurisdictions in developing compatible standards and cooperative procedures to fulfill statutory, public and ethical obligations in legal regulation and enforcement.
- Promote consistency in regulation, practice mobility and license portability for social workers across jurisdictions.
- Collaborate with other organizations and bodies whose interests coincide with those of the Association to promote safe, competent and ethical practice to protect the public.
- Engage in and promote research on legal regulation.



ASWB SERVICES to BSWE

Member since 1981

CURRENT BSWE SERVICES

Exam

Continuing Education Auditing

Public Protection Database

ADDITIONAL OFFERINGS FROM ASWB

Board training and support

Regulatory services

Approved Continuing Education
Program (ACE)

Exam preapproval processing

License application processing

Path to Licensure

BSWE started using ASWB Exam March 1, 1984

Practice act adopted in 1975 via Health Occupations Title 19 ch. 853 [Archives of Maryland, Volume 0716, Page 3529 - Session Laws, 1975](#)

License Level	Type	Year Change	Where to Find Changes in Statue
Licensed Bachelor Social Worker	Bachelors	2013	2013 Laws ch. 391
Licensed Master Social Worker	Masters	2017	2017 Laws ch. 548
Licensed Certified Social Worker-Clinical	Clinical	1992	1992 Laws ch. 388
Licensed Certified Social Worker	Masters advanced generalist / formerly clinical-AG	1975	1975 Laws ch. 853

Licensing Data



Licenses in 1979

- 1,032 Associate Licensees (now LBSW)
- 812 LGSW (now LMSW)
- 2,348 Certified Licensees (LCSW)

Total Licensed Social Workers in Maryland: 4,192

Licenses in June 2024

- 463 Licensed Bachelor Social Work (LBSW)
- 6085 Licensed Master Social Worker (LMSW)
- 343 Licensed Certified Social Workers (LCSW)
- 12,596 Licensed Certified Social Worker - Clinical (LCSW-C)

Total Licensed Social Workers in Maryland (as of 6/18/2024) 19,487

An increase of 15,295 in 45 years

“Licensure is the way that governments recognize and acknowledge that the profession has a real impact and provides care and services to the public.” - Stanley Weinstein, Ph.D., LCSW-C

LICENSING

This breakdown of gender/race data was pulled at the beginning of February 2024

	LBSW	LMSW	LCSW	LCSW-C
Active	451	5915	345	12205
Female	414	5186	307	10704
Male	37	729	38	1501
Hispanic	1	54	2	55
Indian/Alaskan	2	10	0	9
Asian	4	165	8	207
Black or Afram	112	2147	89	2599
White	264	2563	204	7401
Other	4	44	2	107
Mix	31	530	14	665
No Answer	33	401	26	1159



TYPES of COMPLAINTS

Complaints Against Social Workers fall into the following general categories:

- Child Custody
- Criminal Conviction while Licensed
- Deficient Record Keeping
- Drugs
- Failed Continuing Education Audit
- Failed to Report Child Abuse
- Felony Conviction identified at Application
- Fraud
- Inappropriate Relationship with client or others
- Non-Registered Supervisor
- Other Supervision Violations
- Practice w/Lapsed License
- Practice Beyond License Scope
- Practicing w/out SW License
- Sexual Relations
- Substance Abuse while Licensed
- Unprofessional Behavior
- Various Boundary Violations

There has been an increase in supervision violations - 17 in 2024, 4 in 2023 and 6 in 2022.

COMPLAINT DATA 2022 - 2024

License Level	January 2022 to December 2022	January 2023 to December 2023	January 2024 to May 29, 2024
LBSW	1	2	5
LMSW	28	35	31
LCSW	4	7	2
LCSW-C	152	103	60
Non-Social Workers	13	16	9
TOTALS	198	163	108



BSWE RESPONSE TO WORKFORCE ISSUES

- It is not the role of the Board to address workforce issues, we can only work to assure those who are eligible to apply for licensure are served
- The Board does not sponsor legislation; however, the Board can take a position on legislation
- For example, the Board took a position in favor of the Compact Legislation bill - HB 34/SB2024
- The Board's position was in line with several advocacy organizations – most notably NASW-MD and The Maryland Clinical Social Work Coalition - MdCSWC
- The Compact Bill would allow the 12,596 LCSW-C independent social workers to expand their clinical practice outside of Maryland

RESPONSE TO EXAM DATA

Overview of ASWB response

- Sponsored a series of Community Conversations with stakeholders
- Contracted with Fifth Theory: a program exclusively to test-takers who are unsuccessful in passing the social work licensing exam at no cost to the test-taker
- Since January 2024, ASWB and PSI are pursuing initiatives designed to support candidates' paths to licensure, including the development of a scholarship fund for repeat test-takers. Pledges are made to contribute to a fund for future outreach to and support for test-takers - particularly those from historically marginalized communities
- Awarded funding for independent research projects to uncover factors impacting pass rate disparities
- Re-envisioned its practice analysis as the Social Work Census, an inclusive workforce survey and analysis of the practice of social work
- Sponsoring research slated for publication in 2024 to analyze the exam pass rate data to identify individual, institutional, and community factors that affect candidates' exam outcomes and to unveil the effects of those factors on exam outcomes
- Exploring additional assessment formats, including secure, remote online proctoring and a modularized exam format that would allow unsuccessful test-takers to be retested only on competencies they still need to demonstrate.

RESOURCES

The Social Work Practice Act: statutes text

https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gho_section=19-101_enactments=false

MD General Assembly: Legislation - SB 2024

<https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0204>

Social Work Compact

<https://swcompact.org/>

ASWB: A Regulators Tool Kit

<https://drive.google.com/file/d/1lfBed1q5aSG1Nbc0ZKSfMPFswJzA6hN4/view>

ASWB Examination Policy

<https://www.aswb.org/wp-content/uploads/2020/12/Section-II-The-Examinations-v1.2022.pdf>

ASWB Public Protection Database

<https://www.aswb.org/licenses/protecting-the-public/public-protection-database/>

A robust licensure system benefits the social work profession—and the public Commentary by Stan Weinstein, Ph.D., LCSWC, in ASWB's Views from the field series

<https://www.aswb.org/a-robust-licensure-system-benefits-the-social-work-profession-and-the-public/>





THANK YOU

Karen Richards, LCSW-C
Executive Director, BSWE

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website:

<https://health.maryland.gov/bswe/Pages/default.aspx>