



## Compact Development Process

The Department of Defense has sought to support the development of interstate compacts as a mechanism for ensuring the professional licenses of military spouses are easily portable. In September 2020, the Department of Defense entered into a cooperative agreement with The Council of State Governments to fund the creation of new interstate compacts designed to strengthen occupational licensing portability. In collaboration with the Department of Defense, CSG developed and administered a competitive application process to select the professions for initial compact development in late 2020 and early 2021. Eligible applicants included professional associations, associations or federations of state licensing boards and national credentialing bodies for professions licensed in at least 30 states.

In March 2021, the Department of Defense and CSG announced the selection of social work as one of the first-round professions and partnered with the Association of Social Work Boards (ASWB) with support from the Clinical Social Work Association (CSWA) and the National Association of Social Workers (NASW) for the development process. CSG and ASWB convened a Technical Assistance Group that included a state legislator who is a licensed social worker, industry-leading practitioners, licensure board members, staff and administrators of state licensing boards, representatives of professional associations and social work educators. The group met regularly over the course of several months to determine the mobility needs of the profession, analyze current licensure requirements in the states, identify the preferred compact license model and the develop policy recommendations for the initial draft of the compact.

### Technical Assistance Group Members:

- Alex Zamora, Idaho Board of Social Work Examiners
- Cara Sanner, Association of Social Work Boards
- Caren Ex, Licensed Clinical Social Worker, Certified Master Forensic Social Worker
- Darrel Spinks, Texas Behavioral Health Executive Council
- Dawn Ellis-Murray, National Association of Social Workers – Alabama Chapter
- Dwight Hymans, Association of Social Work Boards
- Ebony Sloan Clarke, Oregon Board of Licensed Social Workers
- Jacqueline Lowe, South Carolina Board of Social Work Examiners



- Jaime Hoyle, Virginia Boards of Counseling, Psychology, and Social Work
- Jennifer Henkel, Association of Social Work Boards
- Kendra Roberson, Clinical Social Work Association
- Laura Groshong, Clinical Social Work Association
- Lauren Layman, Vermont Social Work Advisory Board
- Assemblywoman Mathylde Frontus, New York Assembly
- Mumbi Mwaura, Council on Social Work Education
- Rhonda Edwards, Maryland Board of Social Work Examiners
- Stephen Wanczyk-Karp, National Association of Social Workers – Connecticut Chapter
- Steven Pharris, National Association of Social Workers – Oklahoma Chapter
- Susanna Sung, National Institute of Mental Health
- Tanya Smith Bryce, Council on Social Work Education
- Tobi Zavala, Arizona Board of Behavioral Health Examiners
- Tony Alden, Iowa Board of Social Work
- Yvette Gosline, North Carolina Social Work Certification and Licensure Board

A smaller Document Team of legislative drafting experts, licensure board attorneys and social work practice specialists took the recommendations from the Technical Assistance Group and created an initial draft of the Social Work Licensure Compact model legislation.

Document Team Group Members:

- Cara Sanner, Association of Social Work Boards
- Darrel Spinks, Texas Behavioral Health Executive Council
- Dwight Hymans, Association of Social Work Boards
- Jaime Hoyle, Virginia Boards of Counseling, Psychology, and Social Work
- Jennifer Henkel, Association of Social Work Boards
- Karen Goodenough, National Association of Social Workers – Minnesota Chapter
- Lindsey B. Courtney, New Hampshire Office of Professional Licensing and Certification
- Nathaniel Flinchbaugh, Tennessee Department of Health



To gather public comment on the draft legislation, CSG facilitated a stakeholder review process throughout the summer and fall of 2022. This included holding virtual presentations open to the public at which CSG staff led attendees through the draft legislation and addressed questions and concerns. CSG and development team leaders also attended conferences and meetings to present the compact to interested stakeholder groups. After gathering feedback, CSG reconvened the Technical Assistance Group with the Document Team to review the feedback and make changes, leading to a final draft.