

Workgroup for Social Work Licensure Requirements

Date: March 26, 2024 **Time:** 10:00 am - 12:00 pm

Video call link: <https://meet.google.com/idz-haow-feu>

Or dial: (US) +1 419-718-1392 PIN: 899 126 936#

Agenda

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

- II. Discussion**
 - A. **Final Vote:** Interim Report Question: (i) Whether to continue to use examinations developed by the Association of Social Work Boards as a requirement for a Bachelor Social Worker license or a Master Social Worker license.
 - B. Workgroup and Subgroups Next steps
 1. Subgroups Refocus
 2. **Subgroups Work Between March and April Meeting:** Review & Revise Interim Report before final submission.
 3. Workgroup Focus: Work to Inform Interim and Final Reports (**see attached**)

- III. Break**

- IV. Presentation:** Laura W. Groshong, LICSW, Director, Policy, and Practice, Clinical Social Work Association (CSWA) on the Social Work Licensure Compact.

- V. Public Comment**

- VI. Closing and Next Steps**
 - A. Agenda for upcoming meetings
 - **4/30/24 Workgroup Meeting:**
 1. Briefing from NASW Illinois on best practice and lessons learned from implementation of licensing without the ASWB exam and alternate pathway to licensing.
 2. Review revised Interim Report Draft and vote to finalize the report.
 - **5/28/24 Workgroup Meeting**
 1. Briefing from Dr. Concetta Pucci, Director of Undergraduate Field Education & Faculty at Gallaudet University, on her experiences with the AWSB exam. <https://www.washingtonpost.com/dc-md-va/2024/03/18/social-work-licensure-flawed/>

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

Point of contact for any questions: Kathy Guggino: kathy.guggino@maryland.gov

SB 871 (Chapter 228) Report Requirements

Interim Report

SB 871 Interim Report Requirements
(i) Whether to continue to use examinations developed by the Association of Social Work Boards as a requirement for a Bachelor Social Worker license or a Master Social Worker license;
(ii) Whether to establish a temporary license for applicants for a Bachelor Social Worker license or a Master Social Worker license who, except for passing an examination required under Title 19, Subtitle 3 of the Health Occupations Article, meet the education and experience requirements for a license to practice Bachelor Social Work or Master Social Work under Title 19 of the Health Occupations Article;
iii) How supervision may be provided to Bachelor Social Worker licensees and Master Social Worker licensees at no cost to the licensees;
iv) If the Workgroup determines under item (i) of this item that the examinations developed by the Association of Social Work Boards should not be used or under item (ii) of this item that temporary licenses should be established, whether additional experience or education requirements are necessary;
v) A timeline for phasing in any determinations made under item (i), (ii), (iii), or (iv) of this item; and
vi) An outline and timeline for conducting the study required in subsection (h)- for Final Report; (Chair and Staff)

Final Report

SB 871 Subsection (h) Study Areas for Final Report
1) examine each type of license established under Title 19 of the Health Occupations Article by: (i) conducting a bias analysis of the qualifications for each type of license; (ii) determining whether each type of license is necessary; (iii) identifying alternatives to examination requirements that may be used to assess an applicant's qualifications for each type of license;
(iv) considering examination testing options, including the development of a State-based competency examination, minimum requirements for a national examination to be approved for State applicants, utilization of ranges of examination scores, and other policies to ensure a bias-free examination;
v) identifying barriers in addition to the examination that present challenges to licensure in the State; and
(vi) identifying the circumstances under which unlicensed individuals work in State and federal government positions as social workers;
and (ii) recommendations to eliminate bias and make the process for licensing social workers in the State more fair, diverse, and efficient.

Laura W Groshong, LICSW, Director, Policy, and Practice, Clinical Social Work Association (CSWA) Bio

Ms. Groshong is a Licensed Independent Clinical Social Worker in Seattle, Washington, and has been in clinical private practice for the past 50 years. She was a Registered Lobbyist in Washington State for 25 years. She has been the Director of Policy and Practice for the Clinical Social Work Association since 2006 and lobbies for CSWA nationally and in affiliated states. She has written and lectured extensively on clinical and legislative issues around the country. She has received numerous honors for her work.



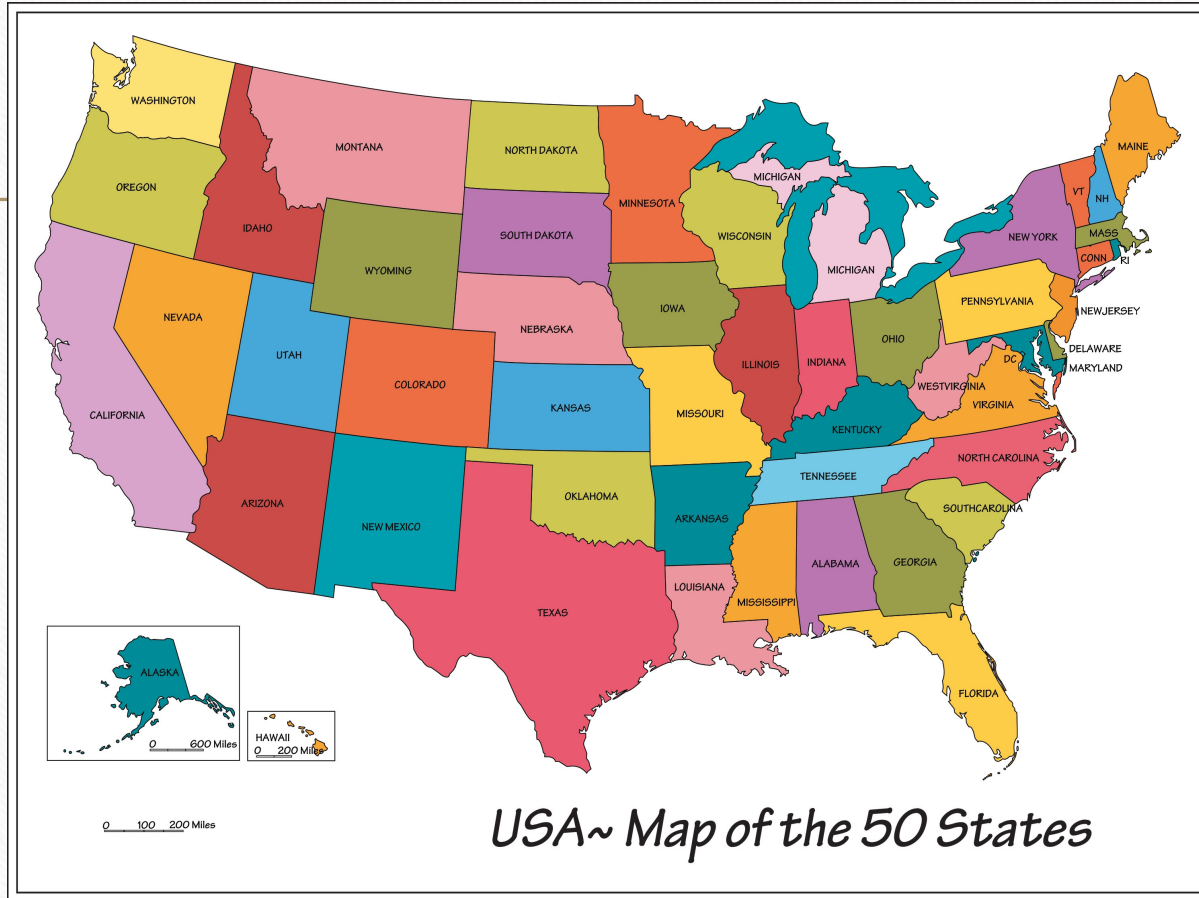
Social Work Compact: Development and Current Status

Laura Groshong, LCSW, CSWA Director, Policy and Practice

March 26, 2024, 11 am ET

Disclaimer

This information is an attempt to start the discussion of how to create the Social Work Compact. It is not legal advice. To get legal advice, contact a Maryland health care attorney.





Social Work Licensure Compact

The development of a social work licensure compact is of the utmost importance to ensure the mobility of professional social work practice.

Learn more about the proposed legislation at
www.compacts.csg.org/compact-updates/social-work



What is a Compact?

- Licensed professionals from many states that agree to have certain standards to work across state/jurisdictional lines
- To belong to the Compact, each state must have their legislature pass the Compact bill and have Governor sign

What Professions have Compacts Now?

- Currently 13 professions have Compacts
- In mental health, psychologists (PsyPact) and counselors (2024)
- Also nursing (largest), physicians, occupational therapy, others

Development of Social Work Compact

- Original purpose - allow military spouses to take licenses with them when redeployed
- Funded by Department of Defense, as all Compacts have been with \$500,000
- Bill developed by Council of State Governments (CSG)
- Social Work Compact development started in September, 2021

Development of Social Work Compact (cont.)

- CSG created Technical Assistance Group (TAG) (20 social work regulators and clinicians)
- CSWA had two representatives – President and myself
- Met once a month virtually, twice in person

Process for Compact Development

- Creation of bill to be passed by each state legislature and signed into law
- All members of CSG and TAG had to agree on language
- Pandemic led to more interest in developing Compact

Why Took So Long to Develop

- CSG can only work on a couple Compacts at a time – takes staff of 10 to develop each one
- CSWA submitted request in February, 2021, to have Social Work Compact – no other stakeholder had before

Difference from Reciprocity

- Reciprocity approved by states individually
- Only about 10 states have reciprocity that allows licensed LCSWs to transfer license to new state
- Compact more top down – any LCSW in state that has joined Compact has option to join Compact



This Photo by Unknown Author is licensed under CC BY-SA

Benefits of Social Work Compact Bill for LCSWs

- Will allow LCSWs to work in other states without having to become licensed in these states under the following conditions:
 - - If the LCSW's home state joins the Compact
 - - If the LCSW then joins the Compact as an individual
 - - If the LCSW has no actionable complaints

Benefits of Social Work Compact Bill for LCSWs (cont.)

- Eases mobility for licensees
- Expands employment opportunities into new markets
- Allows for continuity of care for clients who are moving to a new jurisdiction or who frequently relocate

Benefits of Social Work Compact Bill for LCSWs (cont.)

- Leverages technological innovations like telehealth
- Supports relocating military spouses and families original purpose; no longer necessary

Benefits for Maryland LCSWs

- Almost 10,000 LCSWs currently in Maryland
- Can work in Compact-affiliated states if MD joins Compact and THEN individual LCSWs join Compact
- Will not have to become licensed in states that join Compact



REGULATIONS

Benefits for Regulatory Bodies

- Creates a shared data system which reduces administrative burdens
- Provides rapid access to information on licensees, investigations and discipline
- Reduces application processing time

Benefits for Regulatory Bodies (cont.)

- Expands cooperation among member states on investigations and disputes
- Enhances public safety

Benefits for States/Jurisdictions

- Provides a tool for addressing workforce shortages
- Expands patient access to clinical social workers
- Preserves state sovereignty



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

Requirements for LCSWs to Join Compact

- Pass Qualifying National Exam*
- Accredited MSW degree or higher
- 3,000 hours or 2- years post graduate supervised clinical practice

*May also be equal proof of competence (IL)

ASWB Controversy

- ASWB Report in August, 2022, that shows major discrepancy in pass rates of Clinical Social Work Examination between white MSWs and Black MSWs (also for older CSWs and English as second language)
- ASWB engaging in several ways to make pass rates more at parity by providing preparation for taking the exams
- For more information see <https://www.clinicalsocialworkassociation.org/Announcements/1315063>
2

Compact Commission

- Social Work Compact Commission will be governing body of the Compact – sub-federal government entity
- Must be seven states that pass Compact bill to create the Commission (currently 3 states – Missouri, South Dakota, Utah)
- Creates regulations that administer and govern the Compact

Compact Commission (cont.)

- Commission's delegates - representatives from member state's licensing board (may also an LCSW)
- Up to four national social work organizations will be ex officio members of the commission's executive committee (includes CSWA)

Home State

- Home state where LCSW resides and is licensed
- Disciplinary actions in Compact states reviewed and investigated by home state social work licensure board
- Home state determines number of continuing education hours required, not other states in Compact



Lobbying for Compact

- All clinical social workers can lobby their home state legislature for passage of the Social Work Compact
- Find legislative ‘champions’ to sponsor the Compact
- See bullet page and lobbying recommendations

Details on Compact Lobbying

- Go to CSWA website at:
- <https://www.clinicalsocialworkassociation.org/resources/Documents/CSWA%20-%20LCSW%20Compact%20-%20Lobbying%20-%206-23%20final.pdf>
- Meet with GWSCSW Legislative Committee, Lobbyist, and NASW-MD to submit bill

Bullet Page on Compact

- Go to CSWA website at :

<https://www.clinicalsocialworkassociation.org/resources/Documents/CSWA%20-%20SW%20Compact%20-%20Bullet%20Page%20-%202023%20final.pdf>

Contact with CSWA

- CSWA will provide guidance on getting Compact bill passed
- CSWA will work with Society Legislative Chairs and Boards
- CSWA will provide information on the status of states/jurisdictions that have passed the Compact bill

Summary

- Social Work Compact needs seven states to create a Commission
- LCSWs have to have a home state that has joined the Compact
- LCSWs must have passed the ASWB Clinical Exam, have 3000 supervised hours
- Lobbying will be necessary to pass the Compact in each state

Thanks for Participating!

CSWA hopes that this information will help you understand how the Social Work Compact works.



Clinical Social Work Association

Lobbying Assistance



P.O. Box 105
Granville, OH 43023
202-599-8443

www.clinicalsocialworkassociation.org