



# The Social Work Licensure Compact

2023 Legislative Summit

Hosted by the CSG National Center for Interstate Compacts





# The Council of State Governments

Founded in 1933, CSG is our nation's only organization serving all three branches of state government.

## Scope

The nation's only organization serving all three branches of state government

## Membership

CSG is a region-based membership organization that fosters the exchange of insights and ideas to help state officials shape public policy

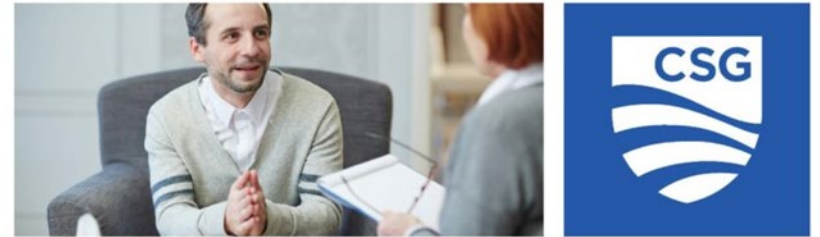
## Mission

Champion excellence in state governments in order to advance the common good

@CSGovts | [csg.org](https://www.csg.org)

# National Center for Interstate Compacts (NCIC)

- Exists within The Council of State Governments
- Seeks to help states work cooperatively to solve mutual issues and meet shared goals
- Serves as an:
  - Information clearinghouse
  - Provider of training and technical assistance
  - Primary facilitator for assisting states in the review, revision and creation of new interstate compacts



Multistate Problem Solving  
with Interstate Compacts



# The Department of Defense Perspective

Tammie Perrault, Defense State Liaison Office





## Social Work Compact Legislative Summit



U.S. Department of Defense

**M**  
STATE POLICY



# Taking Care of Our Military Families

## September 2022 DOD Memo: Taking Care of Our Service Members and Their Families

“The Department of Defense has a sacred obligation to take care of our service members and families. Doing so is a national security imperative. Our military families provide the strong foundation for our force, and we owe them our full support.”  
– Lloyd J. Austin, SECDEF

## September 2021 Joining Forces Report: Strengthening America’s Military Families

“The families of our service members and veterans, caregivers, and survivors ... may not wear a uniform ... but they sacrifice for us all. They give their best to the United States, and we owe them nothing but our best in return.”  
– Dr. Jill Biden, FLOTUS



# Why Licensure Matters



- 20% unemployment rate
- 36% of military spouses require an occupational license for employment
- 3% of spouses report requiring a Social Work License
- Unemployed spouses had a significantly higher percentage report their career field requires an occupational certification or state license compared to other DoD spouses.





## **DoD-CSG Cooperative Agreement**

- The Fiscal Year 2020 National Defense Authorization Act (Public Law 116–92, Section 575) authorized the Department of Defense to enter into a cooperative agreement with the Council of State Governments.
- Provides grants to occupations to develop occupational licensure compacts





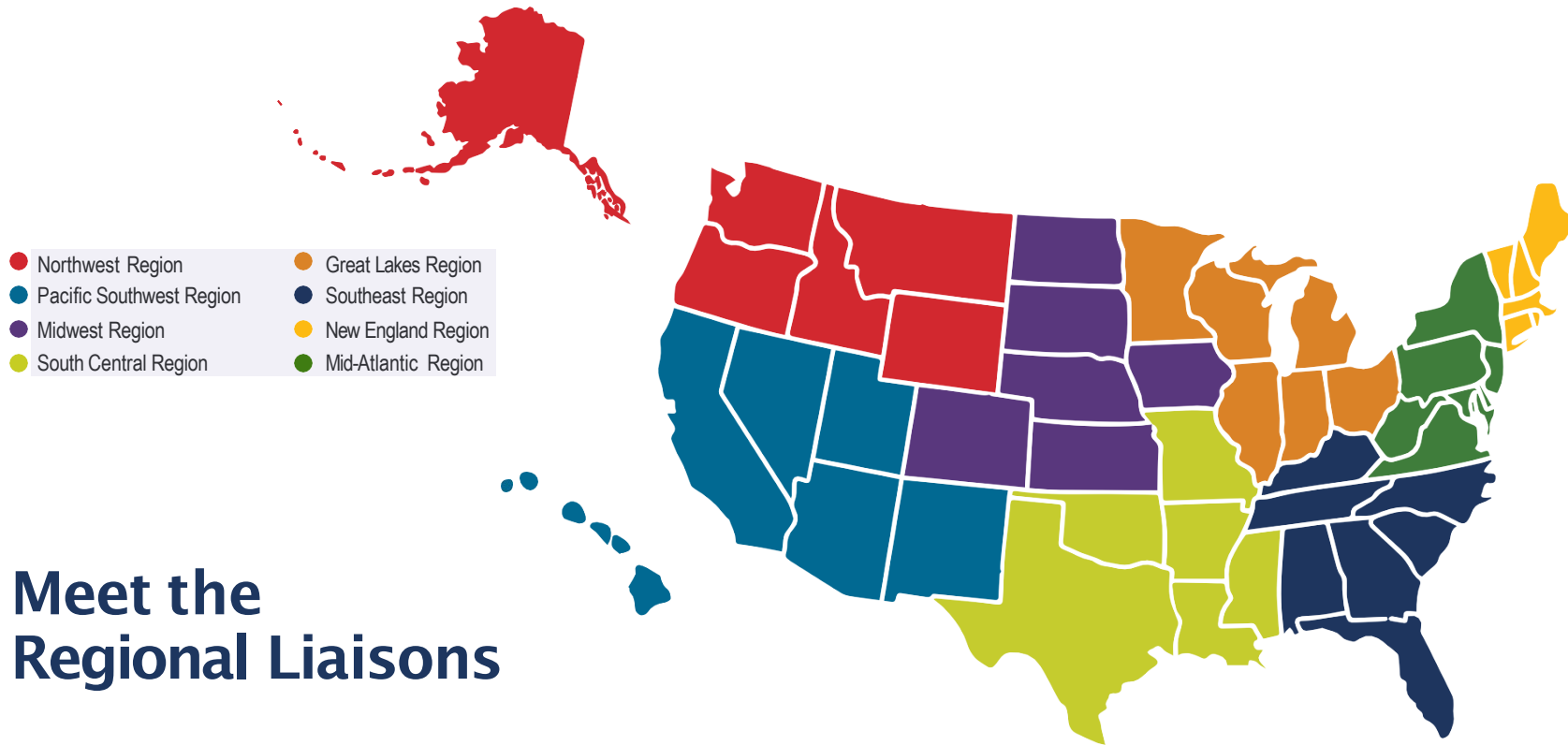


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## Who We Are and What We Do

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- The Defense-State Liaison Office part of the Defense Department's efforts to identify and address the needs of service members and military families.
- Provides reliable information and research
- Shares knowledge of policies and processes
- Offers assistance with legislation at the state level



- Northwest Region
- Pacific Southwest Region
- Midwest Region
- South Central Region
- Great Lakes Region
- Southeast Region
- New England Region
- Mid-Atlantic Region

## Meet the Regional Liaisons



**Tammie Perreault**  
Northwest Regional Liaison  
AK, ID, MT, OR, WA, WY



**Michelle Richart**  
Midwest Regional Liaison  
CO, IA, KS, NE, ND, SD



**Shane Preston**  
Great Lakes Regional Liaison  
IL, IN, MI, MN, OH, WI



**Melissa Willette**  
New England Regional Liaison  
CT, MA, ME, NH, RI, VT



**Kelli May Douglas**  
Pacific Southwest Regional Liaison  
AZ, CA, HI, NM, NV, UT



**Jeremy Hilton**  
South Central Regional Liaison  
AR, LA, MO, MS, OK, TX



**Eric Sherman**  
Southeast Regional Liaison  
AL, FL, GA, KY, NC, SC, TN



**Christopher Arnold**  
Mid-Atlantic Regional Liaison  
DC, DE, MD, NJ, NY, PA, VA, WV

# Working With State Policymakers to Support Military Families

Tammie L. Perreault

[Tammie.L.Perreault.civ@mail.mil](mailto:Tammie.L.Perreault.civ@mail.mil)

(571) 424-8264

Contact Your Region Liaison



For additional information, visit  
[statepolicy.militaryonesource.mil](https://statepolicy.militaryonesource.mil).





# Regulation of Social Work Practice in the U.S.

Jennifer Henkel, Association of Social Work Boards

Cara Sanner, Association of Social Work Boards





Association of Social Work Boards

Jennifer Henkel, LCSW, CAE

Senior Director of Member Engagement and Regulatory Services

Cara Sanner

Regulatory Support Services Program Manager

Association of Social Work Boards



# Model Social Work Practice Act

Model Law Task Force, 1996 - 1997  
with amendments, 1998 - 2012  
with amendments, 2013 - 2015  
with amendments, 2018



# Why social work is licensed

Section 102. Legislative Declaration. The **practice of social work** in the \_\_\_\_\_ of \_\_\_\_\_ is declared a **professional practice affecting the public health, safety, and welfare** and is subject to regulation and control in the public interest. It is further declared to be a matter of public interest and concern that the practice of social work, as defined in this Act, **merit and receive the confidence of the public and that only qualified persons be permitted to engage in the practice of social work** in the \_\_\_\_\_ of \_\_\_\_\_. This Act shall be liberally construed to carry out these objectives and purposes.

# Categories of licensure

Social work is licensed in 3 categories defined by scope and title, and each have entry to practice requirements.

## Section 104. Practice of Baccalaureate Social Work

Subject to the limitations set forth in Article III, Section 306, the practice of Baccalaureate Social Work means the application of social work theory, knowledge, methods, ethics, and the professional use of self to restore or enhance social, psychosocial, or biopsychosocial functioning of individuals, couples, families, groups, organizations, and communities. Baccalaureate Social Work is generalist practice that includes assessment, planning, intervention, evaluation, Case Management, information and referral, counseling, Supervision, Consultation, education, advocacy, community organization, research, and the development, implementation, and administration of policies, programs, and activities.

## Section 105. Practice of Master's Social Work

Subject to the limitations set forth in Article III, Section 306, the practice of Master's Social Work means the application of social work theory, knowledge, methods and ethics, and the professional use of self to restore or enhance social, psychosocial, or biopsychosocial functioning of individuals, couples, families, groups, organizations, and communities. Master's Social Work practice includes the application of specialized knowledge and advanced practice skills in the areas of assessment, treatment planning, implementation and 6 □ Association of Social Work Boards evaluation, Case Management, information and referral, Counseling, Supervision, Consultation, education, research, advocacy, community organization, and the development, implementation, and administration of policies, programs, and activities. Under Supervision as provided in this Act, the practice of Master's Social Work may include the practices reserved to Clinical Social Workers.

## Section 106. Practice of Clinical Social Work.

The practice of Clinical Social Work is a specialty within the practice of Master's Social Work and requires the application of social work theory, knowledge, methods, ethics, and the professional use of self to restore or enhance social, psychosocial, or biopsychosocial functioning of individuals, couples, families, groups, organizations and communities. The practice of Clinical Social Work requires the application of specialized clinical knowledge and advanced clinical skills in the areas of assessment, diagnosis and treatment of mental, emotional, and behavioral disorders, conditions and addictions. Treatment methods include the provision of individual, marital, couple, family and group Counseling and Psychotherapy. The practice of Clinical Social Work may include Private Practice and the provision of Clinical Supervision.



# Licensed social workers in the U.S.

2022

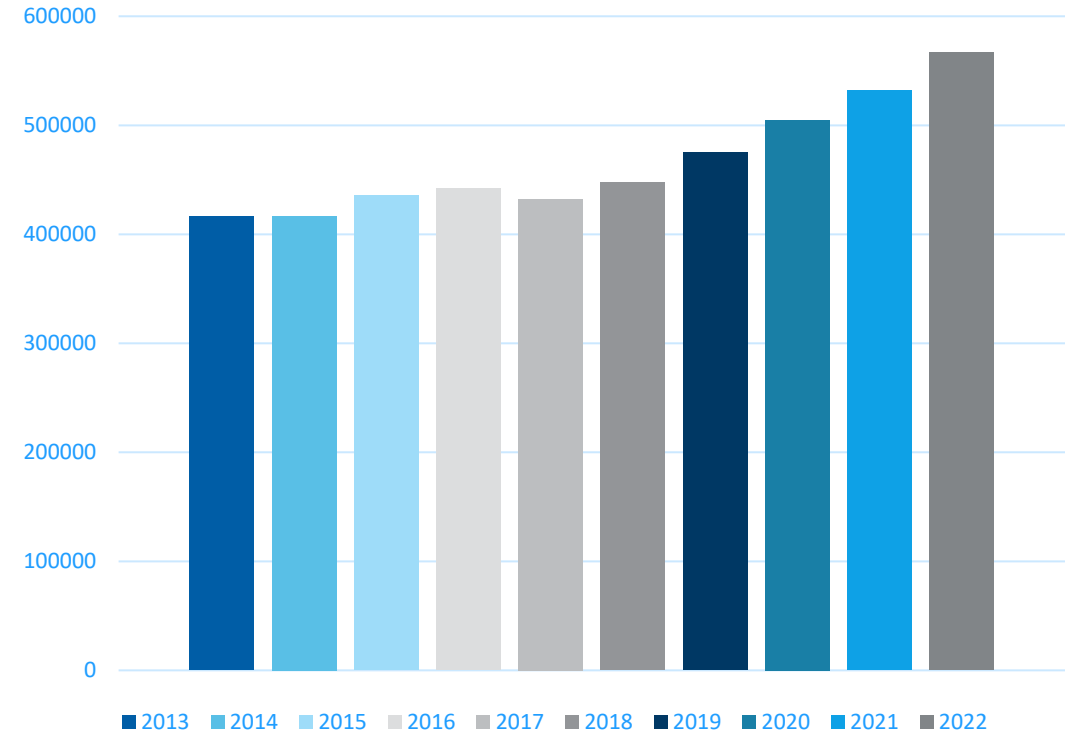
566,851

Clinical  
363,158  
64%

Masters  
158,559  
28%

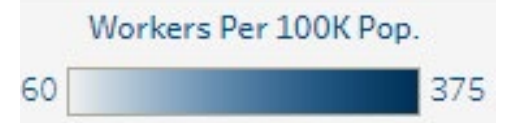
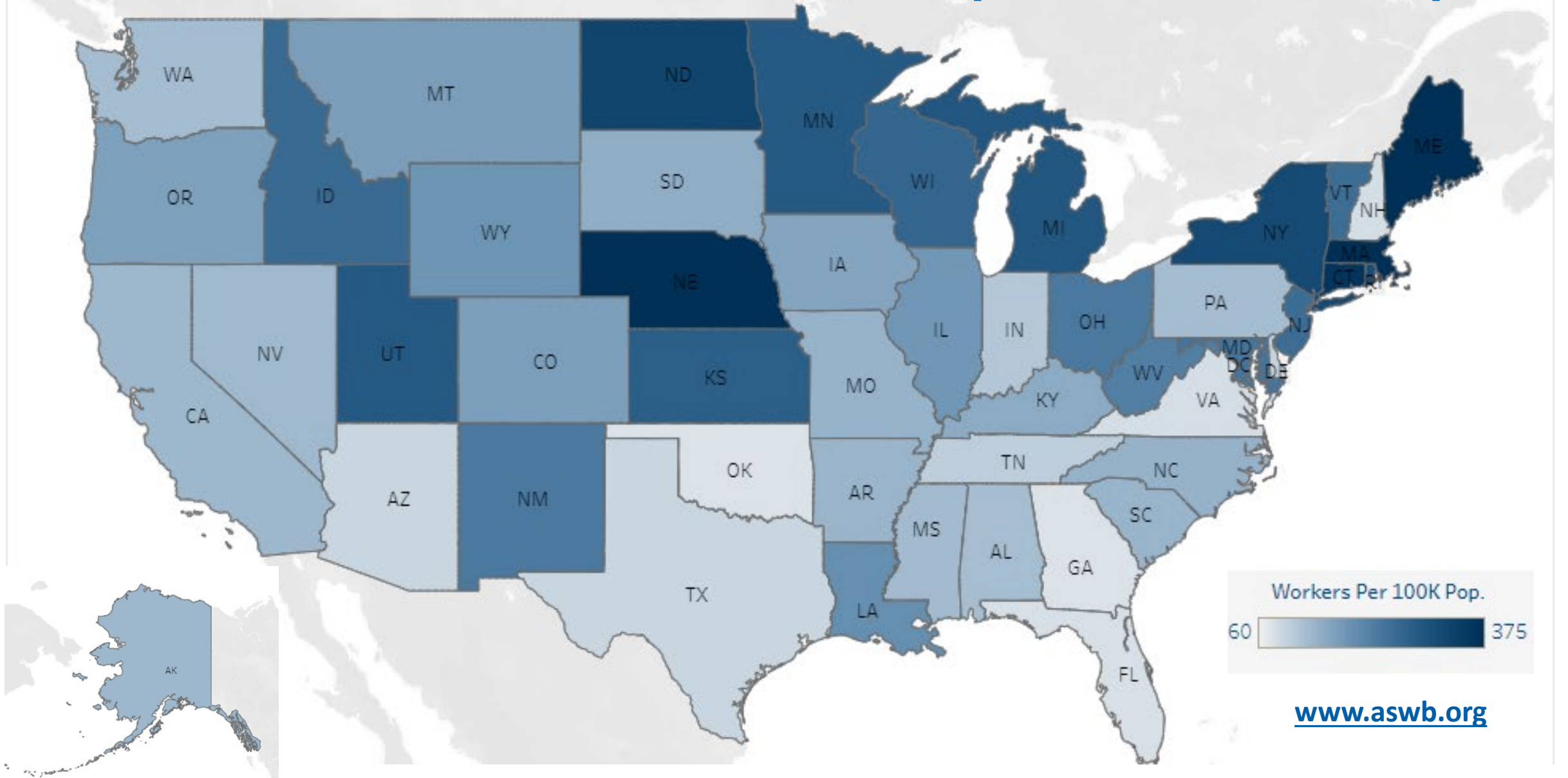
Bachelors  
45,134  
8%

36% increase 2012-2022



*Statistics reported by state regulatory authorities (individual state prior year data carried over for missing years)*

# Licensed Social Workers per 100K Pop.

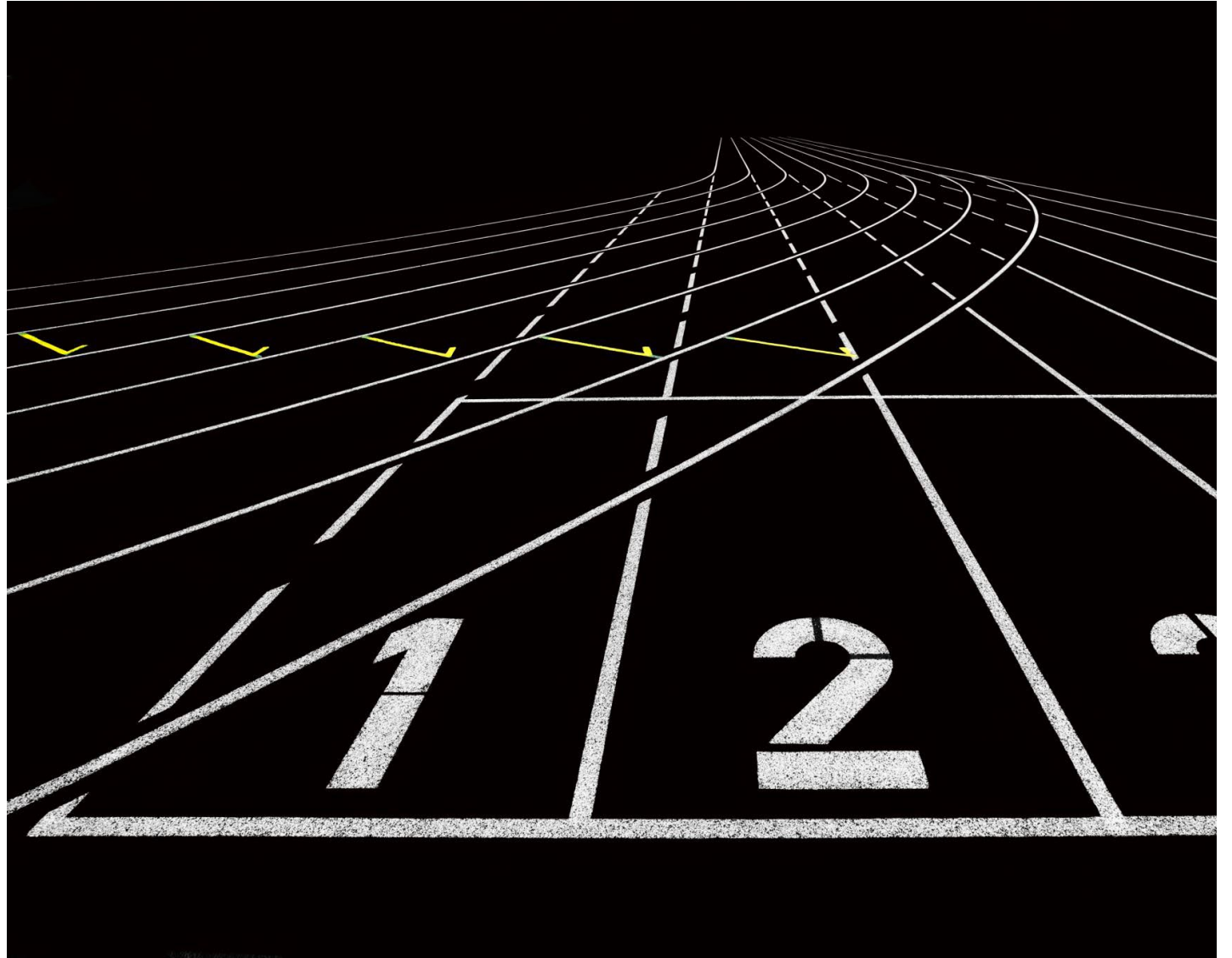


[www.aswb.org](http://www.aswb.org)

# Current mobility / portability provisions

- Endorsement or reciprocity *48 states*
- Temporary practice *13 states*
- Telehealth registration out-of-state licensees *5 states*
- Drawbacks
  - Temporary practice and telehealth registration not widely adopted
  - Endorsement / reciprocity often emphasizes “substantial equivalency” and not based on license in good standing in another U.S. jurisdiction
  - Administrative burdens for applicant and licensing authority

History and  
runway to  
compact



## Mobility plan milestones

### 2013

#### JULY

ASWB's International Technology Task Force is appointed and charged with developing regulatory standards for electronic practice.

#### NOVEMBER

ASWB membership adopts the 2014-2018 Strategic Plan at the Annual Meeting of the Delegate Assembly. The plan includes the strategic objectives to increase consistency of regulation across jurisdictions and to achieve licensure mobility for social workers across jurisdictions.

### 2014

#### NOVEMBER

ASWB's International Technology Task Force presents *Draft Model Regulatory Standards for Technology and Social Work Practice* at the Annual Meeting of the Delegate Assembly.

#### DECEMBER

ASWB accepts comments from members on the draft technology standards. ASWB's International Technology Task Force considers comments prior to issuing its final draft.

### 2015

#### MARCH

ASWB publishes *Model Regulatory Standards for Technology and Social Work Practice*.

#### APRIL

Members from 47 jurisdictions attend ASWB's Education Conference, *From Silos to Bridges: Social Work Practice Mobility*. During a World Café session, attendees identify the critical elements that need to be considered when developing a plan for social work practice mobility.

#### AUGUST

ASWB's Mobility Task Force is appointed. The task force is charged with developing a Mobility plan using the input from the 2015 World Café as a foundation.

#### SEPTEMBER

ASWB publishes *We're on Our Way: Social Work Practice Mobility*, an in-depth report of the proceedings of the Education Conference.

#### NOVEMBER

ASWB membership votes to adopt amendments to ASWB's Model Social Work Practice Act at the Annual Meeting of the Delegate Assembly. The amendments include integration of content from *Model Regulatory Standards for Technology and Social Work Practice*.

### 2016

#### APRIL

Members from 43 jurisdictions attend ASWB's Education Conference, *Moving Forward: Social Work in the Age of Mobility*. At a World Marketplace session, attendees discuss how to arrive at consensus for a Mobility plan.

#### MAY-SEPTEMBER

ASWB staff analyze 816 member comments from the World Marketplace. The Mobility Task Force uses the data to develop a first draft of the Mobility plan.

#### JUNE

ASWB launches [www.MovingSocialWork.org](http://www.MovingSocialWork.org), a website dedicated to social work practice mobility and license portability.

#### NOVEMBER

Mobility Task Force co-chairs present the first draft of the Mobility plan and solicit feedback from 83 members representing 48 jurisdictions at the Annual Meeting of the Delegate Assembly. The Mobility Task Force uses the feedback to develop the second draft of the Mobility plan.

### 2017

#### APRIL

Mobility Task Force co-chairs and ASWB task force staff present the second draft of the Mobility plan during the Education Conference at the Administrators Forum (22 jurisdictions attending) and the Board Member Exchange (27 jurisdictions attending).

#### MAY

ASWB's Mobility Task Force publishes *Draft ASWB Social Work Practice Mobility Plan* for member comment through May 31.

# Section 308. Qualifications for Licensure by Endorsement.

(a) To obtain a license by endorsement at the equivalent designation and subject to Article IV of this Act, an applicant currently licensed as a social worker in another jurisdiction must provide evidence satisfactory to the Board, subject to Article III, Section 311, that the applicant:

(1) Has submitted a written application and paid the fee as specified by the Board; and

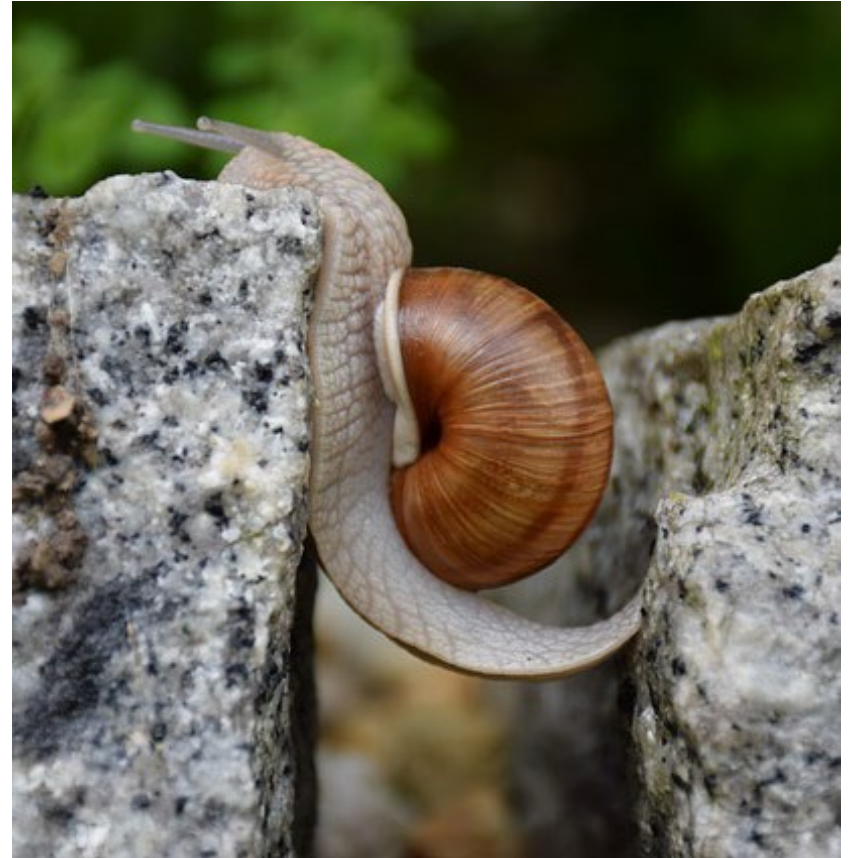
(2) Has presented to the Board proof of an active social work license in good standing.



So many obstacles and opportunity to get professional support and guidance

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- Thank you, Department of Defense,
- And thank you CSG



# Benefits for Licensees

- 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.
- Leverages technological innovations like telehealth.
- Supports relocating military spouses and families

# Benefits for Licensing Authorities

1. Creates shared data system which reduces administrative burdens and expedites investigation and enforcement
2. Reduces application processing time
3. Expands cooperation among member states on investigations and disputes
4. Enhances public safety



# Benefits for States

1. Provides a tool for addressing workforce shortages and strengthening labor markets.
2. Expands consumer access to highly qualified social workers.
3. Preserves state sovereignty.

Any questions?



# Social Work Licensure Compact Overview

Matt Shafer, The Council of State Governments



# What is an Interstate Compact?

A legal contract between two or more states that allows states to:

#1 Cooperatively address shared problems

#2 Maintain sovereignty over issues belonging to states

#3 Respond to national priorities with one voice



# Occupational Licensing Interstate Compacts

Facilitate  
Multistate  
Practice

Maintain or  
Improve Public  
Health and  
Safety

Preserve State  
Authority Over  
Professional  
Licensing



50 states and territories have adopted at least 1 compact.  
40 states (+ DC and Guam) have adopted at least 3 compacts.



289 pieces of occupational licensure compact legislation have been enacted since January 2016.



15 professions have active interstate compacts for occupational licensing.

# Active Occupational Licensing Interstate Compacts

Nurse Licensure  
Compact – 41

Counseling Compact –  
29

Interstate Teacher  
Mobility Compact - 10

PA Compact- 1

Medical Licensure  
Compact – 41

Audiology and Speech  
Language Pathology  
Compact – 29

Advanced Practice  
Nursing Compact – 3

Interstate Massage  
Compact – 1

Psychology  
Interjurisdictional  
Compact – 39

Occupational Therapy  
Compact – 28

Cosmetology Compact –  
3

Social Work Compact - 1

Physical Therapy  
Compact – 36

EMS Compact – 24

Dentist and Dental  
Hygienist Compact - 3

# Compact Development Process

## Phase I Development

### TECHNICAL ASSISTANCE GROUP

- Composed of approximately 20 state officials, stakeholders and issue experts
- Examines issues, current policy, best practices and alternative structures
- Establishes recommendations as to the content of an interstate compact

### COMPACT DOCUMENT TEAM

- Composed of 5 to 8 state officials, stakeholders, and issue experts
- Crafts compact based on Technical Assistance Group recommendations
- Circulates draft compact to states and stakeholder groups for comment

### FINAL PRODUCT

- Drafting team considers comments and incorporates into compact
- Final product sent to TA group
- Released to states for consideration

## Phase II Education and Enactment

### EDUCATION

- Develop comprehensive legislative resource kit
- Develop informational website with state-by-state tracking and support documents
- Convene “National Briefing” to educate legislators and key state officials

### STATE SUPPORT

- Develop network of “champions”
- Provide on-site technical support and assistance
- Provide informational testimony to legislative committees

### STATE ENACTMENTS

- Track and support state enactments
- Prepare for transition and implementation of compact
- Provide requested support as needed

## Phase III Transition and Operation

### TRANSITION

- Enactment threshold met
- State notification
- Interim Executive Board appointed
- Interim Committee’s established
- Convene first Compact meeting
- Information system development (standards, security, vendors)

### OPERATION

- Ongoing state control and governance
- Staff support
- Annual assessment, if necessary
- Annual business meeting
- Information system oversight (maintenance, security, training, etc.)
- Long-term enhancements / up-grades

## BENEFITS OF THE SOCIAL WORK LICENSURE COMPACT FOR LICENSEES



Eases mobility for licensees



Expands employment opportunities into new markets



Allows social workers to continue caring for clients who are moving to a new jurisdiction or who frequently relocate



Leverages technological innovations like telehealth



Supports relocating military spouses and families



## BENEFITS OF THE SOCIAL WORK LICENSURE COMPACT FOR REGULATORS



Reduces application processing time



Provides access to investigative and disciplinary information about licensees



Expands cooperation among state licensure boards on investigations and disputes



Enhances public safety

## BENEFITS OF THE SOCIAL WORK LICENSURE COMPACT FOR STATES



Provides a tool for addressing workforce shortages and strengthening labor markets



Expands consumer access to highly qualified social workers

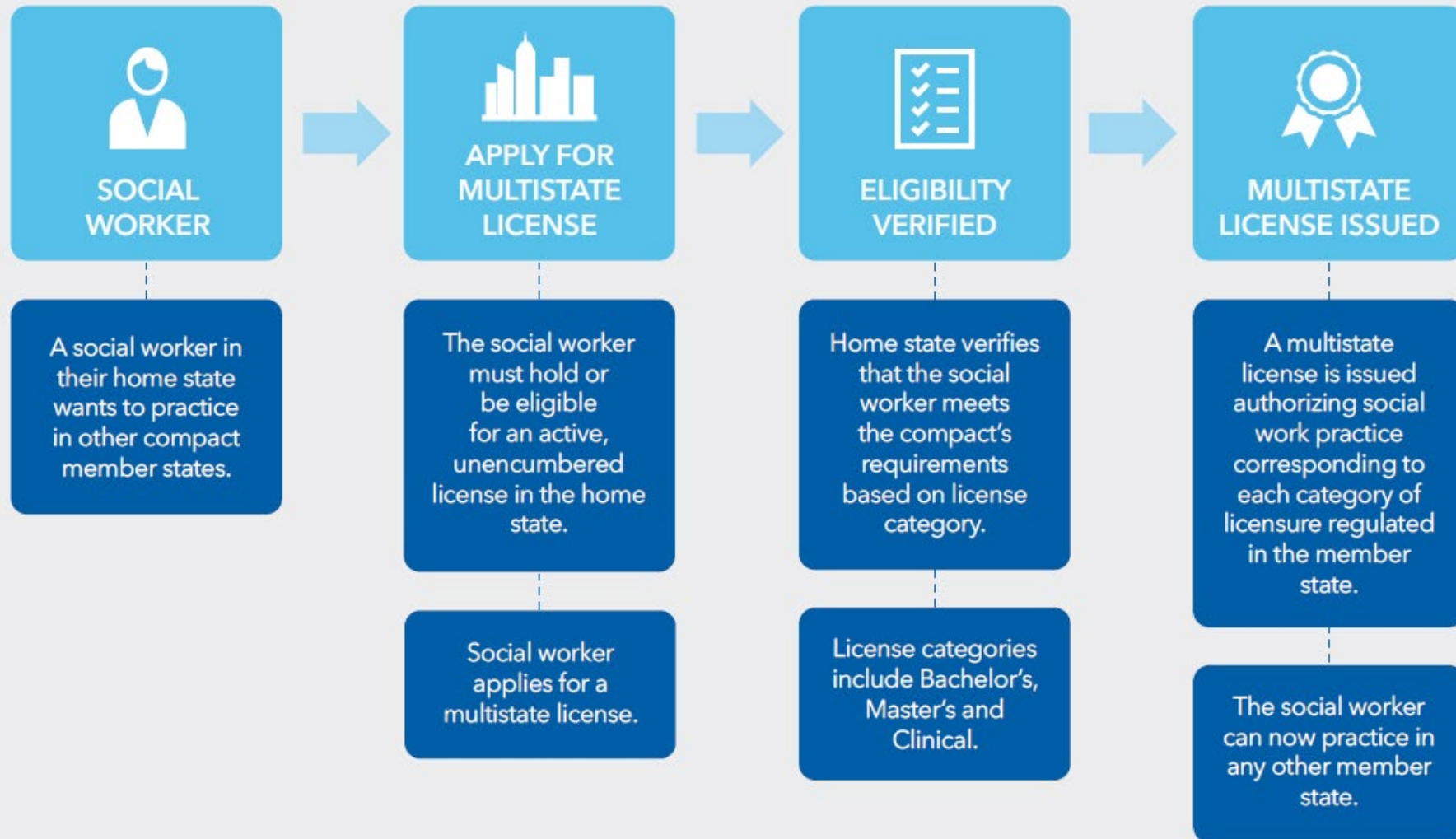


Preserves state sovereignty

# Social Work Compact Commonly Used Terms

Social Work Licensure Compact Defined Term	What does it mean?
Regulated Social Worker	Social Worker who holds a license to practice
Home State	Compact Member State where a Regulated Social Worker is Domiciled
Remote State	Compact Member State other than a Regulated Social Worker's Home State
Interstate Compact License	License granted by the compact that authorizes practice in all compact member states
Multistate Authorization to Practice	Authorization granted through a Multistate License to practice in a single Remote State
Compact Commission or Commission	Governing body made up of member states who is responsible for administering the compact

# How does the **Social Work Licensure Compact** work?



# Section 3: State Requirements to Join the Compact



License and regulate social work in one or more of the following categories: bachelors, masters or clinical



Require licensees graduate from an accredited social work program corresponding to category of license sought (BSW or higher for Bachelors, MSW or higher for Masters and Clinical)



Require that applicants for a Multistate License pass a Qualifying National Exam



Require clinical-category Regulated Social Workers complete a period of supervised clinical practice

# Section 3: State Participation in the Compact



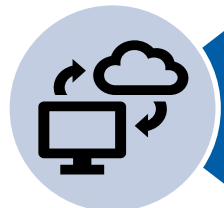
Notify the commission of discipline actions taken against a licensee



Comply with the rules of the Commission



Implement and utilize a criminal history or background check of applicants for licensure



Participate in the Data System

# Section 4: Eligibility Requirements for Social Workers

## Competency Requirement



- Pass Qualifying National Exam
- Period of continuous licensure (for social workers licensed before ASWB exam was required)
- Substantial equivalent approved by compact commission

## Accredited Social Work Degree



- Clinical: MSW or Higher
- Masters: MSW or Higher
- Bachelors: BSW or Higher

## Practice Requirement (Clinical)

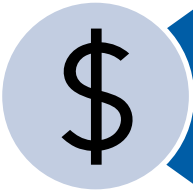


- 3,000 hours postgraduate supervised clinical practice
- Two years postgraduate supervised clinical practice
- Substantial equivalent approved by compact commission

# Section 4: Social Worker Participation in the Compact



Hold an active, Unencumbered License in the Home State



Pay all required fees related to the application



Complete the continuing competency/education requirements of the Home State



Agree to abide by the laws, regulations and scope of practice of the state where client is located



# Summary of Remaining Sections



## **Section 5: Issuance of a Multistate License**

Gives licensing authority direction regarding the application verification process



## **Section 6: Authority of Compact Commission and Member State Licensing Authorities**

Outlines how the compact protects state sovereignty and what the compact commission is not authorized to do.



## **Section 7: Reissuance of a Multistate License in a New Home State**

Expedited process to obtain a new home state license if moving between compact member states

# Reissuance of Multistate License

A Social Worker moves from one Member State to another Member State



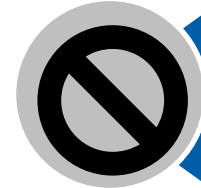
Social Workers may only hold one Multistate License at a time. A social worker moving between compact member states will be allowed to exchange their multistate license issued by their previous home state for a multistate license issued by their new home state

# Summary of Remaining Sections



## Section 8: Active-Duty Military and Spouses

Allows active-duty military and spouses to designate a home state and retain that designate throughout their active-duty military service



## Section 9: Adverse Action

Establishes disciplinary process whereby remote states can act against a multistate authorization to practice as if the practitioner held a license



## Section 10: Establishment of the Compact Commission

Member states must appoint 1 commissioner and the delegate must be a representative of the State Licensing Authority or their designee

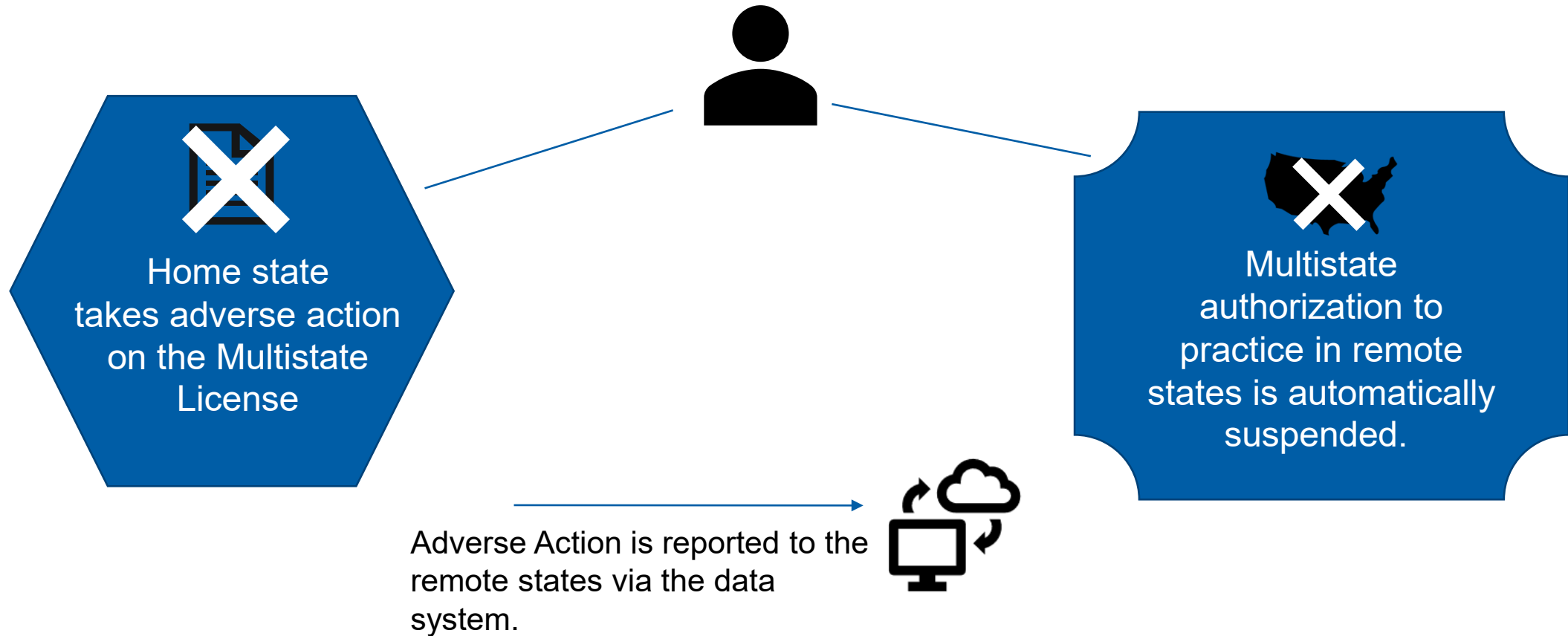


## Section 11: Data System

To function, the compact requires the Commission to develop, maintain and operate a data system containing licensure, Adverse Action and Current Significant Investigative Information on all licensees.

# Section 9: Adverse Action

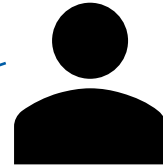
Social Worker violates practice act in home state



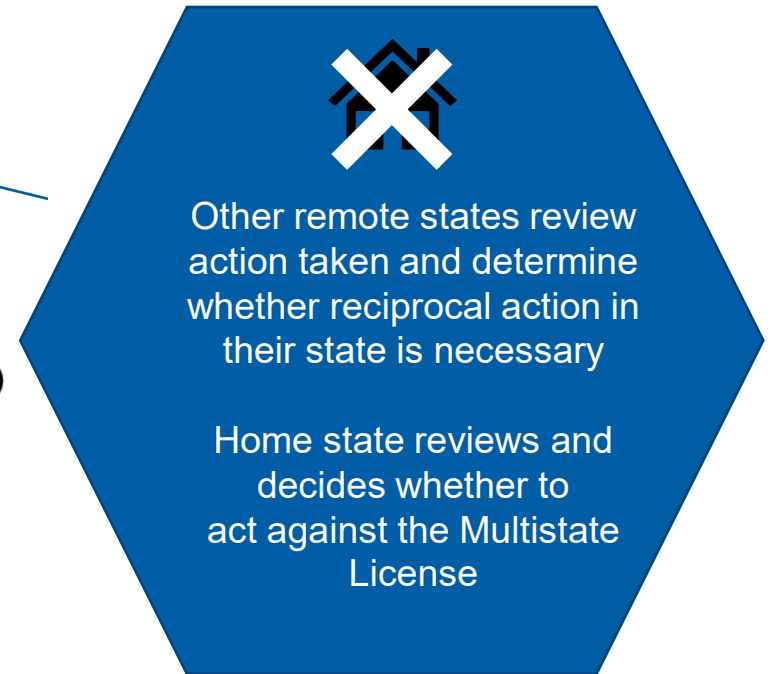
# Section 9: Adverse Action

Social Worker violates practice act in a remote state

Remote state conducts investigation. Presence of significant investigative information is reported to the other remote state via the data system.



Adverse Action is reported to the participating states via the data system.



# Summary of Remaining Sections

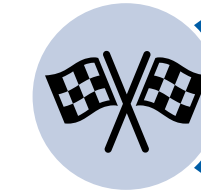


## Section 12: Rulemaking

The compact gives the Commission the power to promulgate rules in order to effectively and efficiently implement and administer the purposes and provisions.



## Section 13: Oversight, Dispute Resolution and Enforcement



## Section 14: Effective Date, Withdrawal and Amendment

The compact shall come into effect and the commission established once the Compact legislation has been enacted by a seventh member state.



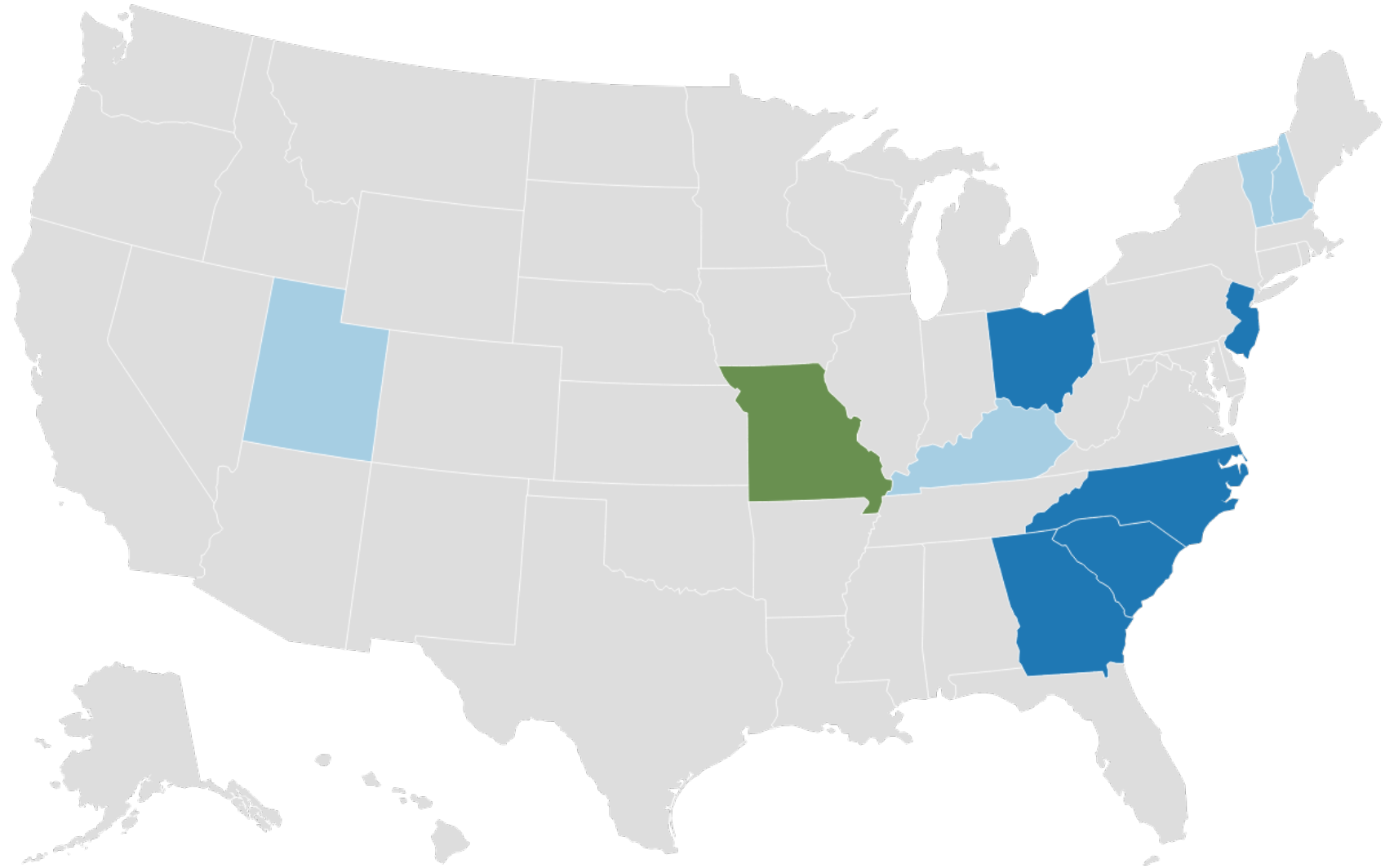
## Section 15: Construction and Severability



## Section 16: Binding Effect of Compact and Other Laws

# 2023 Social Work Compact Legislation

Introduced, Not Enacted   Pending   Enacted



# 2023 Social Work Compact Legislation

State	Status of Legislation
Georgia	Introduced. Carried over to 2024 session
Kentucky	Failed
Missouri	Enacted
New Hampshire	Failed
New Jersey	Pending. Assigned to Assembly Regulated Professions Committee
North Carolina	Introduced. Carried over to 2024 session
Ohio	Pending. Passed Senate
South Carolina	Introduced. Carried over to 2024 session
Vermont	Failed
Utah	Failed

The compact will become active once it is enacted in 7 states.



# Potential 2024 Compact States

State	Interest
Arizona	Social Work Board
Colorado	NASW Chapter
Indiana	NASW Chapter
Iowa	NASW Chapter
Kansas	NASW Chapter
Louisiana	NASW Chapter
Maine	NASW Chapter
Maryland	Social Work Board
Nebraska	NASW Chapter

State	Interest
North Dakota	Social Work Board
Oklahoma	Social Work Board
Oregon	Social Work Board
Pennsylvania	NASW Chapter
South Dakota	NASW Chapter
Tennessee	NASW Chapter
Virginia	NASW Chapter
Washington	NASW Chapter



# Break





# Compact Perspectives

Annika Hunt, NASW Utah

Darrel Spinks, Texas Behavioral Health Executive Council





# Addressing Myths, FAQs, and Q&A

Thank you for submitting questions!

Matt Shafer, The Council of State Governments



# Questions and Myths



**Myth: The Social Work Compact creates a national license for social workers.**

# Questions and Myths



**Myth: By joining the compact, I am delegating my regulatory authority over to the commission**

# Questions and Myths



**Myth: The Social Work Compact Commission has authority to change the scope of practice in my state.**

# Questions and Myths



**Myth: The Social Work Compact requires social workers to pass an additional exam**



# Questions and Myths



**What is the “Qualifying National Exam”**

# Questions and Myths



**Can a state join the compact if it does not license all three categories of social work practice?**

# Questions and Myths



**How does the compact treat tele-practice?**

# Questions and Myths



**How does the compact deal with continuing education requirements?**

# Questions and Myths



**Will the compact impact my board's revenue?**



# Audience Q&A

Submit Questions in Chat Below





# How to Get Involved

Grant Minix, The Council of State Governments







# How to Get Involved

## Tiers of Involvement

Find bill sponsor and shepherd the compact through the legislative process

Attend your state association's lobby day and talk with legislators about the compact

Testify in support at committee hearing

Organize voter voice campaign

Write letters of support to legislators on relevant committee

Write general letter of support for CSG to include on website

Express support to your state NASW chapter and state licensing board

Review compact educational resources and share with your network

# What Bill Sponsors/Legislative Drafters Need to Know

#1 Use final compact language from [swcompact.org](http://swcompact.org)

#2 Contact CSG as early as possible to review bill

#3 Contact CSG for a word version if needed

#4 No substantive changes can be made

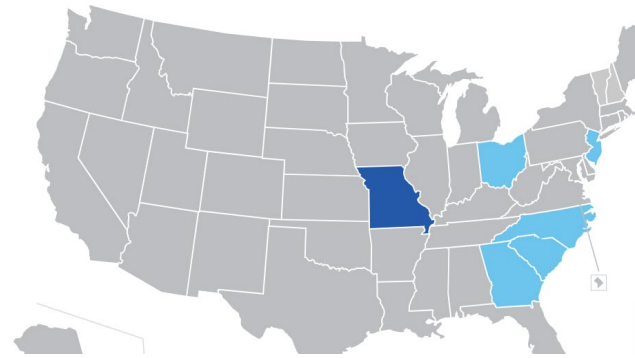
# swcompact.org



**SW SOCIALWORK**  
LICENSURE COMPACT

**SW SOCIALWORK**  
LICENSURE COMPACT

● Legislation Not Introduced   ● Legislation Pending   ● Legislation Enacted



**SW SOCIALWORK**  
LICENSURE COMPACT

This project is funded by the Department of Defense

## What is the Social Work Licensure Compact?

The Social Work Licensure Compact is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states. This compact will enable regulated social workers with bachelor's, master's and clinical licenses to serve clients in every state that joins the compact, rather than going through the licensure process in every state where they want to practice. Like the compact for a driver's license, each Social Work Licensure Compact member state agrees to mutually recognize the licenses issued by every other member state.

## How does the Social Work Licensure Compact work?



## What other professions have an interstate compact?

Interstate Medical Licensure Compact (IMLC)

Nurse Licensure Compact (NLC) and Advanced Practice Nurse Compact (APRN Compact)

Emergency Medical Service/Officials Licensure Compact (EMS Compact)

Physical Therapists Licensure Compact (PT Compact)

Psychology Interjurisdictional Compact (PSTPACT)

Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC)

Occupational Therapy Interstate Licensure Compact (OT Compact)

Counseling Interstate Licensure Compact

## Social Work Licensure Compact Model Legislation

This project is funded by the Department of Defense.

The following language must be enacted into law by a state to officially join the Social Work Licensure Compact.

***No substantive changes should be made to the model language. Any substantive changes may jeopardize the enacting state's participation in the Compact.***

The Council of State Governments National Center for Interstate Compacts reviews state compact legislation to ensure consistency with the model language. Please direct inquiries to Kaitlyn Bison at kbison@csg.org.

# Contact:

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# Thank You!

