

Kansas

SOCIAL WORK PROFILE



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 **NASW**
National Association of Social Workers
KANSAS CHAPTER

Dedication

“Be the change you wish to see in the world.”

--Mahatma Gandhi

To all the past, present, and future social workers in the state of Kansas.

We acknowledge your selfless dedication.

We marvel at your heartfelt compassion.

We cheer your ability to overcome barriers.

We thank you for being the change in Kansas and for changing Kansas.

Acknowledgements

This initial edition of the Kansas Social Work Snapshot would not have been possible without a grant from NASW Foundation’s Ruth Fizdale Program. The program underwrites NASW chapter research projects that link social work practice and policy.

The NASW, Kansas Chapter’s executive director, Becky Fast, initiated this project and provided leadership along with the NASW, Kansas Chapter board of directors.

Timothy Davis, Ph.D., LCSW, (past president, NASW, Kansas Chapter board of directors) and Matthew Benorden, M.Div., LMSW (Vice President) and Becky Fast, NASW-KS Executive Director compiled the information and wrote this inaugural document published in 2020.

Purpose of Guide to Social Work in Kansas

The NASW Foundation selected the NASW, Kansas Chapter, to receive a 2019-2020 Ruth Fizdale Chapter Research Grant. The purpose of the chapter’s research includes analyzing the social work profession’s landscape in the state and surrounding area and presenting this information to stakeholders and policymakers to make them aware of the profession’s needs in Kansas.

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Introduction

Since the first social work class was offered in the summer of 1898 at Columbia University, social workers have led the way in developing private and charitable organizations to serve people in need. Social workers continue to address the needs of society and bring our nation's social problems to the public's attention.

Today, Americans enjoy many privileges because early social workers saw injustices and acted, inspiring others along the way. Many of the benefits we take for granted came about because social workers—working with families and institutions.

Many social workers go into social work because they believe that a more equitable future is possible, yet misperceptions about social work can reduce the impact and slow our progress in our work with clients and the community. Too often, a lack of understating of what social workers do also impacts workforce retention and recruitment. Sadly, these are long-term and serious issues that the social work profession has been organizing around for decades.



Kansas Chapter Board of Directors (2019-2020)

Who are Social Workers?

Social work is a profession for those with a strong desire to help improve people's lives. Social workers assist people by helping them cope with issues in their everyday lives, deal with their relationships, and solve personal and family problems.

What do Social Workers do?

Social workers help individuals, families, and groups restore or enhance their capacity for social functioning and work to create societal conditions that support communities in need.

The practice of social work requires knowledge of human development and behavior, of social, economic, and cultural institutions, and the interaction of all these factors. Social workers help people of all backgrounds address their own needs through psychosocial services and advocacy.

Social workers help people overcome some of life's most difficult challenges: poverty, discrimination, abuse, addiction, physical illness, divorce, loss, unemployment, educational problems, disability, and mental illness. They help prevent crises and counsel individuals, families, and communities to cope more effectively with the stresses of everyday life.



Types of Social Work

- Administration and Management
- Advocacy and Community Organization
- Aging
- Alcohol, Tobacco and other Drugs
- Child Welfare
- Health Care
- International
- Justice and Corrections
- Mental Health and Clinical Social Work
- Occupational and Employee Assistance Programs (EAP) Social Work
- Policy, Planning, and Political Social Work
- Public Welfare
- Research
- School Social Work

Social Worker Tasks

The schedule of a social worker may change depending on client scheduling, paperwork, staff meetings, and other factors. Some social workers have more flexibility in their scheduling than others, of course. On a normal day, a social worker's schedule generally includes some of the following.

1) Meeting with Clients

Meeting with clients doesn't just mean interviewing them or checking in on their progress. It can mean scheduling appointments with other resource providers, signing clients up for classes, and listening to them and perspectives on their progress. Among the many ways that social workers help people is the fact that they are there to listen and provide insight and access to resources that lead to improved quality of life. This often manifests itself as helping clients adjust after life-altering experiences such as divorce, job loss, or illness.

2) Responding to Emergencies

Social workers are responsible for responding to the immediate and sometimes chaotic events that come up in their client's lives. Crises don't necessarily happen every day, but social workers must be able to respond calmly and with helpful advice. Since a basic responsibility of social workers is to help people cope with their lives, this includes the times when clients need them the most.

3) Evaluating and Connecting with Other Services

A huge part of a social worker's job is to act as a liaison with other human services and organizations and their clients. This includes evaluating how these other organizations and agencies provide for people in need as well as providing access to these resources.

4) Advocating for Clients

Advocacy takes many shapes when it comes to social work. It can be on a personal level such as advocating for a victim of abuse in a domestic violence situation. Social workers can be legal advocates for children in abusive homes or individuals in recovery from addiction. Public advocacy includes providing a voice and raising awareness for their clients, a specific issue, or the social work profession in general.



Did you Know?

The American social work profession was established in the late 19th century to ensure that vulnerable people gained tools and skills to escape economic and social poverty. The profession of social work helps people in their personal and interpersonal lives to achieve social improvement and pursue social change to benefit a wide variety of individuals, families, and communities.

Since 1905, social workers have worked with people to remove barriers to needed social and behavioral health care. The profession was catalyzed into nationwide action by the 1918 flu and World War I. Social work has been an integral but often overlooked part of the workforce ever since, however, there is still a lack of understanding about what we do, which limits our reach and impact. Social workers care for and support the most marginalized and vulnerable among us, and work in many settings to develop, implement, and advocate for programs and policies to address health inequities. In health and social care settings, social workers evaluate and address barriers to health and wellbeing, like food insecurity, social isolation, unemployment, or mental health concerns. Social workers build on the unique needs, strengths, and preferences of those we serve, making care responsive to what they want and not what we assume they need.

Social workers believe that everyone has the right and potential to lead a productive and fulfilling life. Social workers believe in the importance of human relationships in civil society and that each person has dignity and worth. The National Association of Social Workers (NASW) Code of Ethics prioritizes human well-being.

The policies and programs created by social workers throughout U.S. history seek to give more people—regardless of life circumstances—the opportunity to cope with and overcome obstacles. The United States Bureau of Labor Statistics predicts a 16% national growth for social workers, 2016-2026. The Substance Abuse and Mental Health Services Administration ranks social workers as the nation's largest group of mental health providers. The United States Department of Veterans Affairs employs more than 10,000 professional social workers.

The National Association of Social Workers



The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world with more than 100,000 members. NASW and its 55 chapters are one organization legally, financially, and programmatically. NASW has chapters in 50 states, the District of Columbia, the Virgin Islands, Puerto Rico, and Guam. There is a Chapter Services Department at the National Office that supports the chapters.

KANSAS CHAPTER

NASW works to enhance the professional growth and development of its members, to create and maintain professional standards for social workers, and to advance sound policies. NASW members have access to resources to enhance their professional growth in every phase of their career.

From training, continuing education credits, voluntary credentials, ethical and legal guidance, the NASW provides the information professional social workers need to perform compassionately and competently. All social workers adhere to the NASW Code of Ethics that addresses the six principles of the social work profession: Service, Dignity, and Worth of the Person, Importance of Human Relationships, Integrity, Competence, and Social Justice.

The Kansas Chapter serves as an extension of the national organization that resides within the borders of the state. The Kansas Chapter assists social workers in training, private practice concerns, protecting state licensure, networking, and legislative advocacy.

The Kansas chapter co-sponsors and organizes the annual Leadership and Advocacy Day (LEAD) on the campus of Washburn University. Annually, social work students from all over the state converge in Topeka, Kansas, to learn about advocacy. The students then apply their newly learned skills by visiting the state legislature and their elected representatives.

A Day in the Life of a Social Worker

Social workers help people respond to and cope with social, economic, emotional, and behavioral problems in their daily lives. There are many different kinds of social workers who work with different demographics of people or on specific issues. Child and family social workers, clinical social workers, health care social workers, mental health social workers, and substance abuse social workers represent the main specialties in social work.

Daily, social workers perform myriad tasks relating to counseling, administrative duties, interviewing clients and potential clients, meeting with lawyers, and more. Social workers have a variety of responsibilities that require skills and knowledge to be successful. Therefore, most employers require social workers to have at least a bachelor's degree for entry-level jobs and a master's degree for social worker positions in many settings such as hospice care, and a master's degree plus clinical level license for positions that include treatment and diagnosis.

Why are you a social worker?



Amber Jewell, LMSW

**Practice: Pre-K to 12 School Social Worker,
Unified School District 245, southern Coffey County, southeast Kansas**
**Other Days of My Life: Motivational Speaker, Child Welfare Advocate,
Foster Parent**

I know life is tough, and that knowledge has taught me how invaluable the people are who live it day-to-day. I became a social worker because I wanted to offer another channel of hope and empowerment for those in need. Though my passion areas particularly relate to education, mental health, and child welfare, I value how social work is a fluid profession that holds strength in advocacy, justice, and upholding dignity and worth of a person. I am confident in the ability of social workers to plant many seeds in both the levels of systems and hearts of individuals. Social work is a profession of which I proudly claim and respect knowing it truly makes a difference.



Phelica A. Glass, LSCSW, GCCA-C, CSOTP, FAAGC

Practice: Private Practice in Topeka specializing in loss, grief, and trauma.

Losing a cousin into the penal system when we were both 16 is the reason I became a social worker. So many helping hands but none that appeared to be culturally astute to the life of black people living in poverty. My family deserved someone skilled that looked like me. I couldn't be what my family needed, but I can be that voice for black and brown families that need what my cousin needed...Compassion. I am a social worker of 20 years because voice matters. I aim to empower the voice to those not heard.

Why are you a social worker? (continued)



Miguel Fernando Alvarez
Garden City Public Schools – Counseling Office

My name is Miguel Fernando Alvarez. I am from Guatemala; in 2003, I immigrated to the United States when I was 23 years old. As with many immigrants, I had to learn English and adapt to the new culture which was not an easy process. I started my life in the United States just like any other undocumented immigrant, but I also took advantage of all the opportunities this country has to offer. I gained employment and successfully earned my G.E.D. When I completed the G.E.D, I never thought that this “simple” diploma was going to take me as far as it has today. I am now an ordained minister at the Church of the Nazarene, and I have completed an Associate’s degree at Garden City Community College, earned a Bachelor’s degree in Social Work from Fort Hays State University and received a Master’s degree in Social Work from the University of Kansas.

These accomplishments are a testament to the values and lessons I learned growing up in Aceituno. In this little village where I was raised, we learned to help each other because we all lived surrounded by poverty and low socio-economic problems like illiteracy. Starting from zero in a new country is not easy for anyone, but with faith and perseverance, the possibilities and opportunities are endless. I wanted the privilege of serving the populations of people who needed support, so I chose the professions that will allow me to do so which is why I became a pastor and a social worker. Though I came from a small village with barriers, I now know that potential and drive can make anything possible. We all have the chance to bring our dream to a reality which is a message I hope to communicate to all people I serve including fellow immigrants who are walking the same path I found myself on all those years ago.



Social Workers Help starts here.

Meeting the Three Pillars of Public Trust and Licensure

1) Regulation – Association of Social Work Boards (ASWB)

ASWB Mission: To strengthen protection of the public by providing support and services to the social work regulatory community to advance safe, competent, and ethical practices.

The purpose of social work regulation:

Social work affects public health, safety, and welfare. It is therefore regulated in the same way that medicine and nursing are, to assure that the public is protected. Regulation is the public's assurance that the professionals who provide care or assistance are competent to practice and will interact with clients in an ethical and safe manner. The state or provincial social work regulatory body that has responsibility for licensing social workers also provides members of the public an avenue of recourse if a social worker steps outside the bounds of ethical and safe practice.

The role of ASWB:

The Association of Social Work Boards (ASWB) is the nonprofit association dedicated to social work regulation. The association owns and maintains the social work licensing examinations that are used to test a social worker's competence to practice ethically and safely. The association also developed and maintains a model practice act that offers regulatory bodies a resource for developing their own laws and regulations. ASWB's members include all 50 U.S. states and Washington, D.C., the U.S. Virgin Islands, Guam, the Northern Mariana Islands, and all 10 Canadian provinces. Learn more at www.aswb.org



2) Education – Council of Social Work Education - (CSWE)

Mission and Purpose:

CSWE is a national association of social work education programs and individuals that ensures and enhances the quality of social work education for a professional practice that promotes individual, family, and community well-being, and social and economic justice. CSWE pursues this mission in higher education by setting and maintaining national accreditation standards for baccalaureate and master's degree programs in social work, by promoting faculty development, by engaging in interprofessional and international collaborations, and by advocating for social work education and research.

Role:

Founded in 1952, the Council on Social Work Education (CSWE) is the national association representing social work education in the United States. Its members include over 800 accredited baccalaureate and master's degree social work programs, as well as individual social work educators, practitioners, and agencies dedicated to advancing quality social work education. CSWE's Commission on Accreditation is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in the United States and its territories.

Learn more at www.cswe.org

3) Practice – National Association of Social Work (NASW)

National Association of Social Workers (NASW) Mission: The mission of NASW is to strengthen, support, and unify the social work profession, to promote the development of social work standards and practice, and to advocate for social policies that advance social justice and diversity. Learn more at www.socialworkers.org

Three Pillars of Public Trust in Kansas

1) Regulation through Kansas Behavioral Science Regulatory Board (BSRB)

- Social work has one nationally administered, standardized written examination approved through the Association of Social Work Boards. Kansas BSRB is a member of ASWB.
 - Three practice level examinations – bachelor – master – and independent clinical level

2) Education - Nation-Wide Accepted Standards

- In Kansas and across the United States a licensed social worker must receive a degree from a school of social work accredited by the Council on Social Work Education. Kansas currently has nine accredited social work education programs.
- A degree in social work is required to achieve a license in social work
 - “Related fields” are not allowed in social work licensure in Kansas
- Social work program accreditation at all three levels - bachelor – master – doctorate
 - BSW Programs**
 - 400-480 hours in a practicum placement
 - MSW programs**
 - 450 to 480 hours in a practicum placement during the first year
 - 600 to 720 hours in a practicum placement during the second year

3) Practice Standards and Experience

- NASW and Kansas Chapter worked closely together to develop practice guidance based on best practices and research in the field.
- The state of Kansas requires supervised field practice hours at the undergraduate and graduate training which equates to approximately 1,500 hours of supervised experience for a BSW/MSW graduate
- Supervised clinical field practice hours (100 hours of supervision and 3000 practice hours) required to acquire the LCSW independent practice level.



Social Work Education Accreditation

Recognized by the Council for Higher Education Accreditation (CHEA), the Council on Social Work Education (CSWE) serves as the sole accrediting agency for social work education in the country. CSWE's Commission on Accreditation (COA) is responsible for developing accreditation standards, which define competent preparation, and ensuring that social work programs meet these standards. The CSWE Office of Social Work Accreditation administers a multistep process that involves program self-studies, site visits, and COA reviews.

As of the June 2020 COA meeting, there are

- 533 accredited baccalaureate social work programs
- 288 accredited master's social work programs
- 15 baccalaureate social work programs in candidacy
- 25 master's social work programs in candidacy

The BSW degree provides a generalist education for mostly direct service settings to individual and family settings—such as a caseworker. Courses include social work ethics and values, serving diverse populations, promotion of social and economic justice, human behavior in the social environment, social welfare policy, and social work practice. Accredited BSW programs also require a minimum of 400 hours of supervised field instruction.

The MSW degree gives a generalist and specialized education by broadening one's career opportunities to include specialized practice like mental health and child welfare, as well as clinical and administrative positions. Students may be able to choose a field of concentration like a clinical or administrative focus.

Full-time MSW programs last about two years and include a minimum of 900 hours of supervised field instruction or internship. A part-time program may take three-five years to complete. Entry into an MSW program does not require a bachelor's degree in social work. Most MSW programs offer advanced standing for those with a bachelor's degree from an accredited social work program.

A doctorate degree in social work (Ph.D., or DSW) provides education on advanced training, leadership, research, and teaching by expanding one's career choices to include teaching and research positions at colleges and universities. A practice doctorate degree also prepares one for advanced leadership and practice roles. The curriculum varies from program to program. (Source: CSWE)

The Group for the Advancement of Doctoral Education in Social Work (GADE) is an organization made up of over 80 social work doctoral programs worldwide. Founded in the late 1970s, GADE's primary purpose is to promote rigor in doctoral education in social work, focusing on preparing scholars, researchers, and educators who function as stewards of the discipline. (Source: GADE)



BSW social work programs

CSWE Accredited Baccalaureate (BSW) Social Work Programs

Bethel College

Department of Social Work

Accreditation Status: Accredited

Initial Accreditation Date: 1974

Latest Accreditation Review: February 2019

Next Accreditation Review: February 2026

300 East 27th Street

North Newton, KS 67117

Phones: (316) 284-5255

www.bethelks.edu/academics/areas-study/socialwork

Fort Hays State

Department of Social Work

Accreditation Status: Accredited

Initial Accreditation Date: 1995

Latest Accreditation Review: June 2019

Next Accreditation Review: February 2027

600 Park Street

Albertson Hall 103

Hays, KS

67601

Locations: Hays, Colby, Dodge City, Garden City, and Liberal

Phone: (785) 628-4755

www.fhsu.edu/socialwork/index

Kansas State University

Department of Sociology, Anthropology, and Social Work

Accreditation Status: Accredited

Initial Accreditation Date: 1974

Latest Accreditation Review: February 2019

Next Accreditation Review: February 2026

204 Waters Hall

1603 Old Claflin Place

Manhattan, KS 66506

Locations: Manhattan and Salina

Phone: (785) 532-6865

www.ksu.edu/sasw/sw

Kansas Wesleyan University

Behavioral Science and Human Services Department

Accreditation Status: Pre-Candidacy

100 E. Claflin Avenue

Salina, KS 67401

Phone: (785) 827-5541

www.kwu.edu/academics/academic-departments/behavioral-science-and-human-services

Newman University

Accreditation Status: Pre-Candidacy

Expected Accreditation March 2021

3100 West McCormick

Wichita, KS 67213

Locations: Wichita, KS and Colorado Springs, CO

Phone: (316) 942-4291

newmanu.edu/academics/undergraduate/social-work

Pittsburg State University

Department of History, Philosophy, and Social Sciences

Accreditation Status: Accredited

Initial Accreditation Date: 1975

Latest Accreditation Review: June 2013

Next Accreditation Review: February 2021

412 Russ Hall

1701 South Broadway

Pittsburg, KS 66762

Phone: (620) 235-4325

academics.pittstate.edu/academic-programs/history-philosophy-social-sciences/social-work-major.html

Tabor College

Department of Social and Behavioral Science

Accreditation Status: Accredited

Initial Accreditation Date: 2014

Latest Accreditation Review: October 2017

Next Accreditation Review: October 2021

400 South Jefferson

Hillsboro, KS 67063

Phone: (620) 947-3121 ext. 1062

tabor.edu/undergraduate/undergraduate-academic-programs/social-behavioral-sciences/

BSW social work programs

CSWE Accredited Baccalaureate (BSW) Social Work Programs

University of Kansas

School of Social Welfare

Accreditation Status: Accredited

Initial Accreditation Date: 1947

Latest Accreditation Review: June 2018

Next Accreditation Review: June 2026

1545 Lilac Lane

Lawrence, KS 66045

Phone: (785) 864-4720

socwel.ku.edu

Wichita State University

Fairmount College of Liberal Arts and Sciences

School of Social Work

Accreditation Status: Accredited

Initial Accreditation Date: 1976

Latest Accreditation Date: June 2013

Next Accreditation Date: June 2021

1845 Fairmount Street

Wichita, KS 67260

Phone: (316) 978-3456

www.wichita.edu/socialwork

Washburn University

School of Applied Studies

Accreditation Status: Accredited

Initial Accreditation Date: 1974

Latest Accreditation Date: February 2019

Next Accreditation Date: June 2026

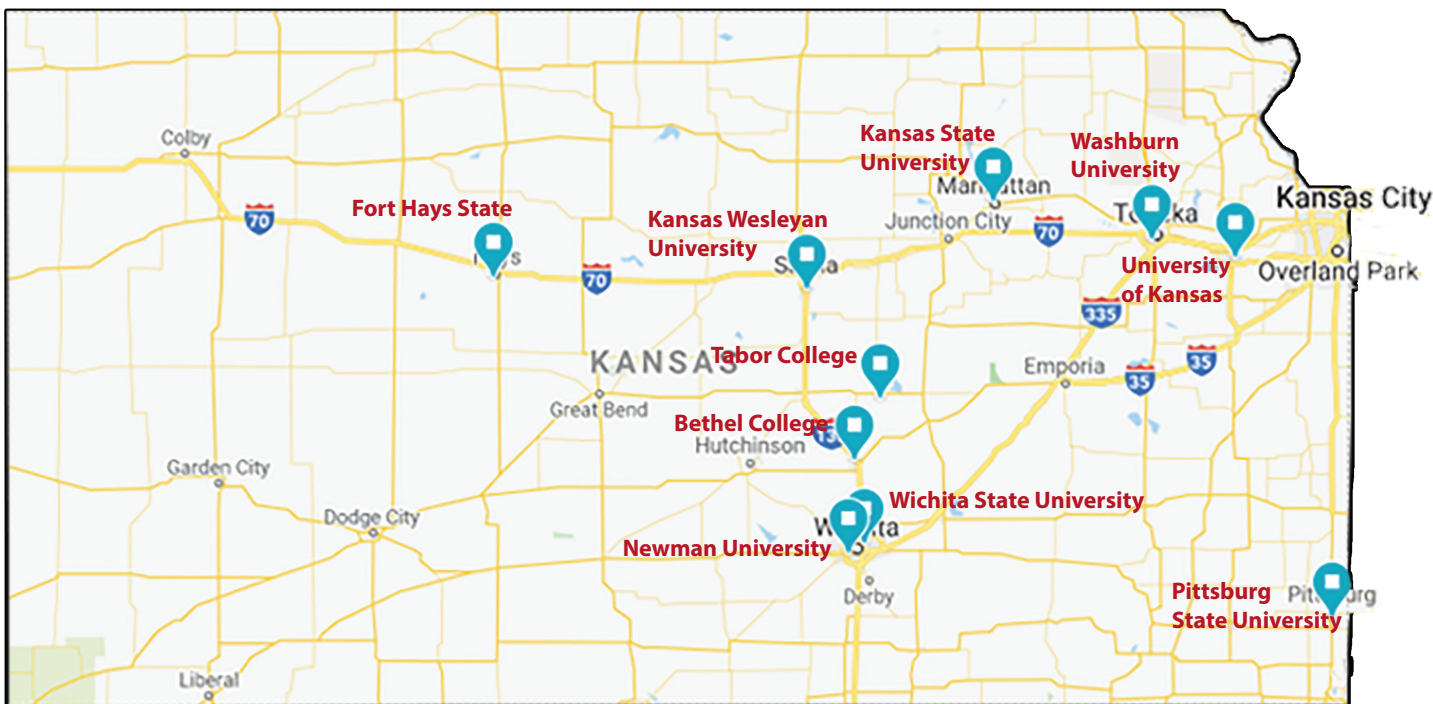
1700 South West College Avenue

Topeka, KS 66621

Phone: (785) 670-1616

washburn.edu/academics/college-schools/applied-studies/departments/social-work/bsw.html

Washburn University's social work program offers social work classes taught in Colombia every 18 months.



BSW social work programs

Certifications with BSW

| School | Addictions | Child Welfare |
|----------------------------|---|---------------|
| Bethel College | Bethel College provides courses for a BSW graduate to sit for the Licensed Addictions Counselor licensing exam. | |
| Fort Hays State University | FHSU also provides courses for the stand-alone LAC and FHSU BSW graduates are eligible for the LAC without taking additional coursework | |
| Newman University | | |
| Kansas State University | KSU provides two additional courses necessary to sit for the Licensed Addictions Counselor licensing examination. | |
| Kansas Wesleyan University | | |
| Pittsburg State University | | |
| Tabor College | | |
| University of Kansas | | X |
| Washburn University | | |
| Wichita State University | X | X |

Concentrations within BSW

| School | Healthcare | Other |
|----------------------------|------------|--|
| Bethel College | | Certificate in Conflict Resolution and a Minor in Criminal and Restorative Justice |
| Fort Hays State University | | |
| Kansas State University | | |
| Kansas Wesleyan University | | |
| Newman University | | Social service with diverse populations and addiction counseling |
| Pittsburg State University | | |
| Tabor College | | |
| University of Kansas | | |
| Washburn University | X | X |
| Wichita State University | | |

Definitions:

Certificate: A structured set of professionally oriented courses in an applied area of focus.

Concentration: A structured plan of study within a major.

MSW social work programs

CSWE Accredited Master's Social Work Programs (MSW)

Newman University

Accreditation Status: Accredited
Initial Accreditation Date: 2000
Latest Accreditation Review: February 2015
Next Accreditation Review: February 2022

3100 West McCormick

Wichita, KS 67213

Locations: Wichita, KS and Colorado Springs, CO

Phone: (316) 942-4291

newmanu.edu/academics/graduate-programs/social-work

Fort Hays State

Department of Social Work

Accreditation Status: Candidacy, Fall, 2020

600 Park Street

Albertson Hall 103

Hays, KS 67601

Phone: (785) 628-4755

www.fhsu.edu/socialwork/index

Note: The Department of Social Work submitted the candidacy application to CSWE for review in October 2019. Candidacy is a two-year process that all new programs must go through as a part of discipline-specific accreditation. Students who attend a program while in candidacy retain a fully accredited degree upon the program receiving full accreditation. Students who graduate while the MSW program is in candidacy are fully eligible for licensure in the state of Kansas.

University of Kansas

School of Social Welfare

Accreditation Status: Accredited
Initial Accreditation Date: 1947
Latest Accreditation Date: June 2018
Next Accreditation Date: June 2026

1545 Lilac Lane
Lawrence, KS 66045

Locations: Lawrence and Overland Park
Western MSW Locations: Hays or Garden City
SE Kansas Location: Pittsburg

Phone: (785) 864-4720

socwel.ku.edu

Washburn University

School of Applied Studies

Accreditation Status: Accredited
Initial Accreditation Date: 1974
Latest Accreditation Date: February 2019
Next Accreditation Date: June 2026

1700 South West College Avenue
Topeka, KS 66621

Phone: (785) 670-1616

washburn.edu/academics/college-schools/applied-studies/departments/social-work/msw.html

Wichita State University

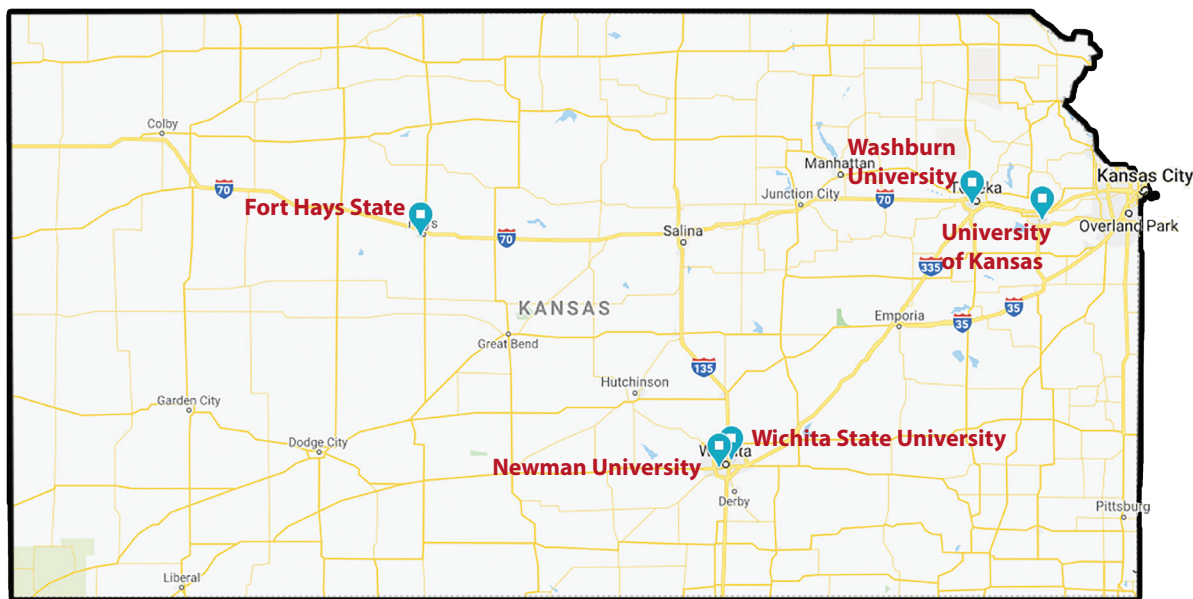
Fairmount College of Liberal Arts and Sciences School of Social Work

Accreditation Status: Accredited
Initial Accreditation Date: 2000
Latest Accreditation Date: June 2013
Next Accreditation Date: June 2021

1845 Fairmount Street
Wichita, KS 67260

Phone: (316) 978-3456

www.wichita.edu/socialwork



MSW social work programs

Dual Degree programs with MSW

| School | Juris Doctor (Law) | Master of Business Administration | Masters in Social Entrepreneurship |
|----------------------------|--------------------|-----------------------------------|------------------------------------|
| Fort Hays State University | | | X |
| Newman University | | X | |
| University of Kansas | X | | |
| Washburn University | X | | |
| Wichita State University | | | |

Concentrations within MSW

| School | Clinical | Healthcare | School Social Work | Macro Practice | Other |
|----------------------------|----------|------------|--------------------|----------------|---|
| Fort Hays State University | X | | | | |
| Newman University | X | | | | Truma Informed practice |
| University of Kansas | X | | | X | |
| Washburn University | X | X | X | | Certificate in Addiction Counseling or Victim/Survivor Services |
| Wichita State University | | | | | |

Doctoral (Ph.D.) Social Work Programs

University of Kansas

School of Social Welfare

1545 Lilac Lane

Lawrence, KS 66045

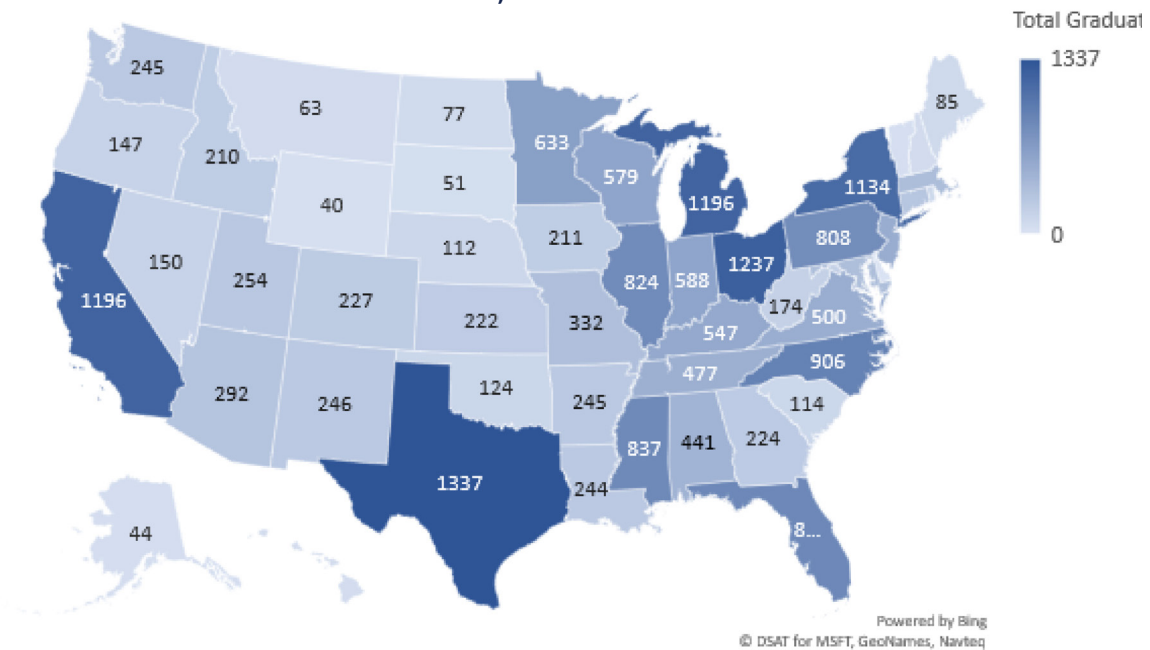
Phone: (785) 864-4720

socwel.ku.edu

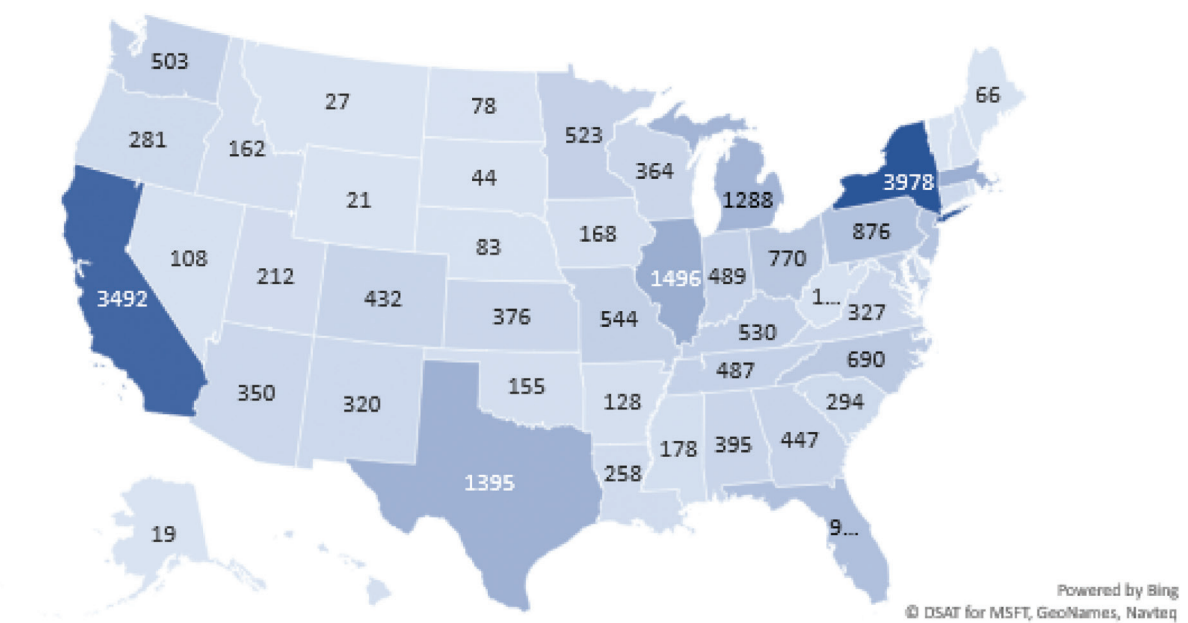
Council of Social Work Education Report

Degrees Awarded in 2017-2018

Bachelor's Degrees Conferred By State In The 2017–2018 Academic Year 20,133 Total



Master's Degrees Conferred By State In The 2017–2018 Academic Year 27,296 Total



Regulatory Oversight of Social Work Licensure

All states and the District of Columbia have registration, certification, and licensing requirements for social work practice and the use of professional titles. Although standards for licensing vary state to state, a growing number are emphasizing communication skills, cultural diversity issues, and professional ethics. Within the state of Kansas, the Behavioral Sciences Regulatory Board (BSRB) governs social work licensure. According to the BSRB's website,

The mission of the Behavioral Sciences Regulatory Board (BSRB), in accordance with the intent of the Kansas Legislature is to protect and serve the consumers of services offered by BSRB licensees, through the issuance of licensees, resolution of complaints, and the creation of appropriate regulations accomplished through efficiency, fairness, and respect for all those involved.

The BSRB also provides on its website www.ksbsrb.ks.gov the social work statutes and regulations. Listed are the licensure requirements for each level within the state of Kansas.

Statutory History: (ksbsrb.ks.gov)

The 1980 session Laws of Kansas created the Behavioral Sciences Regulatory board. The Board of Psychology Examiners and the Board of Social Work Examiners formerly regulated these two professional groups under the Kansas Department of Social and Rehabilitation Services.

During the 1987 Session Laws of Kansas, the board's jurisdiction was expanded to include the registration of professional counselors, masters level psychologists, and marriage and family therapists. The 1992 Legislature added the registration of alcohol and other drug abuse counselors.

The 1996 Legislative Session significantly amended the statutes governing the registration of professional counselors, master's level psychologists and marriage and family therapists. These credentialed groups, effective January 1, 1997, converted from "registration" to "licensure." The legislation also amended the requirements for credentialing in each of the following areas: Education, experience and examination. At this time the Board was increased in size from seven members to eleven members by adding one member from each of the three new licensure groups and adding two public members. Several years later the board was expanded to a 12-member board of directors. The term of office is four years, appointed by the governor, and no appointee serves for more than two successive terms.

The 1999 Session Laws of Kansas created three new clinical levels of licensure for the master level psychologists, marriage and family therapists and professional counselors, effective July 1, 2000. These new clinical level practitioners are given the right to diagnose and treat mental disorders in independent practice. The 2010 Legislature created two new professions, the licensed addiction counselor and the licensed clinical addiction counselor, effective July 1, 2011. The 2010 Legislature passed the Licensed Addictions Counselors Act with HB2577 and then modified it with Sub HB2182 in the 2011 Legislature. In 2014, the Kansas legislature through the Applied Behavior Analysis Licensure Act. K.S.A. 2016 Supp. 65-7501 through 65-7505 increased the responsibilities of BSRB from six to seven licensed professions.

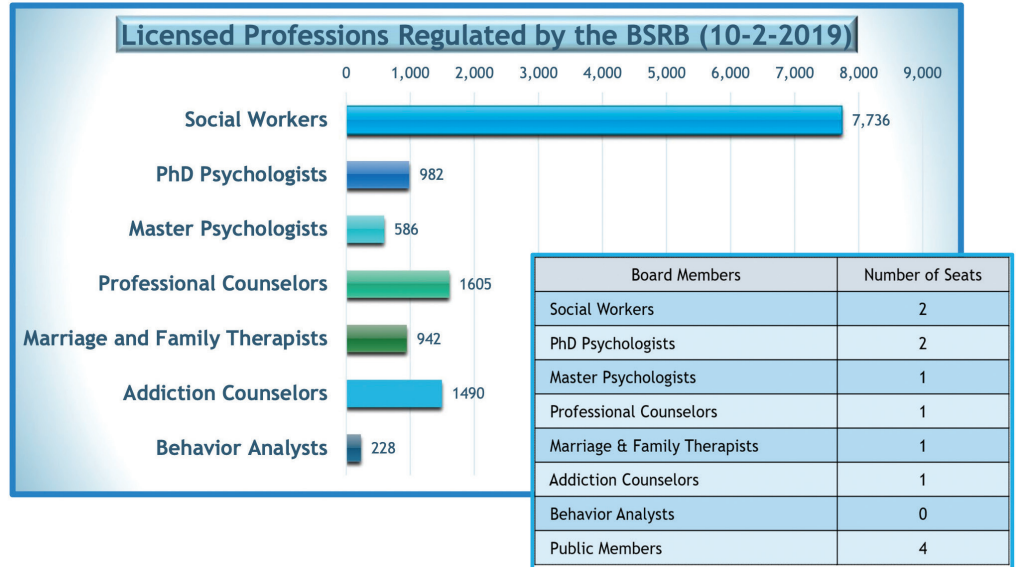
Current BSRB Board Composition

| Board Members | Number of Seats |
|------------------------------|-----------------|
| Social Workers | 2 |
| Ph.D. Psychologists | 2 |
| Master Psychologists | 1 |
| Professional Counselors | 1 |
| Marriage & Family Therapists | 1 |
| Addiction Counselors | 1 |
| Behavior Analysts | 0 |
| Public Members | 4 |

BSRB History and Regulatory Impact

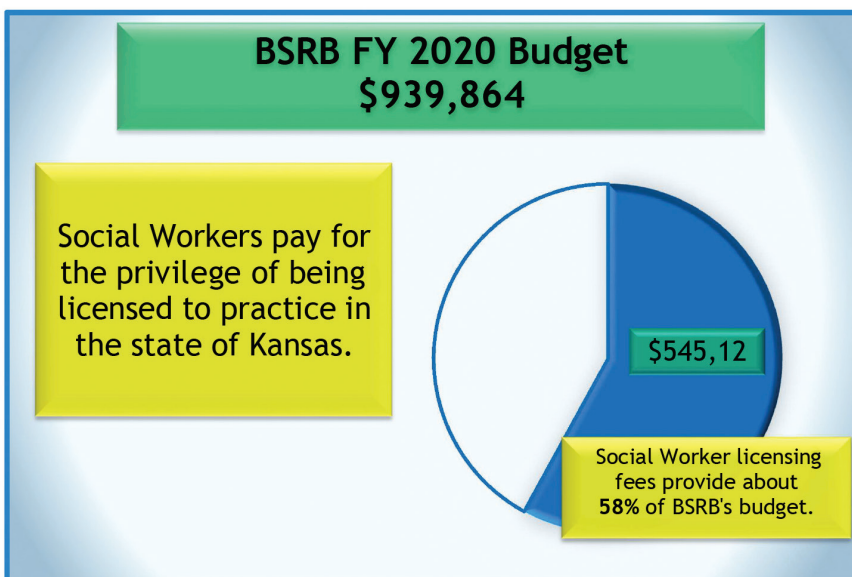
Since its establishment in 1980, the Behavioral Sciences Regulatory Board (BSRB) has expanded and grown from regulating two professions—psychology and social work—to licensing and regulating seven professions. These are psychology, social work, master psychology, professional counseling, marriage and family therapy, addiction counseling, and behavioral analysis. Approximately, 58% of all the licensees granted by BSRB in 2019 are licensed social workers. In most states, social workers are licensed and regulated by a separate regulatory board whose sole responsibility is the social work profession.

In Kansas, the BSRB must divide its attention among seven complex disciplines, each having an independent statutory practice act, rules, and regulations. Historically, some disciplines on the BSRB felt strongly and voiced their viewpoints at public meetings that the disciplines were competitors for positions in the mental health industry. As a result, the BSRB board was unable or unwilling to address concerns raised by social workers as some disciplines felt proposed regulatory changes by Kansas Chapter would give social workers a competitive advantage.



The regulatory difficulty to practice across state lines due to Kansas reciprocity laws and regulations has been a focus of advocacy for social workers since 2003. This law was finally changed in 2019 due to a cultural shift among legislators and board members regarding the dire need for mental health professionals, especially in rural Kansas.

The workforce environment has been changing in Kansas. The competitive job environment that existed during the large baby boom generation among the mental health disciplines is now changing as boomers are retiring in large numbers. Kansas like many states across the nation is experiencing a mental health professional shortage. The demand for mental health professionals after years of budget cuts has reached the attention of elected leaders as families and community leaders have pushed for more funding to hire additional mental health professionals.



Social workers have only two representatives on the BSRB Board even though the vast majority are licensed social workers. In addition, the majority of the work and services provided through BSRB are funded through licensee fees by social workers. This has been true since the inception of the Board.

Qualifications for Social Work Licensure

Licensure creates a legal status and authority for the practice of a profession. It includes determining the minimum qualifications necessary in order to practice and the necessary examination to assure practice competency. Licensure is ultimately about public protection because it involves the state's authority to regulate licensed persons. Regulating means the person's license can be revoked due to unprofessional conduct.

Licensure of a profession or occupation is a serious business. So much so, that Kansas state law outlines a procedure to determine the correct level of public protection in KSA 65-5001 through 65-5011. This is known as the Kansas Act on Credentialing. It is implemented through the Kansas Administrative Regulations 28-60-1 through 28-60-9.

Kansas has three licensure levels – bachelor level (LBSW) – master level – (LMSW) and independent clinical level (LSCSW).

Licensed Baccalaureate Social Worker - (LBSW)

Qualifications for Licensure

- Graduate from a CSWE-accredited baccalaureate social work program.
- Pass the Association of Social Work Boards' bachelors licensing exam.
- Complete the appropriate forms and submit references to the BSRB for the board to be satisfied "that the applicant is a person who merits the public trust."
- Pay licensing fees.

Practice Information

- Generalist social work practice within an agency or organization.

Examples

- A social worker providing case management in a social service organization.
- A social worker assisting homeless families with basic needs within an agency.

Licensed Master Social Worker - (LMSW)

Qualifications for Licensure

- Graduate from a CSWE-accredited master social work program.
- Pass the Association of Social Work Boards' master licensing exam.
- Complete the appropriate forms and submit references to the BSRB in order for the board to be satisfied "that the applicant is a person who merits the public trust."
- Pay licensing fees.

Practice Information

- Practice within an agency or organization.
- No independent practice.

Examples

- A social worker in a community health setting working under LSCSW supervision.
- A social worker employed to assist with a research study.

Qualifications for Social Work Licensure

Licensed Specialist Clinical Social Worker - (LSCSW)

Qualifications for Licensure

- Graduate from a CSWE-accredited master social work program.
- Pass the Association of Social Work Boards' clinical licensing exam.
- Complete the appropriate forms and submit references to the BSRB in order for the board to be satisfied "that the applicant is a person who merits the public trust."
- Pay licensing fees.
- Finish a minimum of 3,000 hours of supervised post-graduate clinical experience.
- Complete at least 100 supervision hours.
- Meet the goals of a training plan with a clinical supervisor.
- Complete all other regulatory LSCSW licensing requirements.

Practice Information

- The clinical supervision training process must meet the definition of clinical social work below (KAR 102-2-1a (e)). LSCSW in training must identify their clinical supervision goals during the training plan and demonstrate how they are meeting numbers 1-7. "Clinical social work practice" means the professional application of social work theory and methods to the treatment and prevention of psychosocial problems, disability, or impairment, including emotional and mental disorders. Clinical social work shall include the following:
 - (1) Assessment;
 - (2) diagnosis;
 - (3) treatment, including psychotherapy and counseling;
 - (4) client-centered advocacy;
 - (5) consultation;
 - (6) evaluation; and
 - (7) interventions directed to interpersonal interactions, intrapsychic dynamics, and life support and management issues.
- Meets requirements to supervise LMSW towards LSCSW license after two years of practicing on the LSCSW level.

Examples

- A clinical social worker providing services and supervision in an agency or organization.
- A clinical social worker in private practice.

“Licensure is ultimately about public protection because it involves the state’s authority to regulate licensed persons.”

BSW and MSW Licensing Step-by-Step Guide

At first glance, the process of obtaining your Kansas BSW/MSW license may seem overwhelming. So many requirements, so many steps! KS-NASW helps social workers and students walk through this process so it is as easy as possible. Here is an easy to follow handy guide!

Step 1: Graduate with a BSW or MSW (or be in your last semester of) from a CSWE accredited program or meets the requirements of K.A.R. 102-2-6.

Step 2: Complete the licensure application form found at ksbsrb.ks.gov

Step 3: Request your transcript with your degree printed on it to be sent directly from your university's registrar office

Step 4: Obtain 3 professional references

- Each reference should return the completed form (on the BSRB website) to you in a sealed envelope with their signature across the seal.
- One reference must be from your on-site practicum supervisor, director of the field education program, or designated person.
- Two references must be from social workers licensed at or above your intended licensure.
- Your references cannot be someone related to you and should be familiar with your social work skills.

Step 5: Mail the completed application, the three reference letters and the \$50 fee all together to BSRB, 700 S. W. Harrison St. Ste. 420, Topeka, KS 66603-3929

Step 6: After your application has been approved, you will receive written notice.

Step 7: Register with the Association of Social Work Boards (ASWB) at www.aswb.org to take the exam. Exams are offered daily for both BSW and MSW. Your scores must be sent directly from ASWB to the BSRB office.

Temporary Licenses may be requested if everything, but test scores are submitted with BSRB. This license will be good for 12 months or until you receive your permanent license.

Out-of-State Verification Form needs to be completed if you have ever been licensed, registered, or certified in another state. Have the other state agency complete the form and send it directly to the BSRB office. It takes about 30 days for the KS BSRB office to review your application. You can check on your status at www.ksbsrb.ks.gov under Services.



Licensed Specialist Clinical Social Workers Guide

The clinical level of social work licensure is more complex in Kansas. This is because, at this level of licensure (the LSCSW), one can practice independently and diagnose and treat persons with mental health disorders.

For the most advanced license, LSCSW, by the social work structure in Kansas law, one must FIRST be qualified and take the examination to become licensed at the LMSW level. This is not a temporary license. It is a full license with full accountability to the public. To achieve the LSCSW, the LMSW performs work in a clinical setting focused on diagnosis, psychotherapy, including assessment, treatment, evaluation. After all criteria are met, the LMSW must take another examination through ASWB to obtain an LSCSW.

In addition, the LMSW working toward the postgraduate requirements for the LSCSW must complete 40 hours of Continuing Education during a renewal cycle.

What does it take to become licensed as a clinical social worker in the State of Kansas?

The qualifications for the licensed specialist clinical social worker (LSCSW) are:

- has a master's degree or doctorate degree from an accredited college or university, including completion of a social work program recognized and approved by the board.
- has passed the examination (national examination for this level of license)
- has satisfied the board (BSRB) that the applicant merits the public trust.
- has completed 15 credit hours as part of the master's degree which the hours will include the diagnosis and treatment of mental health disorders including a specific course on psychopathology
- has completed a graduate-level practicum that consists of professional experience of at least 350 hours of direct in-person client contact.
- has completed not less than two years of post-graduate supervised clinical experience based on a clinical training plan approved by the board (BSRB). This clinical experience must include no less than 3000 hours with at least 2000 hours of clinical direct service to clients, including at least 1500 hours of face to face psychotherapy.
- has a training plan and subsequent documentation demonstrating 2,000 clinical hours of direct service with clients, of which 1500 must be video or in-person psychotherapy.
- has 100 hours of direct clinical supervision.

The qualifications for specialist clinical level social work are found in KSA 65-6306 - 6308

65-6308. Limitations on private practice of social work; penalties.

- (a) No person may engage in the private, independent clinical practice of social work unless such person:
 - (1) Is licensed under this act as a specialist clinical social worker or specialist social worker; and
 - (2) has had two years' supervised experience approved by the board, pursuant to rules and regulations adopted by the board, as a licensed social worker in the specialty to be offered in private practice subsequent thereto.
- (b) Any violation of this section shall constitute a class B misdemeanor

KAR 102-2-1a

"Clinical social work practice" means the professional application of social work theory and methods to the treatment and prevention of psychosocial problems, disability, or impairment, including emotional and mental disorders. Clinical social work shall include the following:

- (1) Assessment;
- (2) diagnosis;
- (3) treatment, including psychotherapy and counseling;
- (4) client-centered advocacy;
- (5) consultation;
- (6) evaluation; and
- (7) interventions directed to interpersonal interactions, intrapsychic dynamics, and life support and management issues.

Title Protection

In most jurisdictions across the United States, the title of Social Worker and the practice of social work are protected by statute, meaning that individuals who call themselves social workers and practice the profession must be licensed.

Title protection benefits everyone. Social workers will receive the recognition they deserve for their education and licensure, the public becomes more aware of the value of social work, and clients will be assured that their social worker has the training to stand behind the title.

Positions with the word “social worker” in the title may only employ a person with a social work degree and license.

Kansas law (65-6307) restricts the use of the title social worker. Here is the explanation:

- (a) Any person who possesses a valid, unsuspended and unrevoked license issued under the provisions of this act shall have the right to practice and use the title and the abbreviations prescribed by the board for use by persons holding the license held by such person. The board shall establish a title and prescribe abbreviations for use by persons holding each class or type of license issued under the provisions of this act. No other persons shall assume such titles, use such abbreviations, or any work or letter, signs, figures or devices to indicate that the person using the same is licensed as such under the provisions of this act.
- (b) Any violation of this section shall constitute a class C misdemeanor.



Reciprocity

Most people think that if you are licensed in one state and then you move or get a job in another state then you can easily just pick up the phone and “transfer” your license. Unfortunately, this does not occur in most states even with Kansas passing a law to address reciprocity. According to the Association of Social Work Boards reciprocity is “the system that would allow you to obtain a license in a new state because you have a license in another state.” Currently, there is no such thing as true reciprocity as there is paperwork, fees, and differing state requirements to transfer one’s license.

What Reciprocity Really Means

On the issue of national licensure reciprocity, there is no federal social work license available. In the United States, the constitution assigns the regulation of professions to the states. ASWB is working to achieve more uniformity among state regulatory frameworks. Licensing remains a state-governed issue for the near future with differing laws and regulations across states.

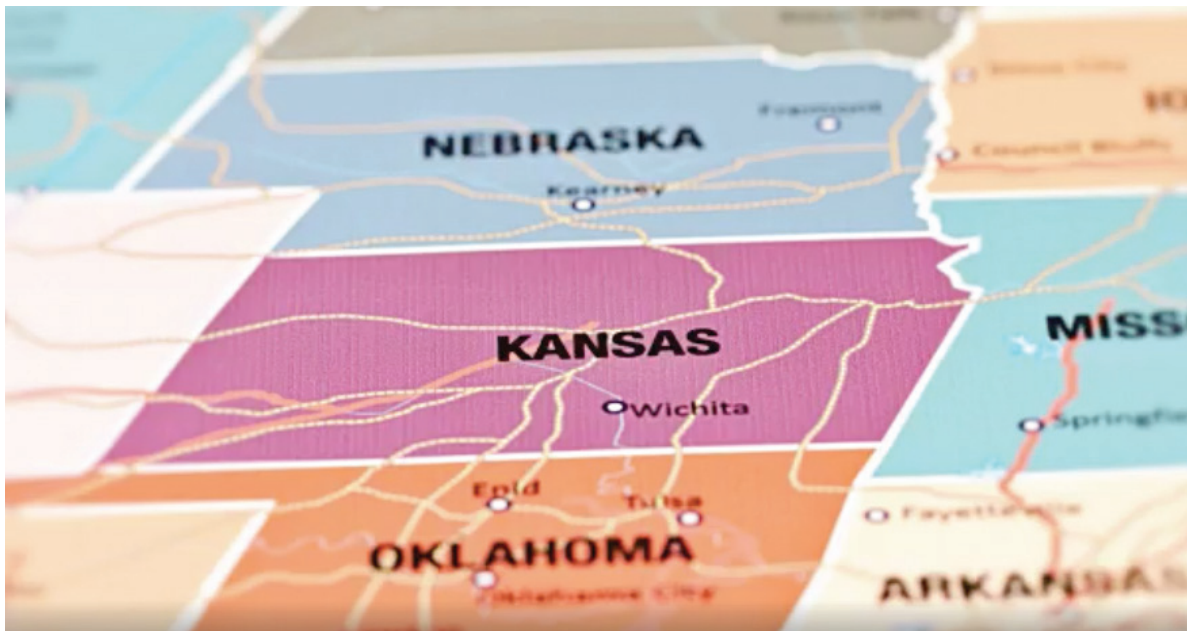
The social work profession unlike many professions has a nationally administered licensure test and social workers across the 50 states complete the same test prior to licensure. The test is conducted by the Association of Social Work Boards (ASWB) and is the definitive standardized test for social work licensure.

Main Components in Kansas:

- Graduate of CSWE-accredited school
- Current license in good standing
- Passed the ASWB exam
- No complaints

Primary Steps for Reciprocity in Kansas:

- Submit verification of license from licensing board
- Submit verification of passage of an examination
- Complete the application and provide the licensing fee



Social Work Workforce in Kansas

Social workers are the largest provider of mental health services in Kansas. Social workers are licensed at three levels of practice - baccalaureate (LBSW), the master (LMSW), and the independent specialist clinical social worker (LSCSW). Licensed social workers provide more services than all the other licensed mental health care providers combined in Kansas and across the nation. While many social workers provide services in private practice settings, the majority of services are in community-based agencies, both public and private, such as schools, hospitals, clinics, and prisons.



The Alphabet Soup of Licensure

In the field of social work, BSW stands for a Bachelor of Social Work, MSW stands for Master of Social Work, while LSCSW in Kansas stands for Licensed Specialist Clinical Social Worker. The clinical independent level in many states such as Missouri and Oklahoma are statutorily defined as an LCSW (Licensed Clinical Social Worker).



While these terms are often mentioned together and are related, they actually mean two completely different things. BSW and MSW refer to a degree program, while an LBSW or LMSW, or LSCSW refers to a profession (and a professional license). In Kansas to become a Licensed Clinical Social Worker (LSCSW), you must first earn an MSW and first become a Licensed Master Social Worker before you start supervised training for an LSCSW. This is not the case in several states such as Colorado.

“ Professional social workers are the nation’s largest group of licensed mental health services providers. There are more licensed social workers - over 7,500 in Kansas - than all psychologists, professional counselors, marriage and family therapists, addiction counselors and behavior analysts combined. ”

Social Work Strong

Kansas Social Work Student Enrollment

The Kansas Council on Social Work Education (KCSWE) is a group of social work educators from each of the nine national Council of Social Work Education (CSWE) accredited social work programs in Kansas. The purpose of the group, as educators, is to share information, support professional development, and promote the profession of social work.

Student enrollment in the nine Kansas schools teaching social work programs is strong, steady, and increasing. Student enrollment must continue to expand to meet the projected needs in the not-so-distant future.

Total number of social work students enrolled in college in 2017-2018: 1712

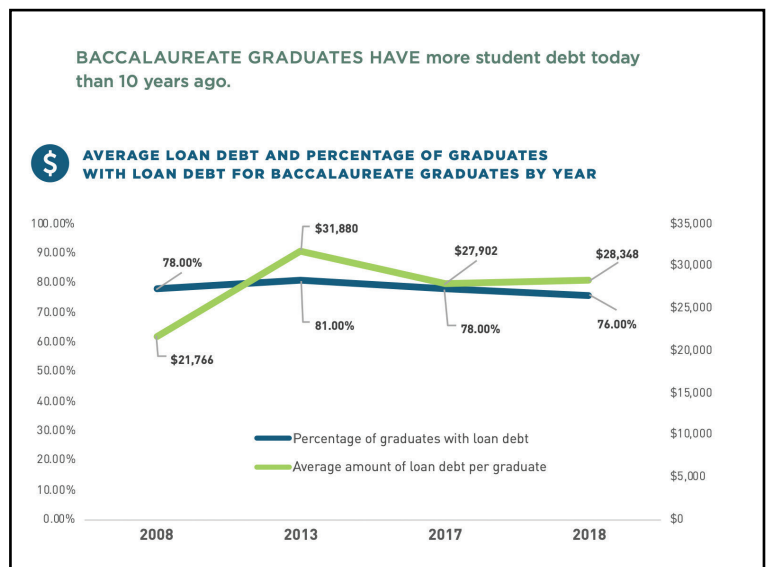
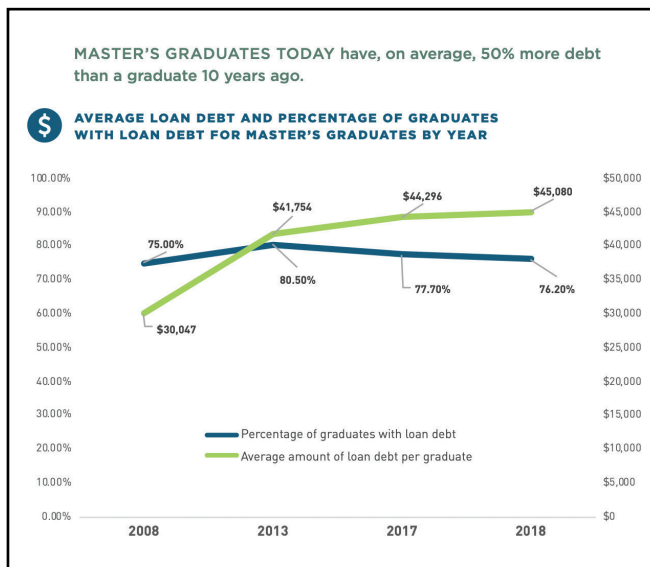
The approximate number of social work graduates from 2010 - 2018: 3500

The recent attention to the very high turnover of social workers in child welfare work indicates a need to improve working conditions and professional support. To continue to strengthen and encourage social workers to build a career in child welfare services, the Kansas Council on Social Work Education suggests:

- Re-establish Title IV-E funds to support staff seeking advanced Social Work degrees.
- Develop a state-based student loan forgiveness, especially in the rural and frontier.
- Reduce the number of children on workers' caseloads.

Student Loan Debt Impacts Workforce

The 2018 Annual Statistics on Social Work Education in the United States by the Council on Social Work Education includes comprehensive and current information on the state of social work education. The report shows that baccalaureate and master's graduates have more student debt today than 10 years ago.

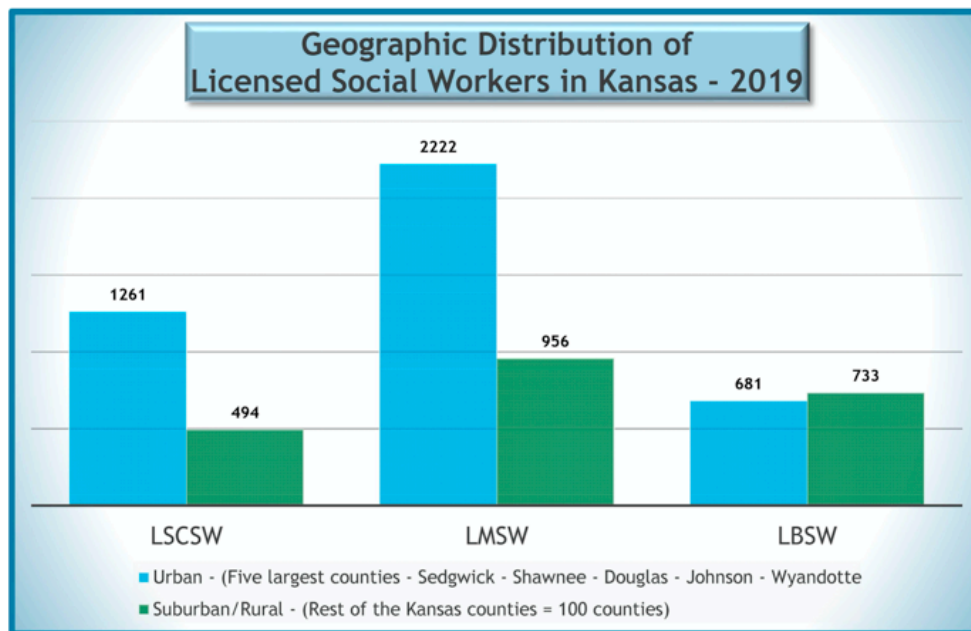


According to 2018 - Annual Statistics on Social Work Education by the Council on Social Work Education

The Need for Social Workers in Kansas

Professional social workers serve a broad spectrum of populations and are found in every facet of community life – in schools, hospitals, mental health clinics, senior centers, elected official, private practice, prisons, military, corporations, and in numerous public and private agencies that serve individuals and families in need. In addition to directly serving individuals and families, many social workers also provide leadership for the organizations that provide Kansas’ social infrastructure.

Currently – the majority of clinical specialist and master level social workers practice or live within the five largest urban counties in Kansas. One strategy to help address workforce shortages in rural and underserved areas is through ensuring remote and virtual services are reimbursed at the same level as in-person care. NASW-KS Chapter has been an active member of a sub-committee of Kansas Mental Health Coalition that is advocating for mental health parity. The chart below identifies the licensed social workers living and or working in Kansas.



Workforce Shortages Create Barriers to Service Provision

Today Kansas is facing a shortage of trained mental health responders. Families and children in need are facing long waits to get treatment, especially in rural Kansas. For teens in crisis who are contemplating suicide receiving timely supports and services can mean the difference between life and death.

In 2018, Kansas recorded 555 suicide deaths, accounting for the highest number of suicide deaths in the last 20 years and a 22 percent increase in just the past five years. The increase in suicide deaths in the age group of 15-44 is extraordinarily alarming as it has climbed by over 50 percent in the last five years. Schaeffer Center for Health Policy and Economics reported in 2018 that Kansas has a lower number of behavioral health care professionals per capita compared to the rest of the United States. The large numbers of retiring baby boomers are also compounding the workforce shortage and the out-migration of college graduates is higher in Kansas than in more urban states.

The January 8 – 2018 Mental Health Task Force Report at the request of the 2017 Legislature developed a list of priority recommendations that included addressing workforce shortages to reverse the erosion of the behavioral health continuum of care in order to see improved outcomes for Kansas families. The Child Welfare System Taskforce (2018 and 2019) also recommended addressing workforce shortages of social workers in child welfare across Kansas.

Like the rest of the United States, Kansas is seeing an increase in patients seeking mental health treatment. Kansas is having difficulty finding enough doctors, nurses, and therapists to treat and meeting the growing mental health crisis. Providers say the problem is worse in the state’s least-populated rural areas, where inpatient and outpatient positions can stay open for months at a time.

National Trends in the Social Work Labor Force

According to the Bureau of Labor Statistics, overall employment of social workers is projected to grow 16 percent from 2016 to 2026, much faster than the 7 percent average for all occupations. Demand for social workers will vary by specialization with the employment of healthcare social workers projected to grow by 19 percent, mental health by 18 percent, and child and school social workers to see a projected growth by 13 percent from 2016 to 2026.

States ranked by the shortage of mental health professionals

The Kaiser Family Foundation has ranked Kansas in the top 15 states due to only meeting 32.46 percent of the identified mental health needs in Kansas.

The ranking is based on a quarterly summary of designated Health Professional Shortage Area statistics published Sept. 30, 2019, by HHS, the Bureau of Health Workforce, and the Health Resources and Services Administration. The HPSA designation is given to areas where the population-to-provider ratio for mental healthcare is at least 30,000 to 1.

In total, there are 6,069 areas with a health professional shortage area – (HPSA) designation for mental healthcare in the United States. Kansas has 131 professional mental health shortage areas.

Note: The list includes ties.

- 1. California — 544**
- 2. Texas — 419**
- 3. Michigan — 299**
- 4. Alaska — 269**
- 5. Missouri — 266**
- 6. Arizona — 212**
- 7. Florida — 202**
- 8. Washington — 187**
- 9. North Carolina — 184**
- 10. Illinois — 171**
- 11. New York — 170**
- 12. Louisiana — 153**
- 13. Oklahoma — 150**
- 14. Wisconsin — 148**
- 15. Kansas — 131**
- 15. Kentucky — 131**
- 15. Pennsylvania — 131**

Kansas Social Work Workforce Trends

Resources are needed to overcome barriers that limit access to mental health care particularly in Kansas' rural counties, according to a report put together by Dr. Tim Davis, Ph.D., LCSW, Professor, and Chair of Department of Social Work, Fort Hays State University. Dr. Davis also served for over a decade on the Kansas Chapter Board of Directors and recently served as Board President.



Dr. Tim Davis, Ph.D., LCSW

Professor and Chair
Department of Social Work
Fort Hays State University

Dr. Davis discovered through his analysis a lack of access to mental health in rural counties through his county by county analysis of licensed mental health professionals. Kansas is currently at a crisis point in many counties. There are rural counties in the state that have no licensed psychologists or social workers. This creates large areas of “mental health deserts.” These geographic barriers to access can result in rural populations forgoing care altogether or depending on hospital emergency rooms and other nontraditional services for their behavioral health needs.

Dire Shortages in Rural Kansas of Licensed Mental Health Professionals

Licensed Psychologists

- 637 - Statewide
- 21 - Western Kansas
- 616 - Eastern Kansas

Licensed Specialist Clinical Social Workers

- 1,755 - Statewide
- 83 - Western Kansas
- 1,672 - Eastern Kansas

For a behavioral health system to operate effectively it is critical to have an adequate licensed workforce capacity with an array of services available to provide mental health and substance use disorder treatment. The current workforce capacity in western Kansas has significant provider gaps and limited access for adults and children to licensed mental health professionals according to the report put together by Dr. Davis and his summary analysis on page 31.

“There are rural counties in the state that have no licensed psychologists or social workers.”



Unmet Needs For Mental Health Professionals (2019)

Western Kansas

10.8% of LBSWs (Licensed Bachelor Social Workers)
 18 counties have none
 An additional 15 counties have 2 or fewer

14.8% of LACs (Licensed Addiction Counselors)
 22 counties have none
 An additional 14 counties have 2 or fewer

4.4% of LMSWs (Licensed Master Social Workers)
 16 counties have none
 An additional 19 counties have 2 or fewer

4.7% of LSCSWs (Licensed Specialist Clinical Social Workers)
 13 counties have none
 An additional 26 counties have 2 or fewer

3.1% of LPs (Licensed Psychologists)
 36 counties have none
 An additional 4 counties have 2 or fewer

Eastern Kansas

89.2% of LBSWs (Licensed Bachelor Social Workers)
 4 counties have none
 An additional 7 counties have 2 or fewer

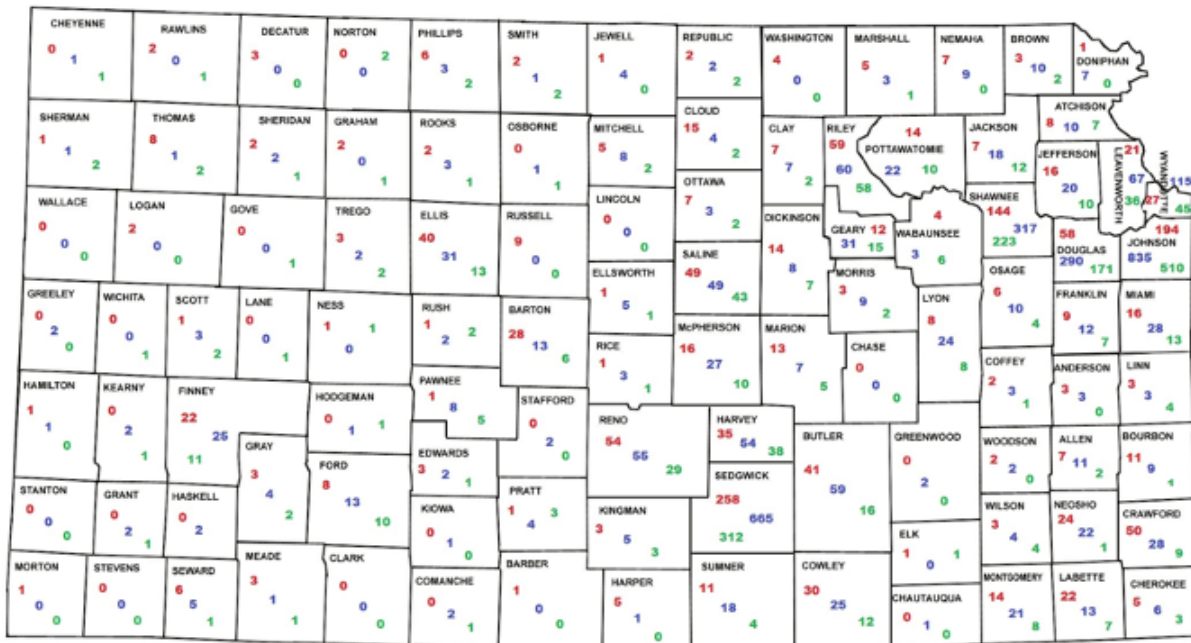
84.2% of LACs (Licensed Addiction Counselors)
 11 counties have none
 An additional 19 counties have 2 or fewer

95.6% of LMSWs (Licensed Master Social Workers)
 4 counties have none
 additional 4 counties have 2 or fewer

95.3% of LSCSWs (Licensed Specialist Clinical Social Workers)
 10 counties have none
 additional 11 counties have 2 or fewer

96.9% of LPs (Licensed Psychologists)
 26 counties have none
 An additional 9 counties have 2 or fewer

Unmet Needs for Social Workers



Licensed Bachelor Social Workers
 Statewide LBSW total= 1,510
 Western Kansas LBSW total= 164
 Eastern Kansas LBSW total= 1,346

LBSW in Western KS: 10.8%
 LBSW in Eastern KS: 89.2%

Licensed Masters Social Workers
 Statewide LMSW total= 3,181
 Western Kansas LMSW total= 143
 Eastern Kansas LMSW total= 3,038

LMSW in Western KS: 4.5%
 LMSW in Eastern KS: 95.5%

Licensed Specialist Clinical Social Workers
 Statewide LSCSW total= 1,755
 Western Kansas LSCSW total= 83
 Eastern Kansas LSCSW total= 1,672

LSCSW in Western KS: 4.7%
 LSCSW in Eastern KS: 95.3%

Unmet Needs for Mental Health Professionals In Kansas

Many barriers exist across Kansas to access treatment including insufficient health insurance coverage, long waits, poverty, and limited transportation options. Investments in infrastructure, telehealth, and workforce are needed to promote mental health and well-being in rural and urban counties. In addition, the pervasive stigma surrounding mental health often prevents many individuals from seeking help.

For example, Wyandotte County is the fourth most populous county in Kansas with a racial and ethnic diverse population. The county has a population of 160,000 with only 45 licensed clinical social workers.

The map created by Dr. Davis demonstrates the severe shortage of licensed social workers in many counties across Kansas. Social workers are the primary provider of behavioral health and social services in Kansas. Please visit addendum for the additional detailed county by county maps of Kansas licensed mental health professions.



Kansas Has a Distinct Need for Clinical Social Workers

The passage of social work practice licensure law was a consumer protection effort and the goal was to ensure that Kansans receive vital mental health services from qualified mental health professionals. The law ensured that only the highest level of social work licensure (LSCSWs) could provide, without supervision, psychotherapy, assessment-based treatment planning, and diagnosis (K.S.A 65-6319).

Many LSCSWs work independently as a private practice practitioner and provide assessment, diagnosis, and therapy within small business corporations. Currently, only the independent level of licensure LSCSWs receive third party payment and insurance reimbursement. LSCSWs and Licensed Psychologists receive Medicare reimbursement for therapy. Rural communities with a higher percentage of older adults rely on Medicare reimbursement as a primary source of payment for mental health support.



The clinical level of licensure is a key component of a strong mental health and substance abuse service system in Kansas. LSCSW professionals are also needed to supervise and train the next generation of clinicians. As the boomers close their practice and retire the shortage will worsen across Kansas. Historically, post-graduate regulatory requirements for LSCSW in Kansas have been much more stringent and onerous than our neighboring states. Kansas Chapter continues to work on licensing reforms to increase access to clinical level social workers across Kansas.

Unmet Needs for Mental Health Professionals In Kansas

2019 Licensed Clinical Social Workers Compared to the Neighboring States

| State | Post-graduate clinical level MSW | LMSW | Total | Percent of clinical social workers in each state |
|----------|----------------------------------|------|-------|--|
| Missouri | 5939 | 1857 | 7796 | 76 % |
| Colorado | 6090 | 1612 | 7702 | 79 % |
| Oklahoma | 2761 | 1072 | 3833 | 72 % |
| *Kansas | 1,755 | 3178 | 4933 | 36 % |

*Kansas numbers are licensed professionals living or working within the state

Licensed Bachelor Social Workers Are Decreasing

Kansas has a long history of supporting licensing at the bachelor level social workers. Missouri just recently in the last decade passed licensure at the BSW level. The 2019 numbers of licensed BSW social workers in Kansas - 1,414, Missouri - 75, Oklahoma - 106, and Colorado doesn't license social workers at the BSW level.

The number of bachelor social workers seeking licensure continues to decline in Kansas. One reason is due to Kansas removing its hiring requirement for licensure in child welfare. Bachelor level social workers often go straight into graduate school versus working for several years with their LBSW. Since the 1990s, geographical access to MSW programs has also increased providing more options to achieve an MSW. Now, Kansas BSW graduates can choose from Washburn University, Wichita State University, Newman University, Fort Hays State University in addition to the University of Kansas, which was the sole graduate social work program for many decades.

Although **90 percent** of social workers are satisfied with the life-affirming, invaluable work they do, social work salaries lag behind those of other helping professions such as nurses, high school teachers, and police officers.

SOCIAL WORK
ELEVATE



Source: Bureau of Labor Statistics; Profile of the Social Work Workforce, The George Washington University and Health Workforce Institute and School of Nursing; New Social Workers: Results of the Nationwide Survey of 2017 Social Work Graduates; The National Social Work Workforce Study

NASW
National Association of Social Workers

750 First Street, NE, Suite 800, Washington, D.C. 20002
800-743-4089 | socialworkers.org

Social Workers' Incomes

In terms of mean income, those with master's degrees in social work earn about **\$13,000** more than those with bachelor's degrees in social work. Those with doctorate degrees in social work earn some **\$20,000 to \$25,000 more** than MSWs. Although MSWs earn most in large cities or urban clusters, BSWs earn more in medium and small cities.

NASW – Kansas Chapter

The Voice of Social Work in Kansas

NASW-KS Chapter is the largest professional association working on behalf of the profession and practice of social work in Kansas. The primary implementation of this vision is through the Chapter's work and mission to protect the Kansas Social Work Practice Act (the law that defines and authorizes our practice of social workers).

In 1976, NASW-KS led the successful effort to secure passage of social work licensing. Kansas was one of the first states in the nation to have licensing at three levels of expertise – baccalaureate (LBSW), the master (LMSW), clinical social work (LSCSW) due to the efforts of NASW-KS Chapter.



What We Do

Kansas Chapter is dedicated to helping social workers connect, develop professional skills, and advocate for their evolving practice needs. Kansas Chapter does so by providing year-round programming, continuing education programs, and leading statewide advocacy efforts.

As the champion of social work services in Kansas, the Chapter is dedicated to the future and advancement of social workers and the profession. We are leaders in developing and promoting sound practice and policy in the community and legislature. We provide resources for professional development supporting members in building their careers with confidence and success.

Together We Are Stronger

Social workers join NASW to advance their careers, to connect with colleagues, and to protect their practice - all while advocating for the profession and social change. Kansas Chapter is a vigilant voice for social work practice in promoting increased awareness with employers and government funders. Kansas Chapter has fought for many decades and will continue to advocate for policies that are consistent with strengthening social work and meeting human needs.

THE TOPEKA CAPITAL-JOURNAL
cjonline.com

October 3, 2019

Wendy Funk Schrag: Meeting social, emotional needs of Kansas children



Wendy Funk Schrag is president of the board of directors for the Kansas Chapter of the National Association of Social Workers.

Legislative and Advocacy Priorities

NASW-KS Chapter advocates for the Association with the Kansas governor, legislature, and regulatory agencies. The Chapter has advanced and promoted the following legislative and policy priorities for the profession (2018-2020):

- Ensuring licensure is required in state-funded child welfare and stipends for student social work practicums.
- Lowering BSRB licensing fees for social workers.
- Licensure reciprocity and regulatory reforms in post-graduate clinical hour requirements at the LCSW licensure level.
- Ensuring licensure is required in state-funded child welfare services.
- Reimbursement of clinical social work in private practice by public/private insurers.
- Mental health parity reforms through collaboration with Kansas Mental Health Coalition.
- The creation of a state-funded mental health pilot project to add mental health resources in K-12 schools and expand social work positions across Kansas school districts.
- Additional state-funded social worker positions within the child welfare system and reductions in worker caseloads.
- Inclusion of social work services in the Kansas Telemedicine Act effective on January 1, 2019.
- BSRB licensing regulatory changes providing temporary relief due to COVID-19 on continuing education renewals.
- Teletherapy counting toward the 1,500 hours of direct clinical contact during clinical social work supervision.
- Review of in-person hour requirement by BSRB to encompass telehealth during graduate social work practicum training.



Major Pieces of Legislation Championed by Kansas Chapter

Licensure Reciprocity and Reforms in Post-Graduate Clinical Hours

Through Senate Bill 193/SB 15 the Kansas Legislature during the 2019 legislative session increased citizens' access to mental health care by increasing access to appropriately trained licensed professionals.

SB 193/SB 15 was brought forth to help social workers who are licensed and in good standing in another state to become seamlessly licensed in Kansas. NASW-KS championed and brought forth an amendment to this Bill to place post-graduate supervision hours for clinical supervision in line with states across the country (3000 supervised practice hours and 100 supervision hours). The high cost of time and money to complete post-graduate hours had resulted in many years in the out-migration of social workers, especially to bordering states.

SB 193/SB 15 passed out the House and Senate in 2019 and provided licensure reciprocity for social workers who provide services across state lines or move to Kansas. Kansas Chapter proposed amendment focusing on post-graduate supervision hours was approved in the Senate and House. Governor Kelly signed the Bill into law in May 2019.

What Exactly Does The Law Do?

- The statutory requirements for licensure as a specialist clinical social worker (LSCSW) changed the hours of supervised clinical experience from 4000 total hours to 3000 total hours and the required supervision hours from 150 hours to 100 hours for new (non-reciprocity) LSCSW applications only starting on or after May 9, 2019.
- The legislation modifies existing statutory requirements concerning licensure by reciprocity so that individuals who are currently licensed in another state may be able to be licensed in Kansas.

Governor Kelly Signs Historic Reforms in Kansas Licensing



In Remembrance: Teri Zenner Social Work Act

The social worker safety awareness legislation originated from the death of Teri Mathis Zenner in 2004. Teri Zenner, a case manager for Johnson County Mental Health Center, was killed August 17, 2004. She was a case manager and a master's social work student when she was attacked and killed by a client while making a home visit.

In the aftermath of his wife's death, Matt Zenner began work on a federal and state law focused on safety measures for social workers. In fact, the day after Teri was tragically stabbed to death by a 17-year old client, Matt met with former Congressman Dennis Moore (KS-3) and his staff to begin working on federal legislation. Matt believed his wife could have survived the attack if better equipped to respond to a potentially violent episode.

Congressman Moore together with Matt by his side introduced the Teri Zenner Social Worker Safety Act in the U.S. House of Representatives. This Act authorized the Secretary of Health and Human Services to award grants to states to provide safety measures to social workers. NASW has continued the fight for social work safety through re-introducing similar federal legislation "The Protecting Social Workers and Health Professionals from Workplace Violence Act." After advocating for federal legislation, Matt Zenner worked to get legislation passed in Kansas. His goal was to prevent future violence against social workers. Zenner's reform ideas initially met opposition in the Kansas Legislature but persistent lobbying turned the tide for support for legislation focused on social work safety training.



Governor Mark Parkinson signed Senate Bill 25 in 2010. The Bill required Kansas social workers to complete six hours of safety training as part of continuing education courses tied to first-time licensure renewals. The requirement took effect Jan. 1, 2011. Kansas is the first state to adopt a safety training mandate as part of continuing education programs. This law is unprecedented as no other state at the time had implemented such a law. Kansas Chapter commends Mr. Zenner's courage and generosity in working to help keep social workers safe on the job.

“August 17, 2020 marks 16 years since we tragically lost Teri Mathis Zenner. Her life and her death have transformed our agency in many ways. I remember fondly her sense of humor and buoyant personality along with her passion for helping others.”

**Tim DeWeese, LMSW Director,
Johnson County Mental Health Center**



Memorial plaque in the entry way at the Johnson County Mental Health Center in Olathe.

What Exactly Does The Law Do?

The new law says an applicant for first-time licensure renewal as a baccalaureate social worker, master social worker, or a specialist clinical social worker, as part of such continuing education, shall complete not less than six hours of social worker safety awareness training. If the applicant for first-time licensure renewal has already taken such training, as part of a previous level of social work licensure renewal, then the applicant is not required to complete an additional six hours of social worker safety training.

Conclusion

We can't do this alone, and by joining NASW you are demonstrating to our elected officials and communities across Kansas the collective importance of the social work profession.

Social workers are often underpaid, burdened by high caseloads, and resources for clients can be limited. When social workers unite by joining NASW, the social work profession has a larger voice and more influence with elected leaders, policymakers, and employers to make critical changes that support the profession and society.

Membership Makes Our Work Possible

Membership dues enable NASW to provide resources that are reliable, timely, and critical to our work as social workers. NASW members enjoy benefits and networking at the national and chapter level, for one annual fee. NASW members abide by the profession's Code of Ethics and represent the very best of social work in academia, practice, research, and policy.

Social Workers Have a Voice at the Table Through NASW Membership

Currently, Kansas Chapter is the only mental health professional association that has a paid executive director and representation at the table during the licensing board meetings and at the Kansas State Capitol. NASW membership helps to pay for a voice in Topeka that is working to make the lives of professional social workers easier and to be more effective in supporting vulnerable persons across Kansas. Our legislative and licensure protection is only possible due to membership support.

Keeping Kansas Informed on the Practice and Profession of Social Work

We greatly appreciate your reading this profile and learning about the social work profession and the work of NASW and Kansas Chapter. Together - we are stronger and can advance the profession and practice of Social Work in Kansas.

We look forward to being an ongoing resource for social workers, advocates, policymakers, and legislators in the upcoming years.

If you could take action on only ONE issue, what are you most passionate about changing?



**Stand up with us and become a member of NASW,
YOUR professional social work association!**

JOIN TODAY!

socialworkers.org

Resources for Every Social Worker

Whether you are an aspiring social work student or a seasoned social worker already in the field, there are many resources available to support, encourage, and develop your professional knowledge and insight into the social work field. It's important to stay informed on current trends, topics and research in the social work field even after your social work degree is complete.

Association of Social Work Boards (ASWB) www.aswb.org

Council of Social Work Education - Publishes an annual summary and survey of social work programs – www.cswe.org

Kansas Behavioral Science Regulatory Board (BSRB) www.ksbsrb.ks.gov

Kansas Chapter of Social Workers – www.naswkansas.com

National Association of Social Workers - www.socialworkers.org

NASW Assurance Services, Inc. is a wholly owned subsidiary of NASW, responsible for designing, securing, and overseeing high quality, competitive insurance, financial, and other programs and services offered to social workers. Every social worker needs career protection. With NASW membership, you gain access to significantly discounted liability insurance with coverage tailored just for social workers. www.naswassurance.org

NASW Legal Defense Fund (LDF) was established in 1972 to provide financial legal assistance and support for legal cases and issues of concern to NASW members and the social work profession. www.socialworkers.org/About/Legal/

NASW Press is a leading scholarly press in the social sciences. It serves faculty, practitioners, agencies, libraries, clinicians, and researchers throughout the United States and abroad. www.naswpress.org

NASW Research Library: The library includes resources that support social work practice. NASW membership gives unlimited access to more than 25 international databases with thousands of documents from leading research institutions, think tanks and advocacy groups. These databases include ERIC, SocINDEX and PubMed. www.socialworkers.org

Social Work Policy Institute - www.socialworkpolicy.org

Society for Social Work and Research – www.secure.sswr.org

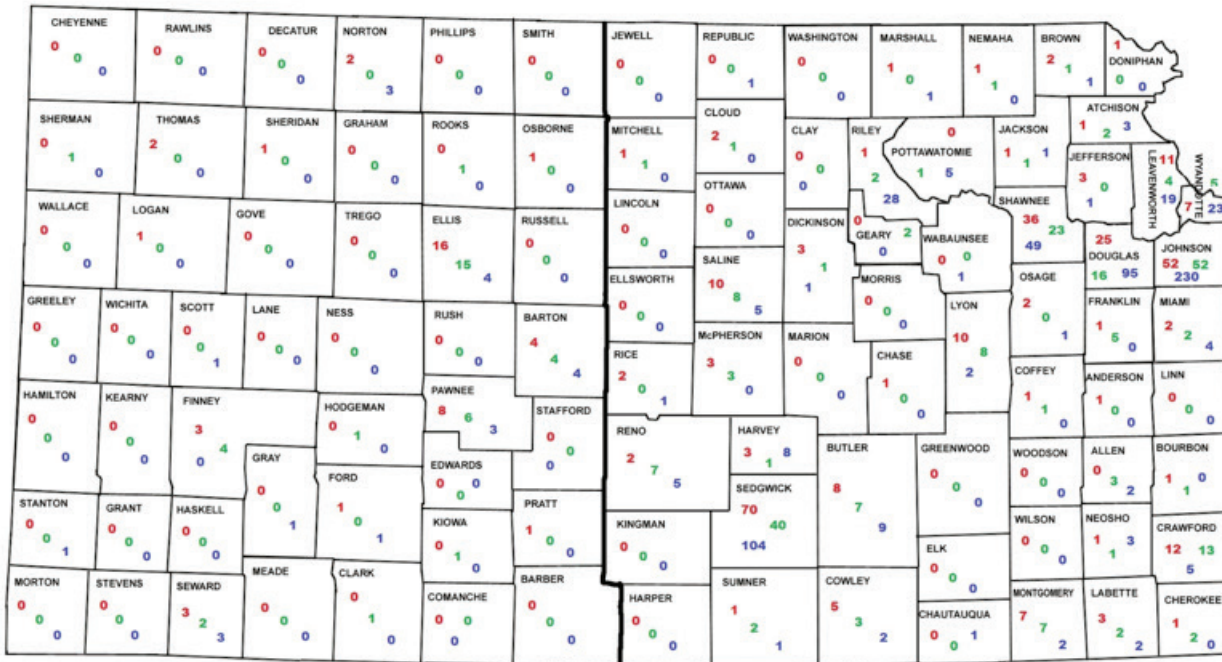
The New Social Worker blog - www.socialworker.com

US Department of Labor, Bureau of Labor Statistics – www.bls.gov

Addendum

2019 BSRB Licensees by County

Psychologist



Licensed Master's Level Psychologist

Statewide LMLP total=338
 Western Kansas LMLP total=43
 Eastern Kansas LMLP total=295
 LMLP in Western KS: 12.7%
 LMLP in Eastern KS: 87.3%

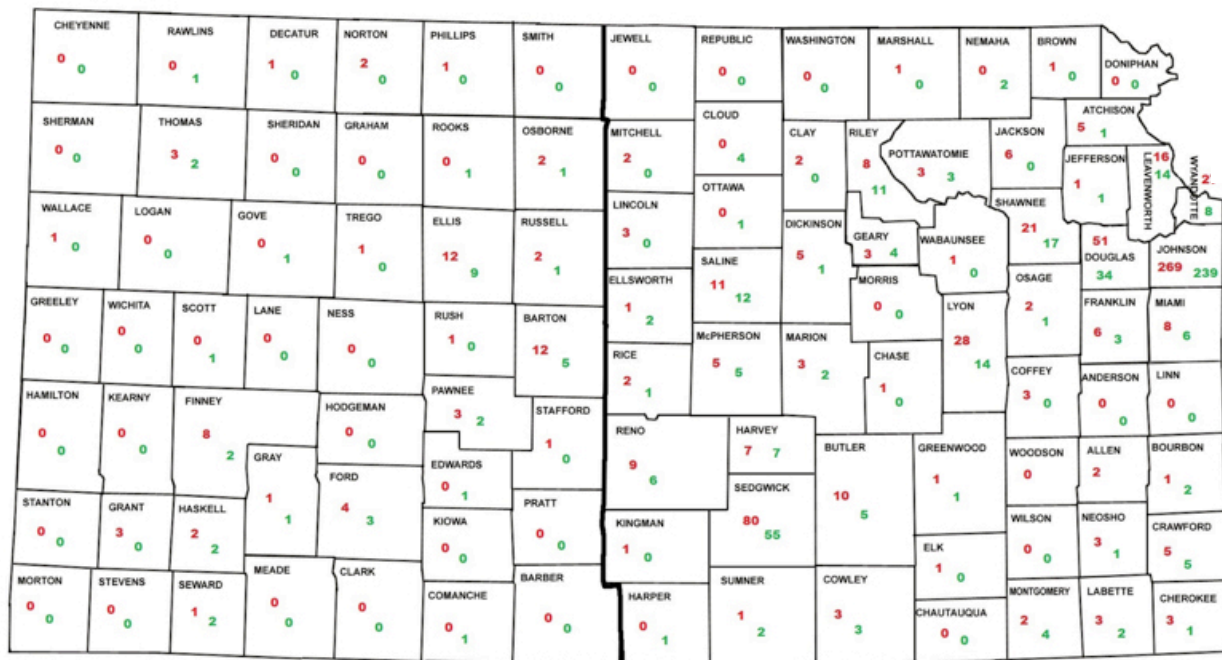
Licensed Clinical Psychotherapist

Statewide LCP total=261
 Western Kansas LCP total=36
 Eastern Kansas LCP total=225
 LCP in Western KS: 13.8%
 LCP in Eastern KS: 86.2%

Licensed Psychologists

Statewide LP total=637
 Western Kansas LP total=21
 Eastern Kansas LP total=616
 LP in Western KS: 3.3%
 LP in Eastern KS: 96.7%

Professional Counselor



Licensed Clinical Professional Counselor

Statewide LCPC total=517
 Western Kansas LCPC total=36
 Eastern Kansas LCPC total=481
 LCPC in Western KS: 7%
 LCPC in Eastern KS: 93%

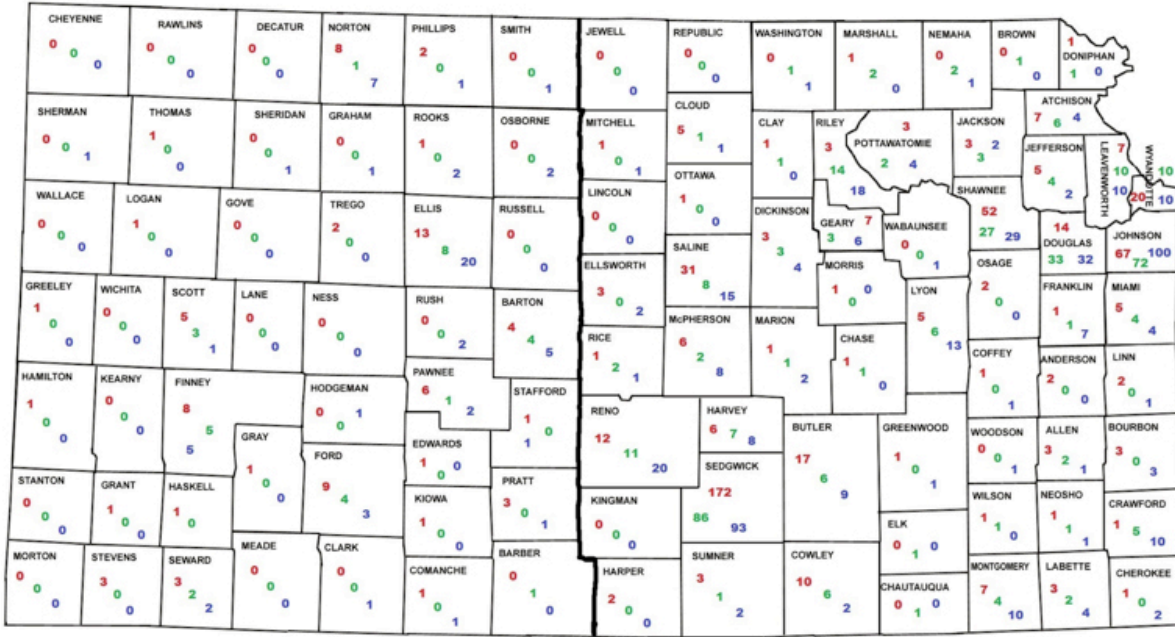
Licensed Professional Counselor

Statewide LPC total=693
 Western Kansas LPC total=61
 Eastern Kansas LPC total=632
 LPC in Western KS: 9%
 LPC in Eastern KS: 91%

Addendum

2019 BSRB Licensees by County

Addiction Counselor



Licensed Addiction Counselors

Statewide LAC total=584
 Western Kansas LAC total=78
 Eastern Kansas LAC total=506

LAC in Western KS: 13.4%
 LAC in Eastern KS: 86.6%

Licensed Clinical Addiction Counselors

Statewide LCAC total=508
 Western Kansas LCAC total=61
 Eastern Kansas LCAC total=447

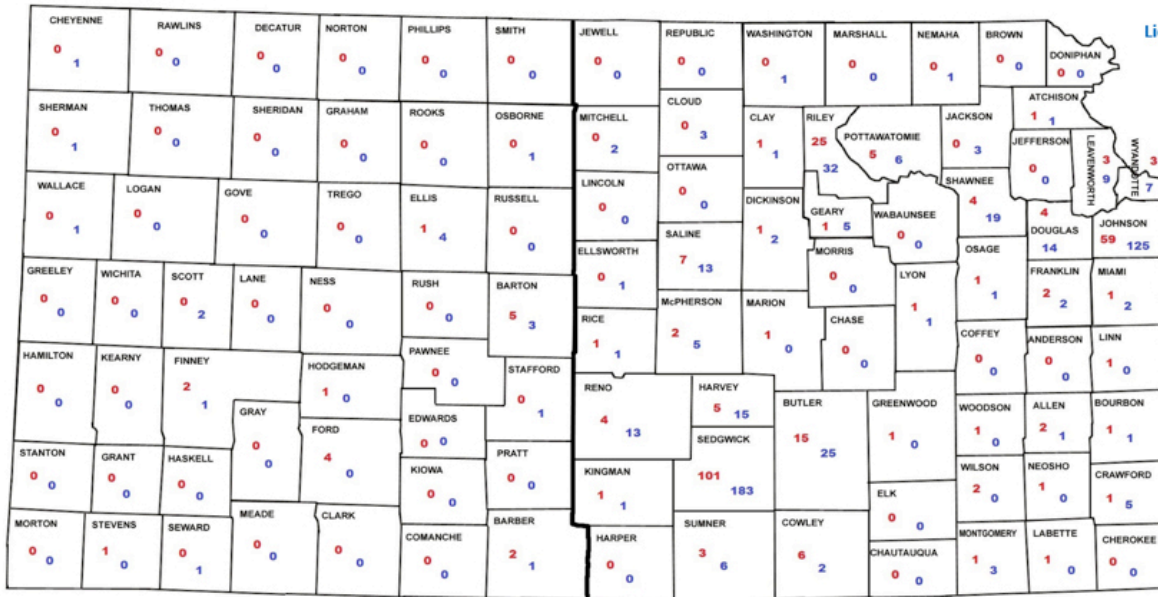
LCAC in Western KS: 12%
 LCAC in Eastern KS: 88%

Licensed Master's Addiction Counselors

Statewide LMAC total=279
 Western Kansas LMAC total=29
 Eastern Kansas LMAC total=250

LMAC in Western KS: 10.4%
 LMAC in Eastern KS: 89.6%

Marriage Family Therapist



Licensed Clinical Marriage and Family Therapists

Statewide LCMFT total=528
 Western Kansas LCMFT total=17
 Eastern Kansas LCMFT total=511

LCMFT in Western Kansas: 3.2%
 LCMFT in Eastern Kansas: 96.8%

Licensed Marriage and Family Therapists

Statewide LMFT total=286
 Western Kansas LMFT total=16
 Eastern Kansas LMFT total=270

LMFT in Western Kansas: 5.6%
 LMFT in Eastern Kansas: 94.4%

Notes

Kansas

SOCIAL WORK PROFILE



National Association of Social Workers

KANSAS CHAPTER

August 2020

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