Social Work Workforce Development

Report from Social Work Workforce Task Force
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SOCIAL WORK WORKFORCE

- Social Work is the largest profession in behavioral health
- Licensed Social Workers in all jobs - rapid hires
- Accountability through the Governor's Task Force
- Consent Decree guiding best practice
- University/Agency Partnerships
- Students Transition from School to Work
- New Mexico is a national leader in Social Work
PARTNERSHIPS & WORKFORCE DEVELOPMENT

- 1990’s federal title IV-E funded university and workforce development—NMSU one of the first in U.S.

- Research indicates that Child Protective Services hire degreed social workers

- New Mexico was model in licensure of all social workers
SOCIAL WORK IS A PROFESSION

- Social Work master’s is a terminal practice degree
- Three levels of licensure: LBSW; LMSW; LISW/LCSW
- Must graduate from an accredited school of social work
- Students must complete a supervised field placement
- No equivalent degree to social work—sociology, religion, criminal justice, etc. are non-applied degrees
- Social Work is an applied profession with licensure
CRISIS IN NEW MEXICO SOCIAL WORK

- We live in a data desert
- There aren’t enough Social Workers in New Mexico
- Lack of awareness of Social Work and what they do
- Need to revamp major Rules in the Social Work Practice Act to protect the public—low pass rates
- Schools of Social Work face challenges
- Agency recruitment and retention challenges
- We must sustain a professional Social Work-Workforce
BUILDING A SUCCESSFUL WORKFORCE

✓ Leadership

✓ High-quality diverse, and inclusive

✓ Ongoing strong partnerships

✓ Retention and Recruitment programs

✓ Sustainability

✓ Licensed Social Workers have lower turnover rates
LEGISLATIVE ACCOMPLISHMENTS

- Social Work Practice Act—title and practice to ensure the protection of the public (executive and private sectors)

- Four Universities with Accredited programs

- $50M appropriated for endowed teaching faculty
  - which will produce 400 more social work students per year

- Tuition for BSW's paid

- $50K to fund Social Work recruitment
NEEDED APPROPRIATIONS

- State match for CYFD to fund IV-E for university Social Work education and research
- Increase Social Work salaries higher than surrounding states
- Paid tuition for MSW students
- Raise Social Work faculty salaries higher than surrounding states
- Budget from RLD fees for adequate staffing of Social Work licensure
- Create and fund a Blue Ribbon Committee to assure sustainability of workforce
NEEDED MEMORIALS

- Require all executive agencies to adhere to the Social Work Practice Act

- HED to apply remaining $20M to endow faculty costs to obtain doctorates with work commitment

- Call on all public and private agencies to make New Mexico’s Social Work workforce one of the best in the U.S. again
THANK YOU FOR YOUR SERVICE ON THIS COMMITTEE

QUESTIONS ............