

**NADD TASKFORCE ON
ADVANCING SOCIAL WORK'S
LICENSED WORKFORCE**

**ACTION PLAN UPDATES
CONTINUING THE CALL TO ACTION**

TASK FORCE MEMBERS

- Tamara Davis, Indiana Univ (co-chair)
- Catherine Gayle, Savannah State (BPD)
- Jay Miller, Univ Kentucky
- Jackie Mondros, Stonybrook
- Cathy Potter, Rutgers
- Luis Torres, Univ Texas Rio Grande Valley
- Sheryl Kubiak, Wayne State (co-chair)
- Melissa Haley, NABSW President
- Goutham Menon, Loyola
- Jayashree Nimmagadda, Rhode Island
- Martell Teasley, Univ Utah/NADD

TASK FORCE ACTION UPDATES

KEY MESSAGES

- We want to maintain licensure and title protection
- We want social worker portability and mobility
- We support workforce expansion locally, as well as nationally

**THREE GOALS ENCOMPASS ACTION AROUND:
ASWB, NATIONAL, AND STATE LEVEL ACTION**

1. Expand and diversify social work workforce by minimizing negative impacts of exam (ASWB).
2. Develop and implement new exam and alternative pathways to licensure (National).
3. Develop and deliver strategic communications and dissemination of information (State).

**GOAL I
EXPAND AND DIVERSIFY SOCIAL WORK WORKFORCE
BY MINIMIZING NEGATIVE IMPACTS OF ASWB EXAM**

Overall Actions Taken:

- I. Met with ASWB New Leadership
 - Offered to work collaboratively to address issues
 - Requests for immediate changes in test processes
 - Retake only failed portion(s) of exam (modularized approach)
 - Requested ASWB consider shifting the pass scores
 - Fee modification: Single fee for ASWB exam; no fee for retakes
 - Data: Requested additional analyses, transparency and routine release of ASWB data and exam results
 - Requested ASWB produce an exam available in Spanish

GOAL 1 (CONTINUED)
**EXPAND AND DIVERSIFY SOCIAL WORK WORKFORCE
 BY MINIMIZING NEGATIVE IMPACTS OF ASWB EXAM**

Overall Actions Taken:

- II. Met with NASW and CSWE
 - Policy Director (Social Work Interstate Compact)
 - CSWE (multiple conversations with NADD President)
- III. Legislative Action Underway in Multiple States

GOAL 2
**DEVELOP AND IMPLEMENT NEW EXAM AND
 ALTERNATIVE PATHWAYS TO LICENSURE
 (NATIONAL)**

**Identified Alternative Pathways from NADD Members
 (from fall meeting):**

1. Common Graduate Assessment Exam/Process
2. Develop New Multiple Choice Exam
3. Peer Review Case Presentation/Supervision Hours
4. (State Legislative Options)

GOAL 2 (CONTINUED)
DEVELOP AND IMPLEMENT NEW EXAM AND
ALTERNATIVE PATHWAYS TO LICENSURE
(NATIONAL)

Actions Taken:

- I. Initial Focus on Entry Level Process - Discussions of NADD Generated Ideas (especially around a Common Graduate Exit Assessment)
 - Complicated by provisions in the legislation drafted for the Social Work Interstate Compact

SOCIAL WORK INTERSTATE COMPACT

Key Elements:

- Overview of what it is (<https://swcompact.org/>) (along with FAQs)
- **Requires passage of a national exam/assessment at practice level of licensure**
- Practitioners cannot join the compact unless living in a state with compact membership
- First states to sign on to the compact will be writing the rules for the Compact Commission AND will likely form the Executive Committee
- Moving forward – 7 states required to enact the Commission (6-8 states are currently pushing the legislation)

GOAL 2 (CONTINUED)
**DEVELOP AND IMPLEMENT NEW EXAM AND
 ALTERNATIVE PATHWAYS TO LICENSURE
 (NATIONAL)**

Actions Taken (continued):

1. Discussion with CSWE around Common Assessment (Martell)
2. JSWE Special Section on Alternative Pathways to Licensure

(Danielle Parrish - JSWE Editorial Advisory Board very favorably received your first draft, and we are interested in reading your full proposal)

GOAL 3
**DEVELOP AND DELIVER STRATEGIC
 COMMUNICATIONS AND DISSEMINATION OF
 INFORMATION (STATE)**

- Litigation (New York)
- Toolkit Formation Subcommittee: Co-Chairs Jayashree Nimmagadda and Goutham Menon
 - Regional representatives from our list of volunteers
 - Development of different/unique strategies
- State Level Actions

PANEL DISCUSSION

PANEL: STATES THAT HAVE BEEN
SUCCESSFUL IN MOVING TOWARD CHANGE

- IL: James Marley
- RI: Jayashree Nimmagadda
- NY: Cathy Potter
- Utah: Martell Teasley

QUESTIONS FOR PANELISTS

5 minutes each:

1. Briefly describe the change.
2. Who was the 'driver' of the change effort?
3. Who were collaborators/allies?
4. Opposing groups?
5. What were the lessons learned that you want to pass on to others?

NEXT STEPS

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- Recruit new members/leaders to Task Force
- Bring SW Organizations TOGETHER with a common vision/goal
 - Center our differences in the interest of solidarity
- Develop a new assessment/exam process
 - Journal : Edited Special Section of JSWE

I. RECRUIT TASK FORCE LEADERS

- Tamara Davis, Indiana (co-chair)
- Catherine Gayle, Savannah State (**BPD**)
- Cathy Potter, Rutgers
- Jackie Mondros, Stonybrook
- Jay Miller, U. Kentucky
- Luis Torres, U. Texas
- Sheryl Kubiak, Wayne State (co-chair)
- Jayashree Nimmagadda, Rhode Island
- Goutham Menon, Loyola
- Melissa Haley, **NABSW** President
- Martell Teasley, U. Utah/**NADD**
- State/National Level **NASW** Involvement