

Workgroup for Social Work Licensure Requirements

Date: Oct 24, 2023 **Time:** 3:00 pm - 5:00 pm

Google Meet Information

Video call link: TBD

Agenda

1. Introductions and Welcome
2. Discuss an overview of SB 871
 - a. Discuss the purpose and mandate of the workgroup (Senator Washington)
3. Timeline, Roles, and Responsibilities
 - a. Determine roles, responsibilities and ground rules for members
4. Next Steps
 - a. Set the agenda for next meeting as well as frequency and timing of future meetings
 - b. Discuss the creation of any potential sub-workgroups

Chapter 228

(Senate Bill 871)

AN ACT concerning

Social Workers – ~~Licensure Examinations – Moratorium~~ Sunset Extension, Notification of Complete Application, and Workgroup on Social Worker Examination Requirements for Licensure

FOR the purpose of ~~altering the licensure examination requirements for social workers; requiring the Maryland Department of Health to establish a workgroup continuing the State Board of Social Work Examiners in accordance with the provisions of the Maryland Program Evaluation Act (sunset law) by extending to a certain date the termination provisions relating to the statutory and regulatory authority of the Board; requiring the Board, within certain time periods, to notify an applicant of whether the application is complete; establishing the Workgroup on Social Worker Examination Requirements for Licensure to identify alternatives to examination requirements for a master social worker license, a certified social worker license, or a certified social worker clinical license and develop recommendations for a certain assessment method to replace a certain examination requirement~~ *make certain findings and recommendations regarding the licensure of social workers in the State;* and generally relating to the State Board of Social Work Examiners and licensure examinations requirements for social workers.

BY repealing and reenacting, without amendments,

Article – Health Occupations
Section 19-201
Annotated Code of Maryland
(2021 Replacement Volume and 2022 Supplement)

BY repealing and reenacting, with amendments,

Article – Health Occupations
~~Section 19-302(a) and (b), 19-302.1, 19-303, 19-304(b), and 19-309(d)(6)~~ Section 19-303 and 19-502
Annotated Code of Maryland
(2021 Replacement Volume and 2022 Supplement)

~~BY repealing~~

~~Article – Health Occupations~~
~~Section 19-304~~
~~Annotated Code of Maryland~~
~~(2021 Replacement Volume and 2022 Supplement)~~

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Health Occupations

19-201.

There is a State Board of Social Work Examiners in the Department.

19-303.

(a) To apply for a license, an applicant shall:

(1) Submit an application to the Board on the form that the Board requires;

and

(2) Pay to the Board the application fee set by the Board.

(b) The Board shall:

(1) Review each application; [and]

(2) WITHIN ~~10~~ 15 BUSINESS DAYS AFTER THE INITIAL RECEIPT OF AN APPLICATION AND AFTER THE RECEIPT OF SUPPLEMENTAL DOCUMENTATION, NOTIFY THE APPLICANT OF WHETHER THE APPLICATION IS COMPLETE; AND

[(2)] (3) Notify each applicant whether the applicant has been approved to take the pertinent licensure examination within 60 days from the date the Board received a completed application from the applicant.

19-502.

Subject to the evaluation and reestablishment provisions of the MARYLAND Program Evaluation Act, this title and all rules and regulations adopted under this title shall terminate and be of no effect after July 1, [2024] 2025.

~~19-302.~~

~~(a) To obtain a license, an applicant shall demonstrate to the satisfaction of the Board that the applicant:~~

~~(1) Has submitted a complete written application in the form prescribed by the Board;~~

~~(2) Is at least 18 years old;~~

~~(3) Is of good moral character;~~

~~(4) [Except as otherwise provided in this title, has successfully passed an examination or examinations prescribed by the Board pertinent to the license sought;~~

~~(5)] Has paid all applicable fees specified by the Board;~~

~~[(6)] (5) Has completed a criminal history records check in accordance with § 19-302.2 of this subtitle at the applicant's expense; and~~

~~[(7)] (6) Has submitted to an examination if required under § 19-302.3 of this subtitle.~~

~~19-302.1.~~

~~To obtain a certified social worker license or a certified social worker-clinical license, an out-of-state applicant shall:~~

~~(1) Meet the requirements of § 19-302(a) of this subtitle;~~

~~(2) Be licensed or registered to practice social work in another state under a category of licensure that is equivalent to a certified social worker license or a certified social worker-clinical license; AND~~

~~(3) [Have passed an examination in that state as a condition of licensure; and~~

~~(4)] Have performed at least 1,000 hours of compensated social work practice per year for 5 years out of the 10 years preceding application to the Board.~~

~~19-303.~~

~~[(a)] To apply for a license, an applicant shall:~~

~~(1) Submit an application to the Board on the form that the Board requires; and~~

~~(2) Pay to the Board the application fee set by the Board.~~

~~[(b)] The Board shall:~~

~~(1) Review each application; and~~

~~(2) Notify each applicant whether the applicant has been approved to take the pertinent licensure examination within 60 days from the date the Board received a completed application from the applicant.]~~

~~[19-304.~~

~~(a) An approved applicant is entitled to be examined for licensure as provided in this section.~~

~~(b) The Board shall ensure that a Board-approved examination for each category of license is made available for an applicant to take at least twice a year, at the times and places that the Board determines.~~

~~(c) The Board shall notify each approved applicant of the procedures for taking the examination.~~

~~(d) (1) The Board shall approve the subjects, scope, form, and passing score for each type of examination given under this subtitle.~~

~~(2) The examinations given under this subtitle shall strive to be free of cultural bias.~~

~~(e) (1) The Board, by regulation, may limit:~~

~~(i) The number of times an applicant may be reexamined after failing an examination required under this subtitle; and~~

~~(ii) The interval between reexaminations.~~

~~(2) If an applicant is permitted to be reexamined under paragraph (1) of this subsection, the applicant shall pay a fee to the examining body approved by the Board.~~

~~(f) The examination shall be prepared to measure the competence of the applicant to engage in the pertinent practice of social work.~~

~~(g) In the preparation, administration, and grading of an examination, the Board may employ, cooperate, or contract with an organization or consultant.]~~

~~19-309.~~

~~(d) Subject to subsection (e) of this section, the Board shall reissue a license to an individual who:~~

~~(6) [(i) Passes the respective examination required for initial licensure; or~~

~~(ii) 1.] Holds an active license to practice social work in another state under a category of licensure that is equivalent to a licensed bachelor social worker, licensed master social worker, certified social worker, or certified social worker-clinical]; and~~

~~2. Has passed an examination in that state as a condition of licensure].~~

~~SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows:~~

~~Article Health Occupations~~

~~19-302.~~

~~(b) To obtain a bachelor social worker license, an applicant shall:~~

~~(1) [Meet] EXCEPT FOR THE EXAMINATION REQUIREMENT IN SUBSECTION (A)(4) OF THIS SECTION, MEET the requirements of subsection (a) of this section; and~~

~~(2) Have received a baccalaureate degree in social work from a program that is accredited or is a candidate for accreditation by the Council on Social Work Education or an equivalent organization approved by the Council on Social Work Education.~~

~~19-304.~~

~~(b) [The] IF THE QUALIFICATIONS FOR A CATEGORY OF LICENSE INCLUDE THE PASSAGE OF A BOARD APPROVED EXAMINATION, THE Board shall ensure that [a] THE Board approved examination for [each] THE category of license is made available for an applicant to take at least twice a year, at the times and places that the Board determines.~~

SECTION ~~2.~~ 2. AND BE IT FURTHER ENACTED, That:

(a) The Maryland Department of Health shall establish a workgroup to: There is a Workgroup on Social Worker Examination Requirements for Licensure.

(b) The Workgroup consists of the following members:

(1) one member of the Senate of Maryland who is a member of the Legislative Black Caucus, appointed by the President of the Senate;

(2) one member of the House of Delegates who is a member of the Legislative Black Caucus, appointed by the Speaker of the House;

(3) the Secretary of Health, or the Secretary's designee;

(4) the Secretary of Human Services, or the Secretary's designee;

(5) the Chair of the State Board of Social Work Examiners, or the Chair's designee;

(6) the Chair of the Maryland Commission on Health Equity, or the Chair's designee;

(7) the Executive Director of the State Board of Social Work Examiners, or the Executive Director's designee;

(8) the Director of the Governor's Office of the Deaf and Hard of Hearing, or the Director's designee;

(9) one social worker who is deaf or hard of hearing and is familiar with the licensing process for deaf and hard of hearing social workers, designated by the Maryland Association of the Deaf;

(10) one representative of the NAACP Maryland State Conference, designated by the President of the NAACP Maryland State Conference;

~~(7)~~ (11) one representative of the Baltimore Legacy Chapter of the Association of Black Social Workers, designated by the Baltimore Legacy Chapter of the Association of Black Social Workers;

~~(8)~~ (12) one representative of the Maryland Chapter of the National Association of Social Workers, designated by the Executive Director of the Maryland Chapter of the National Association of Social Workers;

~~(9)~~ (13) one member from the Greater Washington Society for Clinical Social Work, designated by the President of the Greater Washington Society for Clinical Social Work;

~~(10)~~ (14) two representatives of the Association of Social Work Boards, designated by the President of the Association of Social Work Boards; and

~~(11)~~ (15) the following members, appointed by the Governor:

(i) three Deans of Social Work from accredited social work master's programs serving the State, one of which shall be from a historically Black college or university;

(ii) three representatives from nongovernmental social service organizations that primarily work to support Western Maryland, Central Maryland, and the Eastern Shore; and

(iii) two individuals who received a master's degree in social work within the immediately preceding 10 years and who have been negatively impacted by the

examination requirement for licensure under Title 19 of the Health Occupations Article; and

~~(iv) a representative of Gallaudet University.~~

(c) The Governor shall designate the chair of the Workgroup.

(d) The Maryland Department of Health shall provide staff for the Workgroup.

(e) A member of the Workgroup:

(1) may not receive compensation as a member of the Workgroup; but

(2) is entitled to reimbursement for expenses under the Standard State Travel Regulations, as provided in the State budget.

~~(f) The Workgroup shall:~~

~~(1) identify alternatives to examination requirements that may be used to assess an applicant's qualifications for a master social worker license, a certified social worker license, or a certified social worker clinical license under Title 19 of the Health Occupations Article;~~

~~(2) develop recommendations for an assessment method for independent practice to replace the Association of Social Work Boards examination; and;~~

~~(3) (g) on or before December 1, 2023, the Workgroup shall report the its preliminary findings and recommendations of the workgroup to the Senate Finance Committee and the House Health and Government Operations Committee, in accordance with § 2-1257 of the State Government Article.~~

~~(h) On or before July 1, 2024, the Workgroup shall report its final findings and recommendations to the Senate Finance Committee and the House Health and Government Operations Committee, in accordance with § 2-1257 of the State Government Article.~~

(f) To complete its work as required under this section, the Workgroup may:

(1) establish subgroups; or

(2) contract with an entity with expertise in analyzing assessment bias.

(g) The Workgroup shall:

(1) determine:

(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) of this section; and

(2) (i) on or before September 1, 2023, submit a preliminary report of the findings and recommendations required under item (1)(i) through (iv) of this subsection to the Senate Finance Committee and the House Health and Government Operations Committee in accordance with § 2-1257 of the State Government Article; and

(ii) on or before December 1, 2023, submit an interim report of the findings and recommendations required under item (1)(i) through (iv) of this subsection and the outlines and timelines required under item (1)(v) and (vi) of this subsection to the Senate Finance Committee and the House Health and Government Operations Committee in accordance with § 2-1257 of the State Government Article.

(h) The Workgroup shall:

(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

(2) on or before December 1, 2024, report to the Senate Finance Committee and the House Health and Government Operations Committee, in accordance with § 2-1257 of the State Government Article, on its:

(i) findings under item (1) of this subsection; and

(ii) recommendations to eliminate bias and make the process for licensing social workers in the State more fair, diverse, and efficient.

~~(b) The workgroup established under subsection (a) of this section shall include:~~

~~(1) at least three representatives from nongovernmental social service agencies;~~

~~(2) at least three masters of social work or bachelor of social work graduates who have been negatively impacted by the examination requirement;~~

~~(3) at least two consumers who have been impacted by the shortage of social workers;~~

~~(4) at least one member of the State Board of Social Work Examiners; and~~

~~(5) any additional members the Department considers necessary to create a diverse set of stakeholders on the workgroup.~~

~~SECTION 4. AND BE IT FURTHER ENACTED, That Section 2 of this Act shall take effect July 1, 2024.~~

~~SECTION 5. 3. AND BE IT FURTHER ENACTED, That, except as provided for in Section 4 of this Act, this Act is an emergency measure, is necessary for the immediate preservation of the public health or safety, has been passed by a yea and nay vote supported by three fifths of all the members elected to each of the two Houses of the General~~

~~Assembly, and shall take effect from the date it is enacted. Sections 1 and 3 of this Act shall remain effective through June 30, 2024, and, at the end of June 30, 2024, Sections 1 and 3 of this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect. That this Act shall take effect June 1, 2023. Section 2 of this Act shall remain effective for a period of 2 years and 1 month and, at the end of June 30, 2025, Section 2 of this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect. That this Act is an emergency measure, is necessary for the immediate preservation of the public health or safety, has been passed by a yeas and nays vote supported by three-fifths of all the members elected to each of the two Houses of the General Assembly, and shall take effect from the date it is enacted. Section 2 of this Act shall remain effective through June 30, 2025, and, at the end of June 30, 2025, Section 2 of this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.~~

Approved by the Governor, April 24, 2023.

Department of Legislative Services
 Maryland General Assembly
 2023 Session

FISCAL AND POLICY NOTE
Enrolled - Revised

Senate Bill 871
 Finance

(Senator M. Washington)

Health and Government Operations

**Social Workers - Sunset Extension, Notification of Complete Application, and
 Workgroup on Social Worker Requirements for Licensure**

This emergency bill requires the State Board of Social Work Examiners, within 15 days after the initial receipt of a license application and supplemental documentation, to notify the applicant whether the application is complete. The bill establishes a Workgroup on Social Worker Requirements for Licensure, staffed by the Maryland Department of Health (MDH), which must submit reports to the Senate Finance Committee and the House Health and Government Operations Committee, as specified. The bill also extends the termination date for the board by one year to July 1, 2025, subject to the evaluation and reestablishment provisions of the Maryland Program Evaluation Act (MPEA). **The workgroup terminates June 30, 2025.**

Fiscal Summary

State Effect: MDH general fund expenditures increase by \$75,000 in FY 2024 to reflect a contingent appropriation and \$15,400 in FY 2025 for contractual staff for the workgroup. Future years reflect elimination of the contractual position in FY 2025, as discussed below. Revenues are not affected. Board special fund revenues and expenditures are maintained through FY 2025. The FY 2024 budget as passed by the General Assembly includes \$75,000 in general funds for board operations, contingent on enactment of this bill and either Senate Bill 145 or House Bill 103 of 2023.

(in dollars)	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	75,000	15,400	0	0	0
Net Effect	(\$75,000)	(\$15,400)	\$0	\$0	\$0

Note:() = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: The workgroup must determine:

- whether to continue to use examinations developed by the Association of Social Work Boards (ASWB) as a requirement for a bachelor social worker license or a master social worker license;
- whether to establish a temporary license for applicants for a bachelor social worker license or master social worker license, who, except for passing the required examination, meet the education and experience requirements for licensure;
- how supervision may be provided to bachelor social worker licensees and master social worker licensees at no cost to the licensees; and
- if the workgroup determines that the ASWB examination should not be used or that temporary licenses should be established, whether additional experience or education requirements are necessary.

By September 1, 2023, the workgroup must submit a preliminary report of its findings and recommendations to the Senate Finance Committee and the House Health and Government Operations Committee. By December 1, 2023, the workgroup must submit an interim report, including a timeline for phasing in any determinations made pursuant to the findings of the preliminary report, and an outline and timeline for conducting a specified study.

The workgroup must conduct a study that examines each type of license under the Maryland Social Workers Practice Act (Title 19 of the Health Occupations Article) by:

- conducting a bias analysis of the qualifications for each type of license;
- determining whether each type of license is necessary;
- identifying alternatives to examination requirements that may be used to assess an applicant's qualifications for each type of license;
- considering examination testing options, as specified;
- identifying barriers in addition to the examination that present challenges to licensure in the State; and
- identifying the circumstances under which unlicensed individuals work in State and federal government positions as social workers.

By December 1, 2024, the workgroup must report to the Senate Finance Committee and the House Health and Government Operations Committee on its findings from the study and recommendations to eliminate bias and make the process for licensing social workers in the State more fair, diverse, and efficient.

The workgroup may establish subgroups or contract with an entity with expertise in analyzing assessment bias. The Governor must designate the chair of the workgroup.

Workgroup members may not receive compensation but are entitled to reimbursement for expenses under standard State travel regulations.

Current Law:

Licensure, Application, and Examination Requirements

To obtain a license from the board, an applicant generally must (1) submit a written application on a board-prescribed form; (2) be at least 18 years old; (3) be of good moral character; (4) successfully pass the required examination pertinent to the license sought; (5) pay any applicable fees; (6) complete a criminal history records check; and (7) if required, complete a mental or physical examination by a board-appointed health care practitioner. An applicant must also have specified education and experience pertinent to the license sought.

The board must review each application and notify each applicant whether the applicant has been approved to take the pertinent licensure examination within 60 days from the date the board received the completed application from the applicant.

The board must ensure that a board-approved examination for each category of license is made available for an applicant to take at least twice a year at the times and places that the board determines. The board uses a national examination administered by ASWB. After the board approves a license application, the applicant must register with ASWB and pay the examination fee. The ASWB national examination is available any time that scheduling permits at a Pearson VUE test center.

Maryland Program Evaluation Act

The board is one of approximately 60 regulatory entities and activities subject to termination unless reauthorized periodically through statute. Under MPEA, these entities may also be subject to an evaluation by the Office of Program Evaluation and Government Accountability (OPEGA) within the Department of Legislative Services prior to their termination. However, OPEGA may conduct an evaluation only if directed by specified entities or by legislation. The board is scheduled to terminate July 1, 2024; OPEGA was not asked to conduct an evaluation prior to its termination.

State Expenditures: The fiscal 2024 budget as passed by the General Assembly includes \$75,000 in general funds for board operations, contingent on the enactment of this bill and either Senate Bill 145 or House Bill 103. Thus, MDH general fund expenditures increase by \$75,000 in fiscal 2024. At least \$39,107 of this \$75,000 is expected to be used for contractual staff in fiscal 2024, which accounts for personnel costs beginning July 1, 2023. This reflects the costs of hiring one contractual, part-time (50%) health policy analyst to

staff the workgroup and prepare and submit the required reports. It includes a salary, fringe benefits, one-time start-up costs, and ongoing operating expenses.

Contractual Position	0.5
Salary and Fringe Benefits	\$31,963
Other Operating Expenses	<u>7,144</u>
Total FY 2024 Quantified Personnel Expenditures	\$39,107

An additional \$35,893 in general funds is available in fiscal 2024 only for further board costs associated with the workgroup, accelerated notification of applicants regarding whether their application is complete, and costs associated with implementing a new conditional and temporary licensure program as required by Chapter 317 of 2023 (Senate Bill 145). Any unspent funds revert to the general fund.

Future year expenditures reflect termination of the contractual position on December 31, 2024, following submission of the last required workgroup report. To the extent that the workgroup continues to meet through fiscal 2025, general fund expenditures increase by an additional \$15,417 to continue the contractual position through June 30, 2025 (the date on which the workgroup terminates). Should the workgroup contract with an entity with expertise in analyzing assessment bias, as authorized under the bill, general fund expenditures increase by an additional indeterminate amount in fiscal 2024. This analysis does not reflect the cost of any expense reimbursements for the 23 members of the workgroup.

This estimate does not include any health insurance costs that could be incurred for specified contractual employees under the State's implementation of the federal Patient Protection and Affordable Care Act.

Additional Information

Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Maryland Department of Health; Department of Legislative Services

Fiscal Note History: First Reader - March 8, 2023

rh/jc

Third Reader - March 21, 2023

Revised - Amendment(s) - March 21, 2023

Enrolled - April 18, 2023

Revised - Amendment(s) - April 18, 2023

Revised - Budget Information - June 8, 2023

Analysis by: Joanne E. Tetlow

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Social Work Exam Passage Rates Maryland Specific Data, 2011-2021¹

Maryland - Bachelors Exam Passage Rates, 2011-2021

Number of test-takers and **first-time** pass rates by demographic group 2011 – 2021

State/Province	# test-takers (overall)	Pass rate (overall)
MD	498	61.2%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	7	
	Black	189	39.7%
	Hispanic/Latino	40	67.5%
	Multiracial	12	50.0%
	Native American/Indigenous peoples	0	
	White	235	77.9%
Gender	Men	61	63.9%
	Women	437	60.9%
Age	18 - 29	294	65.3%
	30 - 39	106	54.7%
	40 - 49	59	54.2%
	50 and older	39	59.0%
Language	English	464	62.5%
	Non-English	34	44.1%

Maryland - Masters Exam Passage Rates, 2011-2021

Number of test-takers and **first-time** pass rates by demographic group 2011 – 2021

State/Province	# test-takers (overall)	Pass rate (overall)
MD	8,003	78.5%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	218	82.1%
	Black	2,708	55.5%
	Hispanic/Latino	458	79.3%
	Multiracial	207	85.0%
	Native American/Indigenous peoples	14	78.6%
	White	4,198	92.8%
Gender	Men	907	74.8%
	Women	7,092	79.0%
Age	18 - 29	4,495	83.0%
	30 - 39	2,094	75.8%
	40 - 49	919	69.0%
	50 and older	495	66.1%
Language	English	7,564	79.4%
	Non-English	439	62.4%

¹ <https://www.aswb.org/exam/contributing-to-the-conversation/aswb-exam-pass-rates-by-state-province/>

Maryland - Clinical Exam Passage Rates, 2011-2021

Number of test-takers and **first-time** pass rates by demographic group **2011 – 2021**

State/Province	# test-takers (overall)	Pass rate (overall)
MD	4,540	78.7%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	104	84.6%
	Black	1,129	54.1%
	Hispanic/Latino	195	65.6%
	Multiracial	99	87.9%
	Native American/Indigenous peoples	7	
	White	2,905	88.6%
Gender	Men	503	75.5%
	Women	4,035	79.1%
Age	18 - 29	1,405	86.8%
	30 - 39	1,982	79.8%
	40 - 49	687	67.7%
	50 and older	466	65.9%
Language	English	4,347	79.4%
	Non-English	193	62.2%

Social Work Exam Passage Rates, 2018 - 2021^{2,3} Maryland & National Data by Race & Ethnicity

Maryland - Bachelors Exam - Race/Ethnicity, 2018-2021

Number of test-takers and **first-time** pass rates by demographic group 2018 – 2021

State/Province	# test-takers (overall)	Pass rate (overall)
MD	199	54.3%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	3	
	Black	69	29.0%
	Hispanic/Latino	28	60.7%
	Multiracial	5	
	Native American/Indigenous peoples	0	
	White	88	70.5%

National - Bachelors Exam - Race/Ethnicity, 2018-2021

Race/Ethnicity	2018		2019		2020		2021	
	n	Pass rate	n	Pass rate	n	Pass rate	n	Pass rate
Asian	73	60.3%	85	48.2%	85	57.6%	97	71.1%
Black	515	37.5%	475	34.9%	319	33.2%	446	31.6%
Hispanic/Latino	254	52.8%	274	49.6%	175	54.9%	293	54.6%
Multiracial	77	77.9%	69	73.9%	54	77.8%	100	71.0%
Native American/ Indigenous peoples	38	71.1%	34	55.9%	33	57.6%	40	75.0%
White	2,659	76.7%	2,573	75.7%	1,944	75.8%	2,406	77.0%

² <https://www.aswb.org/wp-content/uploads/2022/07/2022-ASWB-Exam-Pass-Rate-Analysis.pdf> pages 76-84

³ The following data compares national passage rates by ethnicity and race from 2018-2021. The national data is limited to 2018-2021 due to the implementation of a new exam concept in 2018.

Maryland - Masters Exam - Race/Ethnicity, 2018-2021

Number of test-takers and **first-time** pass rates by demographic group **2018 – 2021**

State/Province	# test-takers (overall)	Pass rate (overall)
MD	3,408	74.6%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	89	85.4%
	Black	1,213	51.4%
	Hispanic/Latino	232	75.0%
	Multiracial	95	83.2%
	Native American/Indigenous peoples	4	
	White	1,676	90.0%

National - Masters Exam - Race/Ethnicity, 2018-2021

Race/Ethnicity	2018		2019		2020		2021	
	n	Pass rate	n	Pass rate	n	Pass rate	n	Pass rate
Asian	558	68.8%	575	69.6%	535	72.3%	754	71.2%
Black	3,010	45.0%	3,355	44.5%	3,254	45.2%	4,225	43.9%
Hispanic/Latino	1,755	66.4%	2,031	62.1%	1,878	65.3%	2,752	62.0%
Multiracial	400	82.3%	427	79.2%	430	83.7%	585	77.9%
Native American/ Indigenous peoples	96	66.7%	107	59.8%	114	67.5%	136	65.4%
White	10,474	86.2%	11,160	85.1%	9,984	87.1%	12,423	85.3%

Maryland - Clinical Exam - Race/Ethnicity, 2018-2021

Number of test-takers and **first-time** pass rates by demographic group **2018 – 2021**

State/Province	# test-takers (overall)	Pass rate (overall)
MD	1,891	77.3%

Demographic	Group	# test-takers	Pass rate
Race/Ethnicity	Asian	37	81.1%
	Black	513	53.4%
	Hispanic/Latino	91	65.9%
	Multiracial	52	86.5%
	Native American/Indigenous peoples	2	
	White	1,162	88.4%

National - Clinical Exam - Race/Ethnicity, 2018-2021

Race/Ethnicity	2018		2019		2020		2021	
	n	Pass rate	n	Pass rate	n	Pass rate	n	Pass rate
Asian	574	67.2%	561	68.1%	567	72.1%	768	74.9%
Black	2,187	39.2%	2,293	44.0%	2,634	44.6%	2,932	46.2%
Hispanic/Latino	1,838	62.0%	2,071	62.5%	1,873	67.0%	2,726	65.8%
Multiracial	409	77.8%	436	78.4%	430	80.2%	576	80.7%
Native American/ Indigenous peoples	89	65.2%	98	66.3%	97	63.9%	115	59.1%
White	10,437	82.7%	11,205	82.8%	10,684	83.7%	12,977	85.0%

National Association of Deans and Directors of Schools of Social Work (NADD)
Licensure Taskforce
Position and Plans

- The NADD initiative is not against licensure; but focused on the issue of the ASWB exam that has been shown to be flawed and inequitable.
- While licensure as a tool for “protecting the public” is widely held, the critical aspect of supporting and increasing the workforce, and validating the qualification and experience of diverse social work professional candidates who will serve our most vulnerable and distressed communities are going to be kept front and center in all of the statewide initiatives.

Plans

1. Removal of 1st level exam (BSW and new MSW professionals)

Following the lead of RI, IL, and UT, several programs of social work and allies (NASW, NABSW, BPD) in various states are working to ensure a strong workforce at the early-career professional level by educating and seeking support of legislatures that graduating from a CSWE accredited program fully qualifies a student-candidate to practice social work at the beginning level. This effort will be strengthened by the NADD task force by providing information, coordinating activities of states, and utilizing tactics of community organizing to make this a 50 state initiative.

Note: States who follow this route will also advocate for such alternative pathways to be recognized in the “Compact” legislation that is being considered.

2. Development of Alternative Pathways to licensure (LCSW/Clinical License)

Public data, anecdotes collected over time by social work programs, we know that there is decades old issue of disproportionate pass/fail rates in the ASWB clinical exam impacting students of color; students who are older demographically; and those for whom English is a second language. The NADD Task Force will engage allies (NASW/CSWE/NABSW/BPD and others) and experts to ideate and develop alternative pathways to LCSW/Clinical Licensure in all 50 states. Until such time there is **parity/equity** in exam results and

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evidenced by peer-reviewed publications of the reliability/validity/ of the ASWB exam, efforts for an alternative pathway will be a strong focus for the taskforce.

Some promising alternative pathways to the ASWB exam that are being ideated and being acted on include:

- Additional 3000 hours of supervised clinical work after failing the clinical exam once. These hours are not “extra” hours but the candidate’s typical employment hours is taken into account. This is a State of Illinois law currently.
- State or regional coalition of social work programs to develop low-stake/high impact standardized CEU programs that candidates enroll in concurrent to their supervised hours required by the state. This can be structured either as programs offered by programs of social work or NASW on the ground and/or through virtual self-paced courses for non-traditional students (like the CITI IRB training programs).
- The taskforce will seek input from faculty and experts on other cost-effective, inclusive, teaching/training programs that will set the candidates for success as a licensed clinical social worker.

Note: States who follow this route will also advocate for such alternative pathways to be recognized in the “Compact” legislation that is being considered.

3. Developing credentialing/licensure pathways in Spanish

Given the changing demography of our student body in every state and the need for competent and trained bilingual (Spanish-English) social workers, the taskforce will work with states/allies developing alternative pathways to ensure that what is developed is offered in the Spanish language to ensure participation and inclusion.

The above three points are vetted by the NADD licensure taskforce and will form the basis of discussion/negotiation with entities that are working towards a fair, equitable, and responsible pathway for licensing for the social work profession.

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Maryland Schools with Social Work Programs

Bachelors Program Only	Masters Program Only	Both
Bowie State University	University of Maryland Baltimore (UMB)	Morgan State University
Coppin State University		Salisbury State University
Frostburg State University		
Hood College		
McDaniel College		
University of Maryland Baltimore County (UMBC)		
Washington Adventist University		

The schools highlighted in yellow have representatives on the Workgroup for Social Work Licensure Requirements