

Growing the Social Work Workforce in New Mexico

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Farmington, NM

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Social Work Workforce Task Force

Today's Crisis in the New Mexico Social Work Workforce

- Stark shortage of Social Workers across all fields of practice including behavioral health, LGBTQ, criminal justice, child welfare, schools, gerontology, health, poverty, early childhood, social policy, administration and management, etc.

Mission: The Social Work Workforce Task Force was created with the understanding that vulnerable populations in New Mexico require professional social services and protection; with the purpose of developing a strong, healthy Social Work workforce in our communities.

"For thirty years, studies support the recommendation...agencies continue to offer...training programs and hire degreed social workers."

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Action Teams meeting at least monthly

- ▶ **Licensure**—Chair, Dr. Eli Fresquez
 - ▶ To review licensure protection of the public policies for both title and practice. Recommend Rules, fees, process of licensure and enforcement of Act.
- ▶ **Retention and Recruitment**—Chair, Dr. Jerry Harrison
 - ▶ Identify barriers to retention, recruitment, and reciprocity. This includes examining the licensure process and identifying ways to recruit individuals from both within and outside of New Mexico to practice in our communities.
- ▶ **Capacity Building**—Chair, Dr. Melissa Moyer
 - ▶ Examine university educational programs through data on curriculum fit, graduation rates, demographics, communities of origin, level of education (BSW & MSW), financial aid access, loan forgiveness, and student debt.
- ▶ **Diversity, Inclusion and Cultural**—Chairs, Kaity Ellis and Theresa Ortiz
 - ▶ Identify common practices that may be biased or prejudiced concerning gender, race, ethnicity, disability, economic standing, geographic location, LBGTQ+, and countless other aspects of identity.
- ▶ **Workforce and Professional Enhancement**—Chair, Dr. Kim Knox
 - ▶ Identify barriers to accurate public representation of what Social Workers do.
- ▶ **Research**- Dr. Katherine Ortega-Courtney

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Social Work Workforce Requests

Accomplished:

- ▶ \$50M endowment interest for NMSU, NMHU, WNMU this Fall, and for ENMU and UNM, for new teaching faculty, to increase graduation by 400 per year
- ▶ \$20M endowment for student stipends, supervision, and mentoring next year

Request:

- ▶ \$80K retention mentoring program
- ▶ \$100K recruitment and assessment of workforce needs
- ▶ Rural tax credit extended to cover social work
- ▶ \$30M to add to endowment for stipends—interest is only \$800K now
- ▶ Within RLD appropriation shift money from fees to additional staff

Save the Date: Social Services Workforce Symposium, Sept. 13-15, 2023

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What we're doing now: Current Social Work Educational Programs in New Mexico

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Eastern New Mexico University

- ▶ Bachelor of Social Work (BSW), generalist
 - ▶ Special training in addictions: LADAC, LSAA coursework available
- ▶ Available in person in Portales, and online
- ▶ 5 full-time faculty, with planned hire of 4 more
- ▶ 93 students, 54 graduates last year
 - ▶ First-time licensure exam pass rate: LBSW: 72.5%
- ▶ CYFD (Title IVE) grant recipient - training stipends available for students
 - ▶ Additional grant-funded stipends available to support students working in corrections, local hospital (for behavioral health), rural schools, Aging & Long-Term Care
- ▶ **IN DEVELOPMENT, AWAITING APPROVAL:** Master of Social Work (MSW), in-person and online, with specialization in:
 - ▶ Clinical Practice
 - ▶ Clinical Military Practice
 - ▶ Children, Youth & Families Practice

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Western New Mexico University



- ▶ BSW (generalist) and MSW (advanced generalist)
 - ▶ MSW Certificates available in: Rural SW, School SW, Military SW, Outdoor Behavioral Health
 - ▶ Predominantly online, with some classes available at Silver City campus
 - ▶ Possible re-opening of classes in Gallup
- ▶ 12 full-time faculty
- ▶ 145 BSW and 462 MSW students last year (607 total)
 - ▶ 40 BSW graduates and 174 MSW graduates last year
 - ▶ First-time licensure exam pass rate: LMSW: 75.8%, LCSW: 68.5%
- ▶ CYFD (Title IVE) grant recipient - training stipends available for students
 - ▶ Small grant through Expanding Opportunities Project to recruit MSWs & Counselors to school-based mental health providers


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New Mexico State University

- ▶ BSW (generalist) and MSW (advanced generalist)
 - ▶ Available in-person in Las Cruces and online
 - ▶ Dual-degree: MSW-MPH
- ▶ 18 full-time faculty, with planned hire of two more
- ▶ 322 students last year (BSW & MSW combined)
 - ▶ 59 BSW and 47 MSW graduates last year
 - ▶ First-time licensure exam pass rate: LMSW: 77.8%, LCSW: 69.4%
- ▶ CYFD (Title IVE) grant recipient - training stipends available for students
- ▶ **IN DEVELOPMENT:** reopening of MSW program in Albuquerque, in partnership with UNM

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University of New Mexico

IN DEVELOPMENT:

- ▶ MSW program (advanced generalist), in partnership with NMSU, to be housed in ABQ at the College of Population Health
 - ▶ Anticipate 12-16 students per year, beginning in 2024
- ▶ Interprofessional Education Program
 - ▶ Collaboration with with NMHU to build interdisciplinary knowledge for social work, nursing, pharmacy, physicians, nutrition, speech and language pathologists, etc., statewide

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New Mexico Highlands University

- ▶ BSW (generalist) and MSW, with concentrations in:
 - ▶ Clinical Practice
 - ▶ Bilingual-Bicultural Clinical Practice (for SW practice with Spanish-speakers)
 - ▶ Leadership & Administration, with option for dual degree: MSW-MBA
- ▶ Classes available in-person (with some online courses) in: Albuquerque, Las Vegas, Santa Fe, Farmington
 - ▶ MSW Clinical Concentration (with Rural Practice focus) also available fully online
- ▶ 18 full-time faculty, with 3 more planned
- ▶ 169 BSW and 396 MSW students last year (565 total)
 - ▶ 72 BSW and 128 MSW graduates last year
 - ▶ First-time licensure exam pass rate: LMSW: 73.3%, LCSW: 78.0%
- ▶ CYFD (Title IVE) grant recipient - training stipends available for students
 - ▶ Other grants and special projects:
 - ▶ US Department of Education: Raices-SWEEP (Social Work Educational Enhancement Project)
 - ▶ Native American Social Work Studies Institute
 - ▶ Center for Excellence in Social Work
- ▶ **IN DEVELOPMENT:**
 - ▶ BSW online option
 - ▶ Additional MSW concentration in Social Work Practice in Native American Communities
 - ▶ DSW program, to help NM grow its own social work educators

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Barriers to Social Work Education

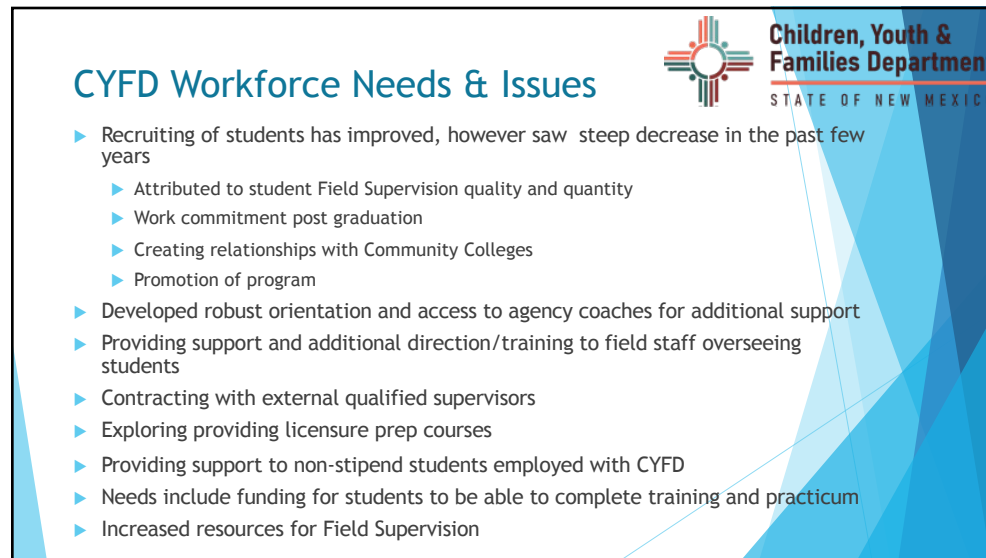
- ▶ Issues related to recruitment
 - ▶ Misunderstanding about what social work is
 - ▶ Low expectations for salary and cost of living
 - ▶ Access barriers, including difficult transfer from 2-year to 4-year schools
- ▶ Issues related to retention and graduation:
 - ▶ Competing demands
 - ▶ Work, family, and community obligations of "non-traditional" students
 - ▶ Financial burden
 - ▶ Tuition, fees, books
 - ▶ 16-20 hours/week @ internships are lost hours for paid work
 - ▶ Associated costs, especially childcare, travel, technology
 - ▶ Level of academic readiness and agency (self-efficacy)
 - ▶ Other personal, external factors that interfere with academic success
 - ▶ Poor health and mental health for student or family members
 - ▶ Difficulty meeting basic needs
 - ▶ Availability of field agency supervisors

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Ideas to Reduce Barriers to Social Work Education to Grow the Social Work Workforce

- ▶ Assistance with tuition (scholarships) for MSW students, but also:
 - ▶ Expanded loan forgiveness programs
 - ▶ Financial support for travel costs, daycare, basic needs/emergency assistance, mental & behavioral health care
- ▶ Stipends for students engaged in field practicum (internships)
 - ▶ General stipend to offset lost wages
 - ▶ Could include stipends, training, in exchange for work commitment to local government or state agencies, comparable to CYFD program (e.g., PED, ECECD, ALTS, Department of Corrections, DOH, etc.), or offering more flexibility or integration across agencies
- ▶ Stipends for agencies that provide supervision to students (and to recent graduates working towards licensure)
- ▶ Continued support for social work educational programs
 - ▶ Faculty: DSW program and/or incentives for local professionals; competitive salaries
 - ▶ Funding for staff (non-faculty), including administrative staff, but also:
 - ▶ Student support and mentoring
 - ▶ Outreach and recruitment
 - ▶ More broadly, equitable distribution of funds to all 4-year universities in NM
- ▶ Tax incentives for practicing in rural areas or certain high-need areas of practice

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CYFD Workforce Needs & Issues



Children, Youth & Families Department
STATE OF NEW MEXICO

- ▶ Recruiting of students has improved, however saw steep decrease in the past few years
 - ▶ Attributed to student Field Supervision quality and quantity
 - ▶ Work commitment post graduation
 - ▶ Creating relationships with Community Colleges
 - ▶ Promotion of program
- ▶ Developed robust orientation and access to agency coaches for additional support
- ▶ Providing support and additional direction/training to field staff overseeing students
- ▶ Contracting with external qualified supervisors
- ▶ Exploring providing licensure prep courses
- ▶ Providing support to non-stipend students employed with CYFD
- ▶ Needs include funding for students to be able to complete training and practicum
- ▶ Increased resources for Field Supervision

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Thank you! Questions?

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