



Strategic Initiative

An integrated action plan

The Indiana Social Work Strategic Initiative {ISWSI}

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The Indiana Social Work Strategic Initiative {ISWSI}

Introduction

The Intent of the NASW-IN Social Work Strategic Initiative

The NASW - IN chapter and its' board has diligently been working towards a major initiative designed to unify and advance the social work profession at the state level. The Social Work Strategic Initiative is an action plan that integrates key goals identified by the strategic initiative planning group. This strategic initiative also addresses key goals identified by the Indiana NASW chapter.

The Process Utilized to Develop the Indiana Social Work Strategic Initiative (ISWSI)

Indiana's initial draft was based on recent research related to labor market information and a variety of social work education and practice issues along with the strategic planning groups 2010-2012 Strategic Initiative. The Chapter's Board of Directors and other members reviewed the preliminary draft and developed the goals below. This is a living document and feedback and changes will be incorporated as we move forward.

The Chapter will present the Indiana SWSI and Feedback Form on the website, and in email updates, "Indiana UPDATE e-newsletter" and through all events, meetings, and continuing education programming.

Chapter's Board of Directors
Chapter's Volunteer Leadership
Indiana Delegates to the 2011 Delegate Assembly
Chapter's Regions, Committees, and Specialty Practice Groups

The Chapter's 2,800 Members including Student Members and Affiliates

Organizations, Associations, and Groups Providing Feedback now or in the future

Other organizations will be added.

The Indiana Mental Health Directors Association
The Indiana Department of Mental Health
The Council on Social Work Education
The Indiana Coalition of Human Services
The Indiana Deans and Directors of Social Work Programs
The Indiana Society of Clinical Social Work
The Latino Social Work Network
The Indiana Marriage and Family Association
The Indiana Association of School Social Workers
The Indiana Association of Black Social Workers
The National Alliance on Mental Illness of Indiana
The Indiana Society of Social Workers Leadership in Health Care (ISSWLHC)
The Indiana Youth Institute

Indiana Profile of Social Workers

Licensure in Indiana

The purpose of licensing and certification in social work is to assist the public through identification of standards for the safe professional practice of social work. Each state defines by law what is required for each level of social work licensure. Typically, there are four categories of practice that a state may legally regulate.

Bachelors: Baccalaureate social work degree upon graduation;

Masters: Master's degree in social work (MSW) with no post-degree experience;

Advanced Generalist: MSW with two years post-master's supervised experience; and

Clinical: MSW with two years post-master's direct clinical social work experience.

Currently there are two levels of social work licensure in Indiana, which include the Licensed Social Worker (LSW) and the Licensed Clinical Social Worker (LCSW).

The Licensed Social Worker requires obtaining a BSW or MSW from a Council on Social Work Education (CSWE) Accredited school of social work. The BSW must document 3000 hours of post-baccalaureate full time paid experience, fulfilling the pre-license coursework and supervision requirements, and pass the Association of Social Work Boards Master level test. The MSW can take the Master Level test directly after graduation and obtain an LSW.

The Licensed Clinical Social Work (LCSW) requires obtaining a MSW from a Council on Social Work Education (CSWE) accredited school of social work, obtaining 4500 Paid full time employment if no social work/service experience or 3000 hours of post-masters clinical experience, fulfilling the pre-license coursework and supervision requirements, and passing the Association of Social Work Boards Advanced Clinical exam. LCSW licensure allows the individual to perform independent and unsupervised psychotherapy.

Both the LSW and the LCSW license must be renewed every two years, and it is required that the licensee obtain forty (40) continuing education hours units during each renewal period. Individuals with a BSW or MSW degree may be employed as social workers without holding a state license.

The Board of Behavioral Health and Human Relations are comprised of eleven members (two are social workers).

Statistics

Active Licensed Clinical Social Workers (LCSW) - 3,775

Active Licensed Social Workers (LSW) – 3,387

Active Licensed Social Workers (LSW) and MSWs pursuing a LCSW - 2,168

The Indiana licensure board does not collect demographic information. The following approximate demographic data is taken from the membership reports of the Indiana Chapter.

Female - 81.53%

Male - 18.69%

NASW Indiana Chapter member respondents described their race and ethnicity as:

Non-Hispanic White - 78.75%

Hispanic Latino - 1.43%

Multi Race/Other - 4.27%

Asian - .03%

Native American/Alaska Native - 0.17%

The respondents described their age (in years) as:

Mean - 51.7 years
Median - 53 years

The respondents described the number of years in practice as:
Mean - 20 years
Median - 20 years

The respondents described their primary practice setting as:
Private Practice - 18.09%
Health Facility - 27.57%
County, State Municipal Agency - 10.41%
Non-Profit/Charitable - 20.73%
Schools - 2.97%
College/University Setting - 1.06%
Other - 10.06%

According to the Department of Labor/Bureau of Labor Statistics, Social Work is one of the occupations most affected by Baby Boomer retirements. Employment of social workers is expected to increase faster than average for all occupations through 2016.

Social Work Education

As of October 2009, the Council on Social Work Education (CSWE) accredited 468 BSW programs and 198 MSW programs. The Group for the Advancement of Doctoral Education (GADE) listed 80 doctoral programs in social work (DSW or Ph.D.). BSW programs prepare graduates for direct service positions, such as caseworker, and include courses in social work values and ethics, dealing with a culturally diverse clientele, at-risk populations, promotion of social and economic justice, human behavior and the social environment, social welfare policy and services, social work practice, social research methods, and field education. Accredited BSW programs require a minimum of 400 hours of supervised field experience.

Master's degree programs prepare graduates for work in their chosen field of concentration and continue to develop the skills required to perform clinical assessments, manage large caseloads, take on supervisory roles, and explore new ways of drawing upon social services to meet the needs of clients. Master's programs last 2 years full time and include a minimum of 900 hours of supervised field instruction, or internship. A part-time program may take up to 4 years. Entry into a master's program does not require a bachelor's degree in social work, but courses in psychology, biology, sociology, economics, political science, and social work are recommended. In addition, a second language can be very helpful. Master's programs offer advanced standing for those with a bachelor's degree from an accredited social work program.

All States and the District of Columbia have licensing, certification, or registration requirements regarding social work practice and the use of professional titles. Although standards for licensing vary by State, a growing number of States are placing greater emphasis on communications skills, professional ethics, and sensitivity to cultural diversity issues. Most States require two years (3,000 hours) of supervised clinical experience for licensure of clinical social workers.

Indiana Accredited Social Work Education

BSW Programs

Anderson University

Ball State University

Goshen College

Huntington University

Indiana State University

Indiana University: IUPUI Indianapolis Campus

Indiana University: Bloomington Campus

Indiana University: East Campus

Indiana Wesleyan University

Manchester College

Saint Mary's College

Taylor University

University of Indianapolis

University of Saint Francis

University of Southern Indiana

Valparaiso University

An average of 1600 students are studying in a BSW Program.

MSW Programs

Indiana University, IUPUI, South Bend, Fort Wayne, Gary and East Campuses

University of Southern Indiana (USI)

At any one time, approximately 700 students are enrolled at the MSW level.

PhD Program

Indiana University, IUPUI Campus

Approximately 40 students are in the PhD program

Indiana Demographic Trends

One of the major issues in Indiana is recruiting and retaining a culturally competent workforce that reflects the racial and ethnic diversity of the populations served. To understand the current and potential labor market for social workers in Indiana, the Chapter first reviewed the 2000 Census Statistics related to age, race, languages spoken at home, and poverty status. This research is important because Indiana in the last ten years has become a multi cultural state and, as such, is challenged with a substantial leadership role in designing and maintaining services that achieve cultural and linguistic competency. By 2040, the expectation is that the Hispanic/Latino population will grow to a 30% Majority, while Whites will decrease to 14% and the percentage of Asians and Blacks are expected to remain about the same. The Chapter is involved with IARRAC looking at current trends, and related challenges to understand how to recruit, prepare, license and train social workers who are or will be serving our youth.

Total Indiana Population: 6,423,113 (2009),

Age (2008 data):

19 or younger – 27.8%

65 and older - 12.6%

As the Baby Boom generation (those born between 1946 and 1964) reaches retirement age after 2010, the percentage of the population that is elderly will increase rapidly in the Midwest. (2014 expected to increase to 15.7%)

Race (2008 data):

White – 5,431,980

Hispanic or Latino – 317,290

Asian – 83,791

Black or African American – 546,886

Native American Indian/Alaska Native – 1,546

A report by the U.S. Census Bureau, "*Population Projections for States by Age, Sex, Race, and Hispanic Origin: 1995 to 2025*" states that over the next 30 years the White population, the largest of the five race/ethnic groups, is projected to be the slowest-growing and the Midwest will grow at one-half the U.S. total rate. Over the 30 years, the Black population is projected to be the second slowest growing in all regions. The Asian population is the fastest-growing group in all regions of the country. The Hispanic origin population is projected to increase rapidly over the 1995 to 2025 projection period, accounting for 44 percent of the growth in the Nation's population being the second fastest growing group.

Language Spoken At Home:

English Only - 87.4%

Other than English - 12.6%

Poverty Rates by Race/Ethnicity:

13.1% in Indiana - Rank 28 in the US (2008)

White - 14%

Hispanic or Latino – 30.8%

Black or African American – 34.1%

Other - 3%

Indiana Social Work Trends and Employment

SIGNIFICANT POINTS

About 54 percent of jobs are in health care and social assistance industries and 31 percent in State and local government agencies.

Employment is projected to grow faster than average.

Competition for jobs is expected in cities, but opportunities will be good in rural areas.

Social workers held about 642,000 jobs in 2008. Although most social workers are employed in cities or suburbs, some work in rural areas.

The following data shows 2008 employment by type of social worker:

Child, family, and school social workers	292,600
Mental health and substance abuse social workers	137,300
Medical and public health social workers	138,700
Social workers, all other	73,400

The Following list is based on informal Interviews and data from Indiana Work Force Development the top areas employing social workers are:

Hospitals, Nursing/Hospice Facilities, Home Health/Area on Aging
Residential Facilities, Youth, and Foster Care Agency
Education (Special ED, General Education and Social Work Education)
State and County Services and Administration
Individual, Family, Psychiatric and Substance Abuse Services

Median Annual Earnings

Median annual earnings of child, family, and school social workers were \$44,600 in May 2008. The middle 50 percent earned between \$38,620 and \$45,140. The lowest 10 percent earned less than \$25,160, and the top 10 percent earned more than \$64,610. Median annual earnings in the industries employing the largest numbers of child, family, and school social workers in May 2008 were:

Elementary and secondary schools	\$54,750
Local government	44,250
State government	41,640
Individual and family services	35,720
Other residential care facilities	34,670

Median annual earnings of medical and public health social workers were \$43,690 in May 2008. The middle 50 percent earned between \$31,620 and \$50,080. The lowest 10 percent earned less than \$25,390, and the top 10 percent earned more than \$58,740. Median annual earnings in the industries employing the largest numbers of medical and public health social workers in May 2007 were:

General medical and surgical hospitals	\$51,750
Home health care services	49,030
Local government	43,860
Nursing care facilities	41,800
Individual and family services	39,190

Median annual earnings of mental health and substance abuse social workers were \$35,740 in May 2008. The middle 50 percent earned between \$29,730 and \$47,430. The lowest 10 percent earned less than \$23,820, and the top 10 percent earned more than \$59,180. Median annual earnings in the industries employing the largest numbers of mental health and substance abuse social workers in May 2007 were:

Psychiatric and substance abuse hospitals	\$43,260
Local government	44,250
Outpatient care centers	39,470
Individual and family services	39,190
Residential mental retardation, mental health and substance abuse facilities	31,550

Median annual earnings of social workers, all other were \$33,180 in May 2008. The middle 50 percent earned between \$33,800 and \$59,610. The lowest 10 percent earned less than \$26,380, and the top 10 percent earned more than \$71,720. Median annual earnings in the industries employing the largest numbers of social workers, all other in May 2007 were:

Local government	\$44,250
State government	41,640
Individual and family services	39,190

Competition for social worker jobs is expected in cities, where demand for services often is highest and training programs for social workers are prevalent. However, opportunities should be good in rural areas, which often find it difficult to attract and retain qualified staff. By specialty, job prospects may be best for those social workers with a background in children services, gerontology and substance abuse treatment.

Employment of social workers is expected to increase for all fields through 2016. The rapidly growing elderly population and the aging baby boom generation will create greater demand for health and social services, resulting in particularly rapid job growth among gerontology social workers. Many job openings also will stem from the need to replace social workers who are retiring or leaving the profession.

As hospitals continue to limit the length of patient stays, the demand for social workers in hospitals will grow more slowly than in other areas. Because hospitals are releasing patients earlier than in the past, social worker employment in home health care services is growing. However, the expanding senior population is an even larger factor. Employment opportunities for social workers with backgrounds in gerontology should be good in the growing numbers of assisted-living and senior-living communities. The expanding senior population also will spur demand for social workers in nursing homes, long-term care facilities, and hospices.

Strong demand is expected for substance abuse social workers over the 2006–16 projection periods. Substance abusers are increasingly being placed into treatment programs instead of being sentenced to prison. Because of the increasing numbers of individuals sentenced to prison or probation who are substance abusers, correctional systems are increasingly requiring substance abuse treatment as a condition added to their sentencing or probation. As this trend grows, demand will increase for treatment programs and social workers to assist abusers on the road to recovery.

Employment of social workers in private social service agencies also will increase. However, agencies increasingly will restructure services and hire lower paid social and human service assistants instead of social workers. Employment in State and local government agencies may grow somewhat in response to increasing needs for public welfare, family services, and child protection services; however, many of these services will be contracted out to private agencies. Employment levels in public and private social services agencies may fluctuate, depending on need and government funding levels.

Employment of school social workers also is expected to grow as expanded efforts to respond to rising student enrollments and continued emphasis on integrating disabled children into the general school population lead to more jobs. There could be competition for school social work jobs in some areas because of the limited

number of openings. The availability of Federal, State and local funding will be a major factor in determining the actual job growth in schools.

Opportunities for social workers in private practice will expand, but growth may be somewhat hindered by restrictions that managed care organizations put on mental health services. The growing popularity of employee assistance programs is expected to spur demand for private practitioners, some of whom provide social work services to corporations on a contractual basis. However, the popularity of employee assistance programs will fluctuate with the business cycle, because businesses are not likely to offer these services during recessions.

Wage information for Social Workers, All Other

Location	Pay Period	2007				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.68	\$16.25	\$22.02	\$27.12	\$34.59
	Yearly	\$26,900	\$32,500	\$43,600	\$56,400	\$68,500
Indiana	Hourly	\$11.98	\$14.00	\$16.56	\$23.09	\$28.82
	Yearly	\$22,900	\$27,000	\$34,000	\$45,900	\$60,000

Kentucky	Hourly	\$8.06	\$9.76	\$12.98	\$22.21	\$31.77
	Yearly	\$16,800	\$20,300	\$27,000	\$46,200	\$66,000

Illinois	Hourly	\$13.86	\$14.73	\$24.72	\$27.96	\$35.38
	Yearly	\$28,800	\$30,600	\$51,400	\$54,000	\$73,600

Michigan	Hourly	\$14.36	\$20.04	\$22.02	\$31.23	\$35.56
	Yearly	\$29,900	\$40,700	\$54,900	\$67,000	\$74,000

Ohio	Hourly	\$12.72	\$14.54	\$20.40	\$25.21	\$33.92
	Yearly	\$26,500	\$30,200	\$42,400	\$52,400	\$70,600

United States		Employment		Percent Change	Job Openings ¹	
		2006	2016			
Mental health and substance abuse social workers		122,300	158,800	+ 30 %	6,240	
Indiana		Employment		Percent Change	Job Openings ¹	
		2006	2016			
Mental health and substance abuse social workers		2,250	2,810	+ 25 %	100	
Location	Pay Period	2007				
		10%	25%	Median	75%	90%
United States	Hourly	\$11.45	\$13.96	\$17.62	\$22.77	\$28.70
	Yearly	\$23,820	\$29,040	\$36,640	\$47,360	\$57,700
Indiana	Hourly	\$11.80	\$13.84	\$16.96	\$22.18	\$27.40
	Yearly	\$24,550	\$28,790	\$35,280	\$46,130	\$58,030

Illinois	Hourly	\$12.46	\$14.71	\$17.87	\$22.03	\$27.28
	Yearly	\$25,910	\$30,600	\$37,170	\$45,800	\$56,750
Michigan	Hourly	\$13.00	\$15.59	\$18.80	\$23.52	\$28.33
	Yearly	\$27,030	\$32,010	\$39,110	\$48,500	\$58,940

Kentucky	Hourly	\$11.22	\$13.31	\$15.72	\$19.57	\$26.10
	Yearly	\$23,340	\$27,680	\$32,700	\$40,750	\$54,290

Ohio	Hourly	\$11.89	\$13.74	\$16.14	\$19.59	\$24.30
	Yearly	\$24,740	\$28,580	\$33,570	\$40,750	\$50,540

United States		Employment			Percent Change	Job Openings ¹
		2006	2016			
Medical and public health social workers		123,100	153,150		+ 24 %	5,600
Indiana		Employment			Percent Change	Job Openings ¹
		2006	2016			
Medical and public health social workers		2,170	2,660		+ 23 %	100
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$13.54	\$16.90	\$21.48	\$26.80	\$31.00
	Yearly	\$28,161	\$35,260	\$44,670	\$55,740	\$66,340
Indiana	Hourly	\$13.56	\$16.27	\$20.14	\$24.68	\$28.98
	Yearly	\$28,210	\$33,840	\$41,880	\$51,330	\$60,270

Illinois	Hourly	\$12.50	\$16.63	\$21.86	\$27.02	\$33.09
	Yearly	\$26,000	\$34,600	\$45,470	\$56,620	\$68,830

Kentucky	Hourly	\$12.45	\$15.28	\$18.20	\$21.75	\$24.87
	Yearly	\$26,940	\$31,790	\$38,050	\$45,230	\$51,780

Michigan	Hourly	\$15.45	\$18.10	\$22.14	\$25.23	\$29.85
	Yearly	\$32,130	\$38,890	\$46,048	\$54,560	\$62,080

Ohio	Hourly	\$14.47	\$17.09	\$20.11	\$23.95	\$27.97
	Yearly	\$30,100	\$35,540	\$42,460	\$49,810	\$58,190

United States		Employment			Percent Change	Job Openings ¹
		2006	2016			
Marriage and family therapists		24,700	32,100		+30 %	1,220
Indiana		Employment			Percent Change	Job Openings ¹
		2006	2016			
Marriage and family therapists		410	530		+ 12 %	35
Location	Pay Period	2007				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.54	\$16.19	\$20.96	\$25.99	\$32.81
	Yearly	\$26,080	\$33,680	\$43,600	\$54,050	\$68,240
Indiana	Hourly	\$11.37	\$15.29	\$18.31	\$22.33	\$31.69
	Yearly	\$23,650	\$31,180	\$37,710	\$46,460	\$69,920

Illinois	Hourly	\$10.27	\$12.65	\$17.08	\$22.53	\$29.63
	Yearly	\$21,360	\$26,310	\$35,550	\$46,800	\$61,630

Michigan	Hourly	\$10.35	\$14.20	\$18.21	\$23.50	\$33.37
	Yearly	\$21,500	\$29,600	\$37,900	\$47,200	\$69,400
Kentucky	Hourly	\$10.36	\$11.58	\$13.82	\$21.32	\$31.59
	Yearly	\$21,600	\$26,320	\$28,700	\$44,500	\$65,700

Ohio	Hourly	\$16.00	\$17.29	\$19.45	\$23.83	\$29.78
	Yearly	\$33,270	\$35,960	\$40,460	\$49,570	\$61,940

Wage information for Child, Family, and School Social Workers

Location	Pay Period	2007				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.10	\$14.54	\$18.57	\$28.29	\$31.06
	Yearly	\$25,160	\$30,200	\$38,520	\$50,530	\$64,610
Indiana	Hourly	\$10.36	\$12.95	\$15.62	\$17.98	\$20.95
	Yearly	\$22,400	\$26,400	\$32,500	\$38,200	\$43,600

Illinois	Hourly	\$13.15	\$16.99	\$22.73	\$28.95	\$37.58
	Yearly	\$27,400	\$34,300	\$47,300	\$65,200	\$78,200

Michigan	Hourly	\$14.23	\$17.64	\$22.48	\$25.37	\$35.67
	Yearly	\$29,600	\$37,750	\$46,800	\$55,800	\$74,200

Ohio	Hourly	\$11.01	\$13.98	\$16.15	\$19.50	\$24.30
	Yearly	\$22,900	\$27,300	\$36,600	\$40,800	\$50,300

Kentucky	Hourly	\$12.39	\$13.52	\$17.29	\$18.50	\$24.20
	Yearly	\$25,800	\$30,100	\$36,000	\$39,800	\$50,300

Wage information for Social Work Teachers, Postsecondary

Location	Pay Period	2007				
		10%	25%	Median	75%	90%
United States	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$33,800	\$36,500	\$56,200	\$58,600	\$96,100
Indiana	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$36,600	\$39,300	\$47,800	\$49,800	\$69,600

Ohio	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$34,800	\$45,900	\$59,400	\$72,900	\$98,100

Illinois	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$19,300	\$29,900	\$50,100	\$71,100	\$98,700

Michigan	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$29,900	\$53,300	\$60,600	\$75,800	\$98,100

Kentucky	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$31,800	\$39,600	\$51,200	\$62,300	\$92,500