

Workgroup for Social Work Licensure Requirements
Date: November 20, 2024 **Time:** 10:00 am - 12:00 pm
Video call link: <https://meet.google.com/rso-bhjm-uqe>
Or dial: (US) +1 347-762-8966 PIN: 856 535 732#

Agenda

- I. Administrative Updates -**
 - A. Roll Call
 - B. Vote on Meeting Minutes

- II. Discussion**
 - A. Opportunity for Comments from the ASWB
 - B. Discussion re Alternative Pathways
 - 1. Exam Requirement
 - 2. CEU's

- III. Public Comment**

- IV. Closing and Next Steps**
 - A. Final Report Draft, November 22, 2024
 - B. Comments Due COB, November 25, 2024

- V. Upcoming Meetings -**
 - December 18, 2024

Meeting Minutes
Workgroup for Social Work Licensure Requirements
Chapter 228 - 2023
Date: November 13, 2024 **Time:** 10:00 am - 12:00 pm
Location: Virtual Meeting

Attendees: Karla J. Abney, Chair, Senator Mary Washington, Robin Harvey, Adrienne Ekas, Erin Penniston, Karen Richards, Diamon Halliburton, Dr. Judith L. Mouny, Dr. Christa Gilliam, Karessa Proctor, Dionne Brown-Bushrod (Proxy for Cara E. C. Sanner), Dr. Judy Postmus, Simone Bramble, Emanuel Wilkerson, Dale J. Atkinson, Linda Houser, Laura Torres

Not in attendance: Delegate Robin Lewis, Dr. Anna McPhatter, June Cleary, Philicia Ross

MDH Staff: Ana Lazarides, Cynthia Whitehead

I. Welcome, Introductions and Meeting Minutes

Chair Karla Abney opened the meeting and welcomed attendees. Roll call taken by Cynthia Whitehead.

Motion Chair Abney

Move to approve the Board minutes of October 30, 2024, the motion carried with dissent. Laura Torres and Linda Houser abstention.

II. Presentations

A. Dr. Angel Gustus, CMAG Associates

1. Dr. Gustus provided an overview of the survey results for alternative pathways to licensure.

a) Key alternative pathways survey results discussed include:

(1) 90% of participants said yes to decreasing retake time, waiving additional fees, allowing retakes of specific sections.

(2) 90% of participants said yes to at least one of the alternative pathway option

(3) 85% of participants said yes to the Illinois or Minnesota alternative pathway models

(4) 80% of participants said yes to 2 or more alternative pathway options.

b) Comments provided by survey participants include:

(1) Suggestions for incentives for clinical supervisors and providing free test prep resources.

- (2) Concerns about ensuring the capacity and staffing of the Board of Social Work Examiners to handle any new processes.
- (3) Continues emphasis on the need to address the bias analysis, though it will not be able to be completed for the final report.

III. Discussion

A. Bias Analysis and Work Group Extension

1. The complexity of conducting a bias analysis on Maryland's Social Work Licensing Qualifications was acknowledged. It was agreed that an external professional should be engaged for the bias analysis due to its technical nature.
2. An extension of the Work Group's timeline was considered necessary to thoroughly address the bias analysis and this Work Groups charge, with the potential for Maryland to lead in licensing reform being emphasized.

B. Exploring Alternative Pathways

1. The Group discussed alternative pathways from other states like Texas, expressing concerns about the workload and feasibility for Maryland.
2. Replacing the current licensing exam with a jurisprudence exam was debated, focusing on ensuring fairness and accessibility.

C. Impact on Public Protection

1. It was noted that while some states have shifted away from the ASWB exam, most still use it to ensure minimum competency.
2. The group deliberated on balancing innovation in licensing with maintaining public safety standards and highlighted a broader trend in various professions to reconsider traditional testing methods.

D. Workforce Development

1. The discussion emphasized the need to balance removing barriers to entering the profession with maintaining high standards for public safety.
2. The group recognized the importance of strengthening the Social Work Workforce to adequately meet the states' mental health needs.

IV. Public Comment

None

V. Closing and Next Steps

- A. The November 20th meetings will be used to finalize the alternative pathway recommendations for inclusion in the final report, due on December 1st.
- B. Future meeting scheduled for:
December 18, 2024