

# 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
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# 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
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# 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
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# 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
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# 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
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**THANK YOU FOR YOUR SERVICE ON THIS COMMITTEE**

QUESTIONS.....