**ADVANCING SOCIAL WORK’S LICENSED WORKFORCE**

**NADD *DRAFT* ACTION PLAN *(rev. 09.30.22)***

The National Association of Deans and Directors of Social Work Programs’ Task Force on Social Work’s National Licensing Exam is interested in collective and systemic action that will increase the professional success of our students, particularly students from minoritized populations. **There is no bigger issue we have grappled with as a profession.**

*Rust color denotes actions outside the responsibility of NADD.*

| **GOAL** | **LEVEL** | **Short term:** **Immediate** | **Intermediate:****1–3 years** | **Long Term:****4+ years** | **TARGET OF ACTION** | **RESPONSIBLE PARTY** |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Expand and diversify social work workforce by minimizing negative impacts of exam.**
 | National | 1. Engage in creative solutions to a complicated issue of exam passage. Request ASWB provide test takers multiple attempts at passing exam for a single fee.
 |  |  | ASWB | NADD President Task Force |
|  | National | 1. Respectfully request ASWB make available a national prep test free to all test takers, including those who previously failed the test.
 |  |  | ASWB | NADD President Task Force |
|  | National | 1. Consider truncating 90-day limit between test attempts.
 |  |  | ASWB | NADD President and Task Force |
|  | StateSchool | 1. Request ASWB provide data at all levels, including all demographic variables and date of graduation, to states/schools, annually, without charge so schools may identify and track areas for enhancement.
 |  |  | ASWB/Individual Schools | NADD President, Task Force, Deans and Directors |
|  | National |  | 1. Develop standard application, without reference to citizenship, for licensing boards to use to provide for a national repository of data.
 |  | State Licensing Boards | Task Force |
|  | National |  | 1. Make exam available in Spanish.
 |  |  |  |
|  | NationalSchool |  | 1. Develop strategies to continue monitoring exam data.
 | Ongoing | Individual Schools | SSWRIndividual Deans and Directors |
|  | NationalStateSchool | 1. Determine specific focal areas of test outcome disparities.
 | Ongoing |  | ASWB/CSWE provides the data | American Academy for Social Work and Social Welfare |
|  |
| 1. **Develop and implement new exam and alternative pathways to licensure.**
 | National State | 1. Develop new multiple choice standardized exam in English and Spanish.
	* + Contract with consultant to guide overall process.
		+ Contract with a national licensing exam organization or create own 501(c)(3) to administer exam.
		+ Form scientific advisory group to secure funding and oversee development of new exam to align with CSWE standards.
 | Ongoing |  | State Licensing Boards | Task Force leads: Tamara Davis, Cathy Potter,Jay MillerSt. Louis Group  |
|  | NationalState | 1. Explore development of alternative assessment processes at different licensing levels to align with CSWE standards.
* How might field assessments be utilized?
* Can a common assessment be created for all accredited programs?
* How are years of practice considered?
* Accumulation of evidence?
 | Ongoing |  | State Licensing Boards | Task Force leads: Tamara Davis, Cathy Potter,Jay Miller |
|  | State  | 1. Determine strategies to engage state-level stakeholders, NASW and state licensing boards to collaborate on state-based solutions to licensure.
 | Ongoing |  | State Licensing Boards,NASW State Chapters | Task Force leads: JackieJayashreeGoutham |
|  | State | 1. Ask Licensing Boards to reframe criterion for passage metric of the exam (it is different for each state)

e.g., people who pass within XX standard deviation. |  |  | ASWBState Licensing Boards | ??? |
|  | State | 1. Review legislative remedies in Illinois and RI that limit test option and recognizes graduation from a CSWE accredited university/college program as option to alter regulation within states.
 | Ongoing |  | State Licensing Boards | NASWIndividual Deans and Directors |
|  |
| 1. **Develop and deliver strategic communications and dissemination of information.**
 | National | * + 1. Develop an action toolkit for Deans and Directors
		- Develop ‘talking points’ focused on issues with REGULATION versus EXAM (preserve professional identity to recognize and protect title protection).
		- Create repository of data and information around strategies and talking points.
		- Leverage expertise of all state’s Deans and Directors.
		- Create U.S. map focusing on how states are organizing and who is meeting.
 | Ongoing |  | Individual Deans and Directors | Task Force leads:Goutham MennonJayashree ? |
|  | National | * + 1. Create administrative structure (1 FTE project manager with social media experience) to support NADD efforts around national licensing exam and assessment.
 | Ongoing |  | NADD Task Force | NADDUniv of Kentucky |
|  | NationalState | * + 1. Build collaboration across SW organizations and groups (i.e., CSWE, NASW, NABSW, NADD, BPD, etc.) to speak in one strong, consistent voice.
		- Expand task force to include a member from each organization.
 | Ongoing | Ongoing | National SW Professional Organizations | NADD |
|  | National | * + 1. Ask ASWB to meet with NADD annually.
 | Ongoing | Ongoing | ASWB | NADD President |
|  | National | * + 1. Expand Task Force to engage practitioners.
 | Ongoing | Ongoing | Pracitioners | Task Force |
|  | National | * + 1. NADD will develop a process by which it members can provide a consultative role to one another in planning for actions within their respective states.
 | Ongoing | Ongoing | Internal and External Stakeholders | ??? |
|  | State | * + 1. States’ deans/directors meet routinely to focus on advocacy for SW graduates and discuss alternative assessment strategies; build coalitions and political allies.
 | Ongoing | Ongoing | State level stakeholders | State Deans and Directors |
|  | State | 1. Develop legislative and community champions with vested interest in mental health/social work and can move regulatory changes.
	* + CMH Board Associations
		+ NASW Lobbyist
		+ University Government relations personnel connecting across colleges/universities
		+ Community Human Service organizations
 | Ongoing | Ongoing | Licensing Boards Legislators and Regulation | State Deans and Directors |