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DEVELOPING TOOLS FOR SOCIAL WORK MOBILITY



 ASWB
Association of Social Work Boards



Mobility Tool Kit Step 5A:
Assess facilitators and
barriers to interjurisdictional
practice

Practice across professions
and borders

In this session you will learn to:

1. Identify similar licensure requirements across license categories in other jurisdictions.
2. Determine the difference between a licensure requirement and an arbitrary barrier to licensure.
3. Explain the importance of trusting the due diligence of other jurisdictions.
4. Identify three or more shared reasons for why interjurisdiction agreements matter and to whom they matter.
5. Describe three or more strategies helpful for making progress toward agreements.

EXISTING LICENSURE PROCESS

- Each jurisdiction receives two application types.
 - New to licensure – initial applicant
 - Existing licensee – possess a license
- Each jurisdiction has its own laws and regulations to obtain licensure.
- The current licensure process often does not recognize the difference between a new applicant and an existing licensee.
- All applicants must demonstrate compliance with the law to obtain a license.



FINDING COMMON GROUND

To initiate meaningful change, it's critical to recognize there is a difference between a new graduate applicant and a licensed applicant.

- **CHANGE** your perspective from the view that “our way” is the best and we can't change.
- **RECOGNIZE** there is a difference between a new graduate applicant and a licensed applicant.
- **TRUST** that each jurisdiction does it due diligence to vet all applicants for licensure.
- **ACKNOWLEDGE** that all jurisdictions' primary mandate is to protect consumers.

FIRST STEP -RESEARCH

Review the requirements in other jurisdictions

- ✓ Identify the educational requirements required for licensure.
 - ❖ Masters or Doctoral Degree
 - ❖ Accredited School of Social Work (e.g., CSWE)
- ✓ Identify the requirements for supervised work experience hours.
 - ❖ Number of clinical and non-clinical hours
 - ❖ Number of required supervised hours under a LCSW
- ✓ Is a clinical examination required for licensure?

ANALYSIS

Are there any real meaningful differences in the licensure requirements between your jurisdiction and others?

- ❖ Is there really any significant difference between 3000 hours and 4500 hours of supervised work experience, if the licensee has practiced for at least 2 years independently?
- ❖ Is there a significant difference between a degree program that satisfied licensure requirements 20 plus years ago and the licensee has no disciplinary action? Remember, degree requirements have evolved throughout the years.

ANALYSIS

- ❖ Does your jurisdiction have specific licensure requirements that are applicable to only your jurisdiction?
- ❖ What requirement is absolutely essential to complete prior to licensure that is necessary to protect consumers?
- ❖ What requirement could be completed during the first renewal period of licensure in your jurisdiction?



INITIATING THE DISCUSSION

Any revision to your existing licensure law will likely require a legislative change.

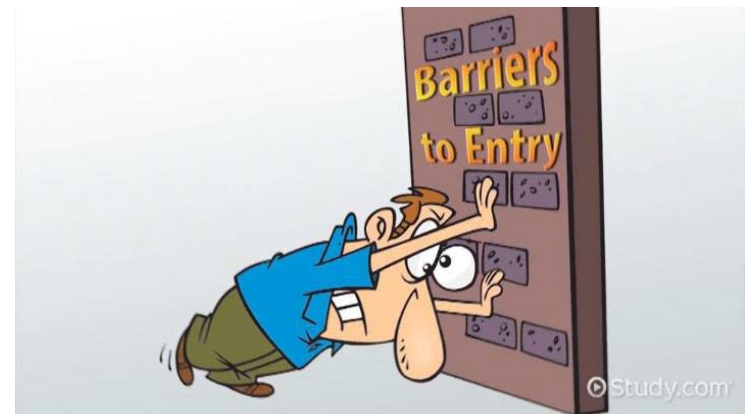
- Consider establishing a committee that involves all stakeholders.
- Present and discuss any alternatives available without legislative changes (e.g. MOUs or Reciprocity Between Neighboring Jurisdictions).
- Does your professional association offer a proposal that may assist you?
- Consider collaborating with the stakeholders to develop a viable legislative proposal.

CALIFORNIA'S PROCESS

- Established a Board Sub-Committee to work with all stakeholders.(3 licensed members)
- Reviewed California's existing licensure laws for out-of-state applicants.
- Reviewed and discussed the curriculum requirements for Program Accrediting Agencies (CACREP, CSWE, and COAMFTE)
- Reviewed and discussed the proposals from the professional associations (ASWB, AMFTRB, NBCC, ACA, and ASCB).

CALIFORNIA'S DETERMINATION

- The Committee and Stakeholders quickly realized many of the requirements for a licensed out-of-state applicant were creating an unnecessary barrier to licensure.
- The unnecessary barriers did not improve or add to consumer protection.
- Draft language proposing a legislative change to improve license portability was developed.



DRAFT PROPOSAL FOR AN OUT-OF-STATE LICENSED APPLICANT

- The license has been current, active, and unrestricted for at least 2 years immediately prior to the application.
- The qualifying degree is a master's or doctoral degree that was obtained from an accredited or approved school.
- The applicant submits fingerprints.
- The applicant completes a 12-hours California Law and Ethics course.
- The applicant completes a 15-hour course in California Cultures.
- The applicant passes the Board's California Law and Ethics examination.

DRAFT PROPOSAL FOR AN OUT-OF-STATE LICENSED APPLICANT

- Once issued a California license, the licensee must complete a one-time, 6-hour course in mental health recovery-oriented care.



BARRIERS ELIMINATED

- **SUBSTANTIALLY EQUIVALENT DEGREE PROGRAM**
The degree that the licensee presented at the time of initial licensure is accepted regardless of the number of units. This allows older degree programs to qualify.
- **SUPERVISED WORK EXPERIENCE HOURS** The licensee applicant no longer is required to produce evidence of completion of supervised work experience hours.
- **CLINICAL EXAMINATION** The licensee applicant's clinical examination is accepted and is not required to retake another clinical examination.

BARRIERS ELIMINATED

- **REQUIRED COURSEWORK PRIOR TO LICENSURE**
California coursework necessary to protect consumers is completed prior to licensure and additional coursework must be completed during the first renewal period.
- **REDUCTION IN TIME TO OBTAIN LICENSURE**
- **REDUCTION IN EXPENSES TO OBTAIN CALIFORNIA LICENSURE**



TOOL KIT SUMMARY

- **CHANGE YOUR PERSPECTIVE**
- **RECOGNIZE THE DIFFERENCE BETWEEN APPLICANTS**
- **TRUST THE OTHER JURISDICTION**
- **REVIEW LICENSURE LAWS**
- **LOOK FOR COMMON GROUND**
- **ANALYZE ALL DATA AND OPTIONS AVAILABLE**
- **IDENTIFY UNNECESSARY BARRIERS**
- **INITIATE DISCUSSIONS WITH ALL STAKEHOLDERS**
- **DEVELOP A PROPOSAL THAT ELIMINATES UNNECESSARY BARRIERS AND DOES NOT COMPROMISE CONSUMER PROTECTION**

