



**Social Work
Reinvestment Initiative
Report**

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Introduction to the SWRI Action Plan

The National Association of Social Workers and each State Chapter are engaged in Social Work Reinvestment Initiative Planning. The Social Work Reinvestment Initiative is an integrated action plan that addresses four of the key goals that work towards strengthening the profession:

1. Loan forgiveness programs for social workers
2. Expand the Title IV-E Child Welfare Training Program.
3. The Strengthen Social Work Training Act (S.64) (additional funding)
4. Reintroduce federal legislation that would rectify the exclusion of LCSW's from billing Medicare directly for psychotherapy services in Skilled Nursing Facilities.

According to the recent National Work Force Study employment of social workers is expected to increase faster than average for all occupations through 2014. These findings are consistent with the Labor Force Study completed in Maine.

In 2006 the Maine State Legislature passed; Legislation An Act to Ensure an Adequate Supply of a Skilled Health Care Workforce (L.D. Document 892). According to the report, one of the keys to a healthy Maine population is the availability of a health care workforce with the skills and qualifications needed to perform complex technical work, patient care and a growing number of professional specialties involved in the delivery of health care services. As Maine faces the prospects of growing retirements by baby boomers over the next 30 years, we will face significant challenges in replacing the knowledge, skills and experience of this critical segment of Maine's workforce. Close monitoring is needed to ensure that workforce availability and skills match the needs of the health care sector.

A brief survey was distributed to our members via email. The purpose of the survey was to capture the sentiments of social workers with regards to the four priority goals and other issues that were pertinent to social workers in Maine. The results of the survey and other information gathered indicated that Maine social workers chose Loan Forgiveness and Direct Billing as the top two priority goals. In addition, Maine social workers had concerns about salaries, reimbursement rates and issues associated with the social service system.

The NASW Maine Chapter has also set as a priority for the 124th legislative session:

1. Enacting the law that was passed in the 122 legislative session that allows social workers in private practice to bill MaineCare directly.
2. Closely monitor the rule change process on rate stabilization (recalculating the reimbursement rates paid to social workers and other mental health providers).

These priorities will have a major impact on Maine social workers and warrant close attention.

Process used in developing the SWRI plan

The NASW-Maine Chapter board of directors approved a plan to conduct focus groups in each of the 5 Branch Areas in October 2007. Locations were identified and a series of emails, targeted by branch, were sent informing members of the focus group and its purpose. After several follow-up emails the response rate was not adequate enough to follow through with the focus groups.

A second plan was developed and the Chapter used funds from the SWRI Grant to hire a research associate. A brief survey was developed to capture the sentiments of our membership around the 4 key pieces of National legislation. The purpose of this was to determine if there was support among social workers in Maine for the Legislative priorities set forth by National. Secondly, we asked our members what they thought were the most pressing issues for social workers in Maine.

The email survey was distributed in early December 2007 and again in January 2008. Twelve hundred members were emailed and 57 members responded which represents about 5% response rate. Although the response rate is low the results are worth reporting (see page 5 for survey results).

Additional data was gathered from a comprehensive report completed by the Maine State Department of Labor that was published in January 2007. This report provides information about labor market trends and work force characteristics of social workers (see pages 10 & 11). Data from the US Department of Labor, Bureau of Labor Statistics on Maine Social Workers' wages was also included..

The data and research information gathered provides a good overview of the life and concerns of Maine Social Workers.

Date Plan development Completed

January 18, 2008

Names and affiliations of Social Work Reinvestment Initiative Partnership Coalition

Seventeen NASW members express an interest in being part of a Coalition to further discuss strategies and develop plans for action. The seventeen people represent those in higher education, private practice and non-profits (see chart on bottom of page 3).

Of the seventeen members 11 are interested in working on Loan forgiveness, 7 are interested in working on Title IVE, 6 are interested in working on the Social Work Training Act and 6 for Medicare Direct Billing (some have indicated more than one area of interest). The first coalition meeting has not yet been scheduled but we hope to do so in the near future.

Names and affiliations of other individual/groups who have signed on to the action plan.

No additional people have been identified at this time.

NASW Maine Chapter Survey Results for SWRI

Completed January 16, 2008

Question: Of the four issues listed below, which issues would you rate as first and second priorities for social workers in Maine?

NASW National has introduced the following legislation at the federal level:

1. Loan forgiveness programs for social workers
2. Expansion of the Title IV-E Child Welfare Training Program
3. The *Strengthen Social Work Training Act* (S.64) (additional funding)
4. Reintroduction of federal legislation that would rectify the exclusion of LCSWs from billing Medicare directly for psychotherapy services in skilled nursing facilities.

As a Priority	Loan Forgiveness	Expansion of Title IV-E Training Prog.	Strengthening of SW Training Act	Ability to directly bill Medicare
First choice	33	4	6	13
Second choice	8	15	12	10
Total	41	19	18	23

As the chart above indicates loan forgiveness is the top priority followed by Direct Billing of Medicare, Title IVE Expansion and the Social Work Training Act.

Question: In your opinion, what is the most pressing issue for social workers in Maine?

Issue	# who selected
Salaries	16
Reimbursement for services	9
Lack of recognition of SW expertise/Understanding of SW profession by employers and stakeholders	6
Issues associated with social service system	9
Inadequate clinical training in efficient & effective interventions	3
Increased productivity expectations of SW w/reduced services	2
Networking as advocates	1
Total	46

The top two additional issues were Salaries and Reimbursements for services.

Question: How would you classify your place of employment?

Classification	# who selected
Higher Education	3
Non-profit	26
Private agency	3
Private practice	15
Total	47

Social Work Regulations

Categories of licensure

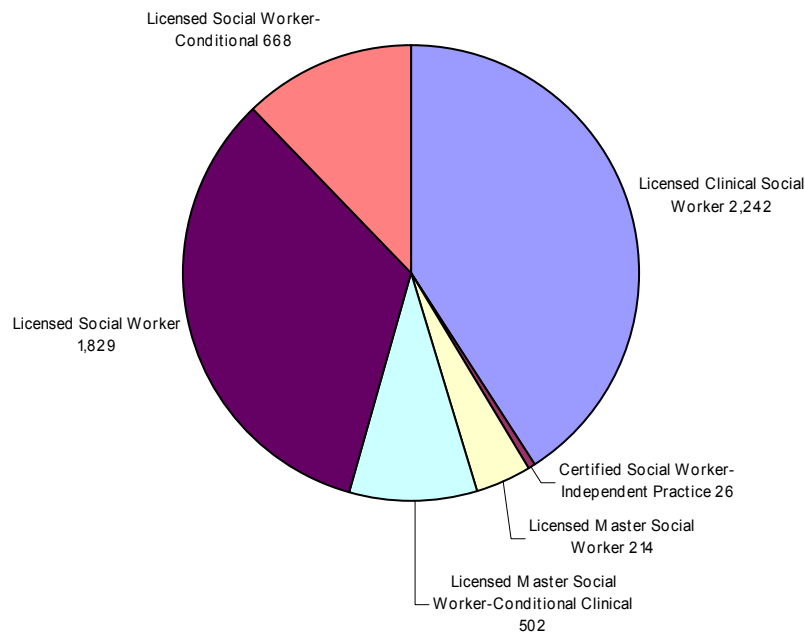
- LS - Licensed Social Worker
- LSX - Licensed Social Worker, Conditional
- LM - Licensed Master Social Worker
- MC - Licensed Master Social Worker, Conditional Clinical
- LC - Licensed Clinical Social Worker

Number in each Designation

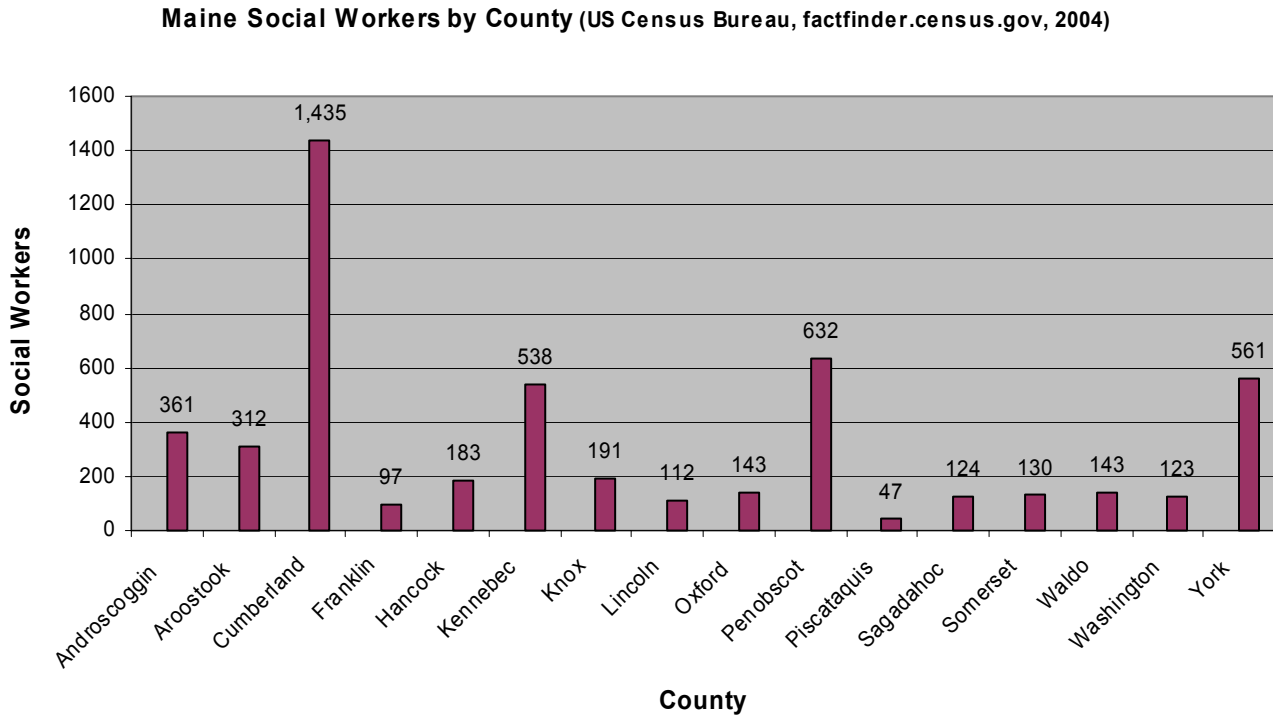
As of August 2007 there are 5,481 social workers who hold an active license in the State of Maine:

Total	Category of Licensure
2242	Licensed Clinical Social Worker
26	Certified Social Worker - Independent Practice
214	Licensed Master Social Worker
502	Licensed Master Social Worker - Conditional Clinical
1829	Licensed Social Worker
668	Licensed Social Worker - Conditional

Maine Social Workers by License
(US Dept. of Labor, Bureau of Labor Statistics, May 2006)



Total Licensed Social Workers by County



State Data

Timeframe for individual to renew their license

The license renewal period is every two years.

Number of continuing education credits required for renewal of license

25 contact hours are required for licensure renewal except as set forth in 10 M.R.S.A. §8003(5), no license will be renewed unless the licensee has completed 25 contact hours of continuing professional education directly related to the practice of social work during the preceding biennial license term as set forth in this chapter.

Conditional Licensed Social Workers: Ethics and Assessment

For holders of a conditional licensed social worker license issued on or before January 1, 2004, at least 6 of the 25 contact hours must be earned in social work ethics and at least 6 of the 25 contact hours must be earned in psychosocial assessment.

All other licensees are required to complete 4 CEU's in Ethics each licensure renewal cycle.

Specific elements of licensure, such as privileged communication or diagnosis that define social work practice in your state.

Confidentiality

Except at the request of or with the consent of, the client, no person licensed under this chapter may be required to testify in any civil or criminal action, suit or proceeding at law or in equity respecting any information which he may have acquired in providing social work services to the client in a professional and contractual capacity if that information was necessary to enable him to furnish professional social work services to the client. However, when the physical or mental conditions of the client is an issue in that action, suit or proceeding or when a court in the exercise of sound discretion deems the disclosure necessary to the proper administration of justice, no information communicated to, or otherwise learned by, that licensed person in connection with the provision of social work services may be privileged and disclosure may be required. [1985, c. 736, §5 (amd).]

Diagnosis

A licensed clinical social worker may;

- B. Engage in psychosocial evaluation, including **diagnosis** and treatment of mental illness and emotional disorders; [1985, c. 736, §12 (new).]

Social Work Education Programs

School	Program	City
University of Maine	BSW, MSW	Orono, Belfast
University of Southern Maine	BSW, MSW	Portland
University of Maine at Presque Isle	BSW	Presque Isle
University of New England	MSW	Westbrook, Presque Isle

Number of students in each programs by level of degree & number of graduates

School	Degree	Total Enrollments 2007-2008	Number of Graduates 2007
University of Maine	BSW	106	34
University of Maine	MSW	121	50
University of Southern Maine	BSW	210	35
University of Southern Maine	MSW	80	25
University of Maine Presque Isle	BSW	85	12
University of New England	MSW	136	76

Social Work Education Loan Debt

LOAD DEBT DATA: SOCIAL WORK STUDENTS

Institution	City	Degree	% of Graduates With Loan Debt	Average Loan Debt Among Graduates
University of Southern Maine	Portland	BSW	76% (2004)	\$21,884 (2004)
University of Southern Maine	Portland	MSW	55% (2004)	\$29,535 (2004)
University of New England	Portland	MSW	57% (2004)	\$49,930 (2004)
University of Maine	Orono	BSW	89% (2007)	27,102 (2007)
University of Maine	Orono	MSW	90% (2007)	\$19,424 (2007)
University of Maine Presque Isle	Presque Isle	BSW	57% (2007)	8,257 (2007)
	AVERAGE	BSW	74%	\$12,747
		MSW	67%	\$32,963

Data from Council of Social Work Education Annual Survey (2004); Compiled by National Association of Social Workers (05/05)
The source for the 2007 data was came directly from the schools.

Social Work State Level Requirements

No data was available to complete this section.

Social Work Insurance Reimbursement

- Licensed clinical social workers can file for reimbursement of outpatient services.
- In August 2006 a Resolve, Directing the Department of Health and Human Services To Amend Its Rules To Ensure Efficiencies in the Billing and Delivery of Outpatient Clinical Services was adopted into law.

The DHHS shall amend its rules to allow for reimbursement under the MaineCare program to outpatient behavioral health care clinical service providers who practice independently and are participating providers in the managed care initiative.

To date there are yet no provisions for social workers to be participating providers.

Social Work Education Incentives

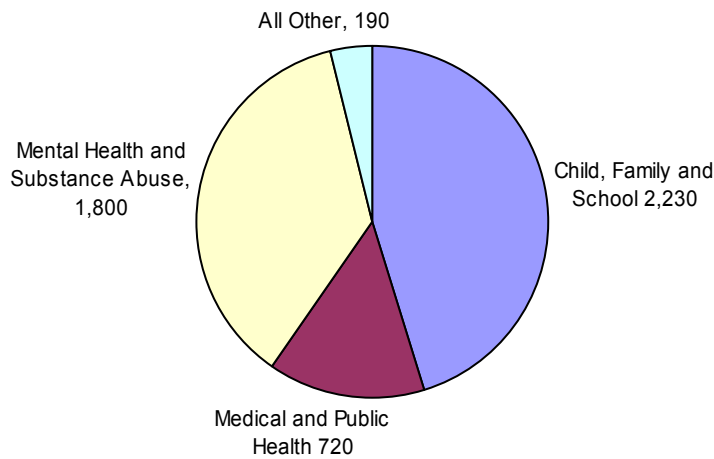
No data was available

Social Work Employers

State Wide Social Work Employment

As a whole, Social Workers are expected to experience more rapid growth than that of all occupations.

Maine Social Workers by Occupation
 (US Department of Labor, Bureau of Labor Statistics, May 2006)



Social workers in Maine are employed in 4 Major Categories; Mental Health and Substance Abuse, Medical and Public Health, Child, Family and School and other.

Social Workers specializing in Mental Health and Substance Abuse are projected to experience the highest growth rates. The table below list relevant employment and projection data.

	2002 Estimated Employment	2012 Estimated Employment	Total 2002-2012 Employment Change	Annual Average Percent Change
Mental Health & Substance Abuse	1,375	1,918	543	3.4
Child, Family, & School	2,089	2,852	493	2.1
Medical & Public Health	671	911	240	3.1

Social Work Labor Force Characteristics

The top five industries that employ Mental Health and Substance Abuse Social Workers in Maine are: ambulatory health care services (24.1% of all Mental Health and Substance Abuse Social Workers), social assistance (20.4%), hospitals (11.5%), nursing and residential care facilities (10.3%), and membership organizations and associations (7.6%).

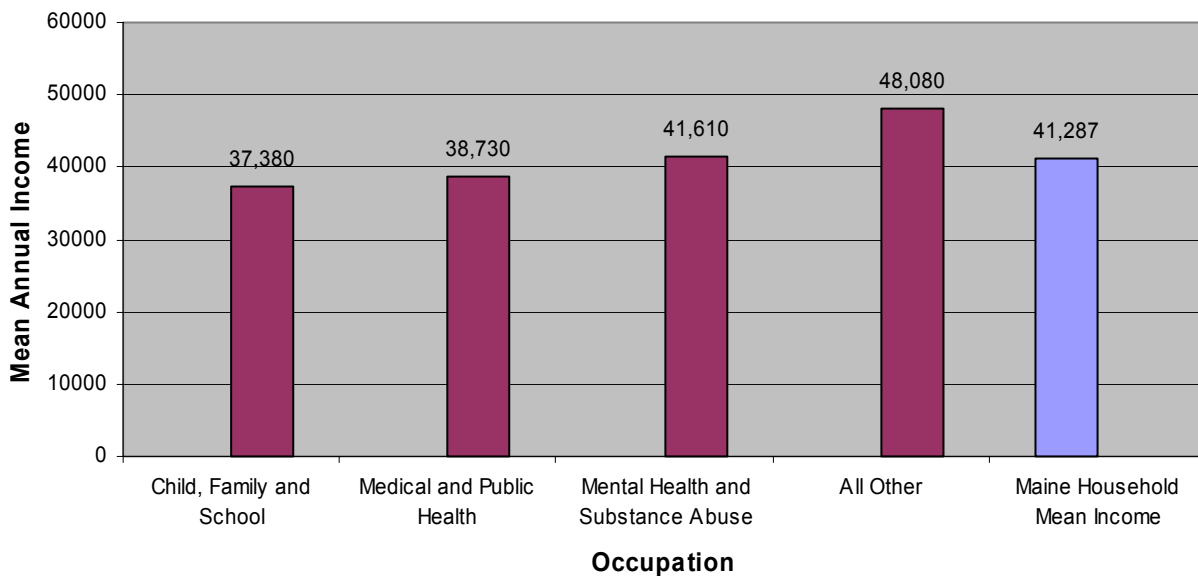
The top six industries that employ Child, Family, and School Social Workers in Maine are: social assistance (39.3% of all Child, Family, and School Social Workers), educational services (11.2%), nursing and residential care facilities (6.3%), ambulatory health care services (6.1%), membership organizations and associations (3.4%), and hospitals (0.9%).

The top five industries that employ Medical and Public Health Social Workers in Maine are: ambulatory health care services (25.7% of all Medical and Public Health Social Workers), nursing and residential care facilities (24.3%), social assistance (22.0%), hospitals (21.7%), and membership organizations and associations (1.8%).

	Total Annual Average Openings	Annual Average Openings Due to Growth	Annual Average Openings Due to Replacement
Mental Health & Substance Abuse	78 (100%)	54 (69.2%)	24 (30.8%)
Child, Family, & School	85 (100%)	49 (57.6%)	36 (42.4%)
Medical & Public Health	36 (100%)	24 (66.7%)	12 (33.3%)
All Occupations	100%	33.7%	66.3%

Wages

Maine Social Workers' Mean Annual Income
(US Department of Labor, Bureau of Labor Statistics, May 2006)



Social Work State Level Requirements

Social workers required in certain agencies or position due to legislative or policy requirements from the state or federal level.

Social workers required due to accreditation standards (JCAHO, CARF, COA, NCQA)

There is no data available.

Social Work Insurance Reimbursement

REIMBURSEMENT 10-144Ch, 101 - Section 58

Reimbursement is available for covered services provided in accordance with these rules.

- A. The amount of payment for services rendered shall be the lowest of the following:
 - 1. the appropriate amount listed in Chapter III of this Section;
 - 2. the lowest amount allowed by the Medicare Part B carrier; or
 - 3. the licensed clinical social worker's, licensed clinical professional counselor's or licensed marriage and family therapist's usual and customary charge. Eff. 12-5-04
- B. In accordance with Chapter I of the MaineCare Benefits Manual, it is the responsibility of the provider to seek payment from other third-party payors prior to billing MaineCare for a rendered service. Eff. 12-5-04
- C. Any reimbursement received in excess of the amount authorized, as evidenced by the Prior Authorization letter, is subject to repayment to the Department.
- D. Interpreter services for members who are deaf/hard-of-hearing, or who need language interpreters are to be provided in accordance with the guidelines specified in Chapter I of the MaineCare Benefits Manual. Eff. 12-5-04

LD1195 was passed in the 122nd legislative session: Resolve Directing the DHHS to Amend its Rules to Ensure Efficiencies in the Billing and Delivery of Outpatient Clinical Services.

To date the above law has not been enacted. Pursuing the implementation of this law continues to be a priority.

Social Work Education Incentives

There is no data available.