MENTAL HEALTH & DISABILITY REDESIGN WORKFORCE DEVELOPMENT WORKGROUP

SOCIAL WORK WORKFORCE

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SOCIAL WORK EDUCATION

- BSW – 4 years
  - Generalist practitioner
  - Field Placement experience (minimum 400 hours)
  - 11 BSW programs in Iowa (2 public, 11 private)
- MSW – 2 years
  - Specialized training
  - Field Placement experience (minimum 900 hours)
  - 3 MSW programs in Iowa (2 public, 1 private)
- Doctorate – 4 years
  - Research and Education
  - 1 Doctorate program in Iowa

CSWE CURRICULUM

- Programs are required to meet accreditation standards by the Counsel on Social Work Education (CSWE).

CSWE CONTENT AREAS	
• Social Work Values & Ethics	• Social Welfare Policy and Services
• Diversity	• Social Work Practice
• Populations-at-risk & Economic Justice	• Research
• Human Behavior & the Social Environment	• Field Education

LICENSURE IN IOWA

- LBSW
  - Bachelor's degree from an accredited school of social work
  - Pass test
- LMSW
  - Master's degree from an accredited school of social work
  - Pass test
- LISW
  - Master's degree from an accredited school of social work
  - Supervision
  - Pass test

IOWA LICENSED SOCIAL WORKERS

Licensure Level	Total # Licensed	Age 55+
LBSW	1286	487 (38%)
LMSW	1356	336 (25%)
LISW	1784	888 (50%)

***Approximately 10% of licensees have out of state addresses.*

Race / Ethnic Status**
- 95% White
- 1% Black
- 1% Hispanic
- Less than 1% in each of the following categories: Asian, American Indian/Alaskan Native, Multiracial

Gender**
- Female - 85%
- Male - 14%

RECRUITMENT

- New Licensees (last licensure cycle, 01/01/11 – 12/31/12)
  - LBSW – 24
  - LMSW – 162
  - LISW - 38
- Schools of Social Work – Graduates

	BSW	MSW	PhD
2008	207	153	
2009	194	146	
2010	181	157	2
2011**	166	141	3

MENTAL HEALTH PRACTICE SETTINGS

- BSW Practitioners
  - Residential Settings
  - Supported Community Living
  - Case Management
  - Jail Diversion Programs
  - Integrated Services
- MSW Practitioners
  - Psychotherapy Services (individuals and groups)

SUPERVISION

- Complete 4,000 hours of practice and 110 hours of supervision over a 2-6 year time period
- Hours of practice must be in masters level work: psychosocial assessment, diagnosis, and treatment
- Currently, supervisor must be a LISW with 2 years post LISW experience
- Changes to supervision effective July 1, 2013, including:
  - Increase LISW supervisor practice (4,000 hours of experience over 3 years)
  - Supervisors to complete 6.0 continuing education hours in supervision training
  - Pre-submit supervision plan for approval

EDUCATIONAL COSTS

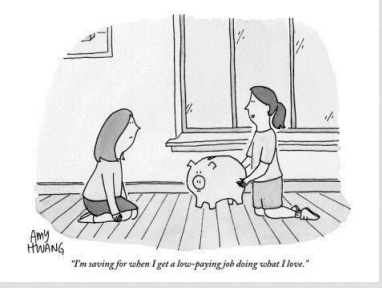
- Published Costs of College in Iowa (2009-2010)
  - Private College, for profit - $33,575
  - Private College, non-profit - $32,451
  - Regent University - $18,627
- Between 1990-91 and 2010-11, undergraduate tuition at a public university increased 292%. During this time, the average cost of a private, non-profit college or university has increase more than 200%.
- During the 1990-91 academic school year, college costs at a Regent college represented approximately 7% of household income. In 2010-11 academic year, that cost more than doubled to 15%.

Student Debt (CSWE, 2011)

•$26,939 - Average amount of debt at a Bachelor's level
•$35,563 - Average amount of debt at a Master's level
•$42,159 - Average amount of debt at a Doctoral level

Student Debt (Iowa College Student Aid Commission, 2012)

•$27,532 – Average debt at a Regent University
•$28,941 – Average debt at a non-profit, private college
•$28,704 – Average debt at a private, for-profit college



"I'm saving for when I get a low-paying job doing what I love."

SALARY

Bureau of Labor Statistics (May 2011) – Iowa Data

- Child, Family, and School Social Workers - $37,790
- Healthcare Social Workers - $44,410
- Mental Health & Substance Abuse Social Workers - $37,920
- Social Workers, All Other - $49,730

***Iowa salaries are below the national average.*

EDUCATIONAL LOAN REPAYMENT PROGRAMS

- Primary Care Recruitment and Retention Endeavor (PRIMECARRE)
  - State and federal match funds
  - 2 year grants
  - Practice in a Health Professional Shortage Area (HPSA)
  - Up to $50,000 full time or $25,000 part time
  - Variety of disciplines, including LISW
- National Health Service Corps
  - Federal program
  - Jobs available in a HPSA area
  - Variety of disciplines, including LISW

PRACTICE NEEDS

- Just over 10% of Iowans over the age of 65 were presented with one of six major psychiatric disorders.
- Over the next 20 years, the number of older Iowans with a diagnosable psychiatric disorder is expected to grow at a faster rate than the number of older Iowans in general.
- There are less than 1 licensed mental health provider for every 100 older adults in each of Iowa's 99 counties.
- There is a disconnect between mental health and substance abuse.

CONCERNS

- The aging social work workforce – 50% of LISWs are age 55 and older
- The lack of diversity in the profession – 95% of the profession is white
- The need for geriatric trained and dual diagnosis trained physicians
- The educational debt in relationship to salary

RECOMMENDATIONS

- Provide support for the retention and recruitment of social workers in the field.
- Provide support for the recruitment of social workers to grow the diversity of the workforce.
- Strengthen training available for areas of need, specifically in geriatrics and substance abuse.

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