

REPRINT

**REPORT OF THE VIRGINIA
DEPARTMENT OF HEALTH PROFESSIONS**

**Social Work in the Commonwealth
of Virginia: An Assessment of
Compensation, Licensure, and the
Labor Market (SJ49, 2020)**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



SENATE DOCUMENT NO. 9

**COMMONWEALTH OF VIRGINIA
RICHMOND
2021**



COMMONWEALTH of VIRGINIA

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TO: The Honorable Ralph S. Northam
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Members of the Senate of Virginia
c/o The Honorable Susan Clarke Schaar

Members of the House of Delegates
c/o The Honorable Suzette Denslow

FROM: David E. Brown, D.C. 
Director, Department of Health Professions

Barbara Allison-Bryan, M.D. 
Chief Deputy Director, Department of Health Professions

DATE: October 22, 2021

RE: **Report on the need for additional social workers pursuant to SJ49 (2020)**

Attached is the report of the on the need for additional micro-level, mezzo-level, and macro-level social workers and increased compensation of such social workers in the Commonwealth, as requested in SJ49 of the 2020 Session of the General Assembly. The report was prepared by the Department in partnership with a Capstone team from the VCU Wilder School of Public Administration.

Should you have questions about this report, please feel free to contact Dr. Allison-Bryan at barbara.allison-bryan@dhp.virginia.gov or at (804) 367-4542.



Social Work in the Commonwealth of Virginia:

An Assessment of Compensation, Licensure, and the Labor Market

Prepared by the Virginia Department of Health Professions and the Virginia Commonwealth University

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Senate Joint Resolution 49

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SENATE JOINT RESOLUTION NO. 49

Offered January 8, 2020

Prefiled January 7, 2020

Requesting the Department of Health Professions to study the need for additional micro-level, mezzo-level, and macro-level social workers and increased compensation of such social workers in the Commonwealth. Report.

Patrons-- McClellan; Delegate: Guzman

Referred to Committee on Rules

WHEREAS, social workers form society's social safety net and offer important services to individuals, families, groups, organizations, and the governmental agencies and political subdivisions of the Commonwealth, guided by special knowledge of social resources and systems, human capabilities, and the part that conscious and unconscious motivations play in determining human behavior; and

WHEREAS, social workers are trained to provide service and action to effect changes in human behavior, emotional responses, and social conditions by the application of the values, principles, methods, and procedures of the profession of social work; and

WHEREAS, social workers have demanding positions that entail increasing levels of required paperwork, large caseloads, and consistent difficulties with challenging clients, including increased safety risks; and

WHEREAS, salaries of social workers are, on average, among the lowest of all occupations in the United States, especially among social workers with a master's degree; and

WHEREAS, workforce challenges facing the social work profession include high student loan debt, lack of fair market compensation, translation of social work research to practice, social worker safety, a lack of state-level licensure policies and reciprocity agreements for social workers providing services across state lines and via telehealth, and a lack of diversity, all of which affect recruitment and retention of social workers and lower the level of services provided to clients; and

WHEREAS, in order to continue the successful growth and development of citizens of the Commonwealth through the practice of social work, it is essential that efforts be taken to ensure that an adequate number of social workers are available to provide services and that social workers are compensated in a manner that both rewards their work and encourages a long-term workforce; now, therefore, be it

RESOLVED by the Senate, the House of Delegates concurring, That the Department of Health Professions be requested to study the need for additional micro-level, mezzo-level, and macro-level social workers and increased compensation of such social workers in the Commonwealth.

In conducting its study, the Department of Health Professions shall convene a work group, which shall include representatives of the Virginia Chapter of the National Association of Social Workers, institutions of higher education with social work programs, the Department of Social Services, and local departments of social services. The work group shall (i) identify the number of social workers needed in the Commonwealth to adequately serve the population; (ii) identify opportunities for the Commonwealth's social work workforce to successfully serve and respond to increasing biopsychosocial needs of individuals, groups, and communities in areas related to aging, child welfare, social services, military and veterans affairs, criminal justice, juvenile justice, corrections, mental health, substance abuse treatment, and other health and social determinants; (iii) gather information about current social workers in the Commonwealth related to level of education, school of social work attended, level of licensure, job title and classification, years of experience, gender, employer, and compensation; (iv) analyze the impact of compensation levels on social workers' job satisfaction and performance, as well as its impact on the likelihood of other persons entering the profession and any complications to such compensation levels caused by student debt; and (v) make recommendations for additional sources of funding to adequately compensate social workers and increase the number of social workers in the Commonwealth. The Department of Health Professions shall enter into data sharing agreements with the Department of Social Services and other employers of social workers to enable the exchange of de-identified data necessary to comply with the directives set forth in this paragraph.

All agencies of the Commonwealth shall provide assistance to the Department of Health Professions for this study, upon request.

The Department of Health Professions shall complete its meetings by November 30, 2020, and shall submit to the Governor and the General Assembly an executive summary and a report of its findings and recommendations for publication as a House or Senate document. The executive summary and report shall be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports no later than the first day of the 2021 Regular Session of the General Assembly and shall be posted on the General Assembly's website.

Executive Summary

As required by Senate Joint Resolution 49 (2020) and in partnership with a VCU Wilder School Master of Public Administration Capstone team, the Virginia Department of Health Professions (DHP) examined social work in the Commonwealth of Virginia by assessing compensation, licensure, and labor market data. Findings suggest that compensation in Virginia is competitive compared to neighboring states. The regulatory processes and subsequent potential barriers that exist are also similar to adjacent state regulations. Data gathered from the Virginia Employment Commission (2019) indicates that the demand for social workers within Virginia will grow 23% in the coming years.

The social work field is generally divided into three categories: macro, mezzo, and micro-level practitioners. Social work is a title-protected profession that requires obtaining an accredited Bachelor of Social Work or Master of Social Work to claim the title professionally. Licensure is within the Virginia Board of Social work. Licensure prerequisites, in addition to the university degree, include official supervision, and successful completion of the Association of Social Work Board Examination. An out-of-state social worker may also secure Virginia licensure through endorsement.

A significant complicating issue this study faced is that not all social workers are required to be licensed by the Virginia Board of Social Work. Exemptions from licensure in Virginia code § 54.1-3701 include salaried employees or volunteers of the federal government, the Commonwealth, a locality, or a private, nonprofit organization or agency sponsored or funded, in whole or part, by a community-based citizen group or organization, and the clergy. At this time, it is not possible to quantify the number of unlicensed social workers or the work they do.

Once a social worker enters the field, retention becomes a priority. The literature suggests that the inherent stress of a social worker's scope of practice contributes to turnover within the profession. Senate Joint 49 suggested that more competitive salaries could support retention. The study employed a web-crawler (i.e., automated data collection) to gather secondary salary data and demand data. The most in-demand social work areas within Virginia were Mental Health and Healthcare Social Workers. The average salary for social work jobs collected by the web-crawler was \$69,964 compared to the 2019 average of \$56,858 (Virginia Employment Commission, 2019).

The Virginia Board of Social work has already done much to streamline application requirements and minimize licensure fees. In the past year, a 3000 hour supervisory requirement for licensure at the bachelor's level has been eliminated. Regulations to support ease of licensure by endorsement are at the notice of intended regulatory action (NOIRA) phase.

DHP and the VCU Capstone Team recommend additional study of this issue. Funded studies, especially targeting data capture of unlicensed social workers, can address the data gap and provide more complete understanding about what actions could be taken by public organizations and private firms to support the social work profession in the Commonwealth. Additional recommendations include pay band increases for public-sector social workers, reviewing current licensure requirements to ensure they are not overly restrictive, sponsored scholarships, and service loan forgiveness. These actions work toward ensuring a robust workforce with a steady stream of new entrants and a low rate of current practitioners leaving the profession.

Summary of Recommendations

- 1. Per §54.1-3701 many public and private sector social workers are not licensed. The number, duties, need for accountability, and potential burdens of licensure on unlicensed social workers should be included in a funded study of the social work workforce conducted by a professional firm or educational institution.*
- 2. Social work compensation should be adjusted to be commensurate with average salaries in Virginia.*
- 3. The Board of Social Work has developed a pathway for the over 900 Licensed Master of Social Work (LMSW) licensees to work clinically under supervision if desired. The General Assembly will need to pass legislation to license these individuals as "Licensed Resident in Social Work" practitioners.*
- 4. The Board of Social Work should work with professional organizations and other stakeholders to assess regulation around licensure.*
- 5. The Board of Social work should pursue both reciprocal licensure with Virginia's contiguous states and engage in discussions with the Council of State Governments concerning a Social Work Compact.*
- 6. The General Assembly, healthcare and community organizations, and educational institutions should consider avenues to attract new practitioners such as loan forgiveness or scholarships.*

Introduction

In January 2020, the Virginia General Assembly passed Senate Joint Resolution 49 requesting the Department of Health Professions review the current need for additional social workers in the Commonwealth of Virginia. The Joint Resolution called for input from stakeholders including social work educators, professional organization leaders, and social workers themselves to address the pertinent issues. The Resolution called for an examination of challenges and professional barriers for social workers.

Projections of the demand for social workers outpace the national labor market by nearly quadruple the growth rate (Bureau of Labor Statistics, 2019). The increased demand for social work services prompts a review of compensation, licensure regulations, and the current labor market, which are the primary factors that contribute to social worker availability in Virginia. Retention and job satisfaction for those in the profession are also critical factors (National Association of Social Workers, 2020; Wermeling & Smith, 2009; Barak, 2001).

Through a review of current literature, interviews with stakeholders, and an examination of available wage data, job satisfaction statistics, and open position data, this study responds to three research questions:

1. Is compensation for social workers competitive in Virginia?
2. Are there regulatory barriers to the practice of social work?
3. What is the current demand for social workers in the Commonwealth?

Answers to these questions will help inform the number of social workers in the Commonwealth needed to serve the population adequately and how they can be retained.

Background Information

There are three categories of social workers: macro-level, mezzo-level, and micro-level (University of Southern California, 2018). Macro-level social workers affect societal change at the national, state, and local levels. Roles include community organizers, policy advocates, and scholars of social work. Mezzo-level social workers work at the group level and provide services to small groups, families, or organizations. These social workers may work for companies, healthcare entities, or within religious organizations. Micro-level social work is the domain of clinical social workers. This category of social work is the most regulated as these social workers are involved in individual casework, most often in a healthcare setting. In the literature, as well as in public policy, the divide between the macro/mezzo social worker and micro-level social worker is evident. Macro and mezzo social workers are not captured in the few empirical studies that have been done on the workforce. This divide is more pronounced in Virginia because social workers in government agencies, clergy social workers, and certain others are not required to be licensed (§ 54.1-3701). Inherent divisions in social-work practice appear in characteristics of social workers' compensation, licensure, and workforce roles, which makes capturing the different divisions of labor within the profession important because one data set cannot be extrapolated to all.

Compensation

In examining social worker compensation in the Commonwealth, several factors must be considered due to the scope of social work practice. Most data represented in the current literature have an overrepresentation of licensed and clinical social workers. Macro-level and unlicensed social worker compensation data are very difficult to capture, and based on both scholarly review and current authorities in the field, are

virtually non-existent. Most sources attempting to capture this subset of the social work population are incomplete and outdated, and subsequently lack relevance. Additionally, much workforce data on social work focuses on educational statistics, turnover, and burnout (Irene, 2010). While this information is vital to understanding the challenges of social workers in Virginia, it does not supplant the need for adequate wage data from all fields of social work practice.

An assessment of a competitive wage for the field also presents challenges.

Characteristically, social workers have an extensive scope of practice, encompassing billable hours in a clinical setting as well as community organizing, administration, and policy development (Zerden, 2016). Title protection in the Commonwealth does not allow for individuals to use the title “social worker” without a baccalaureate (BSW) or graduate-level (MSW) degree in social work from an accredited program. Macro/mezzo social workers located in religious, nonprofit, and similar settings may practice social work without being accounted for or operating under title protection. The National Association of Social Work details its definition of social work as the “professional application of social work values, principles, and techniques to one or more of the following ends: helping people obtain tangible services; counseling and psychotherapy with individuals, families, and groups; helping communities or groups provide or improve social and health services; and participating in legislative processes.” Social work can be accomplished by policy advocates, community organizers, clinical practitioners, and even social work researchers and faculty members. Due to this wide scope of practice, there are inherent challenges in attempting to determine what compensation is competitive and adequate when speaking of social work as a whole profession. The divide inherent in social work between the macro, mezzo, and micro roles and practices leads to difficulty capturing what social workers do and an assessment of adequate compensation. Salary sources for social workers include public

agencies, private companies, and nonprofit organizations. Addressing the need for salary increases across any sector is left to the discretion of managers and human resource directors. State and local realignments may have minimal effects on the private sector (Barth, 2003). Due to the resource-limited environment in which many social workers operate, a substantial salary increase may not be feasible due to the excessive financial strain on smaller, community-based organizations (Barth, 2003).

Compensation Analysis. The past 20 years of wage data have demonstrated that social workers, even those who have obtained a Licensed Clinical Social Worker (LCSW) designation, are largely under-compensated compared to similar professions in the Healthcare and Human Services field (Barth, 2003; Irene, 2010; NASW, 2019). Several factors such as licensure stratification, the broad scope of practice, and trifurcation of the field contribute to compensation's variable nature, though some characteristics remain stable across these strata. Social work continues to be a female-dominated profession, with >85% of BSW & MSW students in 2019 identifying as female (CSWE, 2019). Although women make up the vast majority of social workers, males in the profession, consistent with persistent wage inequalities in other job sectors in the United States, reported an average income of \$2,900 more than their female counterparts (NASW, 2020).

Nurses, often used as the closest professional comparison to clinical social work, were paid 116% of the median national income in 2007, versus social workers who were paid 80% of the median salary (Irene, 2010). Commonly held views propose that social work, though an underpaid profession, offers intrinsic rewards and that the satisfaction from fulfilling the mission is more important than higher salaries (Schweitzer, 2013). While individual reasons for entering social work may be idealistically motivated, a 2009 study by Wermeling & Smith of 785 MSW graduates upended this assumption. Of those graduates, 92% of respondents indicated that "earning an above-average income was

not only important but also associated with retaining social workers in the profession” (p.384). While many social workers may not enter the field due to the draw of substantial financial compensation, it is a significant factor in retention and job satisfaction (Wermeling, 2013). The NASW 2020 workforce data report also supports these findings, reporting that 44.5% of survey respondents report having difficulty finding a job in which they were satisfied. The most common reason for that lack of satisfaction cited was inadequate compensation (13.6%). In contrast, the Virginia Healthcare Workforce Data Center’s (HWDC) annual survey of licensed clinical social workers demonstrates 96% of respondents are satisfied with their jobs (Healthcare Workforce Data Center (HWDC), 2020). Lack of data on unlicensed social workers, however, make workplace satisfaction, especially in regard to total compensation difficult to determine for all social work specializations.

Before Barth’s 2003 comprehensive study on social work wage data, there is no aggregated empirical study on wage trends, though the Bureau of Labor Statistics, the Virginia Employment Commission, National Association of Social Workers, and Council on Social Work Education publish workforce statistics. Concurrent with other data, there is a lack of representation of unlicensed social workers to provide a complete comparative analysis. Relying on data from licensed practitioners alone does not provide for a total picture of adequate compensation.

State and National Compensation Comparison. According to the Virginia Department of Health Professions (2020), there are over 11,000 licensed Social Workers in the Commonwealth of Virginia. There are an unknown number of unlicensed social workers operating in various macro, mezzo, and micro social work roles in the state. Virginia Employment Commission (VEC) data from 2019 lists four categories under “Social Work” in the official occupational title and related Standard Occupational Classification (SOC) system designation. SOC codes are used to categorize occupational job categories for

data collection at the federal level. The occupations are grouped according to similar job function, required skills, education, or training level (Bureau of Labor Statistics), but might not relate directly to Virginia’s licensure categories. A SOC designation is a human resource data collection tool rather than a licensure regulation tool. Data collected from the Health Care Workforce Data Center through the Department of Health Professions, while robust, provide data on approximately 7,600 licensed social workers, while the Bureau of Labor Statistics identifies over 16,770 total social workers in the state based on the SOC classification system. The significant difference in these numbers underscores the importance of capturing data on unlicensed social workers.

Data from VEC details annual average wages for 16,770 social workers jobs in 2019.

Using additional information from the Bureau of Labor Statistics, Table 1 offers comparative wage data demonstrating that Virginia’s compensation for captured social work occupations is above the national average, with the exception of Health Care Social Workers:

Table 1 *Comparison of Average Annual Pay of Virginia SWs v. Average Annual Pay of National SWs with Employment Data (Virginia)*

Social Work Specialization	Estimated Employed (VA)	Average Annual Pay (Virginia)	Average Annual Pay (US)
Social Workers, All Other	610	\$74,850	\$61,230
Child, Family & School Social Workers	8,730	\$48,690	\$47,390
Mental Health & Substance Abuse Social Workers	4,340	\$48,150	\$46,650
Healthcare Social Workers	3,090	\$55,740	\$56,750
Total	--	\$56,858	\$53,005

Source: U.S. Bureau of Labor Statistics (2019)

Using aggregated pay data, the average 2019 annual pay in Virginia across all job sectors was \$56,740 (Bureau of Labor Statistics, 2019). Table 2 compares the average wage for each social work SOC category comparative to the mean annual salary in Virginia for all jobs.

Table 2 *Comparison of Virginia Average Pay (SW) v. Virginia Average Pay (All Job Sectors)*

Social Work Specialization	Average Wages (Social Workers)	Average Wages (All Job Sectors)
Social Workers, All Other	\$74,850	132%
Child, Family & School Social Workers	\$48,690	86%
Mental Health & Substance Abuse Social Workers	\$48,150	85%
Healthcare Social Workers	\$55,740	98%

Source: Virginia Employment Commission (2019)

Comparing the average wages of social workers in Virginia with the average salaries for all jobs in Virginia illustrates that Virginia’s social workers are compensated at a rate below the state average. The lack of existing data for macro/mezzo practitioners could widen pay gaps even further for unlicensed social workers unrepresented in these datasets. However, without complete wage information, concrete conclusions cannot be drawn. These two datasets show that although most social workers in Virginia earn a competitive wage relative to other social workers nationally, they are earning less than the average Virginian.

Licensure

As of March, 2021, the Virginia Board of Social Work had issued 11,628 licenses or registrations.¹

Social Work Category	Current Active	Current Inactive	Total
Licensed Clinical Social Worker	7,709	190	7,899
Licensed Masters Social Worker	913	19	932
Licensed Baccalaureate Social Worker	27	0	27
Registration of Supervision	2,761	0	2,761
Registered Social Worker	8	0	8
Associate Social Worker	1	0	1
			11,628

By far, the largest group of licensees is the Licensed Clinical Social Workers. A clinical social worker practices at the micro level and is a social worker who, by education and experience, is professionally qualified at the autonomous practice level to provide direct diagnostic, preventive and treatment services when functioning is affected by social and psychological stress or health impairment. This is the group that is surveyed annually by the Healthcare Workforce Data Center. Demographic data, current employment situation, workload descriptions, trending data and the like are available for these Virginia professionals in the Profession Report (HWDC 2020).

In contrast, a masters social worker engages in the practice of social work and provides non-clinical, generalist services, including staff supervision and management. A

¹ Associate Social Workers and Registered Social Workers are registrations initiated with the former Virginia Board of Registration of Social Workers under former §54-775.4 of the Code of Virginia. Registrations are no longer issued in these two categories; there are only nine still "grandfathered" and current in the Commonwealth.

baccalaureate social worker engages in the practice of social work under the supervision of a masters social worker and provides basic generalist services, including casework management and supportive services and consultation and education.

These social workers are generally practicing at the mezzo or macro level.

To License or Not to License. The overall goal of health professional licensure is the protection of those receiving services from a healthcare provider. Social work licensing boards create, maintain, and amend licensure requirements in line with the Board's assessment of how to protect the public and maintain quality of care. In the Commonwealth of Virginia, students and clergy whose scope of practice includes social work are exempt from licensure. In addition, §54.1 3701 exempts:

persons employed as salaried employees or volunteers of the federal government, the Commonwealth, a locality, or of any agency established or funded, in whole or part, by any such governmental entity or of a private, nonprofit organization or agency sponsored or funded, in whole or part, by a community-based citizen group or organization. Any person who renders psychological services, as defined in Chapter 36 (§ 54.1-3600 et seq.) of this title, shall be subject to the requirements of that chapter. Any person who, in addition to the above enumerated employment, engages in an independent private practice shall not be exempt from the requirements for licensure;

as well as

persons regularly employed by private business firms as personnel managers, deputies or assistants so long as their counseling activities relate only to employees of their employer and in respect to their employment. (§54.1 3701)

Given these descriptions, aside from the clergy, many of the exempted practitioners are likely to be practicing on the mezzo or macro level. For the past two decades, an

academic and regulatory debate about licensure for macro-level practice weighs the benefits and disadvantages of policy change (Rothman, 2014). The discussion has not been resolved, and there are several reasoned arguments for and against universal licensure for social workers. Supporters of universal licensing assert macro-practitioner licensure will ease the push for clinical licensure as the profession's pinnacle and reinstate the unique person-environment systems interplay central to social work. Some scholars argue that the focus on clinical social work licensure has marginalized macro social work practice (Ezell, Chernesky, & Healy, 2004). Rothman (2012) noted that, because licensing focuses on clinical social work, "macro students feel that their employment options will be constrained because they will not be qualified to work in the much larger clinical arena if they are not able to get macro jobs or if they want to switch emphasis" (p. 9). At present, macro and mezzo-level social workers often compete with other specialties, such as community organizing, public administration, policy analysts, and educators. (Donaldson, 2014). Supporters argue expanded macro-practitioner license will generate more inclusivity in the underrepresented population of unlicensed social workers.

In addition, this same focus has marginalized individuals with a masters of social work degree (MSW) who may have had significant clinical hours in training, but choose not to seek a full licensure as a clinical social worker (LCSW). The requirements for the LCSW leave masters social workers with a broad scope of micro/mezzo experience unable to practice on the micro level. The Virginia Board of Social Work has taken steps to rectify this. The Board has identified two types of Master's level social workers. Those that pursue a macro education remain LMSWs who pursue a macro education and do not provide clinical work, but work within an agency setting or focus on policy are one type. Masters level social workers who have taken a clinical course of study will be able to conduct clinical social work services under supervision. The Board has requested legislation to license these social workers with the title Licensed Resident in Social Work.

Those opposed to the expansion of licensure to require all macro and mezzo level SWs as well as those exempted from licensure by §54.1-3701 find it difficult to satisfy the cost-benefit ratio. Specialization in macro-level social work comprises only 6.5% of MSW and BSW graduates (Doaldson, 2014). Some social work scholars do not view licensure as appropriate to macro-level social work practice because of the additional financial and administrative burden placed on practitioners, who increasingly struggle with student debt (NASW, 2020).

Licensure by Examination: Virginia's population of 8.6 million people includes over 11,000 licensed social workers and an unknown number of unlicensed social workers. The regulating body for social workers is the Virginia Board of Social Work. Virginia issues three social work license types: the Licensed Baccalaureate Social Worker (LBSW), the Licensed Master's Social Worker (LMSW), and the Licensed Clinical Social Worker. Successful licensees for the LMSW hold a Master of Social Work degree (MSW) from a Council on Social Work Education (CSWE) approved program. The LCSW requires an MSW from a CSWE accredited university in addition to supervised work experience before LCSW licensure (Virginia Department of Health Professions Board of Social Work Licensure Process Handbook, 2020). LBSW, LMSW, and LCSW licenses each require successful completion of the appropriate Association of Social Work Boards (ASWB) licensing examination.

Regionally, contiguous states of Virginia follow a similar process to licensure: accredited degree, professional supervision, the appropriate level ASWB examination, and the state board approved licensure. The Commonwealth does not require more clinical or supervisory hours than other states for the LCSW license. There are numerous fees throughout the process, from exam request forms to applications to the examinations themselves. With examination fees, licensure may cost in the \$300-\$400 range. Virginia is comparable to neighboring states in their licensure process for all three license types.

Virginia tends to have lower licensing and renewal fees than neighboring states (examination fees are fairly constant). This information is tabulated in Appendix 1.

Licensure by Endorsement. An expedited process to obtain a license in a state when one is held in another state is referred to as licensure by endorsement (ASWB, 2021). Currently in Virginia, a social worker with an active and unrestricted license in good standing in another state with verification of active practice for 24 out of the past 60 months in another jurisdiction OR practice in an exempt setting (in Va. or out-of-state) for five years OR evidence of supervised experience (18VAC140-20-45), and who can document successful completion of the appropriate approved examination may apply for licensure in Virginia by endorsement at the comparative level of their primary license. The endorsement applicant for clinical social work must also provide post-licensure experience verification or submit evidence of the required supervision. Similar paths to licensure through endorsement are operative in all of Virginia's contiguous jurisdictions except Kentucky (Appendix 2). The Virginia Board of Social Work has proposed a regulation that eliminates the active practice requirement for licensure by endorsement. This proposed regulation is now in with the Department of Planning and Budget. Once that regulation becomes final, Virginia will boast the smoothest pathway for endorsement licensure in the contiguous states.

In 2020, precipitated by an acute need for behavioral health workers during the COVID pandemic and authorized through Executive Order 51 and the original Executive Order 57, the Virginia Board of Social Work granted a temporary license by endorsement to licensed clinical social workers with a license which was in good standing and free of current reports to the United States Department of Health and Human Services National Practitioner Data bank issued by any other state. The Board of Social Work licensed 510 temporary LCSWs by endorsement beginning on April 17, 2020. These licenses expired on September 8, 2020.

Reciprocal Licensure. Reciprocity is a system allowing professionals to seamlessly work in a different state when holding a license in another; drivers' licenses in the United States operate on a reciprocal system. No true reciprocity for social work licensure is in place anywhere in the country (ASWB, 2021). In 2020, however, the Virginia General Assembly approved Senate Bill 53. Now incorporated into Chapter 617 of the Code of Virginia, the Board of Social work shall:

pursue the establishment of reciprocal agreements with jurisdictions that are contiguous with the Commonwealth for the licensure of baccalaureate social workers, master's social workers, and clinical social workers. Reciprocal agreements shall require that a person hold a comparable, current, unrestricted license in the other jurisdiction and that no grounds exist for denial based on the Code of Virginia and regulations of the Board.

The Board of Social Work is engaged in this pursuit. The ASWB is supportive of this initiative. In addition, social work was selected this year as one of five professions to work with the Department of Defense and the Council of State Governments to develop a licensing compact to support social work practice mobility (ASWB, 2021). The Executive Director of the Virginia Board of Social Work serves on the Technical Working Group for that initiative.

Labor Market

The number of licensed LCSWs in Virginia increased by 27% from 2015-2020 (HWDC, 2020). As presented in Table 4, a 23% increase in the social worker labor market is projected this decade in the Commonwealth. That translates to about 3,920 new social work positions. Further breakdown of areas of social work specialization is offered in Table 4. This estimate does not include current vacancies. It is important to note once again that these estimates lack data on unlicensed social workers.

Table 4 Long-Term (2019-2029) Growth Projections for Social Work in Virginia

Social Work Specialization	Estimated Employment	Projected Employment	Percent Change
Social Workers, All Other	610	680	12%
Child, Family & School Social Workers	8,730	10,760	23%
Mental Health & Substance Abuse Social Workers	4,340	5,390	17%
Healthcare Social Workers	3,090	3,860	14%
Total	16,770	20,690	23%

Source: Virginia Employment Commission, 2019

Retention. Available data from the Bureau of Labor Statistics (2019) and the Virginia Employment Commission (2019) show that demand for social workers will far outpace that of the general labor market over the next eight years. Analyzing the demand for new entrants into the labor market provides only a partial answer to how many social workers are needed. While continuous recruitment of quality employees is critical to building a strong workforce, equally important is retaining employees. Low retention of existing social workers exacerbates current demands and can compound the stress of those with intentions of remaining in the field (Yoon, 2017). Decades of literature on social work documents that the field maintains high turnover rates and consistently struggles with long-term retention (Mor Barak, 2001).

Virginia data, available only for LCSWs, do not affirm this high turnover rate. The Health Care Workforce Data Center annual profession report of LCSWs reports that over 29% of respondents have been in their current workplace for more than 10 years and 46% have been at their same workplace for more than 5 years (HWDC, 2020). Retention data nationally and in the Commonwealth are unavailable for unlicensed social workers,

LMSWs, and LBSWs. To draw more precise conclusions, a more accurate profile of the workforce's current state is a recommendation for further study.

Factors contributing to the reported high turnover rates may be inherent to a social worker's scope of practice. Often, social workers are exposed to traumatic cases in mental health, gerontology, child, family, and other fields. Health and human services workers have developed secondary traumatic stress (STS) due to their emotional labor in their profession. The prevalence of STS among those who manage caseloads involving client trauma is approximately two to five times higher than the general US prevalence rate of adults with PTSD (Quinn, 2019). High caseloads and intensive emotional investment can lead to high turnover. It is crucial to consider the impacts of caseloads, as well as other factors, on retention. More retention data on a local level is needed to understand its implications on the labor market.

Caseload. Client caseloads influence turnover and retention levels for social workers (Zhang et al, 2015). Each client represents an administrative workload. Due to the sweeping breadth of issues social workers address, it is difficult to estimate the specific amount of involvement a case will require. Attempts to address needs have yielded sweeping generalizations in demand estimations (Zhang et al, 2015). The supply side is further complicated due to variation in caseloads for social workers. The NASW Standards for Social Work Case Management (2013) defined caseloads as the number of clients served by a social worker at a given point in time. Caseloads and workloads vary based on the focus and scope of SW responsibilities and from organization to organization. Caseload size can directly affect a social worker's capacity to engage clients in case management's ongoing process. The only guidance that NASW provides is that "caseload size should allow for meaningful opportunities for client contact" (NASW, 2013). This leaves the final decision on caseload size to the supervisor and organization's discretion, allowing for dramatic variability from organization to

organization. Although LCSWs see clients in the clinical setting rather managing a caseload, according to data from the Virginia Healthcare Workforce Data Center, 63% of LCSWs in the state worked 40 hours or more per week (HWDC, 2020).

Specific caseload guidance is provided regarding only one group of social workers, those who work with child welfare. Multiple organizations have guided family and individual caseloads, including the Child Welfare League of America, which recommends caseloads between 12 and 15 children per worker. The Council on Accreditation recommends that caseloads not exceed 18 per worker (NASW, 2004). In the 2004 Child Welfare Report, the NASW found that the average caseload was between 24 and 31 children for social workers surveyed. This specific social work field can provide a sample of the disparity between recommended and realized caseloads but cannot be extrapolated to the broader population.

Summation of Literature Review

Determining the scope of unlicensed social work within the Commonwealth is the first step to capturing accurate data. Available data is in the form of licensed practitioners, of which there are over 11,000 currently practicing within Virginia. Differences in macro, micro, and mezzo social work lead to broad scopes of practice in varied settings that may be clinical or administrative, or focused in policy or community organizing. The vast array of skill and specialization variance leads to social work being largely classified as either a micro-level practitioner who is licensed or a macro/mezzo social worker who often is not. Unlicensed social workers are not represented in workforce data; definitive conclusions about their compensation, demand, and regulatory requirements are difficult.

Contiguous state analysis shows a similar picture of social work in states bordering Virginia. Though the process is relatively similar across Virginia's neighboring states,

regulatory barriers may be a deterrent to practice as there is no true reciprocity of licensure. A potential barrier to practice is the required supervisory hours for clinical licensure. While supervised experience is important, because the hours must be obtained within a specified period of time, securing them could prove difficult for candidates if unforeseen circumstances unfold during the supervision period. In Virginia, a minimum of 3000 hours of supervised post-master's degree experience in the delivery of clinical social work services must be completed within four consecutive years. The Board is able to grant a twelve month extension.

Growing labor market projections on a local and national level indicate rapid growth. The average 23% growth of the field by 2029 requires attention before workforce shortages are exacerbated (Virginia Employment Commission, 2019). While applications for licensure increase yearly, they are not increasing at this rate. Labor retention continues to be a pressing issue and research has shown many social workers are unsatisfied with their level of compensation. As previously stated, most licensed social worker's in Virginia make less than the average Virginian despite a high educational level. This conclusion is a byproduct of the demanding caseloads that tend to accompany mental health stressors faced by the practitioner. Future research can further examine the interdependence between compensation for social workers, the regulatory barriers to practice social work, and the labor market demand for social work in Virginia; a thorough description of unlicensed practice will aid in an accurate depiction.

Methodology

The review of current literature and data collected on licensed social workers allowed us to address the primary factors related to our three research questions:

1. Is compensation for social workers competitive in Virginia?
2. What are the regulatory barriers to practice social work?
3. What is the current demand for social workers in the Commonwealth?

To further illustrate the current demand for social workers in the Commonwealth and respond to research question three, the VCU Project Team conducted exploratory data collection and analysis of social work job postings on popular job board websites. The method gathers job postings that represent a snapshot in time, a high-level overview of the characteristics of the social work job market in Virginia. The data collected provides insight into the current hiring demands of employers around the Commonwealth.

Data Collection

To collect data, the team used a web crawler, an automated program that reads HTML and records data specified by the user. The program captured and collected information from job posts on three of the most highly trafficked job sites between March 5th and March 6th, 2021.

Indeed.com, Monster.com, and Glassdoor.com, allowed a web crawler to access their domains as defined in their Terms of Service. Starting with each website's internal search function, the web crawler searched using the job title "social worker" and each Virginia county or city name. The crawler then went through every listing one at a time and

grabbed the data as specified in its code. It moved in order of search result to be returned, scanning through every page until no new result was found. This process was repeated for every city and county in Virginia on each of the three job boards.

The information targeted for collection from each job post was the job title, the hiring organization, the city or county the job is located in, the salary, the summary information for the job, whether the job is full-time or part-time, the date the job was posted, the site the job posting was on, and the URL of the post. Summary information was any information that was provided in the space after salary under a job posting.

Collected data was validated through an organizational process that grouped all the job postings from the three web crawlers into a single file format. To ensure duplicate job postings were removed from the dataset, a program was developed that took each job posting one at a time and examined it against a list of postings the program had already observed. After two rounds of validation, a file was created with all of the unique values and converted into a CSV file where it could be analyzed in Microsoft Excel.

For analysis, the jobs were organized into the Standard Occupation Classification (SOC) framework developed by The Bureau of Labor Statistics. The SOC framework translates unique job titles into standardized groupings, allowing for comparison between job types via a coding and reconciliation process. Once the job postings were organized, descriptive statistics were captured for annual salaries, degree requirements, and employment type, for each social work specialization.

This analysis is not intended to be a comprehensive review of all available social work jobs in Virginia but rather a snapshot in time of social work job postings in the Commonwealth. Using the data captured in this process, analysis illustrates the current

job market in Virginia. Results provide insight into the characteristics of available social work jobs such as the average salary across analyzed job postings, the average job type, the types of qualifications sought, and locations for employment. These insights will inform stakeholder directions of inquiry and provide a starting point for further research.

Results

The web crawler captured an original 2,532 jobs, each of which represented a unique job identified through the validation process. In cleaning the data, 1,579 were deleted because they were not jobs based in Virginia or they were not social work jobs. Another 779 were removed because of incomplete data due to variation in the format of the job posting. The remaining 174 job postings represented micro, mezzo, and macro social work jobs in Virginia.

Reflected in Table 5.1 is the number of jobs returned for each of the four BLS social work specializations. Of the 174 job postings analyzed, 26% were Social Work, All Other, 11% were specialized in Child, Family & School Social Workers, 32% were Mental Health & Substance Abuse specialists, and 31% were Healthcare Social Workers.

Table 5.1 *Job Postings by Social Work Specialization*

Job Postings by Specialization		
Specializations	# of jobs	Percent
Social Workers, All Other	46	26%
Child, Family & School Social Workers	19	11%
Mental Health & Substance Abuse Social Workers	56	32%
Healthcare Social Workers	53	31%
Total Job Postings	174	35%

As shown in Table 5.2, across all but one social work specialization the average salary for the jobs collected was higher than the average annual pay in Virginia as captured by Virginia Employment Commission.

Table 5.2 Job Postings by Social Work Specialization

Average Salary by Specialization			
Specializations	Average salary From job posts	Average annual pay in Virginia	Percent Difference
Social Workers, All Other	\$71,460	\$74,850	-5%
Child, Family & School Social Workers	\$68,883	\$48,690	+41%
Mental Health & Substance Abuse Social Workers	\$69,154	\$48,150	+44%
Healthcare Social Workers	\$70,357	\$55,740	+26%
Average Total	\$69,964	\$56,858	+23%

Source: Virginia Employment Commission (2019)

The exception to this was Social Work, All Other which was \$3,390 lower than the State average. The average salary for all collected social work positions was \$69,964, which is 23% higher than the state average for all social work specializations at \$56,858.

Table 5.3 below shows the percent of jobs that required at least a Master's degree as the minimum hiring standard. A Master's degree was the minimum degree requirement for 35% of the social work job postings collected. Social Workers, All Other came in on the lowest end of that with 18% of jobs posted requiring a Master's degree, followed by Healthcare Social Workers at 26%, Child, Family & School Social Workers at 47%, and Mental Health and Substance Abuse Social Workers at 52%. Tying into table 5.3 licensure requirements often needed to practice in any one of the various specializations, without a Virginia social work license practice is not possible.

Table 5.3 Degree Requirements by Social Work Specialization

Degree Requirements by Specialization	
Specializations	Masters required
Social Workers, All Other	18%
Child, Family & School Social Workers	47%
Mental Health & Substance Abuse Social Workers	52%
Healthcare Social Workers	26%
Total	35%

Table 5.4 reflects recurring job titles in the data. The most frequently occurring title collected from the data across all specializations was Case manager which appeared in Social Work, All Other, Child, Family & School Social Worker, and Mental Health & Substance Abuse Social Worker.

Table 5.4 Job Title by Social Work Specialization

Job Title by Specialization			
Social Work, All Other	Child, Family, & School Social Worker	Mental Health & Substance Abuse Social Worker	Health Care Social Worker
Case manager Social Services Associate Social Worker	Case manager School Social Worker	Case manager Mental Health Counselor Mental Health Therapist	Registered Nurse Social Worker Licensed Clinical Social Worker Registered Nurse Social Worker

Limitations

The data collection process was limited by the variability among the structures of a job post. Job posts are not uniform in format and vary from site to site and company to company. Given this unstructured post format, information may not have been recorded if it was not in the location that the web crawler was programmed to look for it.

Additional time for development would allow for further sophistication to be programmed into the web account for variability. Beyond the limitation of the web crawler itself, job boards do not have consistent requirements for required information in a job post. Some job postings do not include such information as salary or if a position is full-time or part-time. This led to capturing null values in some places for some data.

Discussion

These findings suggest that there is a variety of market demand for social work job positions. Four specializations of the 174 social work jobs were collected and distributed by the web crawler, with over 60% of all job postings focusing on two areas Healthcare and Mental Health. The data collected indicates that degree requirements do not tightly restrict positions for social workers. The social work jobs that require a master's degree or higher represented 35% of all postings, Social Workers, All Other required the most at 65%, while Healthcare specialization only had 26% of job postings requiring a Masters. Many Healthcare postings are related to in-home patient care, which often does not require a graduate degree. Social work, all other, which encompassed director positions, academic faculty positions, and other positions outside of direct patient care, had more advanced degree requirements. The average salary for the job postings collected equaled \$69,964, 23% more than the average annual pay for social workers across all specializations estimated by the Virginia Employment Commission in 2019. A future

study could determine if the increased annual pay drew social workers from other jurisdictions.

Current data and other recent trends suggest a growing market, and make it clear that social work is a vibrant industry with varied opportunities throughout Virginia. As this is an initial study, the snapshot is limited in its size, and the data collection was only conducted across three job sites. The findings reinforce the national discussion that social work is a needed and in-demand profession. We hope the findings displayed here will be followed by additional studies with more extensive data, including longitudinal data, currently unavailable for this first empirical study on the state of social work in the Commonwealth of Virginia.

Conclusions

Our research, stakeholder conversations, and data collection indicate the social work profession is in high demand and requires action to determine the best path forward for both unlicensed and licensed social workers. We demonstrate that demand for social workers in Virginia far outpaces that of the average projection of the U.S. job growth (Bureau of Labor Statistics, 2019). To adequately meet the needs of Virginia's residents, the field of social work must attract new social workers, as well as retain current practitioners.

Inadequate compensation is cited as one of the most common reasons social workers are not satisfied with their jobs. While social workers in Virginia are paid competitive salaries compared to the national average, they are still paid below the average salary for a professional in the state of Virginia. Due to chronic low-pay social workers have indicated in national surveys that compensation remains a chief concern for retention and job satisfaction (NASW, 2020) (Virginia Employment Commission, 2019). In consideration of these factors, DHP and the VCU project team put forth the following recommendations:

Compensation. Since there is a lack of extensive wage data at a state or national level, further data collection may provide a more representative dataset in order to fully understand if social work compensation is adequate and competitive. There are wide compensation variations depending on specialization and employers. Future policy actions affecting compensation of public-sector employees would not necessarily universally affect all social workers due to the resource-limited environment of some non-profit entities. However, state-employed social worker compensation could be

increased to attract new and retain current practitioners. The largest improvements to compensation would have to be private-sector driven for the biggest impact; if the state-employee wages rose, private employers would need to also raise wages to remain competitive. Raising public-sector wages could be accomplished by increasing the pay band ceiling within the job roles for social worker positions if a blanket equity adjustment is not feasible.

The question of if social workers as a whole are compensated adequately, given the current data available, cannot be determined. There is sufficient data on licensed clinical social workers in the Commonwealth through the Virginia Healthcare Workforce Data Center and some additional data available through the Virginia Employment Commission and Bureau of Labor Statistics. These sources suggest that Virginia's social workers are paid a competitive wage compared to the national average, but social workers as a healthcare profession are among the lowest-paid health professions (Bureau of Labor Statistics, 2019). Our own data collection suggest that social workers in Virginia may even be paid more than what is recorded in state data. However, there is lack of sufficient data capture on unlicensed social workers to provide a determination if all social workers are adequately compensated. The team recommends further comprehensive research targeting unlicensed social worker wage and workforce data to provide an accurate assessment.

Licensure. During conversations with both regulators and stakeholders in the social work profession, opinions surrounding licensure expansion and portability were one of the topics with the biggest divisions. These two salient issues raised the following questions:

1. Should licensure requirements be extended to all social workers so that every social worker could benefit from title protection and be more adequately captured in state data collection?
2. Would increased licensure portability, perhaps through a national interstate compact, yield more out-of-state practitioners moving into the Commonwealth?

As Virginia's demand for social workers will only increase in the next decade, regulators only focusing on social workers under license leave out more than half of macro and mezzo level practitioners who are practicing social work. Easing licensure portability between states is an avenue which could attract existing practitioners and new graduates to the Commonwealth. With enactment of regulations currently at the NOIRA stage, Virginia will have the smoothest pathway to licensure by endorsement. Additionally, native licensure requirements, especially around supervision hours in all jurisdictions, may be burdensome. Virginia's licensure by examination requirements are similar to all of her bordering states.

Market Demand. Retention and recruitment are of paramount importance if the social work needs of Virginians are to be met in the next decade. The project team recommends targeted recruitment tactics which will fill current and future need gaps. Most retention issues in licensed social work revolve around the mental and emotional toil that can be inherent in the profession. These hardships, however, could be alleviated by adequate staffing and compensation. Attracting more social workers to the profession will reduce caseloads and job-stressors due to overwork and providing an adequate wage will not only attract new social workers to the workforce, but also reinforce the vital importance of adequate clinical, behavioral, and social service administration in the Commonwealth. Possible avenues to ensure continued interest in the profession and provide incentives to practice include targeted recruitment tactics for

new practitioners through sponsored scholarships and loan forgiveness through service in the field.

The Virginia Department of Health Professions in partnership with the VCU Capstone Team has analyzed social work within the Commonwealth of Virginia by assessing compensation, licensure, and labor market data. Compensation in Virginia is relatively competitive compared to other states within the region and nationally. The regulatory barriers that exist are also similar to neighboring state licensing requirements. Finally, findings indicate that the demand for social workers within Virginia will increase in the coming years. This research is the first step to a more concrete understanding of the industry within Virginia, but more study is still needed on licensure, the labor market, and compensation. A funded study of the social work workforce conducted by a professional firm or educational institution is needed to shed additional light on the subject of social work in the Commonwealth of Virginia.

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Appendix 1: SW Licensure Comparisons

(Sources: Board Sites)

Social Work License at the Bachelor's Level

Jurisdiction	Degree	ASWB bachelor exam	Supervision (hrs/ysrs)	Direct Supervision (hours)	Clinical Supervision (hours)	Other Supervision (hours)	License Fee	Renewal Fee
Virginia	BSW/MSW	yes	none	none	none	none	\$100	\$55
Kentucky	BSW	yes	none	none	none	none	\$75	\$75
Maryland	BSW	yes		none	none	none	\$275	\$85
North Carolina	BSW	yes	none	none	none	none	\$115	\$70
Tennessee	BSW	yes	none	none	none	none	\$340	\$45
Wash, DC	BSW	yes	none	none	none	none	\$230	\$145
West Virginia	BSW	yes	none	none	none	none	\$100	\$85

Social Work License at the Master's Level

Jurisdiction	Degree	ASWB master exam	Supervision (hrs/ysrs)	Direct Supervision (hours)	Clinical Supervision (hours)	Other Supervision (hours)	License Fee	Renewal Fee
Virginia	MSW	yes	none	none	none	none	\$115	\$65
Kentucky	MSW	yes	none	none	none	none	\$125	\$125
Maryland	MSW	yes	3,000	100	none	none	\$115	\$275
North Carolina	MSW	yes	none	none	none	none	\$385	\$90
Tennessee	MSW	yes	none	none	none	none	\$340	\$45
Wash, DC	MSW	yes	3,000/4yrs	100	none	none	\$230	\$145
West Virginia	MSW	yes	3,000/2yrs	none	none	none	\$100	\$85

Licensed Clinical Social Worker

Jurisdiction	Degree	ASWB clinical exam	Supervision (hrs/ysrs)	Direct Supervision (hours)	Clinical Supervision (hours)	Other Supervision (hours)	License Fee	Renewal Fee
Virginia	MSW	yes	none	100	3,000	600	\$165	\$90
Kentucky	MSW	yes	200/6yrs	100	none	none	\$200	\$200
Maryland	MSW	yes	3,000	144	1,500	none	\$450	\$275
North Carolina	MSW	yes	3,000/6yrs	100	none	none	\$115	\$150
Tennessee	MSW	yes	none	100	3,000	none	\$495	\$95
Wash, DC	MSW	yes	3,000/4yrs	100	none	none	\$230	\$145
West Virginia	MSW	yes	3,000/2yrs	100	none	none	\$100	\$85

Appendix 2: Contiguous State Endorsement Summaries

Jurisdiction	Summary of Endorsement Requirements
Virginia	<p>Board allows licensure by endorsement. A social worker with an active and unrestricted license in another state with verification of active practice for 24 out of the past 60 months in another jurisdiction OR practice in an exempt setting (in Va. or out-of-state) for five years OR evidence of supervised experience (18VAC140-20-45) who is in good standing, and who can document successful completion of the appropriate approved examination is eligible. The Board has regulations at the NOIRA stage that eliminate the practice requirement. The application includes a checklist of supporting documentation including verification of current license and previous ASWB exam scores.</p>
Kentucky	<p>Kentucky does not have formal endorsement/reciprocity for social work licensing with any other state. A licensed social worker in a state other than Kentucky must apply to become a licensed social worker using the same process first-time licensees use and pay the associated fees.</p>
Maryland	<p>To be eligible for a license by endorsement in Maryland, a licensee must hold a social work license that is equivalent to one offered by the Maryland Board and have passed an exam to receive that license. If a social worker has been practicing social work under a license for at least 1,000 hours per year for five of the past 10 years, less primary source information regarding past training and experience is required than if a social worker has been in practice less than five years.</p>

<p>North Carolina</p>	<p>While the Board does not offer automatic licensure for social work license holders from other states, they do review each application on a case-by-case basis and may offer licensure and certification by substantial equivalency for licensees of other states determined to have licensing standards that are in line with those in North Carolina. Verification of current licensure and ASWB exam scores must be transferred directly to the Board.</p>
<p>Tennessee</p>	<p>Tennessee offers endorsement to social workers licensed in other states if they meet the Board’s educational and training requirements for the Tennessee social work license they are seeking. An endorsement applicant must complete the appropriate application, include verification of current licensure, past licensing exam scores, and materials verifying training and education. If the Board determines that criteria for licensure are met, a Tennessee social work license is granted without having to repeat the licensing exam or required supervised experience.</p>
<p>Washington, DC</p>	<p>The Board allows social workers to apply for licensure by endorsement if they hold an out-of-state license in good standing that was earned under requirements at least equivalent to DC’s. An endorsement applicant must complete the New License Application form and include all required supplemental documentation. Verification of the current license and ASWB exam scores must be sent directly from the sources.</p>
<p>West Virginia</p>	<p>The Board will issue social work licenses to out-of-state applicants provided they meet the education and experience requirements for the level of licensure they are seeking. An endorsement applicant need not repeat the exam, but must provide verification of past ASWB test scores.</p>

Sources: Virginia: updated 2021 by the Virginia Board of Social Work from information extracted from

https://csbs.uni.edu/sites/default/files/sw_licensing_reciprocity_by_state.pdf.

Compiled in 2019 by Maddie Smith for the University of Northern Iowa Social Work Field Office.

All other jurisdictions:

https://csbs.uni.edu/sites/default/files/sw_licensing_reciprocity_by_state.pdf. Compiled in 2019 by the University of Northern Iowa Social Work Field Office by Maddie Smith.

