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

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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
The Department of Defense Perspective

Tammie Perrault, Defense State Liaison Office
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
Who We Are and What We Do

- 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
Meet the Regional Liaisons

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

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

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

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

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

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

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

- **New England Region**
  - Melissa Willette
  - New England Regional Liaison
  - CT, MA, ME, NH, RI, VT
Working With State Policymakers to Support Military Families

Tammie L. Perreault
Tammie.L.Perreault.civ@mail.mil
(571) 424-8264

Contact Your Region Liaison

For additional information, visit statepolicy.militaryonesource.mil.
Jennifer Henkel, LCSW, CAE
Senior Director of Member Engagement and Regulatory Services

Cara Sanner
Regulatory Support Services Program Manager
Model Social Work Practice Act

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.
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 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.

<table>
<thead>
<tr>
<th>Year</th>
<th>Clinical</th>
<th>Masters</th>
<th>Bachelors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>363,158</td>
<td>158,559</td>
<td>45,134</td>
</tr>
<tr>
<td></td>
<td>64%</td>
<td>28%</td>
<td>8%</td>
</tr>
</tbody>
</table>

566,851

36% increase 2012-2022

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

- 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.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Compact Code</th>
</tr>
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<tbody>
<tr>
<td>Nurse Licensure</td>
<td>41</td>
</tr>
<tr>
<td>Medical Licensure</td>
<td>41</td>
</tr>
<tr>
<td>Psychology Interjurisdictional</td>
<td>39</td>
</tr>
<tr>
<td>Physical Therapy</td>
<td>36</td>
</tr>
<tr>
<td>Counseling</td>
<td>29</td>
</tr>
<tr>
<td>Audiology and Speech Language Pathology</td>
<td>29</td>
</tr>
<tr>
<td>Occupational Therapy</td>
<td>28</td>
</tr>
<tr>
<td>EMS</td>
<td>24</td>
</tr>
<tr>
<td>Interstate Teacher Mobility</td>
<td>10</td>
</tr>
<tr>
<td>Advanced Practice Nursing</td>
<td>3</td>
</tr>
<tr>
<td>Cosmetology</td>
<td>3</td>
</tr>
<tr>
<td>Dentist and Dental Hygienist</td>
<td>3</td>
</tr>
<tr>
<td>PA</td>
<td>1</td>
</tr>
<tr>
<td>Interstate Massage</td>
<td>1</td>
</tr>
<tr>
<td>Social Work</td>
<td>1</td>
</tr>
</tbody>
</table>

**Active Occupational Licensing Interstate Compacts**
## Compact Development Process

<table>
<thead>
<tr>
<th>Phase I Development</th>
<th>Phase II Education and Enactment</th>
<th>Phase III Transition and Operation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TECHNICAL ASSISTANCE GROUP</strong></td>
<td><strong>EDUCATION</strong></td>
<td><strong>TRANSITION</strong></td>
</tr>
<tr>
<td>• Composed of approximately 20 state officials, stakeholders and issue experts</td>
<td>• Develop comprehensive legislative resource kit</td>
<td>• Enactment threshold met</td>
</tr>
<tr>
<td>• Examines issues, current policy, best practices and alternative structures</td>
<td>• Develop informational website with state-by-state tracking and support documents</td>
<td>• State notification</td>
</tr>
<tr>
<td>• Establishes recommendations as to the content of an interstate compact</td>
<td>• Convene “National Briefing” to educate legislators and key state officials</td>
<td>• Interim Executive Board appointed</td>
</tr>
<tr>
<td><strong>COMPACT DOCUMENT TEAM</strong></td>
<td><strong>STATE SUPPORT</strong></td>
<td><strong>Interim Committee’s established</strong></td>
</tr>
<tr>
<td>• Composed of 5 to 8 state officials, stakeholders, and issue experts</td>
<td>• Develop network of “champions”</td>
<td>• Convene first Compact meeting</td>
</tr>
<tr>
<td>• Crafts compact based on Technical Assistance Group recommendations</td>
<td>• Provide on-site technical support and assistance</td>
<td>• Information system development (standards, security, vendors)</td>
</tr>
<tr>
<td>• Circulates draft compact to states and stakeholder groups for comment</td>
<td>• Provide informational testimony to legislative committees</td>
<td><strong>OPERATION</strong></td>
</tr>
<tr>
<td><strong>FINAL PRODUCT</strong></td>
<td><strong>STATE ENACTMENTS</strong></td>
<td>• Ongoing state control and governance</td>
</tr>
<tr>
<td>• Drafting team considers comments and incorporates into compact</td>
<td>• Track and support state enactments</td>
<td>• Staff support</td>
</tr>
<tr>
<td>Final product sent to TA group</td>
<td>• Prepare for transition and implementation of compact</td>
<td>• Annual assessment, if necessary</td>
</tr>
<tr>
<td>Released to states for consideration</td>
<td>• Provide requested support as needed</td>
<td>• Annual business meeting</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Information system oversight (maintenance, security, training, etc.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Long-term enhancements / up-grades</td>
</tr>
</tbody>
</table>
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

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

1. **SOCIAL WORKER**
   - A social worker in their home state wants to practice in other compact member states.

2. **APPLY FOR MULTISTATE LICENSE**
   - The social worker must hold or be eligible for an active, unencumbered license in their home state.
   - Social worker applies for a multistate license.

3. **ELIGIBILITY VERIFIED**
   - Home state verifies that the social worker meets the compact's requirements based on license category.
   - License categories include Bachelor's, Master's, and Clinical.

4. **MULTISTATE LICENSE ISSUED**
   - A multistate license is issued authorizing social work practice corresponding to each category of licensure regulated in the member state.
   - The social worker can now practice in any other member state.
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

Home state takes adverse action on the Multistate License

Multistate authorization to practice in remote states is automatically suspended.

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

Remote state takes action on the “multistate authorization to practice” in their state.

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

Other remote states review action taken and determine whether reciprocal action in their state is necessary.

Home state reviews and decides whether to act against the Multistate License.
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
# 2023 Social Work Compact Legislation

<table>
<thead>
<tr>
<th>State</th>
<th>Status of Legislation</th>
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<tbody>
<tr>
<td>Georgia</td>
<td>Introduced. Carried over to 2024 session</td>
</tr>
<tr>
<td>Kentucky</td>
<td>Failed</td>
</tr>
<tr>
<td>Missouri</td>
<td>Enacted</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>Failed</td>
</tr>
<tr>
<td>New Jersey</td>
<td>Pending. Assigned to Assembly Regulated Professions Committee</td>
</tr>
<tr>
<td>North Carolina</td>
<td>Introduced. Carried over to 2024 session</td>
</tr>
<tr>
<td>Ohio</td>
<td>Pending. Passed Senate</td>
</tr>
<tr>
<td>South Carolina</td>
<td>Introduced. Carried over to 2024 session</td>
</tr>
<tr>
<td>Vermont</td>
<td>Failed</td>
</tr>
<tr>
<td>Utah</td>
<td>Failed</td>
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</table>

The compact will become active once it is enacted in 7 states.
# Potential 2024 Compact States

<table>
<thead>
<tr>
<th>State</th>
<th>Interest</th>
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</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>Social Work Board</td>
</tr>
<tr>
<td>Colorado</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>Indiana</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>Iowa</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>Kansas</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>Louisiana</td>
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</tr>
<tr>
<td>Maine</td>
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</tr>
<tr>
<td>Maryland</td>
<td>Social Work Board</td>
</tr>
<tr>
<td>Nebraska</td>
<td>NASW Chapter</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>State</th>
<th>Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Dakota</td>
<td>Social Work Board</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>Social Work Board</td>
</tr>
<tr>
<td>Oregon</td>
<td>Social Work Board</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>South Dakota</td>
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<tr>
<td>Tennessee</td>
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<tr>
<td>Virginia</td>
<td>NASW Chapter</td>
</tr>
<tr>
<td>Washington</td>
<td>NASW Chapter</td>
</tr>
</tbody>
</table>
Break
Addressing Myths, FAQs, and Q&A

Thank you for submitting questions!

Matt Shafer, The Council of State Governments
Myth: The Social Work Compact creates a national license for social workers.
Myth: By joining the compact, I am delegating my regulatory authority over to the commission
Myth: The Social Work Compact Commission has authority to change the scope of practice in my state.
Myth: The Social Work Compact requires social workers to pass an additional exam.
Questions and Myths

What is the “Qualifying National Exam”
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

<table>
<thead>
<tr>
<th>Tiers of Involvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Find bill sponsor and shepherd the compact through the legislative process</td>
</tr>
<tr>
<td>Attend your state association’s lobby day and talk with legislators about the compact</td>
</tr>
<tr>
<td>Testify in support at committee hearing</td>
</tr>
<tr>
<td>Organize voter voice campaign</td>
</tr>
<tr>
<td>Write letters of support to legislators on relevant committee</td>
</tr>
<tr>
<td>Write general letter of support for CSG to include on website</td>
</tr>
<tr>
<td>Express support to your state NASW chapter and state licensing board</td>
</tr>
<tr>
<td>Review compact educational resources and share with your network</td>
</tr>
</tbody>
</table>
What Bill Sponsors/Legislative Drafters Need to Know

1. Use **final** compact language from 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
Contact:
socialworkcompact@csg.org
matthew.shafer@csg.org
gminix@csg.org
Thank You!