

**Final Legislative Mandate Report:**  
**Identification of the Number of Persons Licensed as Social Workers Serving**  
**Underserved Communities and Culturally and Ethnically Diverse Communities**

**For the**  
**Minnesota Board of Social Work**

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## **CHAPTER I**

### **STATEMENT OF PURPOSE & INTRODUCTION**

## **Statement of Purpose**

The purpose of this report is to address the Minnesota Legislative mandate to the Minnesota Board of Social Work (Board) which was requested at the end of the 2007 session. The Legislative mandate is as follows

“The Board of Social Work shall study and make recommendations to the legislature by December 15, 2008, on how to increase the numbers of licensed social workers serving underserved communities and culturally and ethnically diverse communities...” (Minnesota Statutes, 2007, Chapter 123, Sec.133 of 148E.290).

## **Introduction**

### **Historical Overview of Social Work Practice and Licensure in Minnesota**

Social work practice has been vital in Minnesota since the development of the Minneapolis Family and Children Services, Minneapolis Associated Charities, Juvenile Protective League, Children's Protective Society, and Family Welfare Association of 1876. Other important developments include the creation of Family Services of St. Paul of 1892, the development of Minnesota State Emergency Relief Administration in 1933, and the Minnesota State Board of Control in 1901-1933 which regulated the state hospitals. Social work practice within the state was primarily not regulated outside of institutional or organizational regulations (e.g., state or county Department of Human Services or National Association of Social Workers). In 1978 the Minnesota Coalition for Licensure of Social Workers (now the Minnesota Coalition of Licensed Social Workers) was established and in 1987 the Legislature created the first Minnesota social work regulatory board (Minnesota Board of Social Work, 2008).

In order to address the 2007 Legislative Mandate, which also included: “...to provide recommendations regarding the need to increase the numbers of licensed social workers serving underserved communities” (Minnesota Laws 2007 Chapter 123, Sec.133 of 148E.290), a brief history of social work licensure is presented. Social work licensure was enacted by the Minnesota Legislature in 1987 with an effective date of July 1, 1989. This law included a grandparenting period that extended from 1987 to 1989. Initially, 8,500 social work licenses were issued. The law that passed in 1987 had several exemptions that are no longer included in “the exemption status” of the initial law of 1987. These exemptions included school social workers (this was never intended to be an exemption but clarified explicitly in 1991) and nursing home and hospital social workers (exemption ended in 1995). The only exemptions that continue to exist include “social workers employed by city, county, and state agencies, federally recognized tribes, or by private nonprofit agencies whose primary service focus addresses ethnic minority

populations, and who are themselves members of ethnic minority populations within those agencies” (Minnesota Laws 2007 Chapter 123, Sec.133 of 148D).

In 1998 the Board increased supervision requirements from 50 hours to 75 hours. The Board conducted an operations evaluation in 1999; Special Committee on Board Operations Final Report was released in 2000. In 2003 the Minnesota Merit system agreed to accept Association of Social Work Board (ASWB) licensure exam scores as an alternative to requiring the Minnesota Merit System Employment Exam. For graduates of Council of Social Work Education accredited social work programs this meant a decrease in the number of exams for individuals who desired to work for the state or county. The recodification of 148B to 148D was initiated by the Board, passed in 2005 by the Minnesota Legislature and became effective as of 2006. The state developed the Office of Mental Health Practice (OMHP) for unlicensed practitioners and housed the OMHP with the Board. As a response from the State Legislature and the Minnesota Department of Human Services (DHS), the Board proposed new Clinical Standards which received state approval in 2007 along with the Provisional License and Temporary License changes.

### **Minnesota Statutes 2007 Chapter 148D.001-290**

#### **Statutory Duties of the Minnesota Board of Social Work**

The Board is required by Minnesota state law to provide public protection through the regulation of social work practice. This regulation applies to all persons licensed as social workers. These licensees include:

#### **Licensed Social Worker**

Subd. 2. Licensed social worker. A licensed social worker may engage in social work practice except that a licensed social worker must not engage in clinical practice.

#### **Licensed Graduate Social Worker**

Subd. 3. Licensed graduate social worker. A licensed graduate social worker may engage in social work practice except that a licensed graduate social worker must not engage in clinical practice except under the supervision of a licensed independent clinical social worker or an alternate supervisor pursuant to section 148D.120.

#### **Licensed Independent Social Worker**

Subd. 4. Licensed independent social worker. A licensed independent social worker may engage in social work practice except that a licensed independent social worker must not engage in clinical practice except under the supervision of a licensed independent clinical social worker or an alternate supervisor pursuant to section 148D.120.

Licensed Independent Clinical Social Worker

Subd. 5. Licensed independent clinical social worker. A licensed independent clinical social worker may engage in social work practice, including clinical practice (Minnesota State Statutes, 148D.050 Licensing; Scope of Practice Subdivisions 2, 3, 4, & 5)

(Minnesota Statutes 2007 Chapter 123, Sec.48, 49, 50, 51 of 148D).

The primary mission of the Board, “to promote and protect the public health, safety, and welfare through licensure and regulation of persons who practice social work,” (Minnesota State Statute, 2007) is implemented through very specific functions of the Board. These functions include but are not limited to:

1. Establishing the qualifications and procedures for individuals to be licensed as social workers;
2. Establishing standards of practice for social workers;
3. Holding examinations or contracting with the Association of Social Work Boards or a similar examination body designated by the Board to hold examinations to assess applicants' qualifications;
4. Issuing licenses to qualified individuals pursuant to sections [148D.055](#) and [148D.060](#);
5. Taking disciplinary, adversarial, corrective, or other action pursuant to sections [148D.255](#) to [148D.270](#) when an individual violates the requirements of this chapter;
6. Assessing fees pursuant to sections [148D.175](#) and [148D.180](#); and
7. Educating social workers and the public on the requirements of the Board (§ 1).

## **Fields of Practice**

To identify the social work underserved areas in Minnesota, the different fields of practice must be explained. Since the 1800s social workers have practiced in many fields at the micro (individuals and families), mezzo (groups and organizations), and macro (communities, state, national, and global) levels. Some of these fields are listed below. (Please note this list is not all inclusive.)

### **Family and Children's Services**

- Family preservation
- Family counseling
- Foster care and adoption
- Day care
- Prevention of child abuse and neglect
- Prevention of domestic violence

### **Occupational Social Work**

- Employee assistance programs
- Treatment for work-related stresses
- Job relocation programs
- Retirement planning

### **Mental Health**

- Crisis management
- Psychotherapy
- Group therapy
- In-home services
- Community integration
- Day treatment

### **Gerontological Services**

- In-home support
- Respite help for family caregivers
- Adult day care
- Long-term care
- Nursing home services
- Assisted living support

### **Housing**

- Subsidized rents
- Homeless shelters
- Handicap accessibility programs

### **Health and Rehabilitation**

- Hospital social work
- Public health work
- Maternal health work
- Vocational rehabilitation
- Hospice care
- Day treatment for drug and alcohol addiction

### **Information and Referral**

- Provision of information on resources
- Publication of community directories
- First-call services
- Emergency relief

### **Juvenile and Adult Corrections**

- Probation and parole services
- Police social work
- Work in detention facilities
- Work in training schools
- Prison work
- Deferment programs

### **School Social Work**

- School adjustment counseling
- Educational testing
- Family counseling
- Behavior management
- Psychotherapy
- Crisis therapy

### **Community Development**

- Social planning
- Community organization
- Neighborhood revitalization
- Organizational development, assessment and evaluation

Because of the variety of fields of practice, this report attempts to first identify the underserved areas of social work practice in regard to geographical location, and ethnicity.

### **Underserved Communities by Geography**

An underserved area may be determined solely on geography and the number of people within the defined boundaries. This report uses the U.S. Census Bureau (2007) definitions to identify geographical boundaries.

Geographic Single County – a whole county. A social work underserved county means the whole county.

Geographic Region – portions of a county or portions of multiple counties as designated as a geographic area.

Geographical underserved areas are usually defined within the contexts of medical, financial, and residential services. The primary theme within the geographical definition relates to population density in comparison to professional availability, and/or household income. Often, the U.S. Department of Health and Human Services refers to the U.S. Census Bureau's definition of urban areas and urban communities.

“The U.S. Census Bureau (2007) classifies as "urban" all territory, population, and housing units located within an Urbanized Area (UA) or an Urban Cluster (UC). It delineates UA and UC boundaries to encompass densely settled territory, which consists of

- a. Core census block groups or blocks that have a population density of at least 1,000 people per square mile, and
- b. Surrounding census blocks that have an overall density of at least 500 people per square mile” (U.S. Census Bureau, 2007).

The U.S. Census Bureau (2007) defines “urbanized area as a densely settled area that has a census population of at least 50,000” (§ 1 section U).

The Bureau continues to define rural as all territory, population, and housing units located outside of urbanized areas and urban clusters. Because “urban” and “rural” are delineated independent of any geographic entity except census block, the rural classification may cut across all other geographic entities; for example, there is generally both urban and rural territory within both metropolitan and nonmetropolitan areas (§ 1 section R).



In Minnesota it is easier to identify urban areas or urban clusters. The urban areas or clusters include:

- Duluth-Superior, St. Louis County - The county includes rural areas.
- Fargo-Moorhead, Clay County – The county includes rural areas.
- East Grand Forks, Polk County - The county includes rural areas.
- Minneapolis-St. Paul – These counties are labeled urban areas/clusters as identified by the Census Bureau Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright.
- Rochester, Olmsted County – This county is identified as urban.
- St. Cloud, Benton, and Stearns Counties – These counties include rural areas.

The Minnesota Department of Demographics (2007) indicates that in 2000 there were 14 cities whose populations were 50,000 or greater. The state's population continues to grow and there were 20 cities that met this population criterion in 2006. Still, it is important to note that there are seven counties with populations over 100,000 and nine additional counties with populations over 50,000.

Table 1.1 defines the Twin Cities Metro area as defined by the U.S. Census Bureau (2007). Other definitions used by state agencies are in Appendix 1.

**Table 1.1**

**Definitions of Minnesota's Metro Area  
Used by the U. S. Census Bureau**

Area Covered	Origin/Purpose
<p><b>Minneapolis-St. Paul-Bloomington, Minnesota-Wisconsin 13-county Metropolitan Statistical Area (MSA)</b> Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright Counties in Minnesota and Pierce and St. Croix Counties in Wisconsin.</p> <p>2000 population 2,968,806 1990 population 2,538,834</p> <p>National comparison: This is the 13<sup>th</sup> in population size in 2000 among MSAs (boundaries based on 1990 census data). Using post-2000 boundary definitions our rank dropped to 16<sup>th</sup> because PMSAs (see below) were combined to redefine several MSAs in 2000.</p>	<p>The MSA boundary remained the same after the 2000 census, although a number of other areas changed, which changed our population rank.</p> <p>Metropolitan Statistical Areas (MSAs) are groupings of whole counties meeting various criteria related to population size of the central city(s), contiguity of development, density and commuting links. MSA's have been defined after each census since 1950 by the Office of Management and Budget (OMB). These areas are intended for statistical analysis only, although they are widely used for various administrative purposes with financial ramifications.</p> <p>For statistical comparisons, the Metropolitan Council usually uses the combined CMSA/MSA list of metro areas (see CMSA definition below).</p> <ul style="list-style-type: none"> <li>-Anoka, Dakota, Hennepin and Ramsey were designated as the first SMSA (Standard Metropolitan Statistical Area) in 1950.</li> <li>-Washington was added in 1958.</li> <li>-Carver, Chisago, Scott and Wright (Minnesota) and St. Croix County (Wisconsin) were added in 1973.</li> <li>-Isanti was added in 1983.</li> <li>-Sherburne (Minnesota) and Pierce (Wisconsin) were added in 1992.</li> <li>-Our MSA boundary remained the same after the 2000 census, although a number of other areas changed, which changed our population rank.</li> </ul>

### **Underserved Ethnic Populations**

The U.S. Department of Health and Human Services (2007) reported ethnic underserved areas are the “ratio of the number of persons in the population group to the number of primary care providers”, Part II Population Groups, 1A. Criteria, (a). The U.S. Department of Health and Human Services narrowed this definition in a few articles to include the number of professionals from minority groups who are providing medical services.

This report utilized the Minnesota Department of Demographic (2007) ethnic data and the number of licensed and non-licensed county social workers. Yet, this demographic data is aggregated at too high of a level for this study. Therefore, to obtain more specific ethnic information, the researcher has also used language data from the Minnesota Department of Education. This data captured the numerous languages spoken within each Minnesota school district. By using both data sets, a clearer picture of the social work ethnic underserved areas is presented.

### **Underserved Aged 65 and Older Individuals**

The U.S. Department of Health and Human Services (2007) identified the aging population as underserved. The Minnesota aging population will more than double over the next few decades and it is expected that in 2030, 25% of the Minnesota population will be over age 65. This is in comparison to the aging population in 2000 which was 16% of the total state population (Minnesota Department of Health, 2003). Yet, according to NASW (2007), the number of social workers entering the profession whose field of practice is identified as the aging population is declining.

### **Underserved Low Income Households**

Individual/household income is reported by the U.S. Department of Health and Human Services (2007). The definition of “Financially Underserved Areas” concentrates primarily on Section 8 Housing and employment. Using this limited definition, it must be noted that this criterion is prone to favor urban areas and urban communities over rural areas.

The U.S. Department of Health and Human Services (2007) stated that the Financially Underserved Areas include a percentage of the service area's population with incomes below the poverty level. This definition does not indicate the exact percentage of the civilian population that is below the poverty rate but rather provides the following:

“The number of Full Time Equivalent (FTE) primary care physicians would include only those serving the requested population group. The ratio of the FTE primary care physicians serving the population group per 1,000 persons in the group is used in

determining weighted value V4. The weighted value for poverty (V1) is to be based on the percent of population with incomes at or below 100% of the poverty level in the area of residence for the population group. If the total of weighted values V1 - V4 is 62.0 or less, the population group qualifies for designation as an IMU-based MUP” (U.S. Department of Health and Human Services, 2007).

The definition of poverty that is utilized by the U.S. Department of Health and Human Services (2007) is identified in Table 1.2.

### **2008 U.S. Department of Health and Human Services Poverty Guidelines**

**Table 1.2**

<b>Persons in Household</b>	<b>48 Contiguous States and D. C.</b>	<b>Alaska</b>	<b>Hawaii</b>
1	\$10,400	\$13,000	\$11,960
2	14,000	17,500	16,100
3	17,600	22,000	20,240
4	21,200	26,500	24,380
5	24,800	31,000	28,520
6	28,400	35,500	32,660
7	32,000	40,000	36,800
8	35,600	44,500	40,940
For each additional person, add	3,600	4,500	4,140

(Federal Register, 2008)

### **Report Definitions of Underserved Communities**

For the purpose of this report the following definitions are used to identify the areas that are underserved by the social workers who are licensed as a LSW, LGSW, LISW or LICSW.

#### **Underserved Geographical Communities Served by Persons Licensed as Social Workers**

Regions of the state that are not defined as urban areas or urban clusters in which the distribution of social work practitioners is disproportionate to the number of social workers, as outlined by the federal or state recommendations.

#### **Underserved Ethnic Populations Served by Persons Licensed as Social Workers**

Any area (region, county, city, or township) where the number of people that identify as a minority ethnic group is disproportionate to the number of social workers, as outlined by federal or state guidelines.

### **Underserved Aging Populations Served by Persons Licensed as Social Workers**

Any area (region, county, city, or township) where the number of people that identify as over age 65 is disproportionate to the number of social workers, as outlined by federal or state guidelines.

### **Underserved Low Income Households Served by Persons Licensed as Social Workers**

Any area (region, county, city, or township) where the number of people that are of low income is disproportionate to the number of social workers, as outlined by the federal or state recommendations.

### **Underserved Homeless Population Served by Persons Licensed as Social Workers**

Any area (region, county, city or township) where the number of people who are identified as being homeless is disproportionate to the number of social workers, as outlined by the federal or state recommendations.

### **Baseline**

Within the history of Minnesota social work practice, this type of research, which includes identifying the underserved areas of licensed social work practice, has never occurred. Therefore, the Board recognizes that this research is establishing an initial baseline of underserved populations, communities, or areas.

### **Geographic Information Systems**

This report presents numerous graphics specifically utilizing Geographic Information Systems (GIS), figures, and analysis in order to fully answer the Legislative mandate.

“GIS is a system for capturing, storing, analyzing and managing data and associated attributes which are spatially referenced to the earth. In a more generic sense, GIS is a tool that allows users to create interactive queries (user created searches), analyze the spatial information, edit data, develop maps, and present the results of all these operations. Geographic information system technology can be used for scientific investigations, resource management, asset management...” (Association of American Geographers, 2007).

### Estimated Number of BSW and MSW Graduates

In order to address the issue of social work underserved areas in Minnesota, it is important to aggregate the estimated number of social work graduates over the next five years in Minnesota. Table 1.3 provides the estimated number of BSWs and MSWs that will graduate from Minnesota programs in the next five years. The estimated number of graduates between 2008-2013 is 2,826 BSWs and 1,720 MSWs, for a total of 4,546 BSW and MSW graduates.

**Table 1.3**  
**Estimated Number Of Bachelors And Masters Graduates for 2008 - 2013**

<b>Name of Minnesota Social Work Program</b>	<b>Estimated # of BSWs in next 5 years</b>	<b>Estimated # of MSWs in next 5 years</b>	<b>Total BSWs &amp; MSWs in next 5 years</b>
Augsburg College	75	200	275
Bemidji State University	125		125
Bethel University	100		100
College of St. Catherine/University of St. Thomas	300	500	800
College of St. Benedict/St. Johns University	55		55
College of St. Scholastica	125		125
Concordia College	106		106
Metropolitan State University	420		420
Minnesota State University, Mankato	300	160	460
Minnesota State University, Moorhead	285		285
St. Cloud State University	400	160	560
St. Olaf College	85		85
University of Minnesota, Twin Cities		500	500
University of Minnesota, Duluth		200	200
Southwest Minnesota State University	100		100
Winona State University	350		350
<b>Total</b>	<b>2,826</b>	<b>1,720</b>	<b>4,546</b>

(Social Work Program Directors, Personal Communication 2008).

### Reasons for Licensure Discontinuance

Along with the number of social workers who graduate in Minnesota with a BSW or MSW, one must also consider the number of social workers who discontinue their licenses for a variety of reasons such as retirements, license expirations, and voluntary terminations. The Minnesota Board of Social Work (2007) reported that in the past 5 years there have been 2,208 social workers who have discontinued their licenses. One might believe that the simplest way to analyze this information is to subtract the number of graduates from the number of voluntary terminations, but this researcher would caution against this type of linear conclusion. Please see the Chapter Four Findings and Chapter Five Summary and Application of the Findings in the recommendation section of this report. See Table 1.4 for the detailed reasons for discontinuation.

**Table 1.4**

**Reasons and Number of Social Workers Who Discontinued  
 Their Licenses from 2002-2006**

	2002	2003	2004	2005	2006	Total
<b>Emeritus Licenses</b>	<b>22</b>	<b>23</b>	<b>34</b>	<b>41</b>	<b>31</b>	<b>151</b>
LSW	9	7	9	11	8	44
LGSW	2	0	0	2	1	5
LISW	3	8	6	6	3	26
LICSW	8	8	19	22	19	76
<b>Expired Licenses</b>	<b>490</b>	<b>407</b>	<b>394</b>	<b>329</b>	<b>395</b>	<b>2015</b>
LSW	305	262	263	227	261	1318
LGSW	55	49	39	36	44	223
LISW	56	34	22	24	32	168
LICSW	74	62	70	42	58	306
<b>Voluntarily Terminated Licenses</b>	<b>34</b>	<b>31</b>	<b>36</b>	<b>20</b>	<b>21</b>	<b>142</b>
LSW	17	17	23	11	11	79
LGSW	5	5	3	2	1	16
LISW	4	2	2	2	2	12
LICSW	8	7	8	5	7	35
<b>Total Licenses Discontinued</b>	<b>546</b>	<b>461</b>	<b>464</b>	<b>390</b>	<b>447</b>	<b>2308</b>
LSW	348	300	308	258	290	1504
LGSW	62	54	42	40	46	244
LISW	63	44	30	32	37	206
LICSW	90	77	97	69	84	417

The Board does not know the specific reasons for individuals voluntarily discontinuing their licenses. But, with the estimated number of graduates in the next 5 years being only 4,546, historical knowledge of 2,308 licensees discontinuing their licenses, and the overwhelming number of social and human services shortages throughout the state, it appears that the Minnesota CSWE accredited social work programs are not meeting the state's needs for social work graduates.

**CHAPTER II**  
**LITERATURE REVIEW**



## **Literature Review**

### **Geographically Underserved**

The literature identifying geographically underserved areas is primarily focused on medical, mental health, financial, and/or housing services. The majority of the empirical data is directly linked to the ratio of physicians, nurses, dentists, and/or allied health practitioners (BSW or MSW not included) to the numeric population. Therefore, the geographically underserved definition is linked with the federally identified rural areas in Minnesota and the rest of the nation.

Yet, Medicare does identify the need for social workers to use alternative ways to meet the needs of people who live in federally identified rural areas. Medicare reaches out to people who live in geographically underserved areas of the United States by approving the reimbursement of telehealth services provided by clinical social workers. Effective October 2001, the Benefits Improvement Protection Act (BIPA) approved Medicare billing for telehealth services provided by clinical social workers through the amendment of Section 1834 and defined by Current Procedural Terminology (CPT) Codes 90804, 90806, and 90808. The services are provided in areas designated as Rural Health Professional Shortage Areas (HPSA) or in a county that is not included in a Metropolitan Statistical Area (Federal Register, 2001).

The shortcomings of mental health services for individuals who have experienced natural disasters was discussed by representatives from the National Association of Social Workers (NASW, 2007) with the U.S. Senate Committee on Health, Education, Labor and Pensions Hearing on Psychological Trauma. NASW's 2007 report entitled, *Assuring that Americans Received the Support They Need*, presented the facts that social workers provide 60% of mental health services nationally and 40% of all licensed mental health services by the American Red Cross. This report outlined the lack of disaster mental health services for Americans which are often provided by persons licensed as social workers.

The Elementary School Counseling Demonstration Act (2001) provided documentation of the federal government allocating funds to Minnesota. "Greater Minnesota received \$1,175,000 in 2000 and Minneapolis received \$376,128 in 2001 for the provision of mental health services primary to secondary school districts" (§ 17). These funds were partly utilized in Minnesota to include increasing the number of school social workers in the "no child left behind" program. On the national level the Government Relations & Political Action of the National Association of Social Workers (NASW, 2002) cited research that demonstrates the effectiveness of school social workers:

- 1) Increasing student achievement
- 2) Improving student classroom behavior
- 3) Recording more positive student attitudes towards school

- 4) Reducing the chances that students will commit violent acts, abuse alcohol, or engage in other risky behaviors (NASW, 2002).

The U.S. Department of Health and Human Services (2007) has set specific criteria for determining Health Professional Shortage. The geographical criteria include “1) the geographic area involved must be rational for the delivery of health services, 2) a specified population-to-practitioner ratio representing shortage must be exceeded within the area, and 3) resources in contiguous areas must be shown to be over utilized, excessively distant, or otherwise inaccessible. Even though the definition of health professional does not include social workers, the literature has clearly established the vital role of social workers within health and mental health services” (§ 24).

### **Ethnic Underserved**

In the definition of “Ethnically Underserved” the literature frequently shows the empirical ratios between the number of physicians, nurses, dentists and allied health professionals and primary and secondary educators identified as minorities in relation to the number of minorities within a specific area or region. Literature also links the same professions as listed above (not identified as professionals who are in minority groups) that are providing services in areas identified as having a high percentage of diverse ethnicities. The literature empirically describes the “Ethnically Underserved” areas in relationship to child welfare and aging services. There appears to be little information regarding other social work fields of practice.

The U.S. Department of Health and Human Services (2007) also identifies “Ethnic Underserved Areas” stating “Barriers to access for the population group are primarily due to non-economic factors such as minority status, language differences, or cultural differences” (§ 6). Again, the U.S. Department of Health and Human Services (2007) does not recognize social workers as a part of the Health Profession Shortage but, a 2006 NASW study demonstrated that:

- More than half of health care social workers are employed in hospitals and 14% in health clinics and hospices.
- Health care social workers are most likely to practice in metropolitan areas (85%). Only 7% of health care social workers practice in micro-metropolitan areas with specific minority groups, 6% in small towns, and 2 % in rural areas.
- Social work in health care settings is a major practice area serving older adults. Health care social workers comprise more than one-third of all social workers.
- There are many different specialties in the health practice of social work, including oncology, hospital, nephrology, pain management, and hospice.
- Nearly 34 million people were admitted to hospitals in 2004.
- Social workers are an integral part of the multidisciplinary team, working closely with doctors, nurses, and other medical professionals.

- According to the Bureau of Labor Statistics, there were about 110,000 medical and public health social workers in 2004.
- Because hospitals are releasing patients earlier than in the past, social worker employment in home health care services is growing (NASW, 2007 ¶ 19).

Clark (NASW 2003) testified for the Human Resources Subcommittee of the U. S. Committee on Ways and Means Hearing on Bush Administration Foster Care Flexible Funding Proposal regarding the shortage of social workers in the field of child welfare. In Clark's testimony she reported shortages of social workers in "Ethnically Underserved Areas" for the youth who are in the foster care system. She indicated that the majority of child welfare workers were Caucasian, yet minority children are over-represented within the foster care placement system (Child Welfare League of America, 2001; Cicero-Reese, & Black, 1998; Harrison, 1995; Anderson, 1994; and Russell, 1987).

### **Aged 65 and Older Underserved**

Clark's (NASW, 2007) testimony to the Special Committee on Aging U.S. Senate Hearing discusses the need to provide the "graying population" with adequate medical, mental health, and social services. Clark relates the shortages of social workers working with the aging population to "Medicare discriminations under Part B through the impositions of a 50% co-pay whereas all other services have a significantly lower co-pay of 20%. Example; the decision to reimburse clinical social workers directly for mental health services rendered to Part B beneficiaries in skilled nursing homes rests with the individual Medicare fiscal intermediaries. Some pay and others do not" (NASW, 2007 ¶ 14). Scharlach, Damron-Rodriguez, Robinson, and Feldman (2000) also report the extreme need for social workers who are committed to working with older adults and even greater need for social workers who will work with older adults who are minorities. Zlonik and Rosen (2001) found that "only about 16 percent of baccalaureate social workers and 4 percent of masters social workers work specifically with older adults" (Rosen & Zlonik, 2001).

### **Underserved Based on Household Income**

For decades federally identified rural areas have been identified as having large gaps in social services for people with housing needs. Many federal programs have indicated social workers as key players in the provision of social services to the geographically underserved areas where people have housing needs. The list of programs include Health Resources and Services Administration (HRSA, 2003), the Ryan White Care Act (2001), The Department of Housing and Urban Development, Administers of Housing Opportunities for People Living With AIDS (2001), the McKinney-Vento Homelessness Assistance Grants Programs (2001), the Substance Abuse and Mental Health Services Administration (SAMHSA, 2001), Health Resources and Services Administration (2003), National Coalition for the Homeless (2001), the U.S. Department of Housing and Urban Development (2001, 2003), and the Urban Institute (2000).

The U.S. Department of Health and Human Services (2007) identifies economic barriers as a primary reason for Health Professional Shortages. The criteria for this identification includes; 1) lack of access for the low-income population, 2) lack of access for the Medicaid-eligible population, and 3) a minimum of 30 percent of the service area's population must be at or below 200 percent of poverty for consideration as a low-income Health Professional Shortage area.

Individuals living slightly above, below, or at poverty that do not have access to third party payment are less likely to seek non-emergent health/dental care (Levy & O'Connell, 2004). This distorted provision of medical care increases the complexities of diagnoses for people of poverty. According to Breakey et al. (1989), people who only access emergent medical/dental care on average have nine different diagnoses. The U.S. Census Bureau findings from the Current Population Survey (2006) show that about 9.2 percent of the population is below the federal poverty line. This is an increase from the 8 percent in 2003 and the 7.5 percent in 2002.

The Director of the Minnesota Children's Defense Fund (2005) stated that "the median household income has decreased approximately \$4,000 annually between 2000 and 2005." The reduction of Minnesota's median household income is a direct correlation to household income and the household member's access to resources such as child care, health care, transportation, clothing, and food. These are all basic needs that are increasing in costs.

The U.S. General Accounting Office (2007) reported, women of poverty are among the highest population of victims involved in domestic violence (55 to 65%). U.S. Department of Justice (2007) reports that health care costs for intimate partners of domestic violence are estimated to be 10 billion dollars, and this cost does not include mental health services for children who have witnessed domestic violence. The lack of social workers to provide preventive domestic violence services is correlated to the increase of costs of tertiary services for the victims and offenders.

The Children's Home Society & Family Services of Minnesota (2003) report supported the increased need for primary and secondary preventive interventions. This report includes

- More than 800 Minnesotans, or 16 of every 100,000 people, were treated in hospitals for injuries caused by an intimate partner in 2001.
- The most common reason for women to seek temporary shelter in Minnesota is to flee an abusive partner.
- In 2000, 30 percent of all women surveyed were homeless, at least in part, because of domestic abuse in the last 12 months.

- In 2003, at least 13 women and 10 children were murdered in Minnesota because of domestic violence; 22 children were left motherless because an intimate partner murdered their mother.
- In 2002, at least 16 women, 12 men and two children were murdered or committed suicide in the course of domestic violence in Minnesota
- In 2001, 33 women and 11 children were killed as a result of domestic violence.

### **Underserved Areas Based on Homelessness**

According to the Wilder Research (2008), “9,000 individuals experience homelessness each night, about 7,000 are fortunate enough to receive shelter from a variety of homeless service providers across the state,” according to a number of quarterly shelter surveys conducted by the Department of Human Services over the past few years. Unfortunately, due to inadequate resources, sheltering programs turn away about 1,000 individuals each night. Worse yet, neither of these numbers include the hundreds of individuals who spend the night in a place not meant for human habitation, such as under a bridge or in a car” (¶4).

The social work profession has worked with people of poverty since the 19th century. Social worker’s involvement with people of poverty has and is currently utilizing many approaches to solving poverty and the issues related to it. “ Social workers' perspectives on both the person (those who are poor) and the environment (the circumstances that produce poverty) have engaged this profession's century-long efforts to mitigate the impact of poverty on people as well as to develop policies that either prevent poverty or ease poor people's rise to greater economic security” (NASW, 2007, ¶ 1).

### **Social Work Shortages in Mental Health**

Social work shortages in mental health cut across all underserved areas and populations. Social workers have had a robust presence in the provision of mental health services since the 19th Century, and it has been demonstrated that social workers provide the majority of mental health services still today (SAMHSA, 2001). In 2001 President Bush created the New Freedom Commission. The Commission’s Report discusses the shortages of mental health providers (New Freedom Commission on Mental Health, 2003). This report specifically states that “people of color are underserved in the current system and face barriers to receiving appropriate mental health care” (¶ 7 Executive Summary) and improved access to mental health services is needed..

### **People with Cognitive Impairments Face Social Work Shortages**

People with cognitive impairments are often among the economically poorest and most vulnerable populations. Yet, in the state of Minnesota the services are often compromised by extremely high caseload sizes as reported by the Minnesota Department of Human Services (Minnesota Department of Human Services, 2007).

There is a wide degree of variation in caseload size for cognitively impaired clients from county to county, with a range of 20 to 100 persons per worker. For amount of service provided, units billed annually per consumer range from 30 to 168. For persons with mental retardation and related conditions (MR/RC), Minnesota's average caseload size of 52.8 is higher than the national average of 40. Only eleven (generally smaller) counties are at or below the national average caseload size of 40.

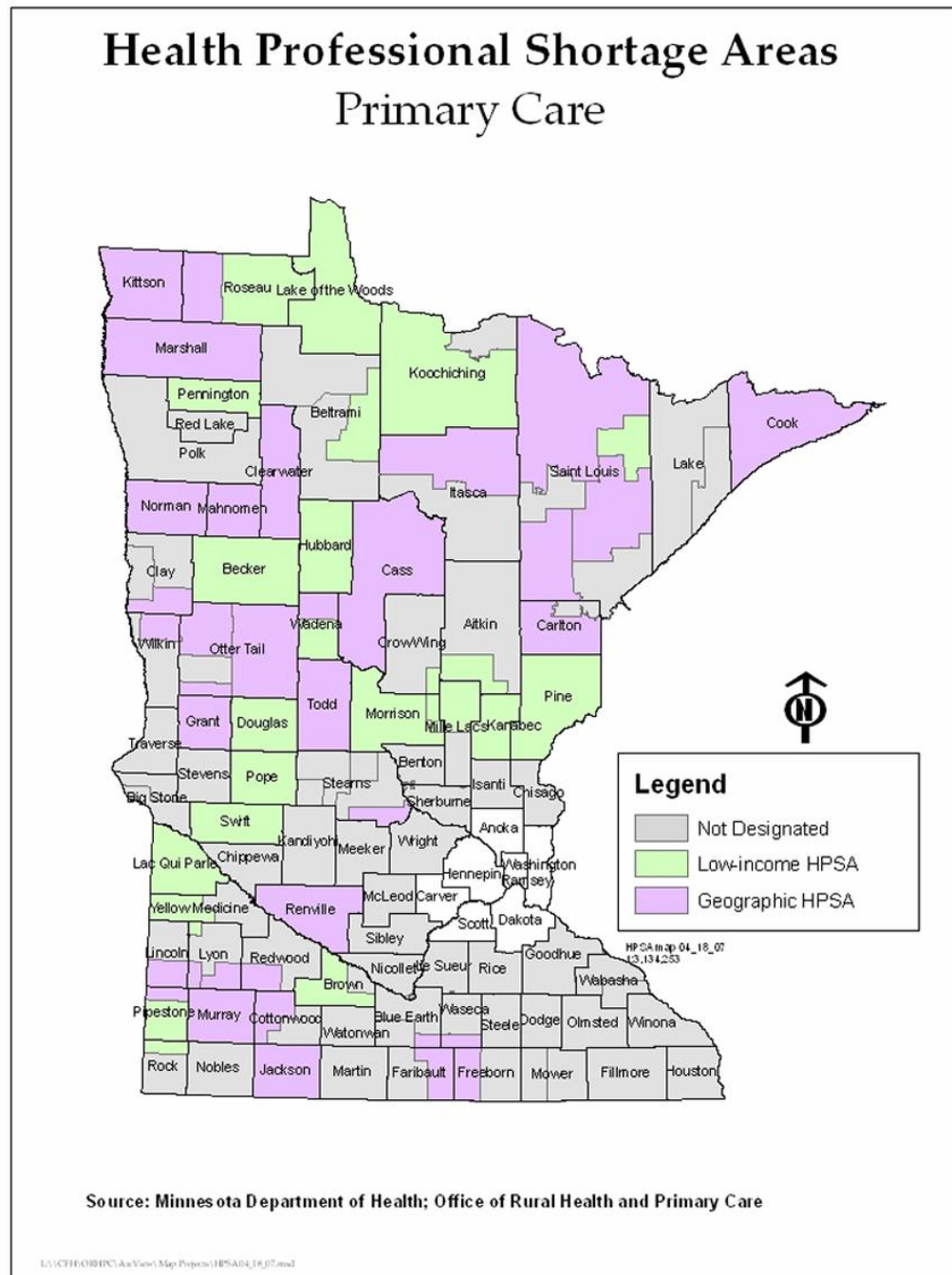
Many of Minnesota's larger counties have caseloads that are well above the nationwide norm. The relatively high caseloads that case managers are carrying explains why they spend a large proportion of their time dealing with crisis cases. In order for case managers to devote more time to individuals, their present caseloads need to be reduced. Standardizing caseload size assures that consumers have access to at least a baseline level of case management support county-to-county. A caseload standard can serve as a useful benchmark in addressing the adequacy of case management funding and the efficiency of case management delivery, and also serve as a basis for determining an appropriate payment rate per unit of service.

### **Minnesota's Health Professional Shortage Areas**

Minnesota's Health Professional Shortage Areas and the Medically Underserved Areas (HPSA & MUA) are identified by the Minnesota Department of Health. According to the U.S. Department of Health and Human Services (2007) a health professional is a provider of primary medical, dental, or mental health care (§3). The counties described in Map 2.1 have been identified as low income geographic HPSA for primary health care.

Map 2.1

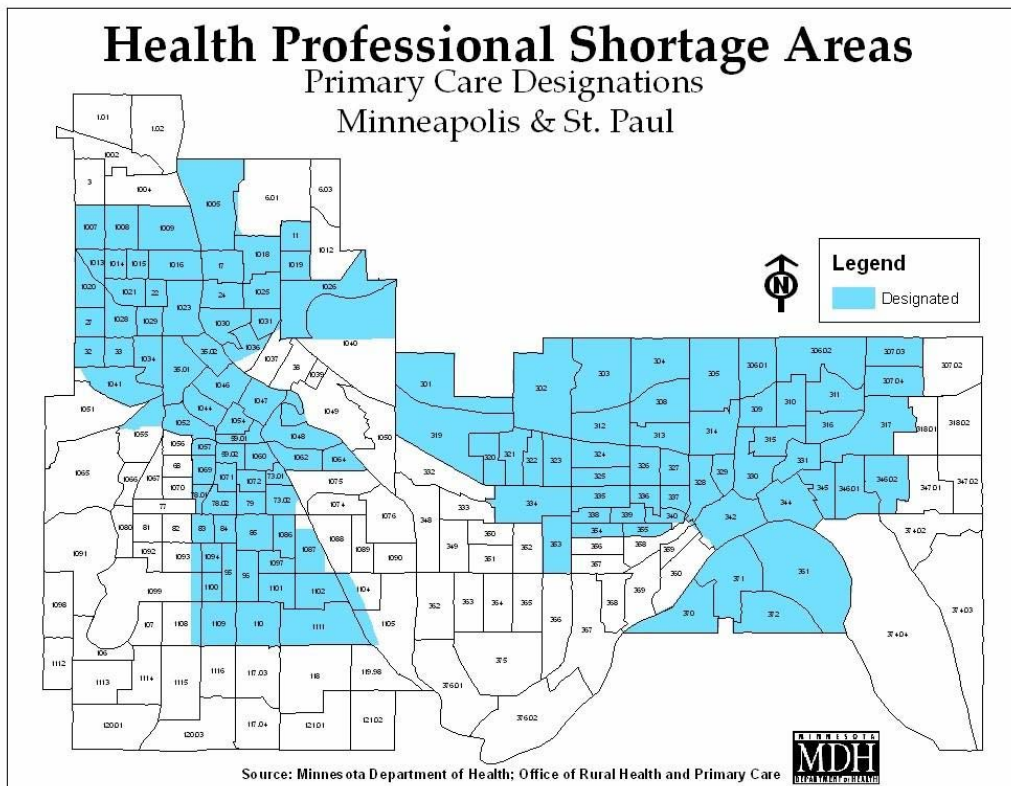
**U.S. Department of Health and Human Services Identified Health  
Professional Shortage Areas in Minnesota by County, 2003**



The Minneapolis and Saint Paul HPSA identified by the Minnesota Department of Health (2003) for primary care based on low-income HPSA and geographical HPSA is presented in Map 2.2 Health Professional Shortage Areas Minneapolis & St. Paul.

**Map 2.2**

**U.S. Department of Health and Human Services Identified Health Professional Shortage Areas in St. Paul and Minneapolis, 2003**

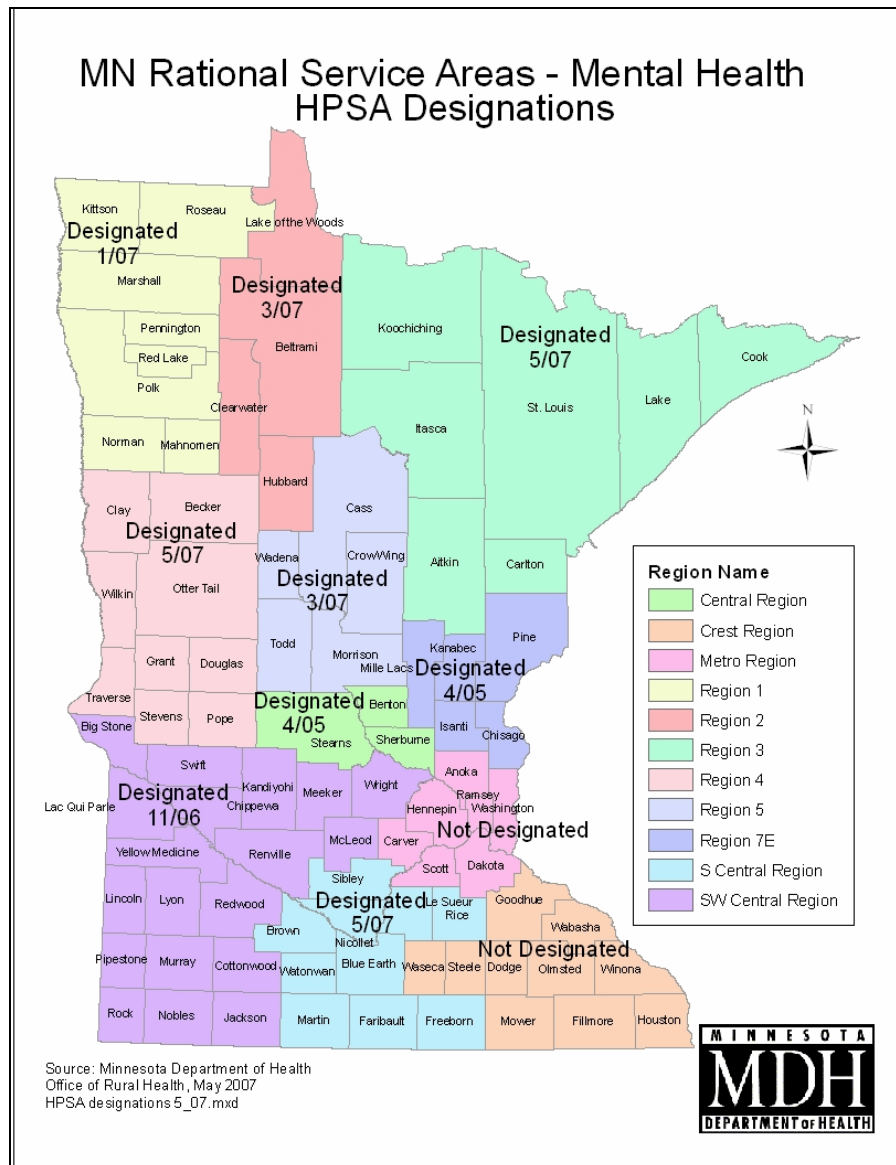




The Minnesota Department of Health (2003) also identifies the Mental Health HPSA and Medically Underserved Areas (MUA) based on geographical rural areas. These Minnesota counties may be seen on 2.3.

### Map 2.3

#### U.S Department of Health and Human Services Identified Mental Health Shortage Areas in Greater and Rural Minnesota, 2003



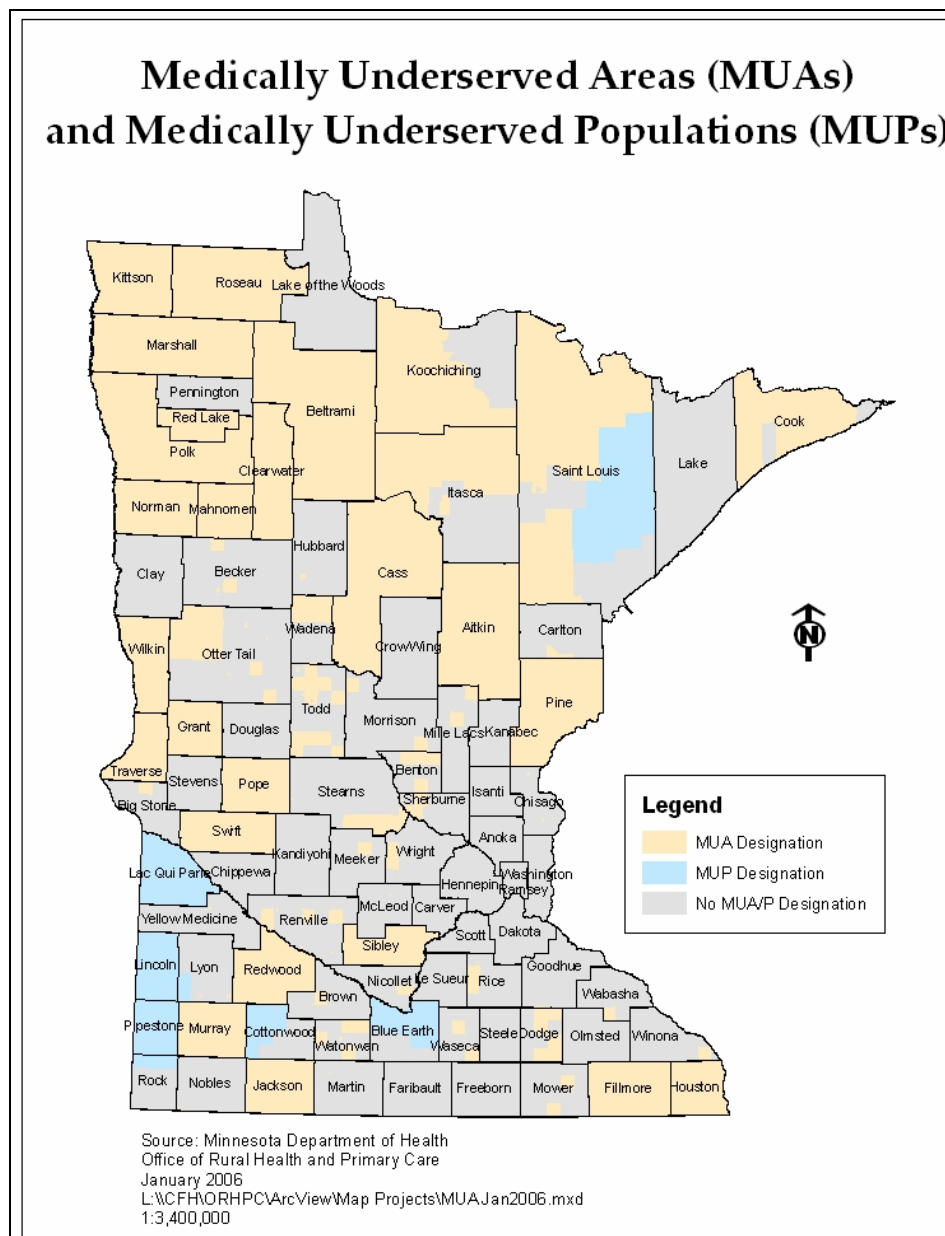
\* It should be noted that currently the state has no mental health HPSA's in the Twin City metro/urban area (Minnesota Department of Health, 2003).

## Medically Underserved Areas and Populations

To fully understand the state's health care delivery system, the Medically Underserved Areas (MUA) and the Medically Underserved Populations (MUP) within the state also require identification. The MUA and MUP rural counties are identified on Map 2.4.

### Map 2.4

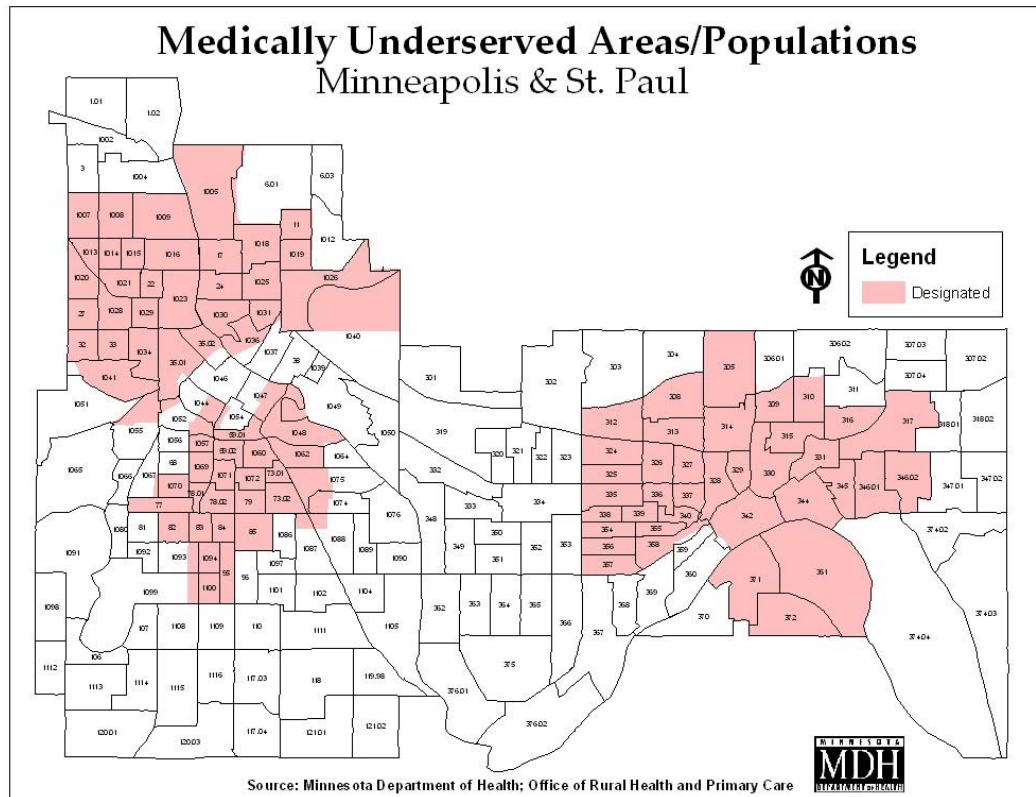
#### U.S. Department of Health and Human Services (2003) Identified Medically Underserved Areas and Underserved Populations in Greater and Rural Minnesota



The Minneapolis and Saint Paul MUA and MOP that are shown in Map 2.5 are located in areas of poverty or in areas of high concentrations of minority populations as defined by U.S. Health and Human Services (2007).

### Map 2.5

#### U.S. Department of Health and Human Services Identified Medically Underserved Areas and Underserved Populations in Minneapolis and St. Paul, 2003



### Minnesota Areas of Projected Growth

According to the Minnesota Department of Demographics (2007), the population in Minnesota, which was recorded by the U.S. Census Bureau in 2000 as 4,919,479 and is estimated in 2006 as 5,167,101, will increase 10% by 2015, and it will continue to grow to 6.4 million by 2035. These projections estimate that the Twin Cities suburbs (Scott, Dakota, Wright, and Sherburne) counties, Rochester and the St. Cloud Regions will have the most significant population growth. The Minnesota Department of Demographics also estimates that the North Central Region will decrease in population, while the 28 counties of the Western Region will also have a decrease in population.

North Central Region includes the following counties:

Region 2 Beltrami, Clearwater, Hubbard, Lake of the Woods, and Mahnomen

Region 3 Aitkin, Carlton, Cook, Itasca, Koochiching, and Lake

Region 5 Cass, Crow Wing, Morrison, Todd, and Wadena

Western Region includes the following counties:

Region 1 Kittson, Marshall, Norman, Pennington, Polk, Red Lake, and Roseau.

Region 4 Becker, Clay, Douglas, Grant, Otter Tail, Pope, Stevens, Traverse, and Wilkins.

Region 6W Big Stone, Chippewa, Lac qui Parle, Swift, and Yellow Medicine

Region 8 Cottonwood, Jackson, Lincoln, Lyon, Murray, Nobles, Pipestone, Redwood, and Rock

The population increase to 6.4 million will represent a 24% increase in population. In summary, the metro areas will grow almost twice as fast and the non-metro areas.

### **Projected Need for Persons Licensed as Social Workers**

The estimated growth in Minnesota will result in a need for additional persons licensed as social workers. According to Minnesota Careers (2007), the state is expected to need an increase in bachelor social workers as the population ages. Other fields of social work practice are already in crisis. These fields include “mental health, physically disabled, developmentally disabled families in crisis, chemical dependency, and community corrections specifically in rural areas” (p28).

NASW (2006) conducted a study “Assuring the Sufficiency of a Frontline Workforce: A National Study of Licensed Social Workers”. This study concluded that the number of social workers entering into the field of elderly services has decreased despite the extensive increase of the aging population. The study also shows an insufficient number of social workers in the field of families and children. These services include counseling, case management, information and referral services, and crisis interventions in diverse settings.

The study also addresses workload expansions. It reports the needs of social work in health care settings. Health care social workers are seeing an increase of caseloads with a “broad range of diagnoses” (NASW, 2007). Medical social workers are providing discharge services, case management, and psychotherapy. At the same time social and human service agencies are unable to provide adequate numbers of academically trained social workers based on client-worker ratios.

### **Cost of Social Work Education & Estimated Annual Salary for Minnesota Social Workers**

In examining the underserved areas, one must also consider the annual salary of a county or state employed BSW/MSW, as well as the average salary of the non-profit agency employed BSW/MSW. Annual income and the cost of education must be considered as the Minnesota Board of Social Work provides recommendations “on how to increase the numbers of licensed social workers serving underserved communities and culturally and ethnically diverse communities” (Minnesota State Statute, 2008). The salaries in Table 2.1 represent the Minnesota Merit County System and Table 2.2 displays the Minnesota Non-Merit County Systems within the public and private sectors of social/human services. (Appendix 2 shows the complete Merit System Salary Distribution by County).

**Table 2.1**

#### **Minnesota Merit System and Non-Profit Agency Annual Social Work Salary Distribution for 2007**

<b>Minnesota Merit and Non Profit Yearly Salaries, 2007</b>	<b>Minnesota Merit Social Worker (CPS) Salary</b>	<b>Minnesota Merit Social Worker (Master’s CPS) Salary</b>	<b>Minnesota Merit Social Worker (Masters, Not CPS) Salary</b>
<b>Minimum Yearly County Salary</b>	\$35,524.29	\$38,959.00	\$37,406.00
<b>Maximum Yearly County Salary</b>	\$51,765.21	\$56,000.00	\$56,902.00
<b>Average Yearly County Salary</b>	\$43,644.75	\$47,480.00	\$47,154.00
<b>Average Non Profit Yearly Salary</b>	\$38,407.38	\$41,782.00	\$41,496.00
<b>Average County and Non Profit Yearly Salary</b>	\$41,026.07	\$44,631.73	\$44,325.00

Currently, there are 14 counties that do not utilize the Minnesota Merit System for hiring and the establishment of salary ranges. Table 2.2 illustrates the salary ranges of these counties and, by calculating the average 12 percent difference for the non-profit average yearly salary, one obtains a general picture of the salary ranges. Please see Appendix 3 for the complete Non-Merit System Salary Distribution by County tables.

**Minnesota Non Merit System Counties' Salary  
Distribution for 2007  
(BSW & MSW Salaries are Not Differentiated)**

**Table 2.2**

<b>County</b>	<b>Minimum Yearly Salary</b>	<b>Maximum Yearly Salary</b>	<b>Average Non-Merit County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Non Merit County and Non-Profit Average Salary</b>
Anoka	\$41,881.00	\$70,691.00	\$56,286.00	\$49,532.00	\$52,909.00
Beltrami	Did not receive				
Blue Earth	\$39,707.00	\$53,192.00	\$46,449.50	\$40,875.56	\$43,662.53
Carver	\$39,541.00	\$68,530.00	\$54,035.50	\$47,551.24	\$50,793.37
Dakota	\$48,500.04	\$83,400.00	\$65,950.02	\$58,036.02	\$61,993.02
Hennepin	Did not receive				
Itasca	Did not Receive				
Olmsted	\$40,608.00	\$64,378.00	\$52,493.00	\$46,194.00	\$49,343.00
Ramsey	\$46,668.00	\$82,824.00	\$64,746.00	\$56,975.00	\$60,861.00
Scott	\$35,853.00	\$86,964.00	\$61,408.50	\$54,040.00	\$57,724.00
Sherburne	Did not Receive				
Stearns	Did not Receive				
Washington	\$39,603.00	\$68,882.00	\$54,241.00	\$47,733.00	\$50,987.00
Wright	Did not receive				

- The Minnesota Council of Non-Profits ( 2006) report that persons licensed as social workers who provide direct services to clients have a median salary that is about 12 percent less than the public or private-for-profit positions.
- The average BSW direct service provider's annual salary is between \$26,359 and \$27,653, according to the Minnesota Council of Non-Profits (2006).

- The Minnesota Council does not maintain records on Master's level social workers providing clinical services, but the Council does have the salaries of directors. Often directors of non-profit organization will have a social work degree. The median salary range of directors is from \$42,000 to \$72,000. This range often depends upon funding, size of the organization, and physical location. Non-profit organizations in Greater and Rural Minnesota report directors' annual salaries to be less than the metro or suburban areas (Minnesota Council of Non-Profits, 2006).

Table 2.3 and Table 2.4 are evidence of the average costs of a BSW and MSW degree from both private and public schools in the state (Anderson, 2006).

**Table 2.3**  
**Average Cost of BSW Degree in Minnesota Public and Private Schools, 2008**

BSW Programs	Average Educational Cost
Nine Public Schools	\$36,000 for 16 Semesters*
Seven Private Schools	\$72,000 for 16 Semesters*

\*Cost includes Tuition, Room and Board

**Table 2.4**  
**Average Cost of MSW Degree in Minnesota Public and Private Schools, 2008**

MSW Programs	Average Educational Cost
Minnesota State Colleges and Universities St. Cloud State University & Minnesota State University, Mankato Augsburg College	\$18,947 for 4 Semesters*
University of Minnesota, Duluth	\$33,426 for 6 Trimesters
University of Minnesota, Duluth	\$21,480 for 4 Semesters*
University of St. Thomas	\$33,284 for 4 Semesters*
University of St. Catherine	\$33,120 for 4 Semesters*
University of Minnesota Twin Cities	\$24,776 for 4 Semesters*

\*2007-08 fees include student fees

Does not include Room and Board or Books

## **Cost of Living**

In the analysis of social work salaries and the cost of education, one must also consider the cost of living differences within the state. It should also be recognized that within the state there are thirteen different economic regions. Table 2.5 displays these differences from a Basic Needs Budget point of view.

According to the Minnesota Department of Economics (2006), the Basic Needs Budgets are based on “no-frills standard of living. There’s no entertainment, no restaurant meals, no vacation, and nothing for emergencies. It assumes that insurance is covered by employers, retirement, or children’s education. The Basic Needs Standards clearly falls short of what’s usually called a middle-class standard of living” (p. 1). The Regions consist of the following Counties

- Metro Anoka, Carver, Dakota, Hennepin, Scott, and Washington
- Region 1 Kittson, Marshall, Norman, Pennington, Polk, Red Lake, and Roseau
- Region 2 Beltrami, Clearwater, Hubbard, Lake of the Woods, and Mahnommen
- Region 3 Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and St. Louis
- Region 4 Becker, Clay, Douglas, Grant, Otter Tail, Pope, Stevens, Traverse, and Wilkin
- Region 5 Cass, Crow Wing, Morrison, Todd, and Wadena
- Region 6E Kandiyohi, McLeod, Meeker and Renville
- Region 6W Big Stone, Chippewa, Lac qui Parle, Swift, and Yellow Medicine
- Region 7E Chisago, Isanti, Kanabec, Mille Lacs, and Pine
- Region 7W Benton, Sherburne, Stearns, and Wright
- Region 8 Cottonwood, Jackson, Lincoln, Lyon, Murray, Nobles, Pipestone, Redwood, and Rock
- Region 9 Blue Earth, Brown, Faribault, Le Sueur, Martin, Nicollet, Sibley, Waseca, and Watonwan
- Region 10 Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, Wabasha, and Winona



**Table 2.5**

**Minnesota Economic Regions Annual Basic Needs Budget**

	Size of Family	Size of Family	Size of Family	Size of Family	Size of Family
<b>Region</b>	<b>1 Adult</b>	<b>1 Adult, 1 Child</b>	<b>2 Adults, 2 Children, 1 FT Worker</b>	<b>2 Adults, 1 Child, 2 FT Workers</b>	<b>2 Adults, 2 Children, 2 FT Workers</b>
Metro	\$24,727	\$37,537	\$35,989	\$44,657	54,854
Region 1	\$20,240	\$26,235	\$24,478	\$35,283	\$40,541
Region 2	\$20,686	\$31,200	\$26,064	\$36,970	\$43,242
Region 3	\$20,414	\$29,441	\$24,666	\$36,510	\$42,475
Region 4	\$20,374	\$27,267	\$25,727	\$36,070	\$42,162
Region 5	\$21,814	\$30,478	\$26,919	\$39,123	\$44,775
Region 6E	\$21,873	\$30,368	\$28,341	\$38,842	\$45,529
Region 6W	\$19,315	\$24,331	\$22,610	\$33,957	\$38,841
Regions 7E	\$26,740	\$37,284	\$37,688	\$46,523	\$53,808
Region 7W	\$24,814	34,872\$	\$35,459	\$42,517	\$50,388
Regions 8	\$19,127	\$24,728	\$22,825	\$34,121	\$39,488
Region 9	\$20,561	\$27,878	\$25,682	\$36,410	\$42,929
Region 10	\$21,440	\$31,823,	\$28,432\$	\$39,070	\$45,988

The Minnesota Department of Economic Annual Basic Needs Budget (2007) projects the cost of living at the bare minimum. The budget does not take into account that the average cost of a house in Greater and Rural Minnesota is \$200,000 and \$226,000 in the Twin Cities and surrounding areas (Minnesota Department of Demographics, 2007). This budget allocates only between \$472 and \$777 per month for housing. Yet, as of December 2007, the average mortgage for a \$200,000 home is \$1,199 for a 30 year Fixed Rate of 6.24% (and rent averages \$800 per month).

Taking into account cost of living, the lowest annual county social work gross salary is \$35,472.17, and the highest is \$56,902.40 in Merit System counties. If one subtracts the average mortgage annual payment of \$14,388 from the lowest and highest social work salary, the remaining gross income is between \$21,084.17 and \$42,514.40. If the social worker is renting, the gross remaining income is between \$25,872, and \$47,302.40. This gross income minus housing costs does not include the cost of education.

As demonstrated above, the cost of a bachelor's degree at a public school is about \$36,000 dollars and the cost at a private school is about \$72,000. The lowest salary is typically for the social worker with a bachelor's degree. If one subtracts the cost of public education for a bachelor's degree which is about \$3,600 per year (standard educational loan is for 10 years), the gross salary is reduced to \$17,484.17. From this amount the cost

of taxes (local, state and federal), food, transportation, health care, insurance, and clothing will reduce the bachelor social worker's salary and put the person in the position of requiring a second job.

The upper limit of the salary range for the state Merit System of \$56,902.40 is usually for the social worker with a master's degree plus several years of experience. The cost of a master's degree ranges from \$18,947 (MNSCU) to \$33,120 (private school) for tuition only. If one subtracts ranges

- √ \$39,202 for a person who pays the average mortgage payment (in Greater and Rural Minnesota) and attended a private school;
- √ \$40,619.70 for a person who pays the average mortgage payment and attended a public school;
- √ \$43,990.40 for the person who rents and attended a private school;
- √ \$45,407.70 for a person who rents and attended a public school.

Again, this does not include the cost of taxes (local, state and federal), food, transportation, health care, insurance, and clothing. One must also take into account that the average age of a person who enters a masters of social work program is 33. Therefore, it is likely that the social worker with a master's degree and several years of employment also has dependents that rely on the income of the master's level social worker, which again leaves the social worker living within an unmanageable income level.

### **Federal, State or Organizational Recommendations for Client Social Work Ratios**

#### **Student to School Social Worker Ratio**

According to the NASW (1992), the ratios for social worker to students depends upon the student population, the economic base of the school district, and other district wide characteristics. Based on information from the National Council of State Consultants for School Social Work Services, NASW has established guidelines for the student to social worker ratios. These guidelines are in Table 2.6. See Appendix 4 for the complete NASW Student to School Social Worker Ratio Recommendations. Table 2.6 is an abbreviated school social worker to student ratio description.

**Table 2.6**  
**NASW's Recommendations for Student to School Social Worker Ratios**

<b>School Social Worker/Student Population Ratio</b>	<b>School Population Served</b>
<b>1: 2,000</b>	<b>Total school population with no special concentration</b>
<b>1: 1,500</b>	<b>Total school population with poverty concentration</b>
<b>1: 800</b>	<b>Total school population with special education and poverty concentration</b>
<b>1: 500</b>	<b>Total school population with special education, poverty, and minority concentration</b>
<b>1: 350</b>	<b>Total school population with special education, poverty, and minority concentration; and federal impact issues</b>
<b>1: 50</b>	<b>Special education assignment only</b>

American School Health Association recommendation for the number of school social workers per students is one social worker to 400 students. However, many school social workers are responsible for double or triple the number of students and serve not one, but multiple schools, which fragments services even more (NASW, 2001).

### **Child Safety and Welfare Clients to County Social Worker Ratios**

Multiple studies have been conducted regarding the number of child protection workers per caseloads. Child Welfare League of America (2003) recommends these variations of caseload sizes need to be accounted for in computing the number of cases per social worker. For example:

- For investigative workers in child protective services, the recommended caseload is 12 active cases per month.
- This should not be construed to mean 12 active cases at any point in time, but 12 active cases in the workdays available during a designated 30-day period or month.
  - Moreover, if the worker is carrying forward cases from the previous month, the number of new cases should be reduced accordingly.
- In Ohio the Public Children Services Association of Ohio (1997) determined that within a normal 40 hours per week, the child protection worker is able to do about 11 investigations (Knox & Higgins, 2003).
- Yet, in 2002 the Allegheny County, Pennsylvania study reported that social workers could investigate 16 cases per month, but also added that the workers would not be utilizing “best practice skills” (Yamatani & Engel, 2002).
- Similarly, Portland State University and Washington State concluded that the caseload size for a social worker working with children in foster care should

be about 11 to 15 cases (Emlen, Lahti, Downs, McKay, & Downs, 1977; Katz, 1990).

The U.S. General Accounting Office (2003) report showed, "Some of the caseworkers we interviewed handle double the number of cases recommended by advocacy organizations and spend between 50 and 80% of their time completing paperwork, thereby limiting their time to assist children and families" (§.7).

### **Ratio of Adult and Children Mental Health Clients to Social Worker**

The U.S. Department of Health and Human Services (2007) provides the following guidelines for designating a geographic area as having a shortage of mental health professionals. These guidelines listed below only describe the practitioner to population:

- 1) A population-to-core-mental-health-professional ratio greater than or equal to 6,000:1.
- 2) The area has unusually high needs for mental health services, and has a population-to-core-mental-health-professional ratio greater than or equal to 4,500:1.
- 3) Mental health professionals in contiguous areas are over-utilized, excessively distant, or inaccessible to residents of the area under consideration.

### **Ratio of Adult Clients with Physical Disabilities and/or Cognitive Impairments to Social Worker**

According to the Institution on Community Integration (2007), the state currently has little continuity in the caseload size from county to county for people with disabilities. The authors report that caseload sizes in the state range from 20 to 100 clients per worker. By calculating the units billed, the caseload sizes for the state increases from 30 to 168 clients per worker. This means the larger the caseload size, the poorer the quality of services. To continue, the authors add the average caseload size for people with mental retardation and related conditions is 52.8 clients per worker. Minnesota's caseload size for people with disabilities falls far behind the national level of 40 clients to 1 worker, which is the U.S. Health and Human Services (2007) recommended client to worker ratio. This report also supports the concept of establishing standardized caseload sizes to ensure client access to a "baseline level of case management services from county to county" (p. 6). This baseline would provide the opportunity to address the case management inadequacies and funding inefficacies.

This 2007 report also provides a cost analysis to improve the client to worker ratio for people with disabilities. This cost analysis includes all four levels of waived services. The total state/federal Medicare dollars would be 16.2 million dollars or an increase of 8.2 million dollars in state monies (Institution on Community Integration, 2007, p. 6).

### **What are Waivered Services?**

“In 1981 Congress passed a law which created the Title XIX Home and Community-Based Services Program. This act allows the federal government to waive, meaning to make an exception for, the traditional Medicaid requirements. It gives states the option of applying for a waiver to use Medicaid funds to provide home and community-based services as an alternative to institutional settings. Examples of institutional settings include hospitals, intermediate care facilities for persons with mental retardation or related conditions (ICF/MR), and nursing facilities. In 1984, Minnesota began its home and community-based services program for persons with mental retardation and related conditions, also referred to as the MR/RC Waiver.

The goal of the MR/RC waiver program is to provide necessary services and support that are meaningful to the person receiving the services, respectful of the person’s beliefs and customs, and cost-effective. Waivered services are different from institutional care services in that they are uniquely developed based on a person's needs, and are available or can be developed in the community. Waivered services help a person to become involved in the community where he or she lives and works and to develop skills to be as independent as possible” (The ARC of Minnesota, 2008 p. 32).

### **Ratios of People Aged 65 and Older to Social Workers**

Establishing ratios for the aging population varies depending upon the social/human services provided. The literature does provide recommendations or mandates for some of the services provided by social workers, but many services are not covered under these recommendations or mandates. Services for the aging populations that have suggested ratios include vulnerable adult services, long-term care facilities, and hospice.

Minnesota State Statute, Chapter 80 (2007) mandates that long-term care facilities “must employ a qualified social worker or a social services designee. A nursing home with more than 120 beds must have at least one full-time qualified social worker position. The person or persons filling the qualified social worker position must be assigned full-time to the social services of the nursing home and must fill at least one full-time equivalent position of at least 35 hours per week” (§ 8).

The Institution on Community Integration (2007) Legislative report and Minnesota Department of Human Services (2007) report also suggests a 40 clients to 1 social worker ratio. This ratio would also bring the state in alignment with the national standards. Table 2.7 demonstrates the Minnesota proposed vulnerable adult to social worker ratio, the costs to meet the national standards, and the U.S. Health and Human Services (2007) recommendations without a state-buy-out of county share. Appendix 5 provides the Client to Social Worker Ratio and Cost for All Four Waivers Programs.

**Minnesota Cost Analysis to Implement the U.S. Department of Health and Human  
Services Vulnerable Adult Social Work Ratio, 2007**

**Table 2.7**

<b>Funding Stream</b>	<b>2005 Case Management Cost Per Participant</b>	<b>Current Caseload</b>	<b>Benchmark Cost</b>	<b>Difference</b>	<b>Number of Individuals</b>	<b>Additional Amount Necessary to Implement 140 Caseload</b>
VA/DD-TCM	\$1,848.00	48.2*	\$2228.00	\$380	4,863	\$1,847,940.00

\* “This estimate is derived by dividing the MR/RC Waivers total expenditure per case manager (\$89,126) by the 2005 case management cost per participant” (Institution on Community Integration, 2007, p. 57). Note these estimates are solely based on the costs reported in the Continuing Care Matrix. They may be underestimates, especially with respect to county case management that falls outside of what is captured in the care matrix (p. 57).

**Ratio of People in Poverty to Social Worker**

The literature does not provide a recommendation for the number of people in poverty per social worker. Yet, it is clearly noted that many people of poverty are also suffering from mental health and/or chemical dependency issues. According to Paul Heyl, LSW, Minnesota Department of Human Services, Mental Health Division, the following are recommendations for people of poverty with mental disabilities and/or chemical dependency:

“In Minnesota the recommended case management caseload size is 30. For Assertive Community Treatment teams the caseload maximum is 1 to 10. In Minnesota Assertive Community Treatment teams in rural areas go as low as 1 to 7” (Heyl, 2008 personal communication).

**Ratio of Juvenile and Adult Community Corrections Clients to Social Worker**

The offender population is one of the fastest growing populations. According to the National Institute of Corrections (2007), the Minnesota prison population is estimated to increase 13 percent between 2006 and 2011. Yet, the projected overall population growth is only expected to grow 4.7 percent. Social workers have been working with adult and juvenile offenders since the late 1800’s.

The National Institute of Corrections (Institute) (2007) is prudent in their explanation of case ratios, because across the nation there are many different types of probation and

parole programs. The Institute also recognizes the individual needs of the offenders. The caseload ratios are based on specific and relevant criteria that sets appropriate levels of supervision and services. Table 2.8 demonstrates the recommended adult caseload ratios and Table 2.9 shows the juvenile caseload ratios.

**Table 2.8**

**National Institute of Corrections Recommendation for  
Adult Probation Caseload Size**

<b>Case Type</b>	<b>Cases to Staff Ratio</b>
Intensive	20 : 1
Moderate to High Risk	50 : 1
Low Risk	200 : 1
Administrative	No Limit? 1,000:1 (No empirical data to support this ratio)

**Table 2.9**

**National Institute of Corrections Recommendation  
for Juvenile Probation Caseload Size**

<b>Case Type</b>	<b>Cases to Staff Ratio</b>
Intensive	15 : 1
Moderate to High Risk	30 : 1
Low Risk	100 : 1
Administrative	No recommendation

Along with these recommendations the Institute (2007) also strongly acknowledges that in conjunction with the ratios, empirical program treatment must also be provided to prevent recidivism. Treatment begins with effective and accurate assessments at intake. The Institute recommends the importance of the assessor's use of reliable instruments to determine the level of risk along with professional clinical opinions.

**CHAPTER III**  
**METHODOLOGY**



## **Methodology**

Dr. Christine Black-Hughes currently serves on the Minnesota Board of Social Work's Advisory Committee representing the Minnesota Conference on Social Work Educators. Dr. Christine Black-Hughes volunteered to complete this task while on sabbatical.

An application for research approval was made to the Minnesota State University, Mankato Internal Review Board (IRB). Please see Appendixes 10, 11, and 12 for the IRB's Letter of Introduction, Application, and Approval.

The methodology used in this study was an analysis of archived records and data. The information gathered is the number of county social workers (licensed and non-licensed county workers); U.S. Census Bureau 2000 data, including population, ethnicity, household income and the aging population; Minnesota Demographics' data; and Minnesota Department of Education data, specifically languages spoken by district.

The analysis, summary, and conclusion are primarily based on public information from the Board's licensee data base (including work addresses of all licensees-LSWs, LGSWs, LISWs, and LICSWs); Merit System's employment data base; Non-Merit counties' employee data bases; and Minnesota Department of Human Service client data base. These data bases were then compared to the Minnesota State Demographic Center's population, racial, and income data bases and the Minnesota School Association language data base.

It should be noted that the Board's licensee data cut off date was August 29, 2007; Merit and Non-Merit System cut off date was August 18, 2007. The Minnesota State Demographic Center's population, racial and income data bases cut off date was indicated as 2000-2006, and the Minnesota School Association language data base cut off date was 2006. Also, as with many large data bases, there are gaps in information because there are 87 counties and 87 different ways of reporting the information. For example, some school districts report specific Native American Indian language that is spoken while others just report Native American Indian.

In regard to number of licensees, it was decided to use the social worker's employment address. Many licensed social workers are employed at more than one agency. Therefore, to reduce the possibility of counting one worker more than once, the first address was utilized. (Note: the Board currently does not distinguish between primary and secondary employment.)

## **Geographical Methodology**

The analysis employed GIS by first identifying the number of licensees by county. This study established a baseline of practicing licensees in correspondence with specific

population groups or geographical areas in order to discover the locations of the social work underserved populations and geographical areas.

The numerous maps were developed to demonstrate and identify the social work underserved populations. Only the maps that illustrated the distribution of persons licensed as social workers were selected for this report. The Board has copies of 126 maps developed for this project.

### **Statistical Methodology**

The geographical methodology involved analysis employing Geographic Information Systems (GIS) by first identifying the number of licensees by county. This study established a baseline of practicing licensees in correspondence with specific population groups or geographical areas in order to discover the locations of the social work underserved populations and geographical areas. Then a comparison was made of distribution of social workers to recommended caseload ratios.

The analysis was made with the Child Welfare League of America's (2003) recommendation of the number of child welfare workers (11 to 15 cases per worker) and the 2006 report of the number of child welfare cases per county. This comparison continued with the total number of students per school district to the number of social workers. The analysis examined the number of children who were also identified as requiring special education services.

The analysis used the recommended caseload level for people with disabilities at the caseload size of 40:1. The children's mental health caseload size of 25:1 was also used. Adult mental health services comparison employed the suggested ratio of 40:1.

In the identification of social work underserved areas for the aging population the ratio recommendation is 30 people aged 65 or older to 1 licensed social worker.

Projected geographical areas and populations that are underserved by licensed social workers and county social workers are also identified by utilizing the number of Minnesota residents with the percentage (from national statistics) of the population who have a mental illness, developmental disabilities, are aging, or homeless.

The Minnesota Department of Education's Staff Database (2007) provided a listing of school social workers by school district and the Department's student database provided the number of students per school district. By adding the number of school social workers per district and then dividing the number of students per district, one could examine the ratio of students per social worker. There are several different definitions of school districts and these two databases are maintained under different district definitions. Therefore, the researcher had to retrieve information about each of the districts in the two separate databases to insure an exact match.

**CHAPTER IV**  
**FINDINGS**

## **Findings**

### **Introduction**

In this chapter of the legislative mandated report for the Minnesota Board of Social Work, the results are presented. As one reads the results, please note that the same licensees (LSW, LGSW, LISW, and LICSW) are used in the following ratios of clients to licensees:

- ✱ 1000 residents to licensee
- ✱ ethnic population groups to licensee
- ✱ residents aged 65 and older to licensee
- ✱ number of Minnesota residents in poverty to licensee

This limitation is because the Minnesota Board of Social Work and the Merit and Non-Merit systems do not maintain records of the number of licensed or county non-licensed workers within specific fields of practice. The exception to this limitation is the field of Child Safety and Welfare. Also, the Association of School Social Workers maintains the records of the number of workers in each school district. The Child Safety and Welfare and the School Social Work ratios specifically demonstrate the workers who are in those specific fields of practice.

Therefore, as one reads the findings, one should keep in mind that the overall ratios are not a true representation, but rather a very limited projection, to assist in identifying the licensee underserved areas.

### **Child Safety and Welfare Findings**

According to Minnesota Department of Human Services (2007), there were approximately 8,499 children who were victims of neglect or abuse and 27,682 children were investigated for possible maltreatment in 2006. The total number of maltreatment reports was 18,843 in 2006. Given the recommended caseload size of 11 to 15 cases per worker statewide, the total number of social workers working in child welfare ranges from 466 (for a caseload size of 15) to 636 (for a caseload size of 11) workers. These child protection services serve the 87 counties and 11 American Indian Tribes (see Appendix 6 for the Map of the 87 counties and Appendix 7 for the Map of the American Indian Tribes.)

By totaling the number of reports by county 1) Traditional Investigations Alleged, 2) Traditional Investigations Determined, and 3) Family Assessments, for 2006 one can estimate the number of reports each county addressed from the initial intake, investigation, determination, and assessment. By dividing the number of full-time employees (FTEs) assigned to the counties' Child Welfare Units, the estimated number of cases per worker may be estimated (see Appendix 8) for the County List of Child

Welfare Caseload Sizes. Given the caseload recommendations for child welfare services, Table 4.1 provides a listing of counties that have caseloads that are larger than 30 cases per child welfare worker. One must consider that there are reporting issues including cases that are not officially closed due to delay in documentation, cases that are monitored on a biweekly or monthly basis, case aids are not included in the staffing ratio, possible duplicate reports, or other data collection problems that skew the findings.

**Minnesota Counties That Exceed the Child Welfare League Recommended  
Caseload Size for 2006  
The Recommended Caseload Size is 11-15 Clients to 1 Worker**

**Table 4.1**

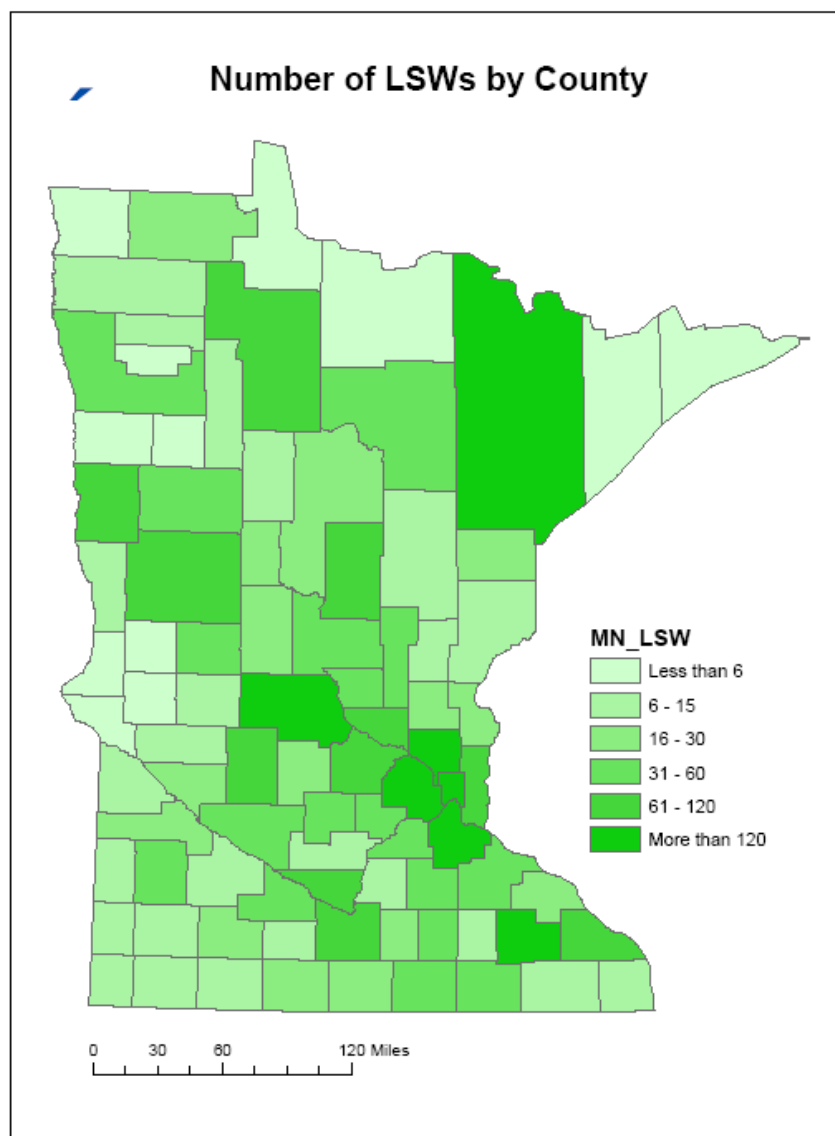
<b>Name of County</b>	<b>Caseload Size per Worker</b>
Becker	33.3
Cass	33.8
Chisago	46.2
Clearwater	65.7
Fillmore	31.3
Hubbard	50.5
Le Sueur	30.3
Otter Tail	30.8
Pipestone	50.0
Redwood	36.0
Scott	32.3
Swift	33.5
Winona	37.8
Faribault/Martin	31.5

**Employment Locations of Social Work Licensees (LSW, LGSW, LISW and LICSW) and Non-licensed County Workers**

The following geographical Maps 4.1, 4.2, and 4.3 display the employment locations of Licensed Social Workers (usually BSW level) throughout the state, metro counties, and St. Louis County.

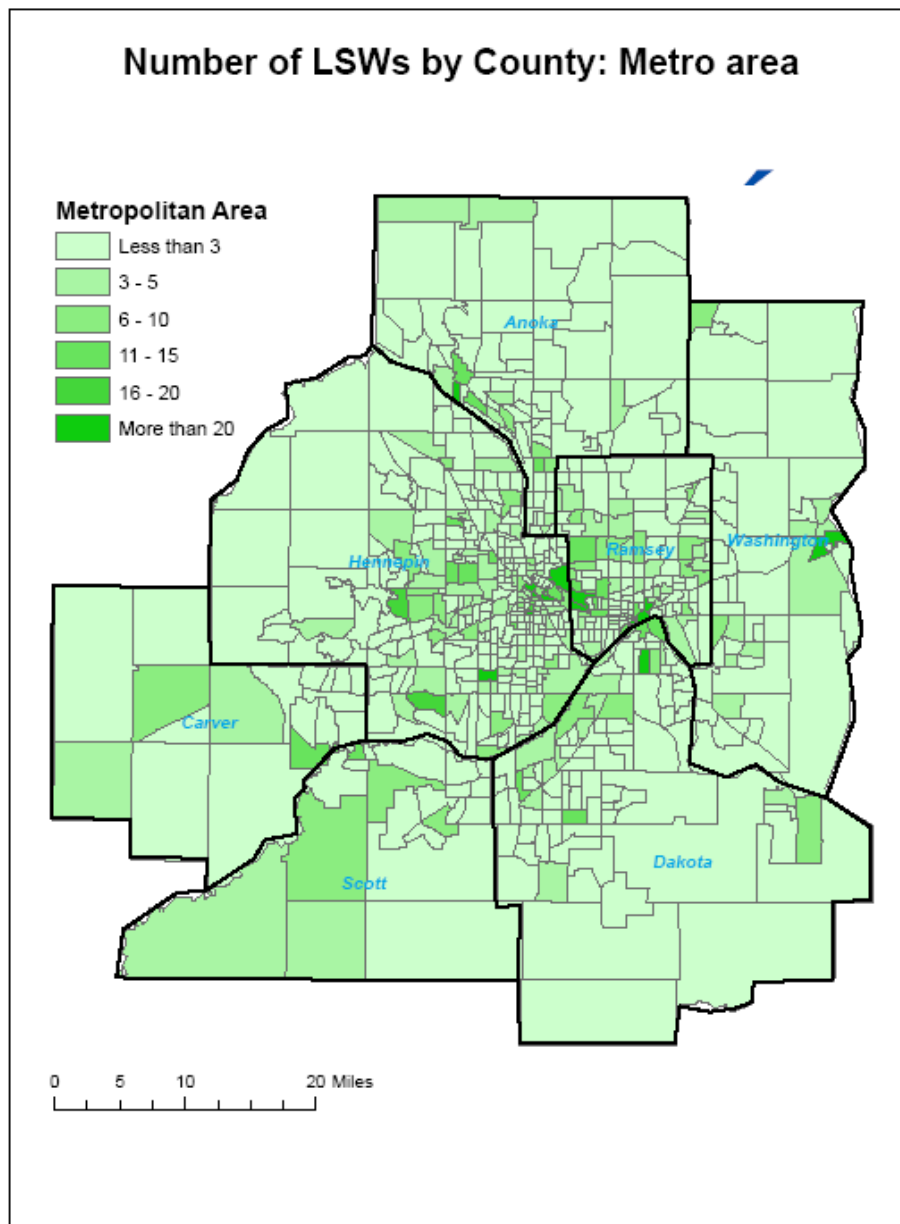
**Map 4.1**

**Total Number of Licensed Social Workers (LSW) in Greater and Rural Minnesota**



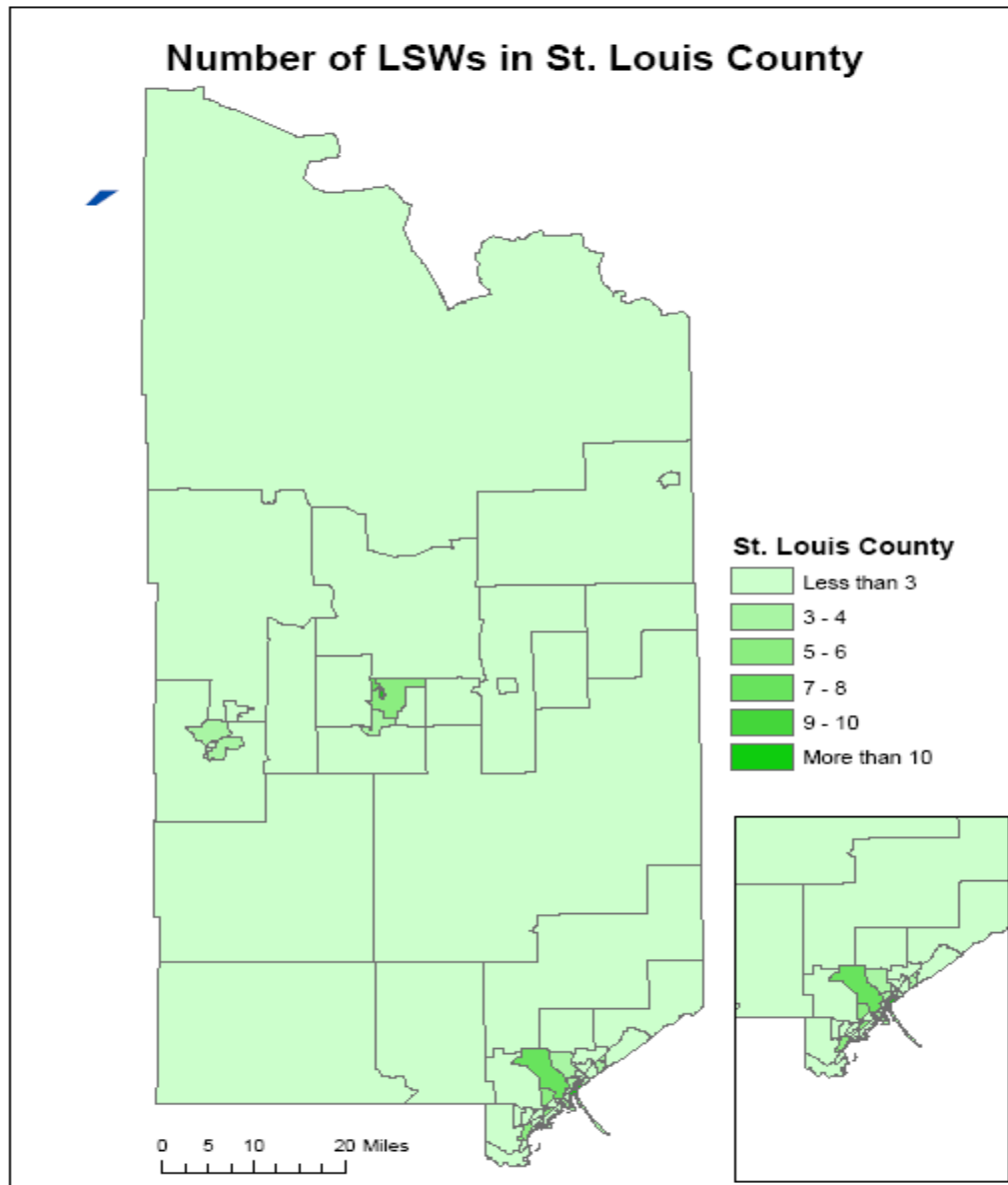
Map 4.2

**Total Number of Licensed Social Workers (LSW) in the Metro Area**



**Map 4.3**

**Total Numbers of Licensed Social Workers (LSW)  
in Saint Louis County and Duluth**

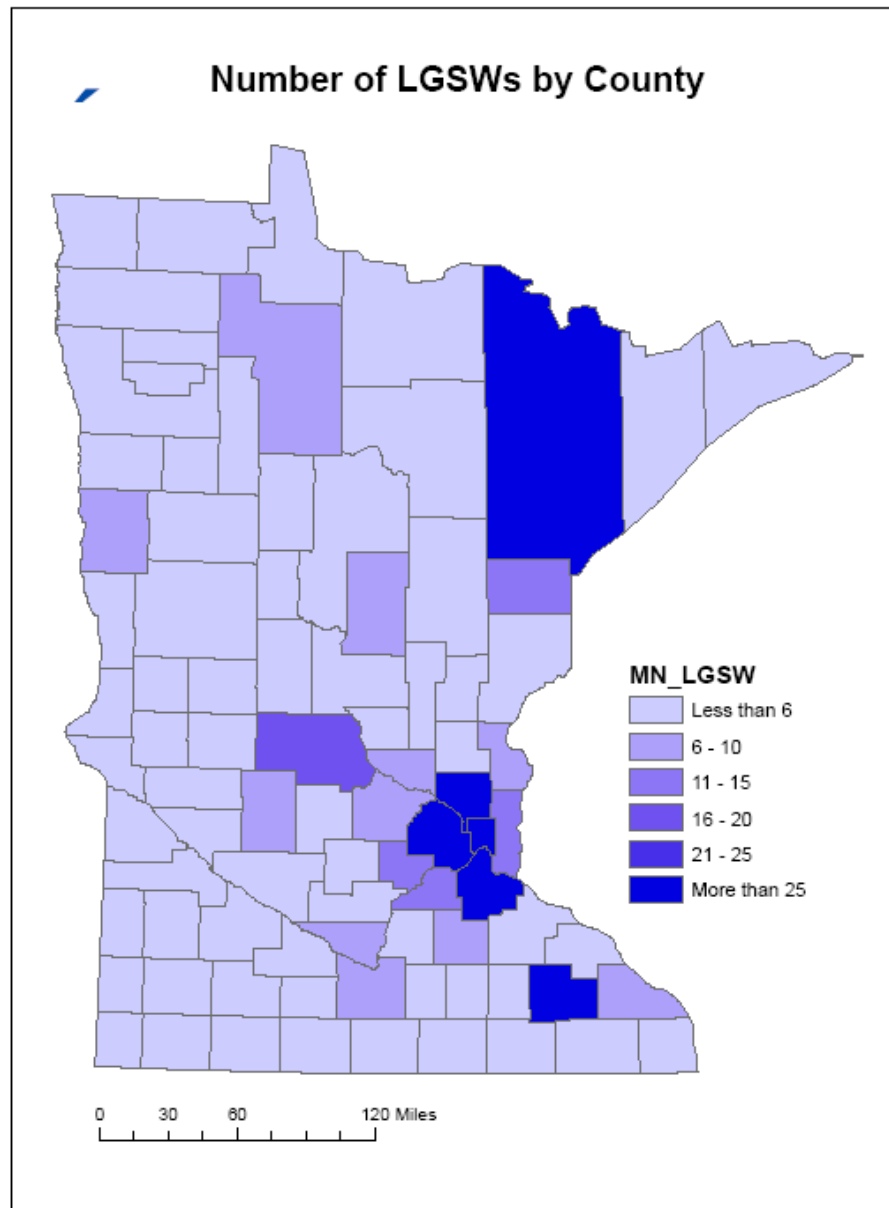




The following Maps 4.4, 4.5, and 4.6 explain the work locations of Licensed Graduate Social Workers in Greater and Rural Minnesota, Metro Counties, and St. Louis County.

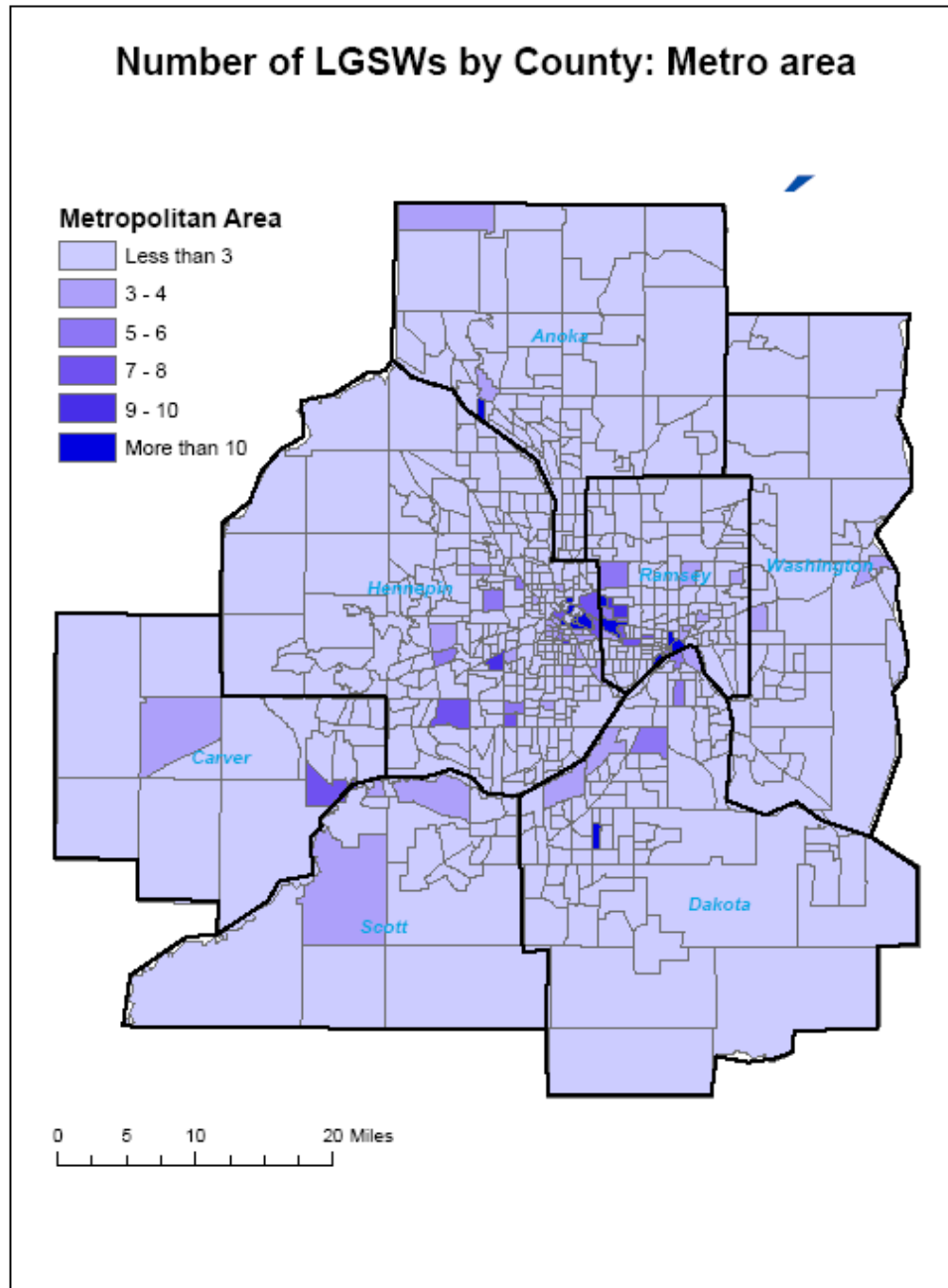
**Map 4.4**

**Total Number of Licensed Graduate Social Workers (LGSW) in Greater and Rural Minnesota**



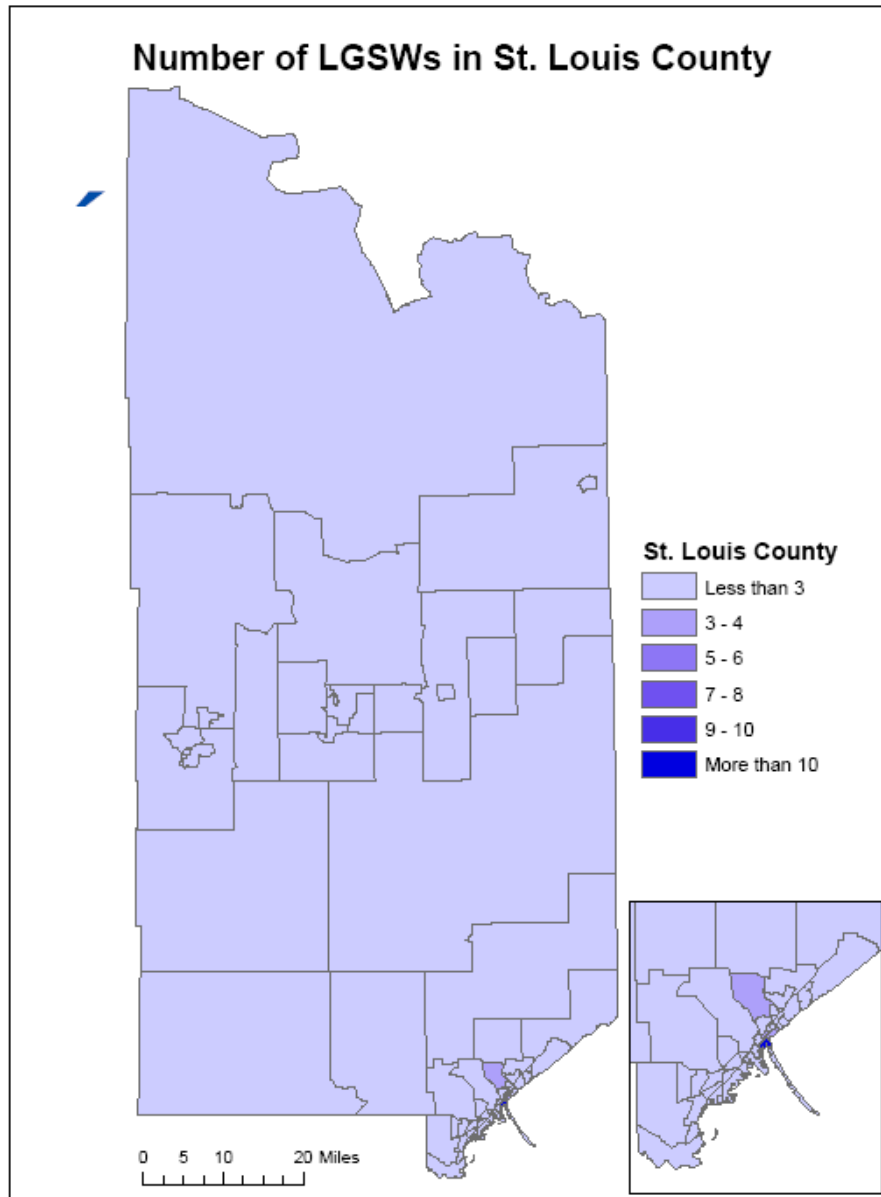
Map 4.5

**Total Number of Licensed Graduate Social Workers (LGSW)  
in the Metro Area**



**Map 4.6**

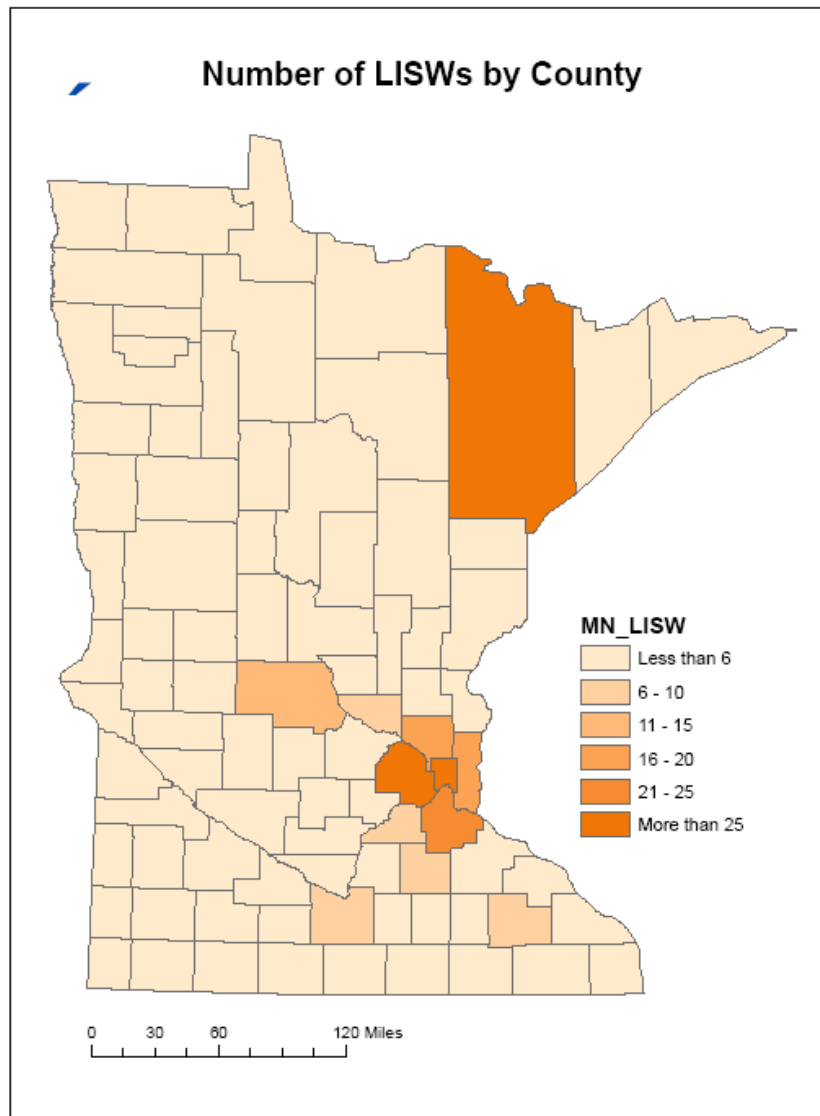
**Total Number of Licensed Graduate Social Workers (LGSW)  
in Saint Louis County and Duluth**



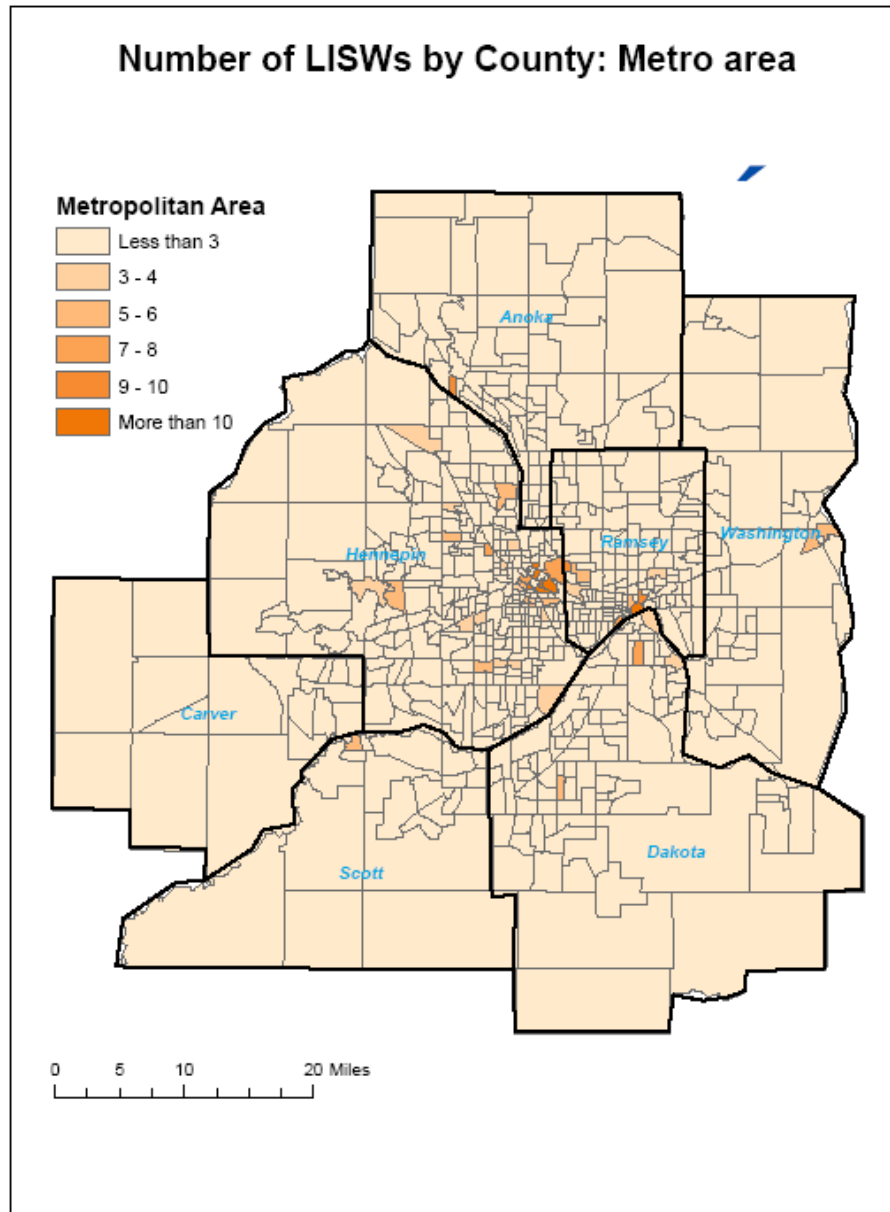
The following Maps 4.7, 4.8, and 4.9 demonstrate the employment locations of the Licensed Independent Social Workers in Greater and Rural Minnesota, Metro Counties, and St. Louis County.

**Map 4.7**

**Total Number of Licensed Independent Social Workers (LISW) in Greater and Rural Minnesota**

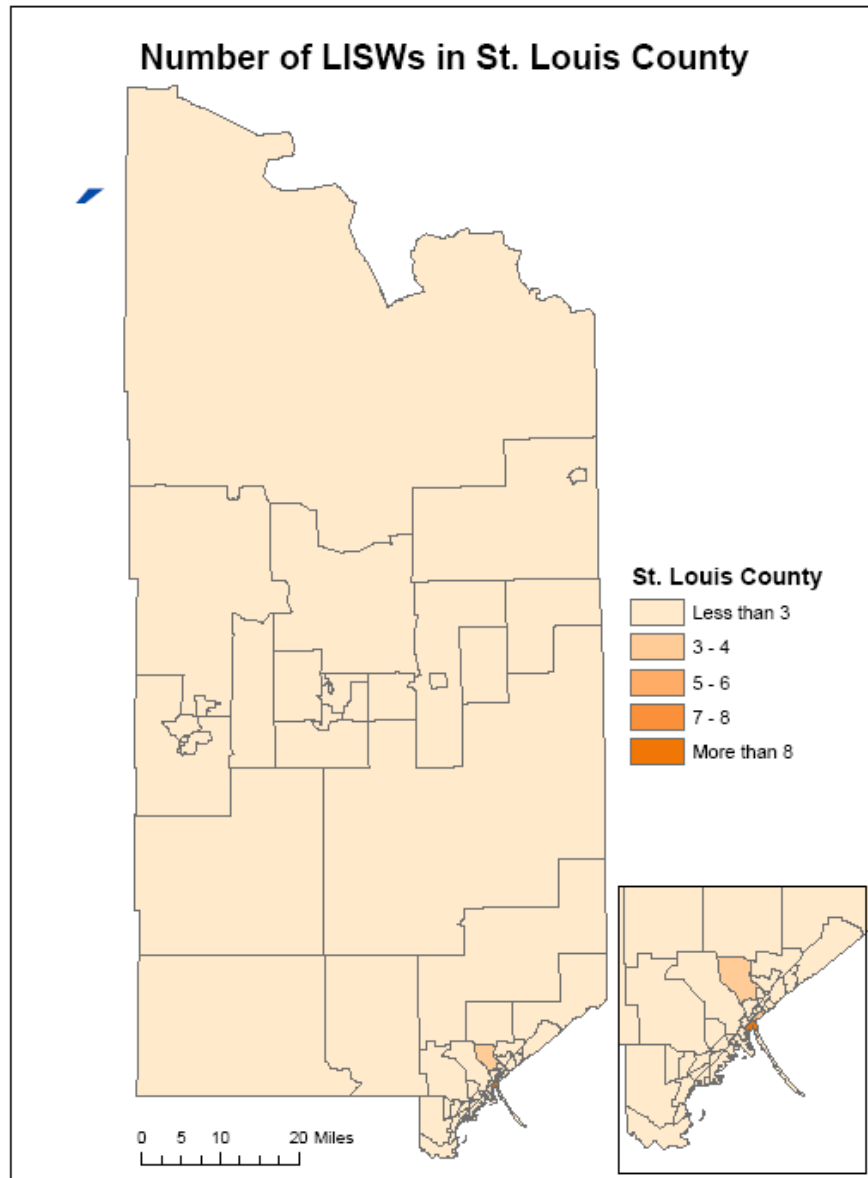


**Map 4.8**  
**Total Number of Licensed Independent Social Workers (LISW) in the Metro Area**



**Map 4.9**

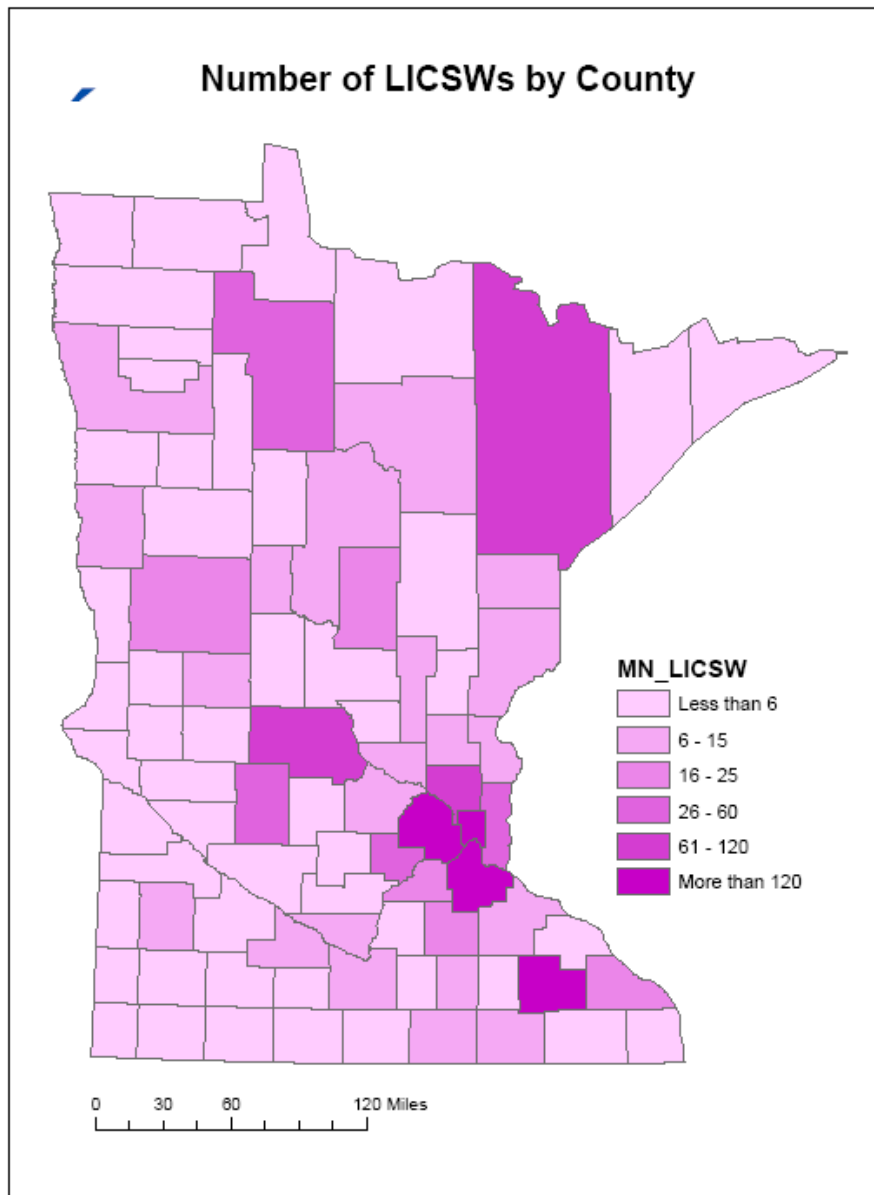
**Total Number of Licensed Independent Social Workers (LISW)  
in Saint Louis County and Duluth**



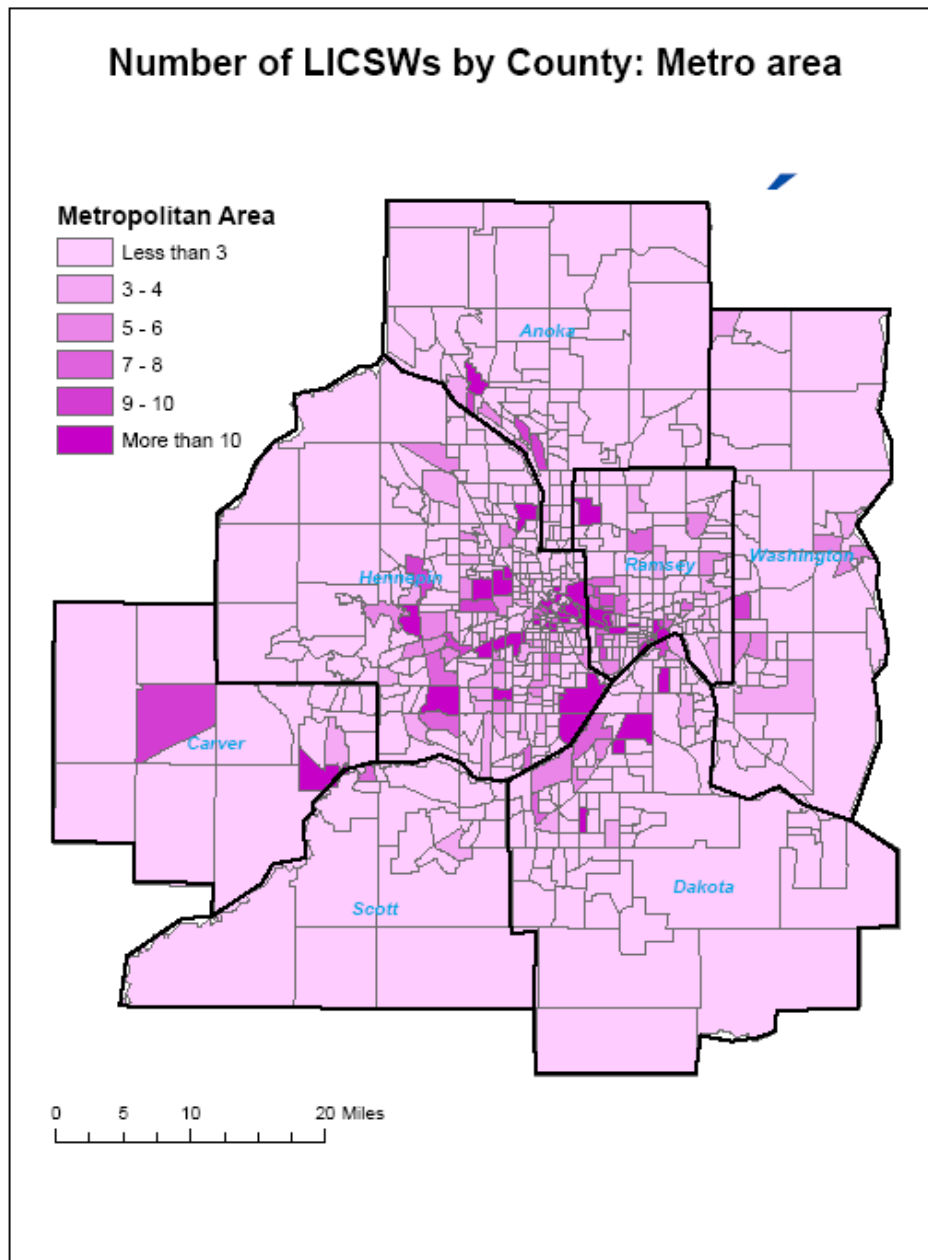
Maps 4.10, 4.11 and 4.12 illustrate the employment sites of the Licensed Independent Clinical Social Workers in Greater and Rural Minnesota, Metro Counties, St. Louis County, and Duluth.

**Map 4.10**

**Total Number of Licensed Independent Clinical Social Workers (LICSW)  
in Greater and Rural Minnesota**



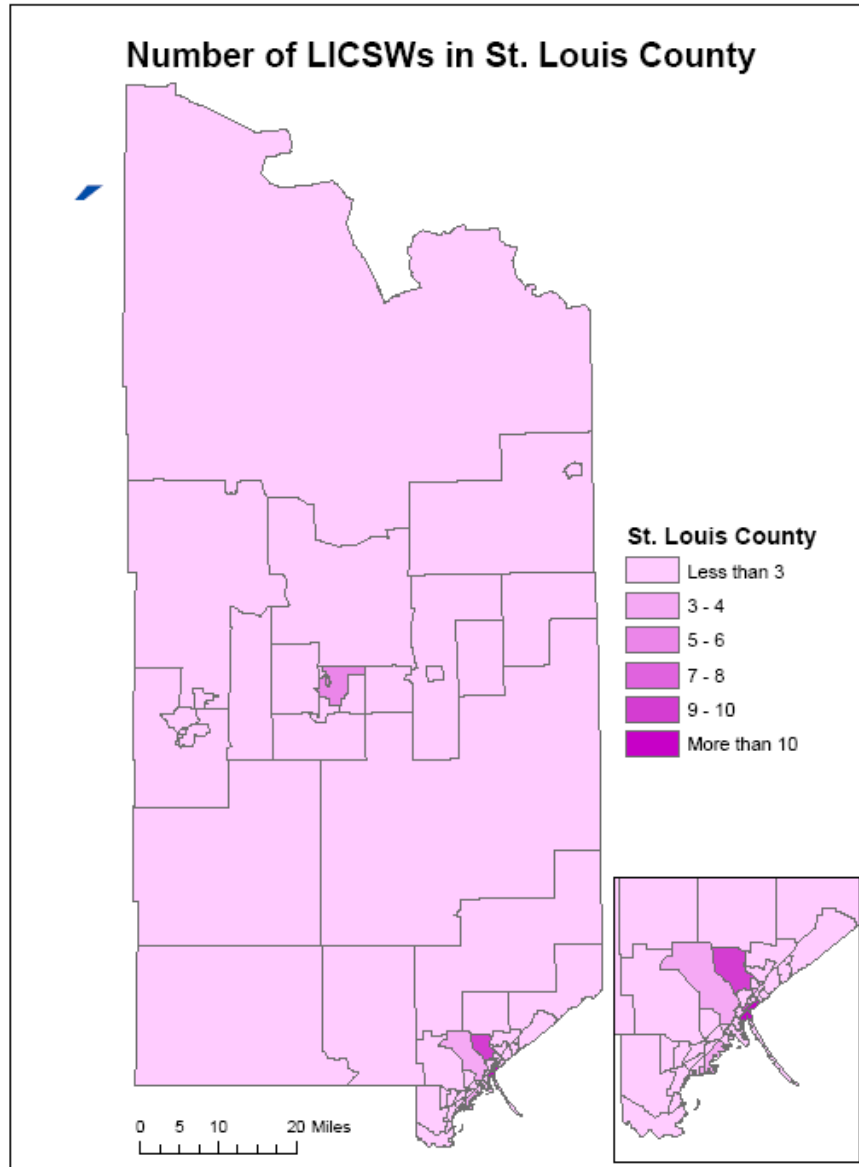
**Map 4.11**  
**Total Number of Licensed Independent Clinical Social Workers (LICSW)**  
**in the Metro Area**





**Map 4.12**

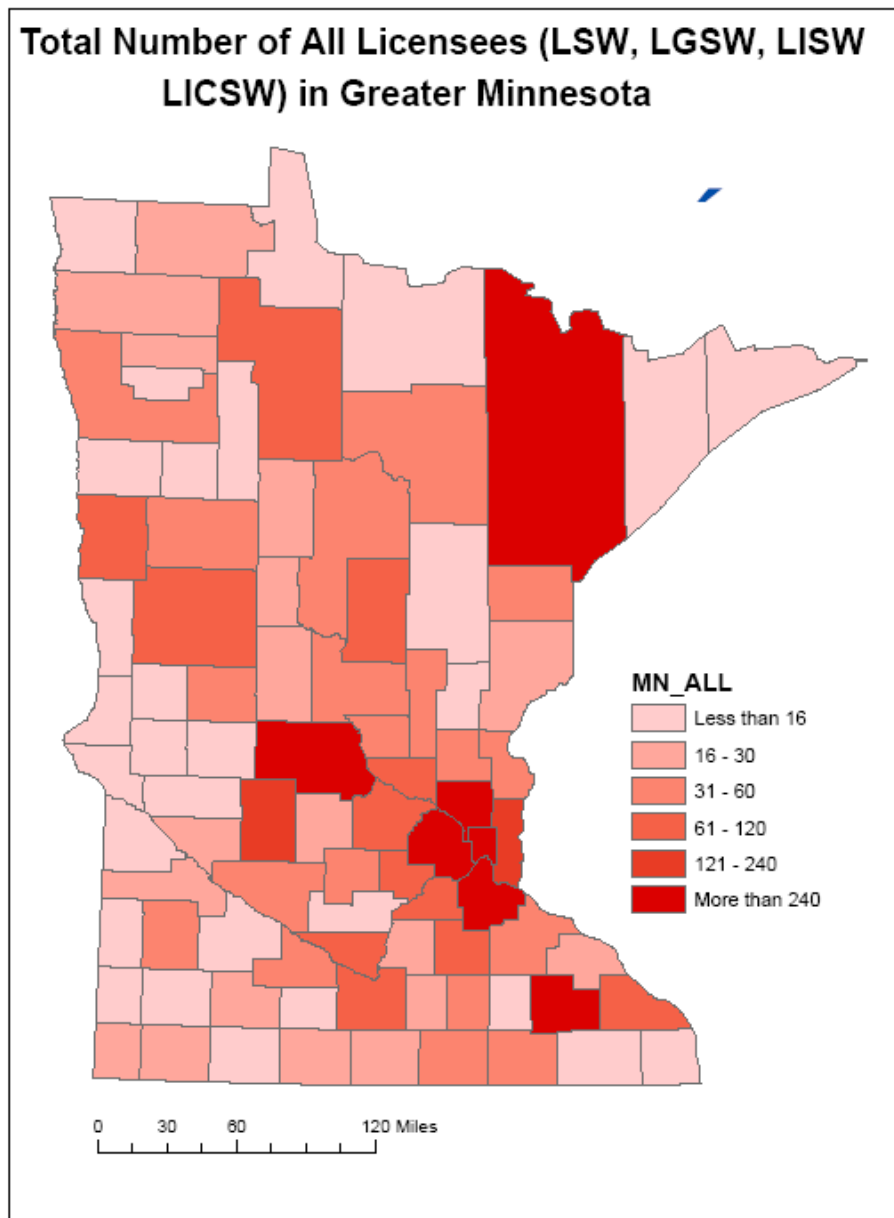
**Total Number of Licensed Independent Clinical Social Workers (LICSW)  
in Saint Louis County and Duluth**



Maps 4.13, 4.14 and 4.15 indicate the number of social work licensees (LSW, LGSW, LISW, and LICSW).

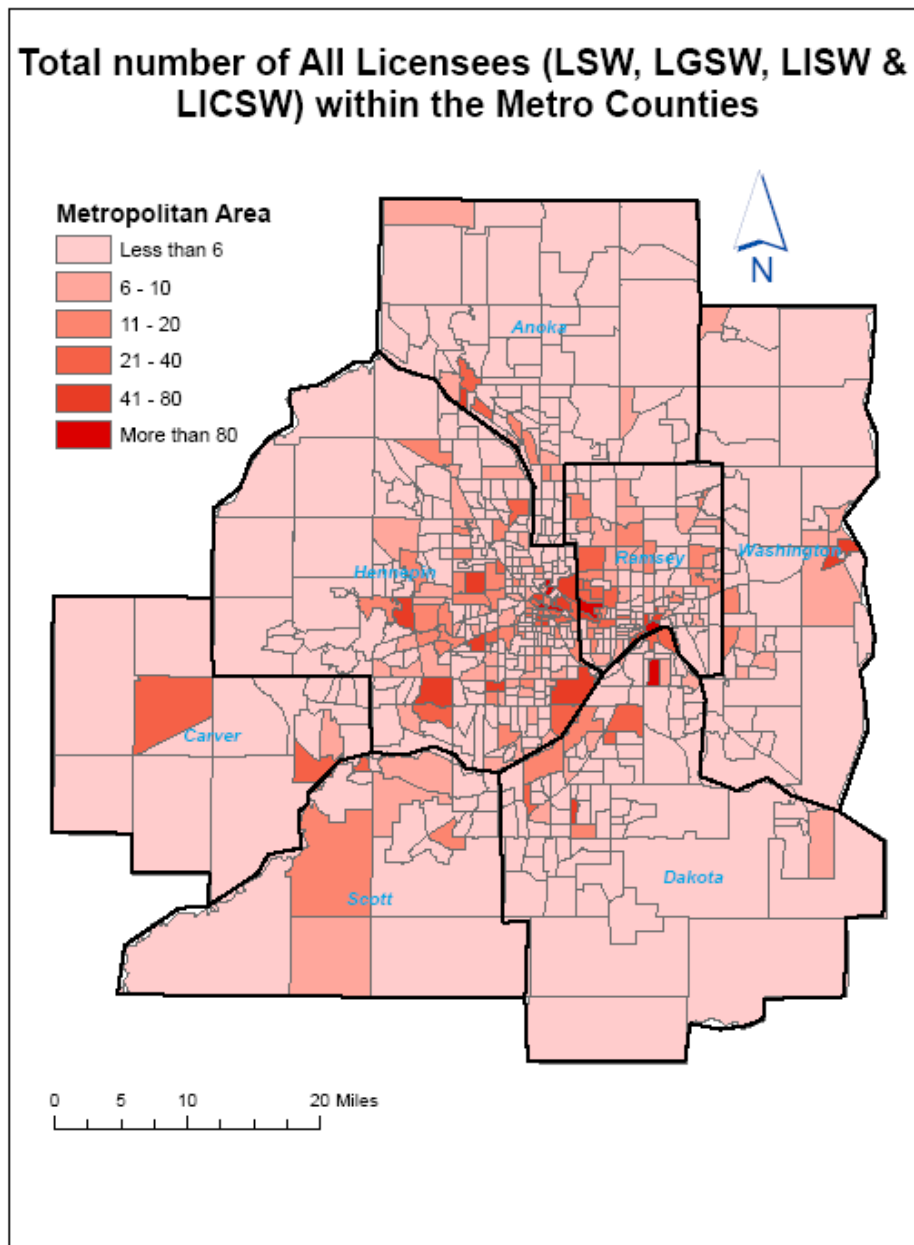
**Map 4.13**

**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) in Greater and Rural Minnesota**



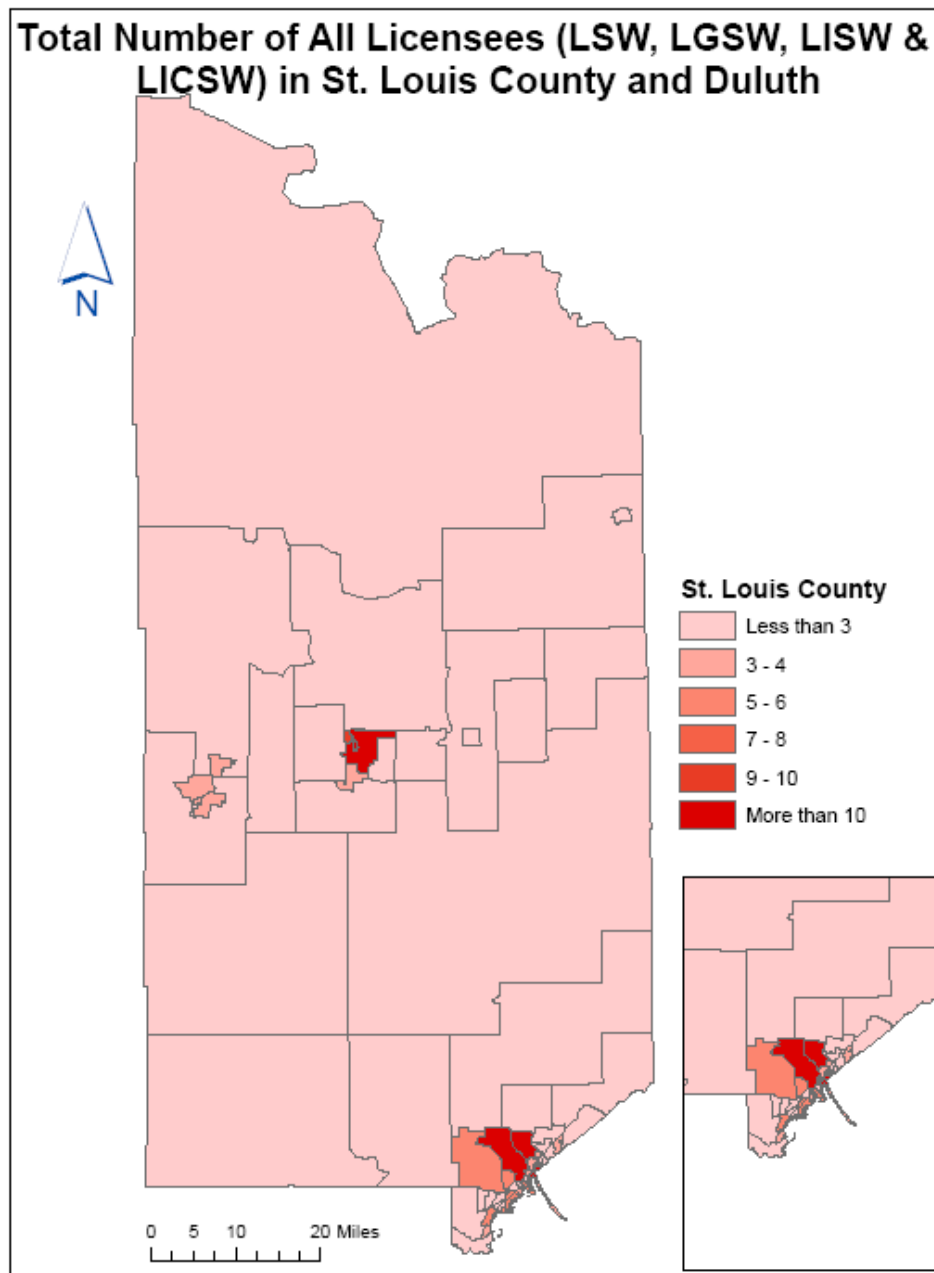
**Map 4.14**

**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW)  
in the Metro area**



**Map 4.15**

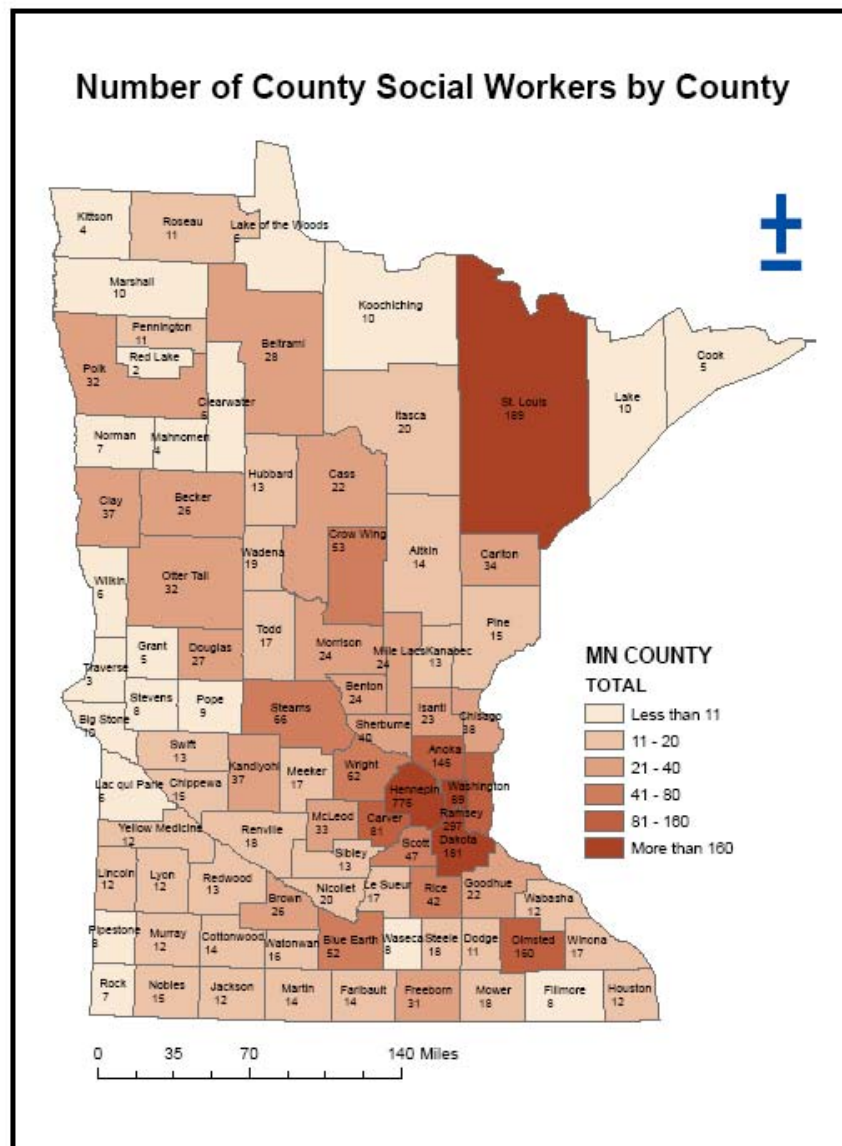
**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW)  
in Saint Louis County and Duluth**



Map 4.16 points out both the total number of non-licensed county workers and total county social workers who are licensed (LSW, LGSW, LISW, and LICSW).

**Map 4.16**

**Total Number of County Social Workers in Minnesota**  
 (Please note some of the county workers are licensed as social workers. All licensees are included, but the majority are non licensed workers.)



## County Populations and Licensees

The following Maps 4.17, 4.18, and 4.19 demonstrate the number of persons licensed as social workers (LSW, LGSW, LISW and LICSW) in comparison to county population.

### Map 4.17

#### Total Number of Licensees (LSW, LGSW, LISW, and LICSW) and Population in Greater and Rural Minnesota

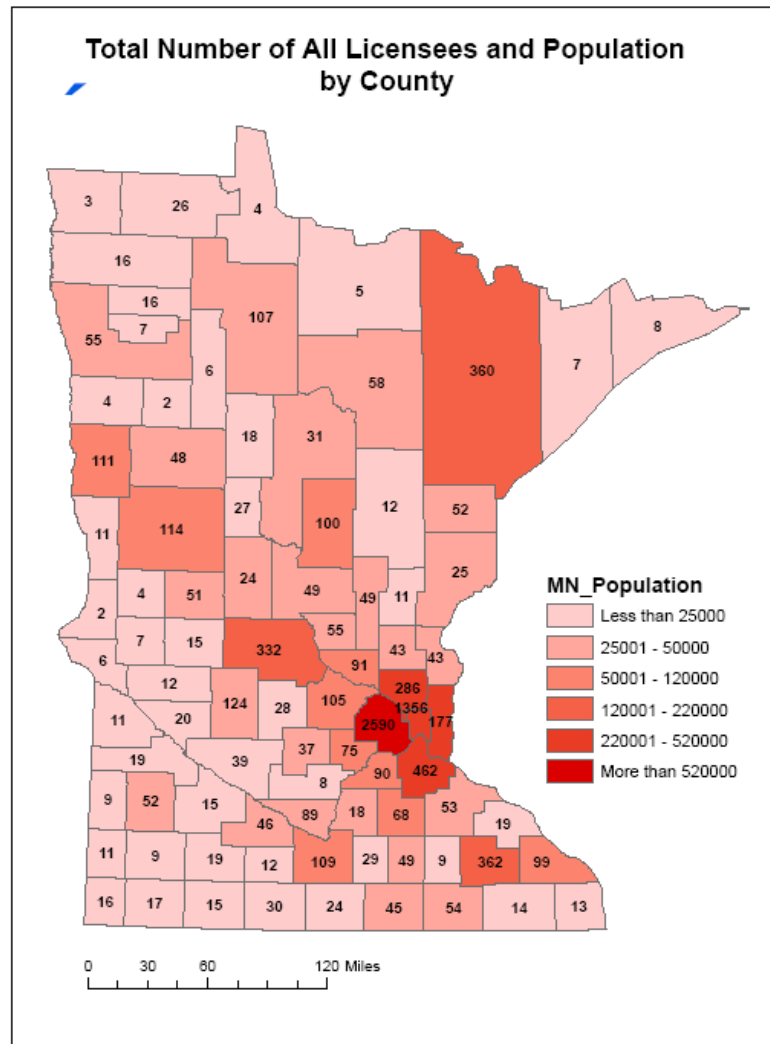


Table 4.2 lists the counties in which the number of persons licensed as social workers is greater than one licensee per 1,000 residents. By adding the number of non-licensed county workers to all licensees (LSW, LGSW, LISW, and LICSW), the number of counties with a greater ratio per 1000 residents decreases.

Table 4.3 lists the combination of non-licensed county workers (who may or may not have a degree in social work) with all licensees (LSW, LGSW, LISW, and LICSW) per 1,000 residents.

This ratio demonstrates that the U.S. Census Bureau (2000) identified 11 Metro Counties (excluding two Wisconsin counties) having only one licensee per 1,000 residents. In Greater and Rural Minnesota 61 counties are shown to have a ratio greater than 1 licensee to 1000 residents. There are 76 counties in Greater and Rural Minnesota, and the U.S. Department of Health and Human Services (2007) ratio of 1 medical professional to 1,000 residents was used.

Therefore, 80% of the counties in Greater and Rural Minnesota may be identified as underserved, and 72% of the 11 Minnesota Metro counties may also be identified as underserved.

**List of the Counties That Have a Ratio Greater Than 1,000 County Residents  
 to One Licensee (LSW, LGSW, LISW, and LICSW)**

**Table 4.2**

<b>1 Licensee &amp; Non-licensed Social Worker/1000 County Residents</b>		
Aitkin	Lac qui Parle	Rice
Anoka	Le Sueur	Rock
Benton	Lyon	Roseau
Big Stone	Mahnomen	Scott
Blue Earth	Martin	Sherburne
Brown	McLeod	Sibley
Carlton	Meeker	Stearns
Carver	Mille Lacs	Steele
Cass	Morrison	Stevens
Clearwater	Mower	Swift
Cook	Murray	Todd
Cottonwood	Nicollet	Traverse
Crow Wing	Nobles	Wabasha
Dakota	Norman	Wadena
Dodge	Otter Tail	Waseca
Douglas	Pennington	Washington
Faribault	Pine	Watonwan
Fillmore	Pipestone	Wilkin
Goodhue	Polk	Winona
Houston	Pope	Wright
Isanti	Red Lake	Yellow Medicine
Itasca	Redwood	
Kanabec	Renville	



Combining all licensees (LSW, LGSW, LISW, and LICSW) with the non-licensed county workers reduces the number of counties that have 1,000 residents to one social worker. Table 4.3 lists the counties with a ratio greater than one person licensed as a social worker or non-licensed county worker to 1,000 residents.

**List of the Counties That Have a Ratio Greater Than 1,000 Residents To One Person Licensed as a Social Worker or Non-Licensed County Worker**

**Table 4.3**

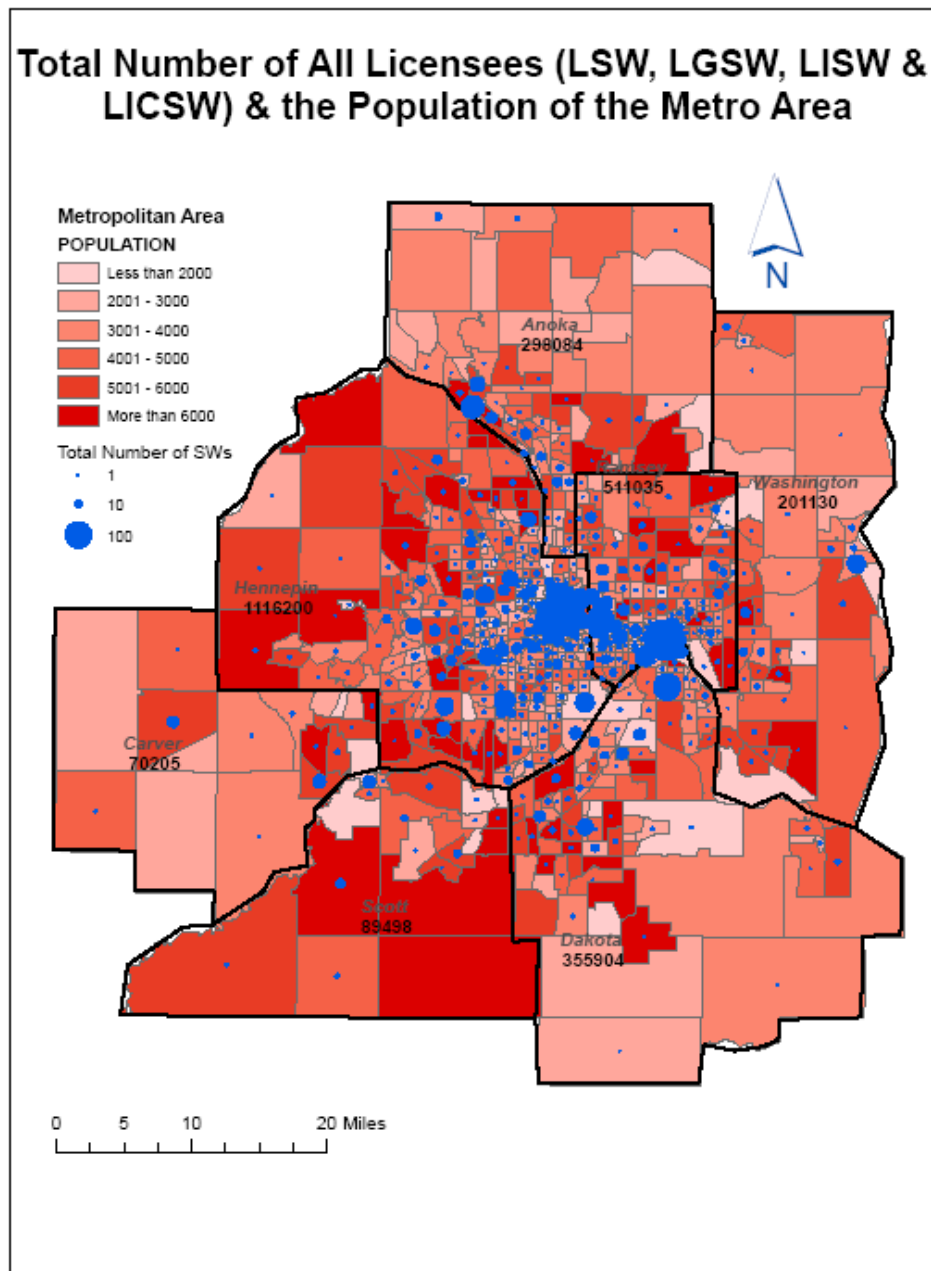
<b>1 Licensed &amp; Non-Licensed Worker/1000 County Residents</b>		
Atkins	Kittson	Redwood
Anoka	Lac Qui Parle	Sibley
Clearwater	Le Sueur	Stevens
Dakota	Mahnomen	Traverse
Dodge	Murray	Washington
Fillmore	Nobles	Wabasha
Houston	Norman	
Kanabec	Pine	

The list above indicates that only two counties, Dakota and Washington, are within the Metro area. The remaining 19 counties are in Greater and Rural Minnesota. These counties may also be identified as social work underserved.

Map 4.18 illustrates that within the immediate Metro area (11 Metro counties) there are 3,428 licensees (LSW, LGSW, LISW, and LICSW) and the Metro counties' population is 2,861,430. These counties make up 58% of the state's total population and 62% of the total number of persons licensed as social workers.

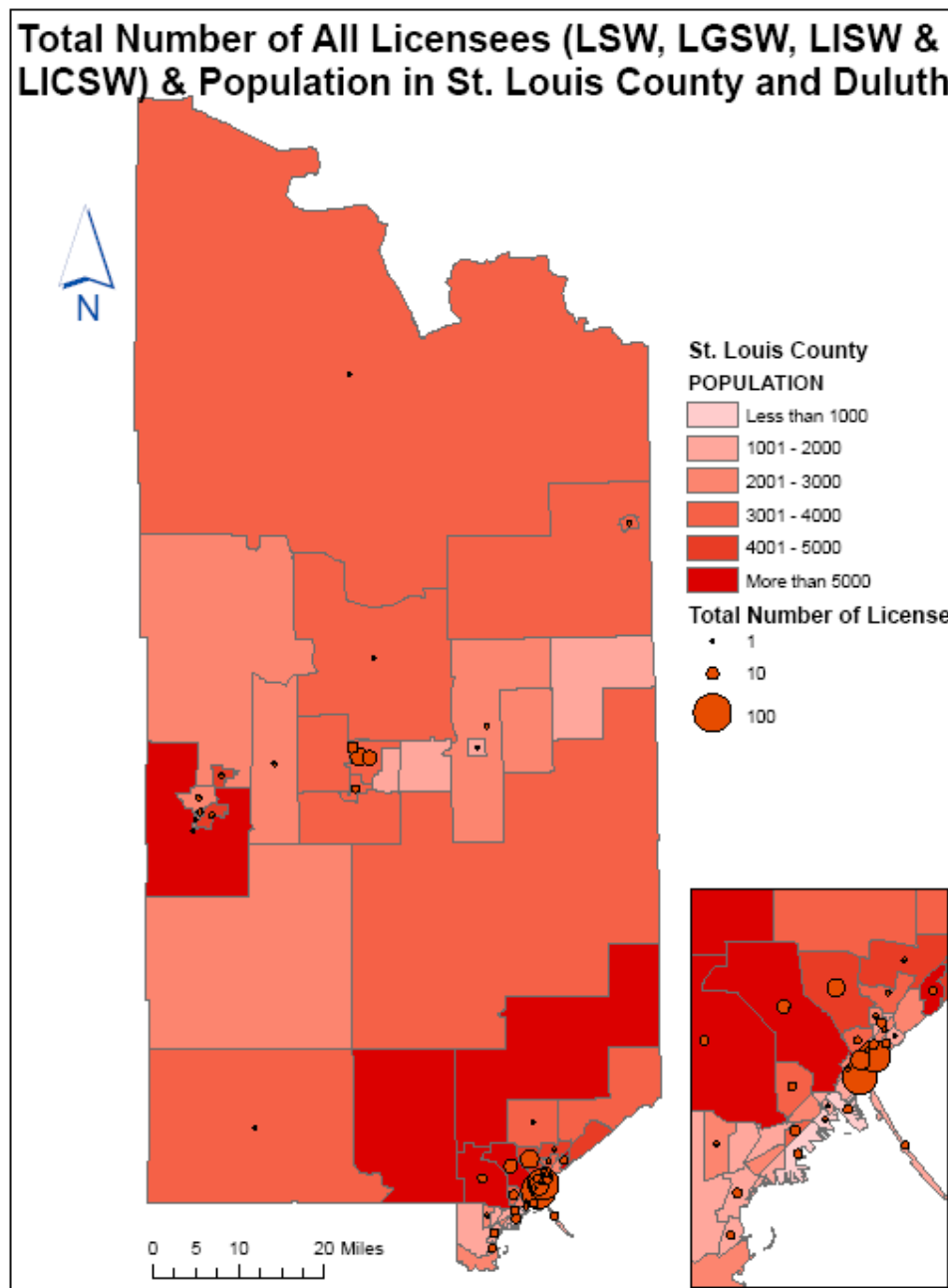
Map 4.18

**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW)  
and Population of the Metro Area**



Map 4.19

**Total Number of All Licensees (LSW, LGSW, LISW and LICSW)  
and Population in Saint Louis County and Duluth**



### **Ethnic Population Findings**

The sum of all licensees (LSW, LGSW, LISW and LICSW) whose employment addresses are in Minnesota equals 10,436. The total number of licensees, self-identified as minority ethnic groups, is 487.

Comparing the number of licensees who identify themselves from a minority ethnic group with the percentages of minority populations within the state, it is easily observed that this is an underserved area of great concern. The percentages in Table 4.4 demonstrate the need to recruit minority populations into the social work profession as licensees

#### **Percentage of Ethnic Minorities in the State of Minnesota and the Percentage of All Licensees Who Self-Identified Membership of an Ethnic Minority Group**

**Table 4.4**

<b>Ethnicity</b>	<b>Sum of all licensees (LSW, LGSW, LISW, and LICSW)</b>	<b>Percentage of population by ethnic group within the state (2000 Census)</b>
African American	207 (1.98%)	3.0%
Asian/Pacific Islander	116 (1.11%)	2.4%
Caucasian	8,966 (85.91%)	88.4%
Hispanic	79 (0.75%)	3.0%
Multiracial	15 (0.14%)	1.1%
Native American - Alaskan Native	70 (0.67%)	0.9%
Other Ethnicities	Not reported	1.1%

Specific licensees and ethnic identification are as follows:

- LSWs total 5,108 in the state
  - 54 (1.1%) identified themselves as African American
  - 46 (0.9%) as Asian/Pacific Islanders
  - 4,524 (88.6%) as Caucasian
  - 22 (0.4%) as Hispanic
  - 6 (0.1%) as Multiracial
  - 32 (0.6%) as Native American/Alaskan Native
  - 424 (8.3%) did not report their ethnicity

The total LSWs identified as minority ethnic group is 160 (3.1%).

- LGSWs total 1,161 in the state
  - 58 (5%) as African American
  - 30 (2%) as Asian/Pacific Islanders
  - 917 (79%) as Caucasian
  - 23 (2.0%) as Hispanic
  - 3 (0.3%) as Multiracial
  - 18 (1.6%) as Native American/Alaskan Native
  - 112 (9.6%) did not report their ethnicity

The total LGSWs identified as minority ethnic group is 244 (21%).

- LISWs total 732 in the state
  - 34 (4.6%) as African American
  - 5 (0.7%) Asian/Pacific Islanders
  - 594 ( 81.1%) Caucasian
  - 4 (0.5%) Hispanics
  - 0 (0%) as Multiracial
  - 5 (0.7%) Native American/Alaskan Native
  - 90 (12.3%) did not report their ethnicity

The total LISWs identified as minority ethnic group is 48 (6.6%).

- LICSWs total 3,435 in the state
  - 61 (1.8%) as African American
  - 35 (1.0%) as Asian/Pacific Islanders
  - 2,931 as (85.3%) Caucasian
  - 30 (.9%) as Hispanic
  - 6 (0.2%) as Multiracial
  - 15 (0.4%) Native American Indians/Alaskan Native
  - 357 (10.4%) did not report their ethnicity

The total LICSWs identified as minority ethnic group is 147 (4.3%).

The county location of persons licensed as social workers is vital to identifying the areas of greatest shortages of minority licensees providing services to minority populations. In conclusion, another underserved area is the availability of minority licensees to serve people from minority ethnic groups.

Table 4.5 demonstrates the county distribution of LSWs who are a part of a minority ethnicity group. Please note that 4,305 are Caucasian and 410 LSWs did not identify their ethnicity.

**Table 4.5**

**County Distribution of Licensed Social Workers (LSW) By Ethnicity**

<b>County</b>	<b>African American</b>	<b>Asian Pacific Islanders</b>	<b>Hispanic</b>	<b>Multiracial</b>	<b>Native American/ Alaskan Native</b>
Anoka*	2				
Becker					4
Beltrami				1	1
Benton					1
Big Stone					1
Blue Earth	1				
Carlton					2
Carver*		2			
Cass					1
Chisago					2
Clay			1		
Crow Wing					1
Dakota*	12	23	7	2	4
Hennepin*	31	12	10	2	1
Isanti					1
Kittson		1			
Mille Lacs					1
Morrison					2
Olmsted	3	2	1		
Otter Tail		3			2
Polk			1		
Ramsey*	1	1	1		
Red Lake					3
Saint Louis	1	1			1
Scott*					1
Sherburne*	1				
Stearns	1	1			1
Wadena					1
Winona			1	1	
Wright*	1				
Yellow Medicine					1
<b>Total</b>	<b>54</b>	<b>46</b>	<b>22</b>	<b>6</b>	<b>32</b>

From Table 4.5 one can not make definitive conclusions due to the large number of LSWs (424) who did not report their ethnicity. However, out of 160 LSWs who identify themselves as members of minority populations within the state, 120 of these LSWs work in the Metro area and 40 minority LSWs work in Greater and Rural Minnesota..

Table 4.6 shows the dispersal of LGSWs who have identified themselves as members of a minority ethnic group. Please note that 917 are Caucasian, and 112 did not identify their ethnicity.

**Table 4.6**  
**County Distribution of Licensed Graduate Social Workers by Ethnicity (LGSW)**

<b>County</b>	<b>African American</b>	<b>Asian/ Pacific Islander</b>	<b>Hispanic</b>	<b>Multi-Racial</b>	<b>Native American/ Alaskan Native</b>
Carlton			1		1
Carver*	2				
Cass					
Chisago		1			
Clay					1
Dakota*	21	19	8	1	6
Goodhue	2				
Hennepin*	29	5	11	2	6
Mille Lacs					2
Olmstead		1			
Pine	2				
Ramsey*	2	2	1		
Red Lake					2
Sherburne*		1			
Stearns			1		
Waseca					
Washington		1			
Wright*			1		
<b>Total</b>	<b>58</b>	<b>30</b>	<b>23</b>	<b>3</b>	<b>18</b>

Table 4.6 does not provide a conclusion regarding the distribution of LGSWs who identify themselves as belonging to a minority ethnic group because of the large number of unidentified (112) LGSWs. Yet, one can see that 119 of the LGSWs work in the Metro area and 13 work in Greater and Rural Minnesota.

Table 4.7 demonstrates the county distribution of LISWs who identified themselves as part of a minority ethnic group. Please note that 594 self-identified Caucasian, and 90 LISWs did not identify their ethnicity.

**Table 4.7**

**County Distribution of  
 Licensed Independent Social Workers (LISW) by Ethnicity**

<b>County</b>	<b>African American</b>	<b>Asian/ Pacific Islander</b>	<b>Hispanic</b>	<b>Multi- Racial</b>	<b>Native American/ Alaskan Native</b>
Anoka*	1				
Carlton					1
Dakota*	6		1		
Hennepin*	24	3	2		3
Ramsey*	1		1		
Saint Louis					1
Stearns	1	2			
Washington*	1				
<b>Total</b>	<b>34</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>5</b>

Table 4.7 does not provide a conclusion regarding the distribution of LISWs who identify themselves as belonging to a minority ethnic group because of the large number of unidentified (90). Yet, one can see that of the LISWs who identify themselves as belonging to a minority population, 43 of the LISWs work in the Metro area, and 5 work in Greater and Rural Minnesota.



Table 4.8 provides a breakdown of the Licensed Independent Clinical Social Workers who identify themselves as a member of a minority ethnic group by county.

**Table 4.8**  
**County Distribution of Licensed Independent Clinical Social Workers (LICSW) by Ethnicity**

County	African American	Asian/ Pacific Islander	Hispanic	Multi-Racial	Native American/ Alaskan Native
Anoka*		2	1		1
Blue Earth		1			
Carlton					1
Cottonwood	1				
Cass					2
Crow Wing				1	1
Dakota*	15	15	14	2	3
Hennepin*	42	12	12		1
Itasca					1
Lyon	1				
Mahnomen					1
Olmstead	2	2	2	1	
Pipestone		1			
Ramsey*			1	1	
Saint Louis		1			3
Steele				1	
Washington*		1			1
<b>Total</b>	<b>61</b>	<b>35</b>	<b>29</b>	<b>6</b>	<b>14</b>

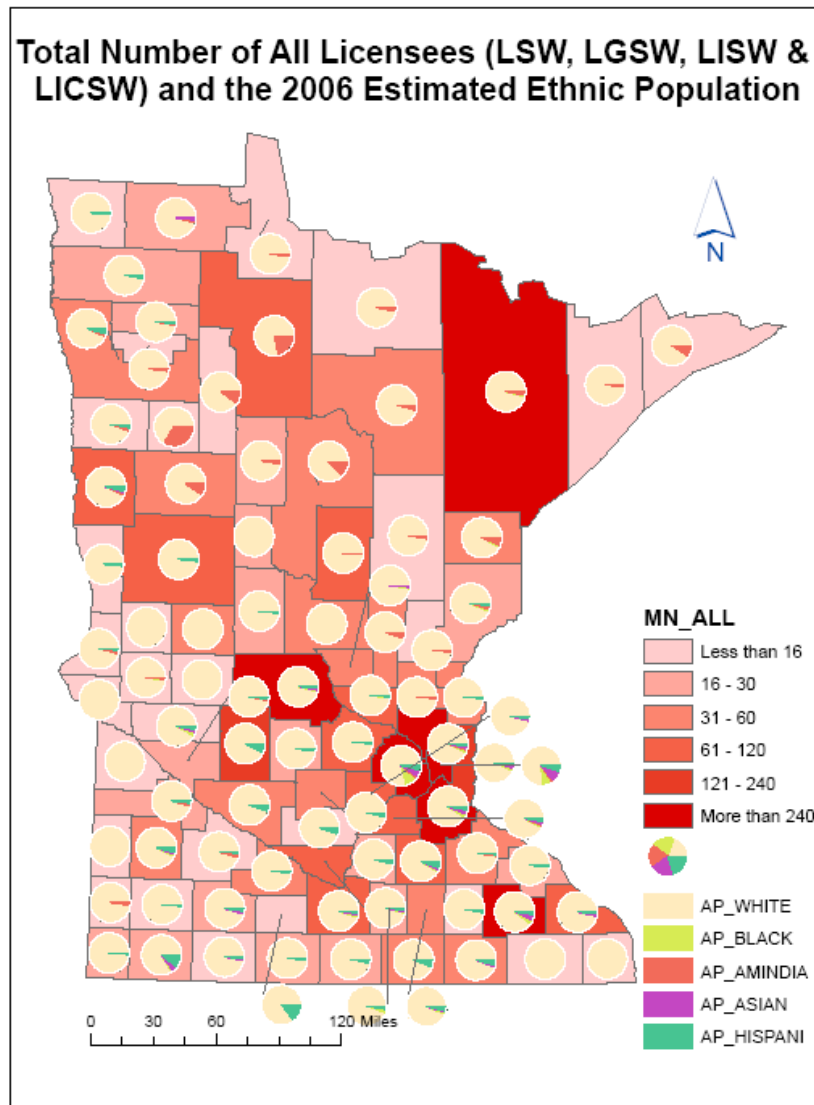
Out of the total 3,435 LICSWs, the number of self-identified Caucasians is 2,931, and 357 selected not to report their racial identity. In Table 4.8 the largest number, 124 of LICSWs who identify as having membership in a minority ethnic group, are employed primarily in the Metro area. The remaining 23 self-identified minority ethnic group LICSWs work in Greater and Rural Minnesota

The committee must caution that a statistical conclusion is not possible regarding the specific employment location of all licensees, because the identification of one's ethnicity is optional. Yet, this information clearly demonstrates that there is a need to increase the number of licensees who are racially diverse

Maps 4.20 4.21 and 4.22 demonstrate the total number of persons licensed as social workers in comparison to the 2006 estimated ethnic population by county.

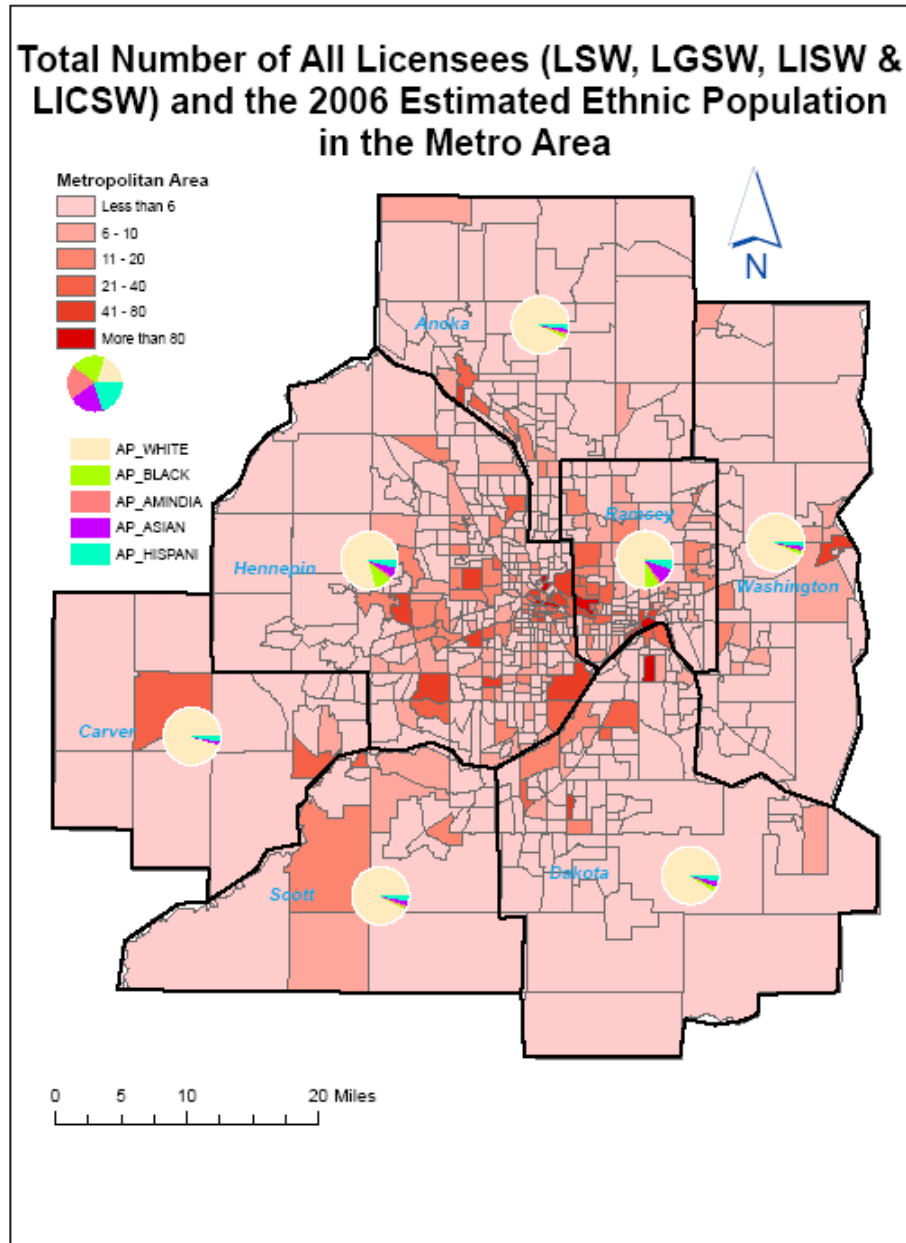
**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and the 2006  
Estimated Ethnic Population**

**Map 4.20**



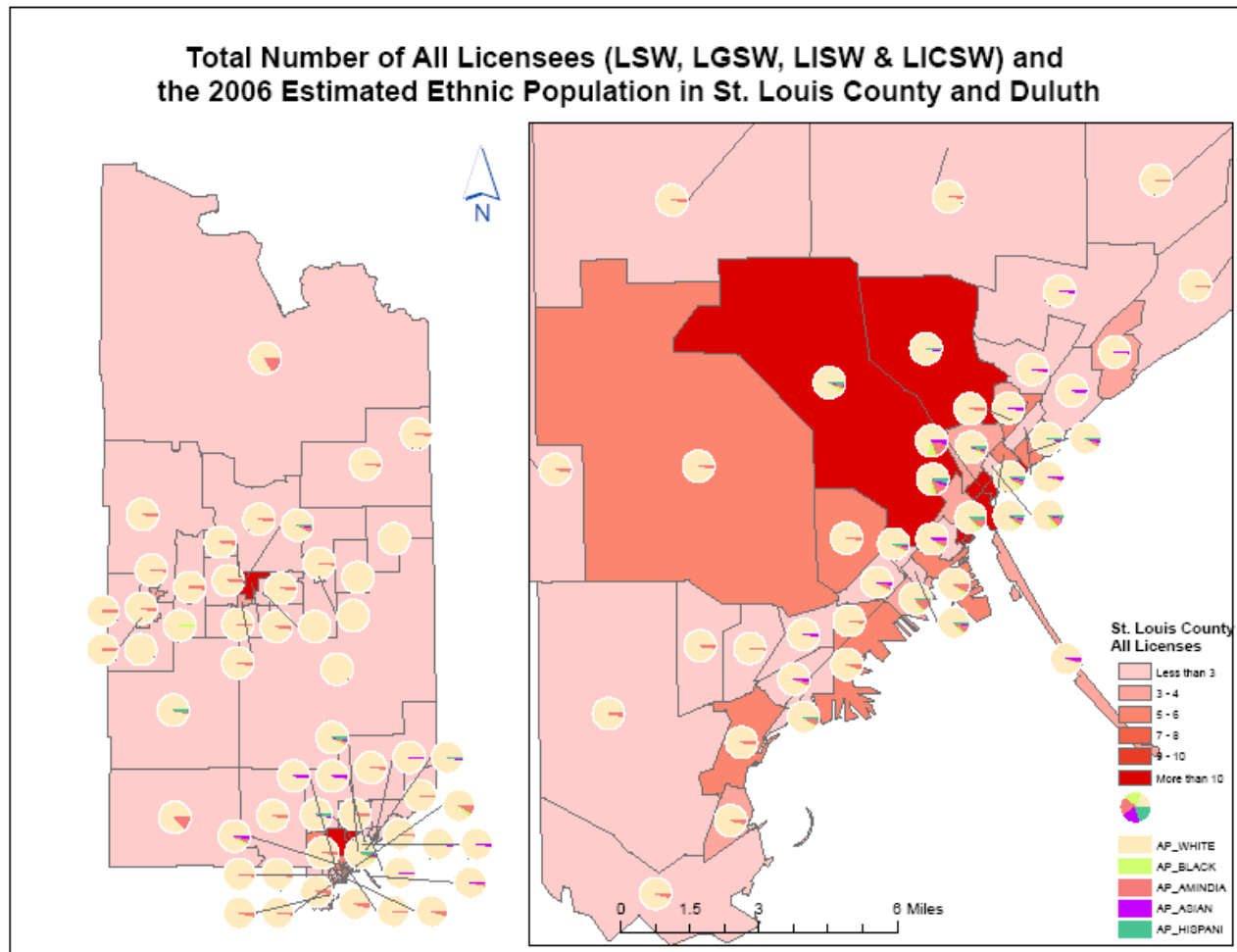
**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and the 2006  
Estimated Ethnic Population in the Metro Area**

**Map 4.21**



**Map 4.22**

**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and the 2006 Estimated Ethnic Population in Saint Louis County and Duluth**



### **Explicit Breakdown of Ethnic Population in Minnesota**

The U.S. Census Bureau and the Minnesota Department of Demographics collect ethnic data utilizing limited categories such as African American, Asian/Pacific Islander, Hispanic, Multi-Racial, and Native American/Alaskan. These are considered limited because it blends many ethnic groups together and does not identify specific populations. By examining the Minnesota Department of Education's (2007) Language Data Base it is possible to see the break down of different ethnicities by language. This method is also limited because it does not identify different ethnic groups that speak the same language. Yet, this method does provide the reader with a clearer identification of different ethnic groups that reside in Minnesota.

The Minnesota Board of Social Work also does not collect an explicit break down of the ethnicity of licensees. Therefore, a complete analysis of the number of licensees who self identify their ethnicity in comparison to the students' recognized first language is impossible. This language break down is vital to the acknowledgement of the need for additional licensees from minority ethnic groups, who are bilingual, or competent in specific cultures.

Table 4.9 illustrates the different first languages spoken within the Minnesota school districts. Table 4.9 only portrays languages in which more than 100 students report as their first language. Only through the understanding and recognition of the changes in Minnesota's residents will social and human services be able to address the needs of the state's citizens.

**Table 4.9**

**First Languages Spoken in Minnesota's Schools  
 by More Than 100 Students  
 Minnesota Department of Education's Language Database**

<b>First Language Spoken</b>	<b>Number of Students Identified in Minnesota</b>	<b>First Language Spoken</b>	<b>Number of Students Identified in Minnesota</b>
Adangme	121	Laotian	2,023
Afrikaans	525	Not Specified	962
Arabic	1,220	Oromo	785
Burmese	259	Persian	189
Cambodian	1,620	Polish	111
Cebuano	453	Portuguese	139
Chinese	1,753	Romanian	145
Chippewa	195	Russian	2,534
Cutchi	872	Serbo-Croatian	640
English	737,371	Sign Language	389
English-CR	1,193	Somali	9,583
French	487	Spanish	32,239
German	485	Swahili	422
Hebrew	731	Thai	144
Hmong	22,624	Tibetan	149
Igbo	140	Tigrinya	211
Icelandic	219	Ukranian	304
Korean	591	Vietnamese	3,215
Krio	518	Yoruba	257
Kurdish	172		

By looking at the different languages spoken as Minnesota's first language, it is easy to recognize that the current ethnic data collection methods do not provide a clear representation of the multiple ethnic populations within the state.

### **Persons Aged 65 and Older Population Findings**

One must consider the aging population in analyzing specific populations as licensees' underserved areas. Maps 4.23, 4.24 and 4.25 display the total number of licensees (LSW, LGSW, LISW, and LICSW) and the 2006 Estimated Number of People Aged 65 or Older within the state.

As noted in the literature review, there currently is limited information of aging population ratios to licensees, recommendations, or mandates other than the number of long-term care facility residents per licensee. Yet, the Minnesota Department of Human Services recommends a caseload size of 30 people with cognitive impairments to one practitioner. One might consider using this ratio for people aged 65 or older, with chronic illness or cognitive impairments, who may require similar services. It is also impossible to estimate the percentage or number of people aged 65 and older who may be in need of social services. Yet, the literature review demonstrates that as the population ages, additional social services will be required.

The total number of Minnesota county residents aged 65 and over per total licensee (LSW, LGSW, LISW and LICSW) reveals that 53 of the 87 counties in the state have more than 100 residents per one licensee. All 53 counties are in Greater and Rural Minnesota. There are only five counties that have a ratio greater than 300 residents, aged 65 and older, to one licensee. Table 4.10 provides a list of the counties with greater than 100 residents per licensee.

The literature reveals that the 65 and older social work field of practice is often recognized as having low numbers of practicing social workers (John A. Hartford Foundation, 2007). The issue of persons licensed as social workers practicing with the 65 and older population is on the brink of an extreme crisis in the state of Minnesota. The licensees included in this ratio also work with children, adolescents, young adults, middle aged adults, as well as the aging population.

**Table 4.10**

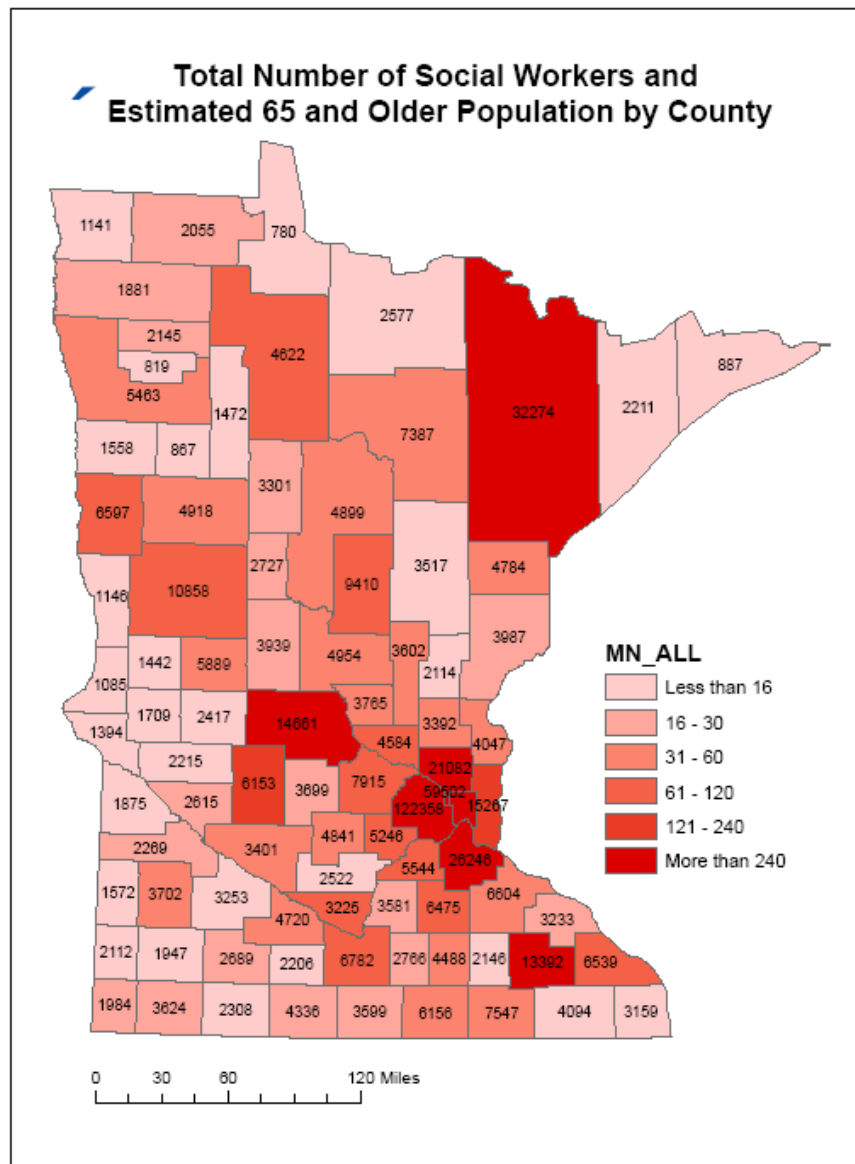
**List of Counties That Have a Ratio of People Aged 65 and Older  
 Greater Than 100 to 1 Total Licensee  
 (LSW, LGSW, LISW and LICSW)**

<b>County</b>	<b># of Residents per Licensee</b>	<b>County</b>	<b># of Residents per Licensee</b>
Benton	102	Swift	148
Brown	105	Pope	151
Douglas	107	Wabasha	154
Goodhue	108	Lac qui Parle	156
Marshall	111	Watsonwan	158
Cook	111	Norman	173
Cottonwood	112	Hubbard	174
Yellow Medicine	113	Lincoln	175
Freeborn	114	Pipestone	176
Mower	114	Redwood	181
Faribault	116	Lake of the Woods	195
Red Lake	117	Big Stone	199
Rock	124	Sibley	210
Chippewa	125	Clearwater	210
Pine	125	Stevens	214
Cass	126	Dodge	215
Pennington	126	Murray	216
Todd	127	Nobles	227
McLeod	127	Fillmore	227
Martin	128	Houston	243
Meeker	128	Aitkin	271
Le Sueur	128	Mahnomen	289
Jackson	128	Lake	316
Itasca	130	Grant	361
Renville	131	Kittson	380
Kanabec	132	Koochiching	430
		Traverse	543



**Map 4.23**

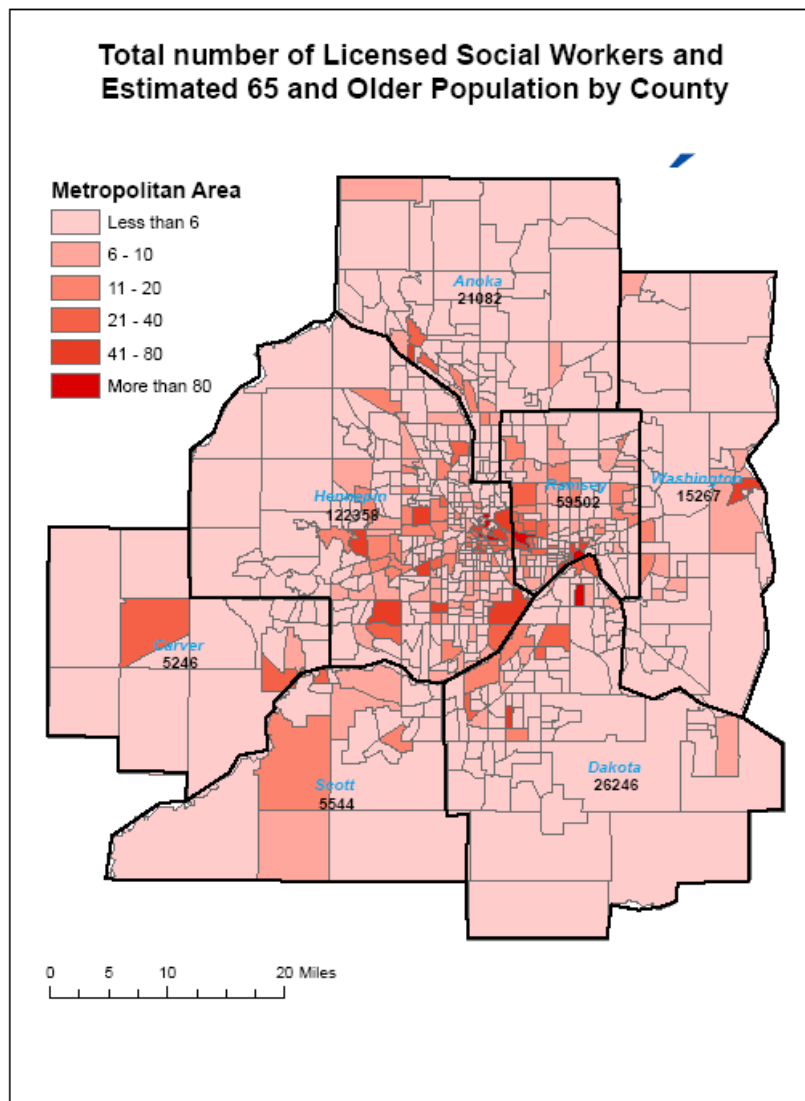
**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and  
The 2006 Estimated Number of People 65 or Older**



Map 4.24 illustrates the sections of the Metro area and the aging population even though the Metro counties are not represented in the 100 residents 65 and older per one licensee. Map 4.24 uses the same licensees that may work with other fields of practice. With this knowledge it is clear the aging population is currently, or will soon be, in a state of social service crisis.

**Map 4.24**

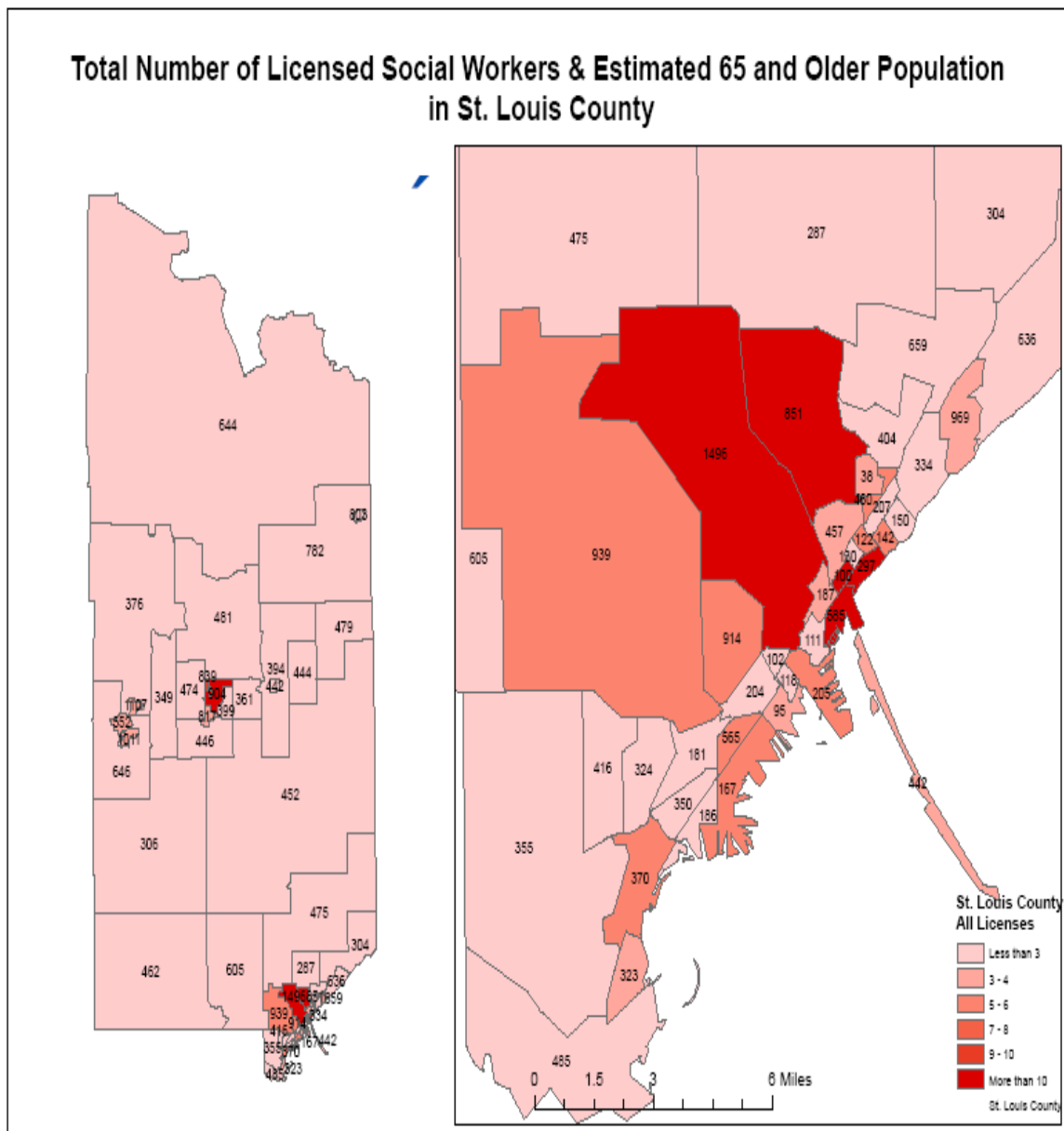
**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and the 2006  
Estimated Number of People 65 or Older in the Metro Area**



Map 4.25 clearly demonstrates that within St. Louis County, the majority of licensees work in the city of Duluth. Please note the areas of licensee concentration and areas with no licensees.

**Map 4.25**

**Total Number of All Licensees (LSW, LGSW, LISW, and LICSW) and the 2006 Estimated Number of People 65 or Older in Saint Louis County and Duluth**



## **School Social Work Findings**

Discovering the ratio between the number of students (K-12 Grades) and persons licensed as school social workers was difficult. Yet, there are findings to report. The school district data examined 505 school districts in Minnesota. Of this total, 259 districts report having no persons licensed as social workers within the districts (51.28% of the districts). According to the Minnesota Department of Education (2007), there were a total of 828,241 students registered in the 505 school districts in 2007, and of this total 154,676 students do not have access to a licensed school social worker (18.67% of the total number of registered students). As one can observe in Appendix 9, the majority of schools without licensed school social workers are private or charter schools. This finding accounts for 18.67 percent of the total students and 51.28 percent of the total districts.

The eleven Metro Counties (Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright) comprise 60.49% (500,969 actual numbers) of registered students in 2007 (Minnesota Department of Education, 2007). Yet, the Metro Counties' licensed school social workers equal 66.86% (676 actual numbers) of the total 1,011 licensed school social workers.

The U.S. Department of Education (2007) has adopted the National Association of Social Workers (NASW) recommendation of a 500 students to one licensee ratio to work solely with the general student population. This recommendation does not include any of the special populations. The result is the licensed school social worker only provides the following services (within this rank order) with a concentration on students from the general population and poverty.

1. Crisis intervention
2. Social developmental assessment
3. Teacher consultation
4. Outside agency referral
5. Educational system assessment and program development
6. Home-school-community liaison
7. Staff in-service training
8. School social work program planning and evaluation
9. Large group intervention
10. Ongoing intervention

Within Minnesota there are 125 school districts with greater than 600 students to one licensed school social worker. (Minnesota mandates that all school social workers hold a valid and current social work license). Greater and Rural Minnesota school districts make up 66.4%, (83 total schools) with a ratio greater than 600 students to one licensed school social worker. While the eleven Metro county school districts total 33.6%, 42 Metro districts have a similar ratio. The Mankato School District 77 has the poorest ratio of

6,984 students to one licensed social worker. See Appendix 9 for the List of School Districts With and Without Licensed Social Workers and Student to Social Worker Ratios.

The Minnesota School Social Workers Association (MSSWA) is in agreement with the basic findings regarding shortages, however, is opposed to the use of ratios in determining hiring or assignment of licensed school social workers. The Student Support Services Task Force recommended to the Minnesota Department of Education that 1) workload, not ratios, should determine hiring (Communication from MSSWA, 2008), and 2) these high ratios do not allow for best practices services for students.

### **Homelessness Findings**

In Minnesota the total number of people who are homeless, and between the ages of 18 and 80 years of age or older, is 4,781 (Wilder Research, 2007). As noted before, the specific number of licensees that work with the homeless populations is not maintained in statewide records. Therefore, to project the number of social workers engaged in practice with this population is not possible and would utilize the same licensees as in the other ratios explored earlier in this report.

Yet, one is able to understand the limited access this population has to licensees upon review of the number of people in shelters. Wilder Research (2007) reported that 266 women who are battered utilize battered women's shelters; 1,487 people use emergency shelters; 1,880 people use transition shelters; and 571 people are unsheltered. The majority of Minnesota residents who are homeless are also in need of services from persons licensed as social workers. The concern for the limited number of licensees available becomes even greater, when one considers the concern of children who are homeless. A total of 2,862 Minnesota children were homeless in October, 2003 (Wilder Research 2004 & 2007). The following are some of the characteristics that describe the Minnesota children who were homeless in 2003 and 2006.

<b>2003</b>	<b>2006</b>
▪ 4% under the age of 5	49%
▪ 38% between ages 6 and 12	35%
▪ 18% between ages 13 and 17	16%
▪ 82% have female caretakers	75%
▪ 69% of homeless women have children under 18	69%
▪ 53% of homeless women have at least one child with them	55%
▪ 36% of homeless men have children under 18	35%
▪ 6% of men have at least one child with them	

The Minnesota Department of Human Services (2007) reports people who are homeless often have the greatest needs and receive the fewest services. Minnesota DHS also recommends that the caseload size for this population should be 30 adult clients to one social worker, and if a family with children is homeless, the caseload size is recommended to be 15 families to 1 social worker. If the public and private agencies addressed the homelessness problem in the state, there would be 160 licensees working with this population. Given the shortages of licensees in the other fields of practice, it is believed that the state does not have 160 persons licensed as social workers practicing with this population. Providing quality services for the homeless population is a challenge.

### **People in Poverty Findings**

The median household income in 2005 was \$45,000 and the average household size was 2.52 people in 2000 (Minnesota Department of Demographics, 2007). The U.S. Census Bureau uses the poverty thresholds to define the size of the family and the household income to define poverty. Table 1.2 clearly demonstrates that the U.S. poverty thresholds are out of date because a family of three can not realistically manage on \$17,600 per year without also having to deal with continuous financial, social, educational, and physical crises. The Minnesota Department of Demographics does not maintain the number of people in poverty by county, but the 2000 U.S. Census Bureau state data shows that there are 168,089 males and 212,387 females for a total of 380,476 people living below the poverty level in 2000.

It is impossible to establish a clear ratio between the number of people who are homeless and licensed social workers, but the Minnesota Department of Human Services recommends that the ratio should be 30 people who are of low income to 1 social worker. It is presumed that there are not 12,684 social workers in the state working with people of poverty.

## **CHAPTER IV**

### **SUMMARY AND APPLICATION OF THE FINDINGS**

## **Summary and Applications of the Findings**

This report illustrates the critical need to increase the availability of licensed social workers at all categories of licensure. Professionally trained social workers are essential in providing competent, culturally appropriate services to vulnerable populations throughout Minnesota.

This report provides the ratios of the number of persons licensed as social workers in several fields of social work practice to number of clients. The report indicates there are many more residents in the state who are in need of services provided by persons licensed as social workers than available.

Due to the fact that the Board of Social Work, Minnesota Department of Human Services, and other agencies do not include the field of practice in data collection (except for Child Safety and Permanency Workers and School Social Workers), the underserved identified counties are not proven by a sound statistical level of significance. Therefore, the identification is through the discovery of recommended federal, state, or organizational client to social worker ratios in comparison to the actual number of Minnesota residents or specific population groups to the number of licensees. The presentation of this baseline data reveals shortages in several different geographical locations, or within services to specific populations that range from a state of crisis to a crisis within the delivery of services by licensed social workers to Minnesota's most vulnerable populations. The areas of shortages are identified in "Application of Findings" with recommendations for corrective action. In Chapter 4, Findings, the areas identified as underserved social and human service areas served by persons licensed as social workers include

- ✱ Ethnic Populations Findings
  - Explicit Breakdown of Ethnic Populations in Minnesota
- ✱ Child Safety and Welfare Findings
- ✱ Employment Locations of Social Work Licensees and Non-Licensed County Workers
- ✱ County Populations and Licensees
- ✱ Persons 65 or Older Population Findings
- ✱ School Social Work Findings
- ✱ Homelessness Findings
- ✱ People of Poverty Findings

This chapter also provides a summary and recommendations regarding factors that may contribute to the issue of licensee shortages within the state. A few of these factors are listed below:

- ✱ Shortage of Graduates
  - Cost of Education in Comparison to Annual Salary Findings
- ✱ Estimated Population Growth and Availability of Licensees



In the review of this report the reader must also take into account that each ratio presented is utilizing the same licensees (LSW, LGSW, LISW, and LICSW) except in the fields of Child Safety and Permanency and School Social Workers. The Minnesota Board of Social Work does not collect the information specific to the fields of practice for the licensees, nor does the Minnesota Merit System, or the 14 Non-Merit Counties. Therefore, the ratios in Chapter 4 Findings are much more disproportionate, because the licensees and the non-licensed county workers work in a variety of practice settings. With the above major limitation of this study noted, the application of these findings is discussed below.

### **Ethnicity and Licensee Shortage**

The shortage of licensees from minority ethnic populations is an issue which requires attention. The Minnesota Board of Social Work is continuing to examine the concern of the pass/fail rate of applicants who are foreign-born (outside the United States) and speak English as a second language. The Board's next step might be to pursue a method to collect more specific ethnic data. License applicants have the option of reporting their ethnicity, but a significant percentage (9.68%) do not provide this information. Yet, the Board has qualitative information (from focus groups, Holcomb's Study, 2005) that shows there may be difficulties taking and passing the ASWB examination for applicants from ethnic minority groups who were foreign-born. Even in view of this situation, the Board's mission is to ensure that applicants are able to demonstrate minimum competencies to practice social work. Currently, ASWB has convened a national task force to address this concern. Minnesota, as a member state, is serving on the task force and will continue to work on these issues.

This report can only focus on the number of licensees who are also members of an ethnic minority population. It is statistically impossible, with the current data collection methods, to determine if there is an increased shortage of licensees in specific regions, communities, cities and/or townships, in which there is a high concentration of citizens from ethnic minority populations. The reader is able to look at the Maps in Appendix 3 to visually recognize the number of licensees (LSW, LGSW, LISW and LICSW) whose employment addresses are in Greater and Rural Minnesota and the 11 Metro Counties where there are high concentrations of ethnic minority populations. This issue is of great importance for the Board and the residents of Minnesota.

Table 5.1 presents a comparison of the total number of licensees who identify their ethnicity with the percentage of the total population in the state. Table 5.2 demonstrates the number of licensees per ethnic population.

**Total Number of Licensees Who Identify Their Ethnicity with the Percentage  
 Ethnic Population and Percentage of Ethnic Population in Poverty**

**Table 5.1**

<b>Ethnicity</b>	<b>Sum of all licensees (LSW, LGSW, LISW, and LICSW)</b>	<b>Percentage of population by ethnic group within the state (2000 Census)</b>	<b>Percentage of people of poverty who are also identified as member of a minority ethnic population (Percentage of Ethnicity)</b>
African American	207 (1.98%)	3.0%	27.1%
Asian/Pacific Islander	116 (1.11%)	2.4%	18.9%
Caucasian	8,966 (85.91%)	88.4%	6%
Hispanic	79 (0.75%)	3.0%	20.1%
Multiracial	15 (0.14%)	1.1%	19.7
Native American - Alaskan Native	70 (0.67%)	0.9%	28.6%
Other Ethnicities	Not reported	1.1%	21.4%

The review of the above data clearly shows that there is a lack of social workers who are from minority ethnic populations. Also, the percentage of people of poverty who are also identified as a member of a minority ethnic population enhances the licensee shortages. Often people of poverty, who are dealing with limited basic survival resources, have complex issues that decrease their access to service which may affect their ability to increase their successful societal independence.

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**TYPE OF LICENSE BY ETHNICITY**

**Table 5.2**

Type of License	Total Number in State	African American	Asian/Pacific Islanders	Caucasian	Hispanic	Multiracial	Native American/Alaskan Native	Did Not Report Ethnicity
LSW	5,108	54	46	4,524	22	6	32	424
LGSW	1,161	58	30	917	23	3	18	112
LISW	732	34	5	594	4	0	5	90
LICSW	3,435	61	35	2,931	30	6	15	357
<b>Total</b>	<b>10,436</b>	<b>207</b>	<b>116</b>	<b>8,966</b>	<b>79</b>	<b>15</b>	<b>70</b>	<b>983</b>

In the review of the data in Chapter Four Findings, Tables 4.5, 4.6, 4.7, and 4.8, the following geographical information is revealed

- ✱ LSWs identified as members of an ethnic minority population:
  - 120 or 75.00% are in the 11 County Metro area and 40 or 25.00% are in Greater and Rural Minnesota
- ✱ LGSWs identified as members of an ethnic minority population
  - 119 or 90.15% are in the 11 County Metro area and 13 or 9.85% are in Greater and Rural Minnesota
- ✱ LISWs identified as members of an ethnic minority population
  - 43 or 89.58% are in the 11 County Metro area and 5 or 10.42% are in Greater and Rural Minnesota
- ✱ LICSWs identified as members of an ethnic minority population
  - 124 or 84.35% are in the 11 County Metro area and 23 or 15.65% are in Greater and Rural Minnesota

These numbers illustrate the intense need to increase the number of licensees from minority ethnic populations in Greater and Rural Minnesota. It cannot be overlooked that there is also a need to increase the number in the 11 County Metro area. This responsibility is multifaceted and stakeholder groups may consider the development of a strategic plan of action.

### **Minnesota Child Safety and Permanency**

This report covers many fields of practice. For years the U.S. Department of Human Services, Minnesota and County Departments of Human Services, and county commissioners have worked together to reduce the caseload size served by Child Safety and Permanency case workers. This reduction has occurred in all of the 87 counties except 14 in Greater and Rural Minnesota. Of these 14 counties, the largest ratios are in 4 counties (ratios above 45 clients to 1 licensee or non-licensed county worker). See Chapter Four findings for the list of the 14 counties.

### **School Districts**

The shortage of on-site licensed school social workers within the state's school districts is a difficulty that mandates involvement by the state's local school boards, Minnesota Department of Education, residents of the school districts, and the executive and legislative branches of state government. This involvement may also include the Minnesota Department of Human Services, Minnesota Department of Health, and third party reimbursement agencies. This shortage is larger in the public schools in Greater and Rural Minnesota. Yet, in the 11 Metro counties the need appears to be more significant in the private and charter schools. The ratio comparison utilizes 500 students to 1 licensee. Funding for licensed school social workers is often linked with special education students. The recommended ratio is 50 students to 1 licensee for special education students. If this ratio is used, only 12 schools meet this requirement. In 2007 246 school districts did not have an on-site licensed school social worker. Please see Appendix 9 for a complete list of school districts.

### **Other Fields of Practice**

The shortage of licensees working with people with physical and/or cognitive impairments, mental illness, aged 65 and older, living in poverty, and homeless are also areas of concern. However, it is not possible to provide a direct ratio regarding these populations. The Department of Human Services (2007) stated that the overall ratio should be 30 clients to 1 licensee or 15 families to 1 licensee (Heyl, personal communication, 2007).

### **People with Physical and/or Cognitive Impairments**

The Minnesota Department of Human Services has long recognized that people with physical and/or cognitive impairments have been underserved. Minnesota caseload sizes are at a ratio greater than the national average and the U.S. Department of Health and Human Services recommendations. The additional monies needed to reduce the caseload sizes for people with physical or cognitive impairments to a 40 clients to 1 worker would be as follows as of 2005:

Increase in State Allocations:	\$ 8,166,131.00
Average Increase in County Allocation:	\$ 923,970.00
Increase in Federal Allocations:	<u>\$ 9,090,101.00</u>
Total Increase	\$18,180,202.00

Total Number of Individuals: 31,093

Total Increase as of 2005, \$18,180,200.00/Total Number of Individuals 31,093

Total Cost per Individual: \$584.70

It is presumed that there would be little debate that Minnesotans with physical or cognitive impairments deserve the highest quality of services from persons licensed as social workers. Yet, suggested financial support would require significant policy and budgetary initiatives on all fronts (federal, state, local and organizational) to meet the needed levels of service. It should be noted that 60% of the states have implemented programs that meet the recommended caseload size.

### **People with Mental Illness**

It is estimated that the state has 98,000 adults and 75,000 children who suffer from mental illness (1 out of every 29 residents). The recommended ratio of client to worker, for adults with mental illness, is 30 clients to 1 licensee; and the recommended ratio for children with mental illness is 15 clients to 1 licensee.

- There are 69 counties that have a ratio greater than 1,000 residents to 1 licensee.  
61 of these counties are in Greater and Rural Minnesota.
- Add the non-licensed county workers to the persons licensed as social workers and there are 21 counties with a ratio greater than 1,000 to 1 licensee.  
Only 2 of the 21 counties are in the 11 County Metro area.
- One conclusion is that there are people with mental health concerns who are not receiving services from licensees.
- Another conclusion may be that “caseload sizes are too large to provide best practice techniques”.

### **People Aged 65 and Older**

This report examined the ratio of the population aged 65 and older to licensees. There are 52 counties in Greater and Rural Minnesota that have a ratio of 100 or more people aged 65 or older to 1 licensee. There is no recommended ratio for people aged 65 and older per licensee. Yet, one could apply the same ratio used for other adult categories which is 30 clients to 1 worker. Of these 52 counties, 26 have a ratio greater than 150 to 1, and 7 counties have a ratio greater than 250 to 1. One may assume that not everyone aged 65 and older requires the services of persons licensed as social workers. However, because the licensees in these ratios are employed in many different fields of practice, the above

ratios of 100, 150 or 250 people aged 65 and older are in reality much greater. This statement is also true of the licensees practicing in the 11 Metro counties, including the counties with the largest ratios which are Wright (65 to 1) and Washington (75 to 1). Services may be lacking for Minnesota's aging population, which according to the U.S. Census Bureau, numbered 594,266 in 2000 and is estimated to be 677,270 in 2010 (U.S. Census Bureau, 2000).

### **People of Poverty**

People of poverty have specialized needs that cannot be ignored. Minnesota has a growing number of families who experience generational poverty (Minnesota Department of Demographics, 2007). It is impossible to establish a ratio between the people of poverty to licensees. The U.S. Census Bureau (2000) demonstrated that there were 380,476 Minnesota individuals living in poverty in 2000. Using this total and the Minnesota Department of Human Services recommended caseload size of 30 adult clients to 1 worker, the state would need a total of 12,684 licensees to work with Minnesota residents who are living in poverty. Again, not everyone who is living in poverty requires services from a licensee, and some are currently served by county workers who are not licensed. If services were provided at the recommended caseload size, it may be that the number of people in poverty would decrease in the following categories:

- ✱ Number of children requiring special education
- ✱ Number of children assessed by Child Safety and Permanency workers
- ✱ Number of children and adults receiving mental health services
- ✱ Number of children in foster care
- ✱ Number of children and adults with physical and cognitive impairments
- ✱ Number of adolescents in the juvenile court or corrections system
- ✱ Number of ethnic minority individuals represented in the corrections system

According to the U.S. Department of Health and Human Services, the threshold of poverty for a family of three is \$17,600 per year. Given this threshold and the number of people in poverty in 2000, it is not surprising that Minnesota's families and individuals of poverty are over-represented within the social and human services systems.

### **People Who Are Homeless**

According to the Wilder Research Department (2007) in October 2006, "There were 2,726 children who were homeless with their parents, and 1,951 who were affected by a parent's homelessness" (p.27). The longer a child is exposed to a disruptive environment may create a greater risk for the child to have:

- ✱ difficulty at school
- ✱ mental health issues
- ✱ physical health concerns
- ✱ substance abuse or dependency
- ✱ exposure to human trafficking
- ✱ unemployment as an adult
- ✱ legal problems

It is impossible to empirically state the number of licensees or non-licensed county workers who work with children in Minnesota who are homeless or affected by homelessness. But, one presumes that if the same ratio recommended by the Child Welfare League (11 to 15 children per worker) is applied in Minnesota, the human and social service agencies (public and private) do not have the financial resources to dedicate 312 licensees for this population group.

### **Cost of Social Work Education and Annual Salary Concerns**

As stated earlier, these issues regarding shortages of licensees should not be viewed as the Board's singular responsibility. The cost of living, education, and annual salary (a shared responsibility) are major considerations for people entering into higher education or remaining in social work practice. The annual salary of the licensee with a bachelor's degree would be reduced to about \$17,484 after subtracting the cost of housing and education. This gross annual amount does not include taxes, food, transportation, health care, insurance, clothing, or other necessities of life; and a second means of income is often required.

The individual who enters into a master of social work program is often not compensated accordingly through the social and human services system in Minnesota. An example of this is the lack of differentiation by the Minnesota County Merit System between a bachelor's and master's salary. Although many individuals enter into the practice of social work due to the desire to improve the quality of life for others, social work salaries which are low in comparison to other professions often result in high turn over rates or low number of initial enrollment into the profession.

This financial consideration is not the responsibility of the Minnesota Board of Social Work but rather an overlapping responsibility of the federal, state, and local governments, as well as a function of public and private market issues.

### **Shortage of Graduates**

It is estimated that there will be 2,626 BSW graduates in the next five years (2008-2012), and 1,504 Licensed Social Workers (LSWs) who have discontinued their licenses for a variety of reasons (emeritus, expired, or voluntary terminated). The Minnesota Social Work Programs estimate that there will be 1,720 MSW graduates between 2008-2012. The following totals are the number of master's licensees who have discontinued their licenses: 244 LGSWs, 206 LISWs, and 417 LICSWs between 2002 and 2006. The number of discontinued licensees is 2,308, while the number of estimated graduates is 4,546. One might conclude that there is no shortage of licensees. Yet, there is no way to calculate the number of graduates who do not remain in the state, practice social work, or decide to become licensed. Given the previously mentioned shortages, one can presume

that the estimated number of graduates and the number of individuals who discontinue their licenses is not meeting the needs of the state.

### **Estimated Minnesota Population Growth and Licensees**

The Minnesota Department of Demographics (2007) estimates the state's population will increase by 10% in 2015 with the greatest growth occurring in the Metro counties, South Central, and Southeastern Minnesota. The previously identified shortages demonstrate the greatest lack of licensees is in Greater and Rural Minnesota. The Board of Social Work might consider recommending to the Minnesota Legislative Health and Human Services Committees, Minnesota Department of Human Services, County Human Services Agencies, and other stakeholders to examine alternative means of providing services to areas of Greater and Rural Minnesota with decreasing population growth and including the reimbursement of these alternative means of service delivery.

### **Shortages: Requires Multifaceted Systematic Plan**

The dilemma of shortages of persons licensed as social workers within the state of Minnesota is a complex multifaceted issue and cannot be solved solely by the Minnesota Board of Social Work. Nor is this a recent development, rather this issue has been present for decades. This social and human services setback requires multifaceted systematic plans that involve the clients, Legislature, Governor, consumer advocate organizations, social work education programs, social/human service agencies, and the Minnesota Board of Social Work.

### **Is the Shortage of Persons Licensed as Social Workers a Dilemma for Minnesota?**

Health professionals, such as physicians, nurses, psychologists, and physical therapist have been regulated by state boards for decades. The primary purpose of regulatory boards is the protection of the public from practices that may be considered harmful, unethical, incompetent, or outside the scope of the practitioner's practice. Consumers who work with social work licensees are often requesting services that involve the same issues dealt with by other licensed health professionals. Examples include:

- ✱ A child or vulnerable adult facing abuse or neglect
- ✱ A person 65 or older who does not understand how to use Medicare for their benefits (medication)
- ✱ A person with mental illness who requires the skills to cope with hallucinations,
- ✱ An adolescent who has sought attention or companionship through gang involvement
- ✱ A homeless person who needs services to meet basic needs
- ✱ A student who is struggling with depression
- ✱ An environmental disaster
- ✱ A person with cognitive impairments who is attempting to live in a community safely



These examples just begin to touch on the ways licensees affect clients' lives on a daily basis. Clients who either seek or are forced to work with human and social service agencies are among the most vulnerable and possess some of the most multilayered and complex matters. Minnesota is a progressive state that believes in the "best services for its citizens," which includes the provision of human and social services by licensees who have proven minimum competency and are willing to practice within the profession's licensing standards of practice.

At times, policy makers in Minnesota indicate that counties and the Minnesota Department of Human Services have grievance procedures in place. These grievance procedures deal with the implementation of county or state policies, procedures, and to a limited degree, minimum competencies.

### **Why Does Minnesota Need Workers with Social Work Degrees?**

At times different disciplines, the general public, or other professionals make comments such as: "anyone can practice social work" or "I am a social worker" (but the person does not have a degree in social work). The Council on Social Work Education (CSWE) has established standards which each social work program must meet to be accredited or reaccredited. The curriculum for social workers includes knowledge, skills, and values. Dr. William A. Anderson (2004) of the Social Work Department at Minnesota State University, Mankato did a comparison of the undergraduate social work degree with a degree in psychology or sociology. Table 5.3 demonstrates this comparison. The social work degree provides the education that matches the required knowledge, skills, and values of the social and human service agencies.

### Comparison of Bachelors in Social Work to Two "Related" Degrees

**Table 5.3**

William A. Anderson, MSW, PhD, LISW			
Content areas in accredited social work programs	Presence of required content in Social Work, Psychology & Sociology Degrees:		
	Social Work (a professional program)	Psychology (a liberal arts degree)	Sociology (a liberal arts degree)
1) Knowledge of history & values of social welfare	Extensive coverage forming a foundation for rest of curriculum	Not included	May be mentioned in a "Social Problems" course
2) Knowledge of human development from a social systems perspective	Required coursework in development across the lifecycle, integrated with systems approach	Some coverage in "Developmental Psych" but without study of the social environment	Not included
3) Knowledge of human diversity, racism, & sexism	Required coursework plus inclusion in all skills courses	Not required, possibly an elective in "individual differences"	Brief mention in Introductory course, possibly an elective
4) Knowledge of professional social work values & ethics	Focus on national and state ethical codes and links to practice	Not included (Ethics for Psychologists would be a graduate level topic)	Possible mention of research ethics; no coverage of prof. ethics
5) Social welfare policy analysis skill	Required coursework on welfare policy issues	Not included	Possible mention of policy issues
6) Program eval. & practice research skills & experience	Required coursework on research, with applied skills in evaluation	Lab research and single-subject design; no program evaluation	General research skills but no focus on applied evaluation
7) Intervention skills for working with individuals, families, groups, and communities	Required Methods courses for working with all sizes of client systems with a focus on skills and knowledge building	Generally not covered at the undergraduate level (reserved for graduate training in clinical psychology)	Possible mention of community activism but no social work skills training
8) Supervised field experiences in social work agencies	Required minimum of 440 hours of supervised fieldwork (most do more)	Field experiences are generally not required (esp. in social agencies)	Field experiences are generally not required (esp. in social agencies)

### **Researcher's Recommendations**

The Minnesota Board of Social Work by statute has limited control over the underserved communities served by persons licensed as social workers. Yet, the Board is required to provide information and education as to the depth of the problem.

Therefore, the following are a few of the researcher's recommendations to the Board:

- Board may decide to establish a plan to meet with state stakeholders to provide education on the Board's primary goal to protect the public. (Such as: cultural communities and cultural advocates, advocates, policy-makers, and consumers) Greater and Rural Minnesota and Metro areas should be presented with equal group representation.
  - This plan should include yearly educational workshops provided by both Board staff and Board members.
- Board might consider the distribution of this report to other interested stakeholders such as:
  - Social work educators, social work associations, and consumer groups.
- Board might work with stakeholders to develop a plan to eliminate the state and county social work licensure exceptions to insure that vulnerable populations are provided services by licensed professionals who have demonstrated minimum competencies.
- Board may consider repeating this study in about 10 years for comparison with this baseline data.
- Board may consider educating the general public regarding the roles and responsibilities of social workers. (Social workers are not just CPS workers. Early intervention.)

The state government and human social services organizations also have responsibilities in the development of plans to address this issue. The state government and human social service organizations should consider working with the federal government for:

- The full or partial forgiveness of educational student loans for persons licensed as social workers.
- Third party reimbursement of qualified licensing practice supervision.
- Minnesota Department of Human Services, County Human Services Agencies, and other stakeholders to examine alternative means of providing services to areas of Greater and Rural Minnesota with decreasing population growth and including the reimbursement of these alternative means of service delivery.
- Minnesota Council of Social Work Educators is encouraged to develop a state wide strategic plan to address the shortage of ethnic minority populations entering into social work educational programs.

- Minnesota Council of Social Work Educators is supported by the Board in the development of a dialogue with stakeholders to address the need to increase the number of graduates who are eligible to sit for the license examination.

### **Conclusion**

In conclusion, Minnesota is facing a need to increase the number of persons licensed as social workers. This responsibility falls on many governmental and non-governmental groups. If the increasing ratios of clients to workers or caseload sizes are not addressed in the near future, the human and social service outcomes will not include the provision of “best practice” for clients. The client service delivery system may be reduced to triaging crisis to crisis.

This report has demonstrated that there is a high need for persons licensed as social workers within Minnesota. The greatest need is in Greater and Rural Minnesota. All of the identified fields of practice are facing a shortage of licensees and this need will continue grow. There is also a necessity for licensees in the 11 Metro counties specifically in the fields of aging, poverty, homelessness, corrections, and working with individuals and communities of ethnic minorities.

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## **APPENDIXES**

## Appendix 1

### Twin Cities Metropolitan Area Geographic Definition:

Area Covered	Origin/Purpose
<p><b>Minneapolis-St. Paul-Bloomington, MN-WI 13-county Metropolitan Statistical Area (MSA)</b>            Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright Counties in Minnesota and Pierce and St. Croix Counties in Wisconsin.</p> <p>2000 population: 2,968,806            1990 population: 2,538,834</p> <p>13th in population size in 2000 among MSAs (boundaries based on 1990 census data). Using post-2000 boundary definitions our rank dropped to 16th because PMSAs (see below) were combined to redefine several MSAs in 2000.</p>	<p>*Our MSA boundary remained the same after the 2000 census, although a number of other areas changed, which changed our population rank.</p> <p>Metropolitan Statistical Areas (MSAs) are groupings of whole counties meeting various criteria related to population size of the central city(s), contiguity of development, density and commuting links. MSA's have been defined after each census since 1950 by the Office of Management and Budget (OMB). These areas are intended for statistical analysis only, although they are widely used for various administrative purposes with financial ramifications.</p> <p>*For statistical comparisons the Metropolitan Council usually uses the combined CMSA/MSA list of metro areas (see CMSA definition below).</p> <p>*Anoka, Dakota, Hennepin and Ramsey were designated as the first SMSA (Standard Metropolitan Statistical Area) in 1950.</p> <p>*Washington was added in 1958.</p> <p>*Carver, Chisago, Scott and Wright (MN) and St. Croix County (WI) were added in 1973.</p> <p>*Isanti was added in 1983.</p> <p>*Sherburne (MN) and Pierce (WI) were added in 1992.</p> <p>*Our MSA boundary remained the same after the 2000 census, although a number of other areas changed, which changed our population rank.</p>
<p><b>Consolidated Metropolitan Statistical Area (CMSA)</b>            The Twin Cities did not fit the CMSA criteria, however, in most comparisons, the CMSAs and MSAs (where there is not</p>	<p>*This OMB definition combines adjacent MSAs meeting certain contiguity and commuting criteria. MSAs that have been combined to form a CMSA are referred to as PMSAs (Primary Metropolitan</p>

<p>a CMSA) are combined in a single list for analysis. 15th in size in 2000 among the combined CMSA/MSA list (1990 area definitions; there is no 2000 definition) (see box at right).</p>	<p>Statistical Areas).</p> <p>* Los Angeles, New York, Chicago and a number of other metro areas are CMSAs. Many CMSAs are smaller than the Twin Cities MSA in population, for example, Cincinnati-Hamilton; while some larger metro areas, Atlanta and Phoenix, for example, are only MSAs, like the Twin Cities.</p> <p>* The CMSA has been “replaced” by a newly defined Combined Statistical Area (CSA, see below), although it will probably not be very widely used for comparison as was the CMSA.</p>
<p><b>NEW--Minneapolis-St. Paul-St. Cloud Combined Statistical Area (CSA)</b>          13-county Minneapolis-St. Paul MSA, the St. Cloud MSA (Stearns and Benton Counties) and three newly formed Micropolitan Areas (Goodhue, McLeod and Rice Counties).</p> <p>2000 population: 3,271,888</p> <p>14th in population size among the combined CSA/MSA list of metro areas (which is not likely to be widely used for statistical comparisons).</p>	<p>* Combines MSAs and newly defined Micropolitan Areas (see below) meeting specified commuting criteria. Commuting criteria for the St. Cloud MSA did not require mandatory inclusion, but allowed for local choice. St. Cloud wanted to be included, and with the mandatory inclusion of Goodhue, McLeod and Rice Counties, it made sense to also add the St. Cloud MSA.</p> <p>* The Census Bureau will not be providing data in a list that combines the CSAs with MSAs (where no CSA has been defined) and is suggesting that this not be done. Therefore, it is likely that the MSA will become the general standard for metropolitan comparison. This will not have that great an impact since many MSAs have been expanded and now encompass all or most of what had been their CMSA (additional discussion below).</p>
<p><b>NEW--Micropolitan Areas</b>          Counties with a city of 10,000 people but not large enough (50,000) to be an MSA; or, that are already part of an MSA.</p>	<p>* Micropolitan areas were devised to give “metropolitan” status to more places. The qualifying counties adjacent to the metro area were Goodhue (Red Wing), McLeod (Hutchinson) and Rice (Faribault and Northfield). These three micropolitan areas met commuting criteria for mandatory inclusion in the Minneapolis-St. Paul-St. Cloud CSA.</p>

<p><b>Urbanized Area</b>          Defined by the Census Bureau based on density and contiguity criteria. This area covers the “developed” portions of metropolitan areas. For the Twin Cities the area is very similar to the Metropolitan Urban Service Area (MUSA).          Area Pop. Density  <u>Year</u> <u>Population</u> <u>sq. mi.</u> <u>/sq mi</u> <u>Rank</u>          2000 2,388,593 894 2,671 17th          1990 2,079,676 1,063 1,956 23rd          *among urbanized area within the 25 largest MSAs</p>	<p>✱This definition provides the only consistently defined national data to compare the “urbanized” parts of metropolitan areas. It is particularly useful in looking at density, because MSAs are comprised of whole counties and may include vast areas of sparse population which distort their urban density calculation.          ✱In 2000, density at the block level was used to define these areas, which allowed for a much more accurate picture of the urban area than in the past, where municipal boundaries were heavily relied on. The result was a smaller urbanized area being defined for the Twin Cities, which significantly raised our density and rank among the 25 largest metro areas.</p>
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**Appendix 2**  
**Merit System Salary Distribution by County:**

Minnesota Merit System Salary data - 2007	Effective Year	Min County Yearly	Max County Yearly	Average County Salary	Average Non-Profit Salaries	Average of the County and Non-Profit
Aitkin	2007	\$36,168.00	\$65,292.00	\$50,730.00	\$44,642.40	\$47,686.20
Becker	2007	\$45,384.00	\$58,068.00	\$51,726.00	\$45,518.88	\$48,622.44
Benton	2007	\$32,832.00	\$50,436.00	\$41,634.00	\$36,637.92	\$39,135.96
Big Stone	2007	\$30,924.00	\$42,864.00	\$36,894.00	\$32,466.72	\$34,680.36
Brown	2007	\$44,364.00	\$61,128.00	\$52,746.00	\$46,416.48	\$49,581.24
Carlton	2007	\$41,304.00	\$50,760.00	\$46,032.00	\$40,508.16	\$43,270.08
Cass	2007	\$39,132.00	\$61,128.00	\$50,130.00	\$44,114.40	\$47,122.20
Chippewa	2007	\$32,832.00	\$43,344.00	\$38,088.00	\$33,517.44	\$35,802.72
Chisago	2007	\$37,872.00	\$51,768.00	\$44,820.00	\$39,441.60	\$42,130.80
Clay	2007	\$36,936.00	\$55,368.00	\$46,152.00	\$40,613.76	\$43,382.88
Clearwater	2007	\$36,132.00	\$56,364.00	\$46,248.00	\$40,698.24	\$43,473.12
Cook	2007	\$31,212.00	\$39,816.00	\$35,514.00	\$31,252.32	\$33,383.16
Cottonwood	2007	\$32,292.00	\$50,304.00	\$41,298.00	\$36,342.24	\$38,820.12
Crow Wing	2007	\$35,868.00	\$61,128.00	\$48,498.00	\$42,678.24	\$45,588.12
Dodge	2007	\$36,276.00	\$48,696.00	\$42,486.00	\$37,387.68	\$39,936.84
Douglas	2006	\$35,748.00	\$46,368.00	\$41,058.00	\$36,131.04	\$38,594.52
Faribault-Martin	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
Fillmore	2007	\$32,832.00	\$48,696.00	\$40,764.00	\$35,872.32	\$38,318.16
Freeborn	2006	\$38,436.00	\$46,368.00	\$42,402.00	\$37,313.76	\$39,857.88
Goodhue	2007	\$32,928.00	\$61,128.00	\$47,028.00	\$41,384.64	\$44,206.32
Grant	2006	\$33,660.00	\$41,112.00	\$37,386.00	\$32,899.68	\$35,142.84
Houston	2007	\$30,660.00	\$37,272.00	\$33,966.00	\$29,890.08	\$31,928.04
Hubbard	2007	\$39,732.00	\$52,824.00	\$46,278.00	\$40,724.64	\$43,501.32
Isanti	2007	\$43,308.00	\$51,648.00	\$47,478.00	\$41,780.64	\$44,629.32
Jackson	2007	\$36,936.00	\$51,732.00	\$44,334.00	\$39,013.92	\$41,673.96
Kanabec	2007	\$35,568.00	\$43,572.00	\$39,570.00	\$34,821.60	\$37,195.80
Kandiyohi	2007	\$39,348.00	\$58,284.00	\$48,816.00	\$42,958.08	\$45,887.04
Kittson	2007	\$35,256.00	\$46,368.00	\$40,812.00	\$35,914.56	\$38,363.28
Koochiching	2007	\$39,744.00	\$49,692.00	\$44,718.00	\$39,351.84	\$42,034.92
Lac Que Parle	2007	\$32,892.00	\$44,844.00	\$38,868.00	\$34,203.84	\$36,535.92
Lake	2007	\$36,936.00	\$43,776.00	\$40,356.00	\$35,513.28	\$37,934.64
Lake of the Woods	2007	\$33,972.00	\$47,088.00	\$40,530.00	\$35,666.40	\$38,098.20
Le Sueur	2007	\$37,128.00	\$52,044.00	\$44,586.00	\$39,235.68	\$41,910.84
Lincoln, Lyon, Murray	2007	\$32,832.00	\$61,116.00	\$46,974.00	\$41,337.12	\$44,155.56
Mahnoman	2007	\$34,272.00	\$48,936.00	\$41,604.00	\$36,611.52	\$39,107.76
Marshall	2007	\$33,972.00	\$50,748.00	\$42,360.00	\$37,276.80	\$39,818.40
McLeod	2007	\$39,468.00	\$54,660.00	\$47,064.00	\$41,416.32	\$44,240.16
Meeker	2007	\$36,444.00	\$48,924.00	\$42,684.00	\$37,561.92	\$40,122.96

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Minnesota Merit System Salary data - 2007	Effective Year	Min County Yearly	Max County Yearly	Average County Salary	Average Non- Profit Salaries	Average of the County and Non- Profit
Mille Lacs	2007	\$34,380.00	\$48,756.00	\$41,568.00	\$36,579.84	\$39,073.92
Morrison	2007	\$38,892.00	\$51,192.00	\$45,042.00	\$39,636.96	\$42,339.48
Mower	2007	\$43,344.00	\$58,944.00	\$51,144.00	\$45,006.72	\$48,075.36
Nicollet	2007	\$31,608.00	\$53,808.00	\$42,708.00	\$37,583.04	\$40,145.52
Nobles	2007	\$38,340.00	\$50,820.00	\$44,580.00	\$39,230.40	\$41,905.20
Norman	2007	\$32,160.00	\$42,876.00	\$37,518.00	\$33,015.84	\$35,266.92
Otter Tail	2006	\$34,320.00	\$55,980.00	\$45,150.00	\$39,732.00	\$42,441.00
Pennington	2005	\$29,268.00	\$37,152.00	\$33,210.00	\$29,224.80	\$31,217.40
Pine	2007	\$33,408.00	\$47,448.00	\$40,428.00	\$35,576.64	\$38,002.32
Pipestone	2006	\$31,872.00	\$59,340.00	\$45,606.00	\$40,133.28	\$42,869.64
Polk	2007	\$32,832.00	\$44,136.00	\$38,484.00	\$33,865.92	\$36,174.96
Pope	2007	\$34,848.00	\$47,052.00	\$40,950.00	\$36,036.00	\$38,493.00
Red Lake	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
RedWood	2007	\$34,440.00	\$49,860.00	\$42,150.00	\$37,092.00	\$39,621.00
Renville	2007	\$34,440.00	\$58,908.00	\$46,674.00	\$41,073.12	\$43,873.56
Rice	2007	\$36,360.00	\$52,080.00	\$44,220.00	\$38,913.60	\$41,566.80
Rock	2007	\$37,632.00	\$61,128.00	\$49,380.00	\$43,454.40	\$46,417.20
Roseau	2007	\$32,832.00	\$46,860.00	\$39,846.00	\$35,064.48	\$37,455.24
Sibley	2007	\$37,212.00	\$61,128.00	\$49,170.00	\$43,269.60	\$46,219.80
St. Louis	2005	\$32,016.00	\$51,900.00	\$41,958.00	\$36,923.04	\$39,440.52
Steele	2007	\$37,152.00	\$51,276.00	\$44,214.00	\$38,908.32	\$41,561.16
Stevens	2007	\$37,788.00	\$47,868.00	\$42,828.00	\$37,688.64	\$40,258.32
Swift	2007	\$31,872.00	\$42,948.00	\$37,410.00	\$32,920.80	\$35,165.40
Todd	2005	\$32,424.00	\$50,544.00	\$41,484.00	\$36,505.92	\$38,994.96
Traverse	2007	\$32,868.00	\$40,164.00	\$36,516.00	\$32,134.08	\$34,325.04
Wabasha	2007	\$32,412.00	\$47,424.00	\$39,918.00	\$35,127.84	\$37,522.92
Wadena	2007	\$34,284.00	\$49,272.00	\$41,778.00	\$36,764.64	\$39,271.32
Waseca	2006	\$39,156.00	\$47,940.00	\$43,548.00	\$38,322.24	\$40,935.12
Watonswan	2007	\$35,460.00	\$61,128.00	\$48,294.00	\$42,498.72	\$45,396.36
Wilkin	2007	\$34,116.00	\$49,008.00	\$41,562.00	\$36,574.56	\$39,068.28
Winona	2007	\$32,508.00	\$52,044.00	\$42,276.00	\$37,202.88	\$39,739.44
Yellow Medicine	2007	\$35,544.00	\$51,072.00	\$43,308.00	\$38,111.04	\$40,709.52
<b>Total Averages</b>		<b>\$35,472.17</b>	<b>\$51,085.37</b>	<b>\$43,278.77</b>	<b>\$38,085.32</b>	<b>\$40,682.05</b>

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<b>Minnesota Merit System Social Worker (Child Protective Services) Salary - 2007 Data</b>	<b>Effective Year</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non-Profit Yearly Salary</b>
Becker	2007	\$45,384.00	\$58,068.00	\$51,726.00	\$45,518.88	\$48,622.44
Benton	2007	\$36,228.00	\$50,436.00	\$43,332.00	\$38,132.16	\$40,732.08
Brown	2007	\$44,364.00	\$61,128.00	\$52,746.00	\$46,416.48	\$49,581.24
Cass	2007	\$39,132.00	\$61,128.00	\$50,130.00	\$44,114.40	\$47,122.20
Chippewa	2007	\$32,832.00	\$43,344.00	\$38,088.00	\$33,517.44	\$35,802.72
Chisago	2007	\$37,872.00	\$51,768.00	\$44,820.00	\$39,441.60	\$42,130.80
Clay	2007	\$36,936.00	\$55,368.00	\$46,152.00	\$40,613.76	\$43,382.88
Cottonwood	2007	\$32,292.00	\$50,304.00	\$41,298.00	\$36,342.24	\$38,820.12
Crow Wing	2007	\$35,868.00	\$61,128.00	\$48,498.00	\$42,678.24	\$45,588.12
Dodge	2007	\$36,276.00	\$48,696.00	\$42,486.00	\$37,387.68	\$39,936.84
Douglas	2006	\$35,748.00	\$46,368.00	\$41,058.00	\$36,131.04	\$38,594.52
Faribault-Martin	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
Fillmore	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
Freeborn	2006	\$38,436.00	\$55,344.00	\$46,890.00	\$41,263.20	\$44,076.60
Goodhue	2007	\$32,928.00	\$61,128.00	\$47,028.00	\$41,384.64	\$44,206.32
Grant	2006	\$33,660.00	\$41,112.00	\$37,386.00	\$32,899.68	\$35,142.84
Houston	2007	\$30,660.00	\$37,272.00	\$33,966.00	\$29,890.08	\$31,928.04
Hubbard	2007	\$39,732.00	\$52,824.00	\$46,278.00	\$40,724.64	\$43,501.32
Isanti	2007	\$43,308.00	\$51,648.00	\$47,478.00	\$41,780.64	\$44,629.32
Kanabec	2007	\$35,568.00	\$43,572.00	\$39,570.00	\$34,821.60	\$37,195.80
Kandiyohi	2007	\$39,348.00	\$58,284.00	\$48,816.00	\$42,958.08	\$45,887.04
Kittson	2007	\$35,256.00	\$46,368.00	\$40,812.00	\$35,914.56	\$38,363.28
Koochiching	2007	\$39,744.00	\$49,692.00	\$44,718.00	\$39,351.84	\$42,034.92
Lac Que Parle	2007	\$32,892.00	\$44,844.00	\$38,868.00	\$34,203.84	\$36,535.92
Lake of the Woods	2007	\$33,972.00	\$47,088.00	\$40,530.00	\$35,666.40	\$38,098.20
Le Sueur	2007	\$38,772.00	\$54,252.00	\$46,512.00	\$40,930.56	\$43,721.28
Lincoln, Lyon, Murray	2007	\$32,832.00	\$61,116.00	\$46,974.00	\$41,337.12	\$44,155.56
Mahnoman	2007	\$35,868.00	\$51,096.00	\$43,482.00	\$38,264.16	\$40,873.08
Marshall	2007	\$33,972.00	\$50,748.00	\$42,360.00	\$37,276.80	\$39,818.40
McLeod	2007	\$39,468.00	\$54,660.00	\$47,064.00	\$41,416.32	\$44,240.16
Meeker	2007	\$36,444.00	\$48,924.00	\$42,684.00	\$37,561.92	\$40,122.96
Mille Lacs	2007	\$34,380.00	\$48,756.00	\$41,568.00	\$36,579.84	\$39,073.92
Morrison	2007	\$38,892.00	\$51,192.00	\$45,042.00	\$39,636.96	\$42,339.48
Mower	2007	\$43,344.00	\$58,944.00	\$51,144.00	\$45,006.72	\$48,075.36
Nicollet	2007	\$31,608.00	\$53,808.00	\$42,708.00	\$37,583.04	\$40,145.52
Nobles	2007	\$31,908.00	\$40,116.00	\$36,012.00	\$31,690.56	\$33,851.28

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<b>Minnesota Merit System Social Worker (CPS) Salary -2007 Data</b>	<b>Effective Year</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non- Profit Yearly Salary</b>
Otter Tail	2006	\$34,320.00	\$55,980.00	\$45,150.00	\$39,732.00	\$42,441.00
Pennington	2005	\$29,892.00	\$37,152.00	\$33,522.00	\$29,499.36	\$31,510.68
Pine	2007	\$33,408.00	\$47,448.00	\$40,428.00	\$35,576.64	\$38,002.32
Pipestone	2006	\$31,872.00	\$59,340.00	\$45,606.00	\$40,133.28	\$42,869.64
Polk	2007	\$33,072.00	\$47,244.00	\$40,158.00	\$35,339.04	\$37,748.52
Pope	2007	\$34,848.00	\$47,052.00	\$40,950.00	\$36,036.00	\$38,493.00
Redwood	2007	\$32,832.00	\$53,916.00	\$43,374.00	\$38,169.12	\$40,771.56
Renville	2007	\$36,360.00	\$58,908.00	\$47,634.00	\$41,917.92	\$44,775.96
Rice	2007	\$37,632.00	\$52,080.00	\$44,856.00	\$39,473.28	\$42,164.64
Rock	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
Sibley	2007	\$32,832.00	\$61,128.00	\$46,980.00	\$41,342.40	\$44,161.20
St. Louis	2005	\$32,256.00	\$51,900.00	\$42,078.00	\$37,028.64	\$39,553.32
Swift	2007	\$35,172.00	\$45,492.00	\$40,332.00	\$35,492.16	\$37,912.08
Todd	2005	\$32,424.00	\$50,544.00	\$41,484.00	\$36,505.92	\$38,994.96
Wabasha	2007	\$32,412.00	\$47,424.00	\$39,918.00	\$35,127.84	\$37,522.92
Wadena	2007	\$34,284.00	\$49,272.00	\$41,778.00	\$36,764.64	\$39,271.32
Waseca	2006	\$39,156.00	\$47,940.00	\$43,548.00	\$38,322.24	\$40,935.12
Wilkin	2007	\$34,116.00	\$49,008.00	\$41,562.00	\$36,574.56	\$39,068.28
Winona	2007	\$32,508.00	\$52,044.00	\$42,276.00	\$37,202.88	\$39,739.44
Yellow Medicine	2007	\$35,544.00	\$51,072.00	\$43,308.00	\$38,111.04	\$40,709.52
<b>Total Averages</b>		<b>\$35,524.29</b>	<b>\$51,765.21</b>	<b>\$43,644.75</b>	<b>\$38,407.38</b>	<b>\$41,026.07</b>

<b>Merit Social Worker (Master's Child Protective Services)</b>	<b>Effective Year</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non-Profit Yearly Salary</b>
Brown	2007	\$42,240.00	\$58,560.00	\$50,400.00	\$44,352.00	\$47,376.00
Carlton	2007	\$45,996.00	\$56,628.00	\$51,312.00	\$45,154.56	\$48,233.28
Chisago	2007	\$40,080.00	\$54,792.00	\$47,436.00	\$41,743.68	\$44,589.84
Crow Wing	2007	\$37,416.00	\$61,128.00	\$49,272.00	\$43,359.36	\$46,315.68
Hubbard	2007	\$43,152.00	\$57,372.00	\$50,262.00	\$44,230.56	\$47,246.28
Mille Lacs	2007	\$36,540.00	\$51,936.00	\$44,238.00	\$38,929.44	\$41,583.72
Mower	2007	\$43,344.00	\$58,944.00	\$51,144.00	\$45,006.72	\$48,075.36
Pine	2007	\$33,408.00	\$47,448.00	\$40,428.00	\$35,576.64	\$38,002.32
Polk	2007	\$34,272.00	\$47,244.00	\$40,758.00	\$35,867.04	\$38,312.52
Sibley	2007	\$34,272.00	\$61,128.00	\$47,700.00	\$41,976.00	\$44,838.00
St. Louis	2005	\$38,208.00	\$56,832.00	\$47,520.00	\$41,817.60	\$44,668.80
Winona	2007	\$38,580.00	\$59,988.00	\$49,284.00	\$43,369.92	\$46,326.96
<b>Total Averages</b>		<b>\$38,959.00</b>	<b>\$56,000.00</b>	<b>\$47,479.50</b>	<b>\$41,781.96</b>	<b>\$44,630.73</b>

<b>Minnesota Merit System - Master's Social Worker (Child Protective Services) Salary - 2007 Data</b>	<b>Effective Year</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non-Profit Yearly Salary</b>
Brown	2007	\$42,240.00	\$58,560.00	\$50,400.00	\$44,352.00	\$47,376.00
Carlton	2007	\$45,996.00	\$56,628.00	\$51,312.00	\$45,154.56	\$48,233.28
Chisago	2007	\$40,080.00	\$54,792.00	\$47,436.00	\$41,743.68	\$44,589.84
Crow Wing	2007	\$37,416.00	\$61,128.00	\$49,272.00	\$43,359.36	\$46,315.68
Faribault-Martin	2007	\$34,272.00	\$61,128.00	\$47,700.00	\$41,976.00	\$44,838.00
Goodhue	2007	\$34,356.00	\$61,128.00	\$47,742.00	\$42,012.96	\$44,877.48
Hubbard	2007	\$43,152.00	\$57,372.00	\$50,262.00	\$44,230.56	\$47,246.28
Kandiyohi	2007	\$41,412.00	\$61,344.00	\$51,378.00	\$45,212.64	\$48,295.32
Lincoln, Lyon, Murray	2007	\$34,272.00	\$61,116.00	\$47,694.00	\$41,970.72	\$44,832.36
Norman	2007	\$32,880.00	\$43,836.00	\$38,358.00	\$33,755.04	\$36,056.52
Polk	2007	\$34,272.00	\$47,244.00	\$40,758.00	\$35,867.04	\$38,312.52
Rice	2007	\$38,784.00	\$53,688.00	\$46,236.00	\$40,687.68	\$43,461.84
Sibley	2007	\$34,272.00	\$61,128.00	\$47,700.00	\$41,976.00	\$44,838.00
St. Louis	2005	\$30,636.00	\$56,832.00	\$43,734.00	\$38,485.92	\$41,109.96
Winona	2007	\$37,044.00	\$57,612.00	\$47,328.00	\$41,648.64	\$44,488.32
<b>Total Averages</b>		<b>\$37,405.60</b>	<b>\$56,902.40</b>	<b>\$47,154.00</b>	<b>\$41,495.52</b>	<b>\$44,324.76</b>

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**Appendix 3**

**Non-Merit County Salary Ranges: Table A1 to A7**

**Table A1**

<b>Anoka County</b>		<b>Minimum</b>	<b>Min + 3%</b>	<b>First Quartile</b>	<b>Midpoint</b>	<b>Third Quartile</b>	<b>Maximum</b>	<b>Stability One Max. **(8 yrs)</b>	<b>Stability Two Max. **(12 yrs)</b>	<b>Stability three Max. **(15 yrs)</b>	<b>Stability Four Max. **(20yrs)</b>
BSW or MSW	Hourly	20.1351	20.7392	23.1651	26.1651	29.2252	32.2553	32.7168	33.0342	33.4092	33.9861
	Monthly	3,490.08	3,595.79	4,015.28	4,540.50	5,065.70	5,590.70	5670.92	5725.92	5790.92	5890.92
	Annual	41,881.01	43,137.54	48,183.41	54,486.02		67,091.02	68,051.04	68,711.04	69,491.04	70,691.04

\*No Salary difference between BSW and MSW degrees.

**Table A2**

<b>Carver County</b>	<b>Job Title</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non-Profit Yearly Salary</b>
<b>Bachelors Degree</b>	Social Worker I	\$39,541.00	\$58,760.00	\$49,150.50	\$43,252.44	\$46,201.47
<b>Bachelors Degree</b>	Social Worker II	\$42,682.00	\$63,398.00	\$53,040.00	\$46,675.20	\$49,857.60
<b>Masters Degree</b>	Social Worker Masters	\$46,114.00	\$68,530.00	\$57,322.00	\$50,443.36	\$53,882.68

\*Carver County does not differentiate child protection workers

**Table A3**

<b>Dakota County</b>	<b>Job Title</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of the County and Non-Profit Yearly Salary</b>
<b>Bachelors Degree</b>	Social Worker*	\$48,500.04	\$70,500.00	\$59,500.02	\$52,360.02	\$55,930.02
<b>Bachelors Degree</b>	Social Worker Children's Mental Health Ongoing	\$52,800.00	\$78,399.00	\$65,599.50	\$57,727.56	\$61,663.53
<b>Bachelors Degree</b>	Social Worker Children's Mental Health Assessment	\$55,599.96	\$83,400.00			

\* Dakota County reports this salary range also includes the following titles: Social Worker: Family Assessment, MFIP Project, Pre-petition screener/Diversion, Long-Term Care (Waiver) Services, Adult Developmental Disabilities, Chemical Health Assessments, Child Protection Ongoing, Children and Family, Children's Developmental Disabilities, Crisis Response, Intake, Crisis and Adult, Inter-Departmental, Public Health, and Foster Care



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**Table A4**

<b>Olmsted County</b>	<b>Social Worker</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of County and Non-Profit Yearly Salary</b>
<b>Bachelors and Masters Degrees (No distinction between a BSW &amp; MSW)</b>	Social Worker	\$40,608.00	\$64,377.00	\$52,492.50	\$46,193.40	\$49,342.95

\*Olmstead County reports graduation from an accredited four-year college in social work or related degree and two years of related experience or Master's degree in social work or related degree of experience in a public or private social service agency

**Table A5**

<b>Ramsey County</b>	<b>Social Worker</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of County and Non-Profit Yearly Salary</b>
<b>Bachelors Degree</b>	Child Protection Worker	\$46,668.00	\$69,036.00	\$57,852.00	\$50,909.80	\$54,380.90
<b>Bachelors Degree</b>	Sr. Child Protection Worker	\$52,200.00	\$77,724.00	\$64,962.00	\$57,166.60	\$61,064.30
<b>Bachelors Degree</b>	Social Worker I	\$39,888.00	\$77,724.00	\$58,806.00	\$51,749.30	\$55,277.60
<b>Bachelors Degree</b>	Social Worker I	No Minimum or Maximum Salary				
<b>Bachelors Degree</b>	Social Worker II	\$43,116.00	\$63,876.00	\$53,496.00	\$47,076.50	\$50,286.20
<b>Bachelors Degree</b>	Social Worker III	\$48,444.00	\$71,760.00	\$60,102.00	\$52,889.80	\$56,495.90
<b>Bachelors Degree</b>	Social Worker IV	\$55,716.00	\$82,824.00	\$69,270.00	\$60,957.60	\$65,113.80

**Table A6**

<b>Scott County</b>	<b>Social Worker</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of County and Non-Profit Yearly Salary</b>
<b>Bachelors Degree</b>	Social Worker I	\$35,853.00	\$48,507.00	\$42,180.00	\$37,118.40	\$39,649.20
<b>Bachelors Degree</b>	Social Worker II	\$42,695.00	\$57,764.00	\$50,229.50	\$44,202.00	\$47,215.70
<b>Bachelors Degree</b>	Social Work Case Manager	\$48,875.00	\$57,764.00	\$53,319.50	\$46,921.20	\$50,120.30
<b>Masters Degree</b>	Social Worker Supervisor Mental Health Center	\$57,976.00	\$86,964.00	\$72,470.00	\$63,773.60	\$68,121.80

\* Scott County also has performance incentives

**Table A7**

<b>Washington County</b>	<b>Social Worker</b>	<b>Min County Yearly Salary</b>	<b>Max County Yearly Salary</b>	<b>Average County Yearly Salary</b>	<b>Average Non-Profit Yearly Salary</b>	<b>Average of County and Non-Profit Yearly Salary</b>
<b>Masters Degree</b>	Social Worker I	\$39,603.00	\$44,533.00	\$42,068.00	\$37,019.80	\$39,543.90
<b>Masters Degree</b>	Social Worker II	\$44,491.00	\$60,882.00	\$52,686.50	\$46,364.10	\$49,525.30
<b>Masters Degree</b>	Senior Social Worker	\$49,982.00	\$68,882.00	\$59,432.00	\$52,300.20	\$55,866.10

\*Washington County reports the following for the first two levels of social workers:

Graduation from an accredited four year college plus a Master's Degree from a recognized school of social work or related field; or graduated from an accredited four year college with an undergraduate social work major or related field plus (social worker I one year; social worker II two years) of experience as a social worker; SW I or graduation from an accredited four year college with an undergraduate degree in social work or related field plus three years of experience as a Washington county Family Services Worker. SW II or graduation from an accredited four year college with a major in social work or related field plus one year of experience as a social worker and one year of graduate study in social work or related field.

Senior Social Worker: Master's Degree in Social Work from a recognized school of social work, or graduation from an accredited four –year college plus a minimum of four years of experience in social work, or one year of graduate study plus three years of experience in social work.

**Appendix 4**

**NASW Student to Licensed School Social Worker Ratio Recommendations:**

<b>School Social Worker to Student Population Ratio</b>	<b>School Population Served</b>	<b>Effective Levels of Service</b>
1 to 2,000	Total school population with no special concentration	Crisis intervention Social developmental assessment
1 to 1,500	Total school population with poverty concentration	Crisis intervention Social developmental assessment Teacher consultation Outside agency referral
1 to 800	Total school population with special education and poverty concentration	Crisis intervention Social developmental assessment Teacher consultation Outside agency referral Educational system assessment and program development Home-school-community liaison Staff in-service training School social work program planning and evaluation
1 to 500	Total school population with special education and poverty, and minority concentration	Crisis intervention Social developmental assessment Teacher consultation Outside agency referral Educational system assessment and program development Home-school-community liaison Staff in-service training School social work program planning and evaluation Large group intervention Ongoing intervention
1 to 350	Total school population with special education and poverty, and minority concentration and federal impact issues	Crisis intervention Social developmental assessment Teacher consultation Outside agency referral Educational system assessment and program development Home-school-community liaison Staff in-service training School social work program planning and evaluation Large group intervention Ongoing intervention Ongoing parent groups Research Interdisciplinary training

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1 to 50	Special education assignment only	Crisis intervention Social developmental assessment Teacher consultation Outside agency referral Educational system assessment and program development Home-school-community liaison Staff in-service training School social work program planning and evaluation Large group intervention Ongoing intervention Ongoing parent groups Research Interdisciplinary training Development and implementation of objectives for the Individual Education Plan (IEP) In-depth interventions Medication and due process activities
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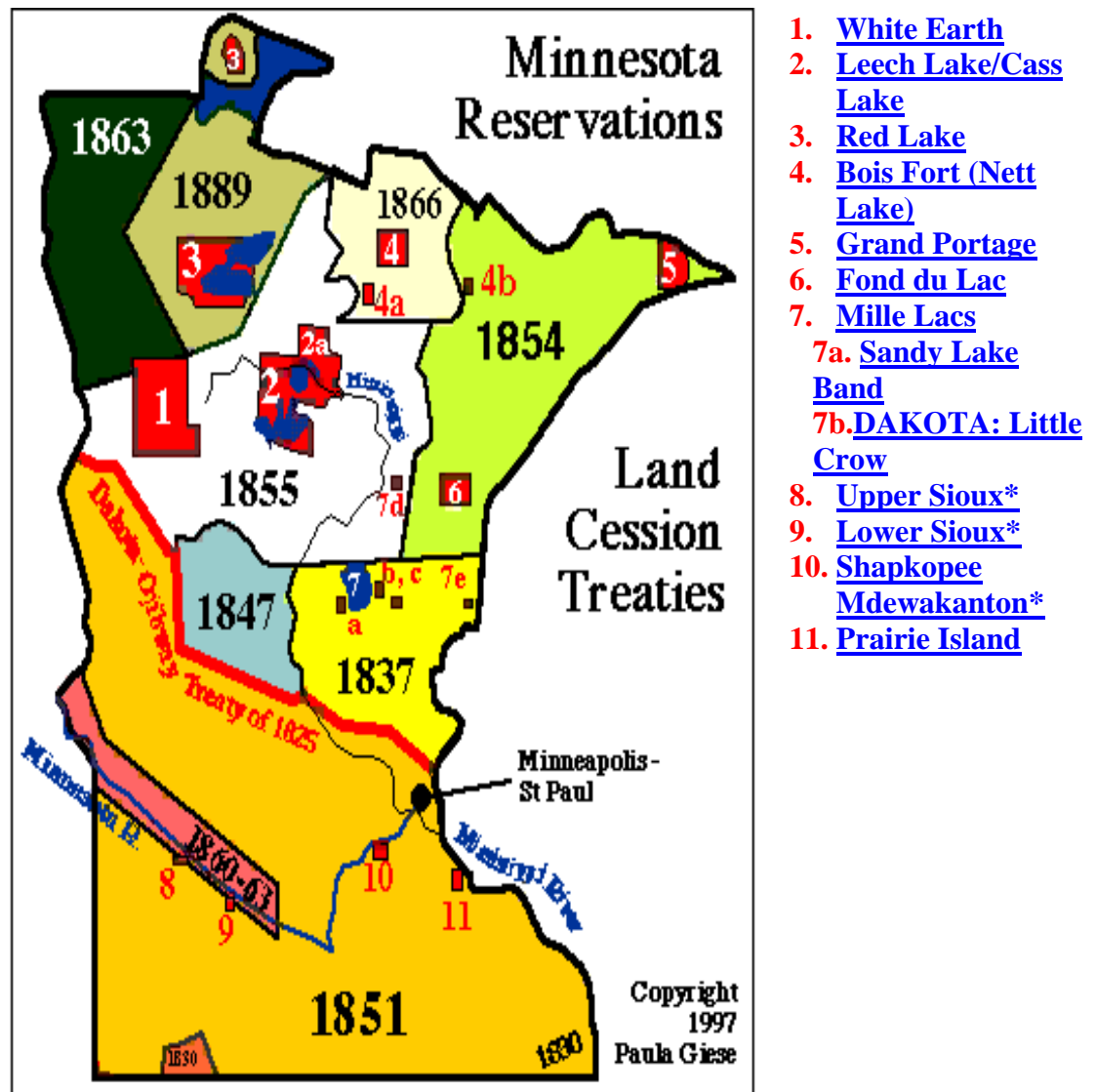
### Client to Social Worker Ratio and Cost for All Four Waivers Programs:

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**Appendix 6**  
**Map of 87 MN Counties:**



**Appendix 7**  
**Map of Native American Indian Tribes in MN:**



**Appendix 8:**  
**Child Ratio to Child Protective Service Worker by County**

County	Number of Children Family Assessment	Number of Children Traditional Investigation Alleged	Number of Children Traditional Investigation Determined	Total Number of Children	Number of Child Protective Services Licensed and Non-Licensed Worker	Child Ratio to Individual Child Protective Service Worker
Aitkin	59	52	40	151	5	30
Anoka	482	634	391	1507		Did not receive # CPS Workers
Becker	158	276	137	571	10	57
Beltrami	78	188	97	363		Did not receive # CPS Workers
Benton	67	71	49	187	6	31
Big Stone	14	22	14	50	3	17
Blue Earth	87	207	106	400		Did not receive # CPS Workers
Brown	67	84	32	183	6	31
Carlton	57	36	19	112	7	16
Carver	184	154	110	448	15	30
Cass	131	38	29	198	4	50
Chippewa	23	11	7	41	3	14
Chisago	223	98	49	370	6	62
Clay	186	152	99	437	15	29
Clearwater	34	28	9	71	1	71
Cook	10	7	4	21	1	21
Cottonwood	31	60	25	116	3	39
Crow Wing	192	55	32	279	19	15
Dakota	843	846	390	2079		Did not receive # CPS Workers
Dodge	66	35	23	124	4	31
Douglas	104	127	56	287	9	31
Fillmore	108	28	19	155	3	52
Freeborn	142	124	54	320	10	32
Goodhue	71	52	33	156	13	12
Grant	6	5	3	14	1	14
Hennepin	3939	3366	2091	9396		Did not receive # CPS Workers
Houston	42	9	6	57	3	19
Hubbard	54	48	26	128	2	64
Isanti	72	95	82	249	9	28
Itasca	106	96	59	261		Did not receive # CPS Workers
Jackson	68	20	12	100		Did not receive # CPS Workers



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County	Number of Children Family Assessment	Number of Children Traditional Investigation Alleged	Number of Children Traditional Investigation Determined	Total Number of Children	Number of Child Protective Services Licensed and Non-Licensed Worker	Child Ratio to Individual Child Protective Service Worker
Kanabec	69	27	13	109	6	18
Kandiyohi	131	147	75	353	13	27
Kittson	4	5	5	14	1	17
Koochiching	18	7	6	31	3	10
Lac Que Parle	16	9	6	31	1	31
Lake	25	34	23	82	4	21
Lake of the Woods	20	6	2	28	2	14
Le Sueur	71	57	31	159	4	45
McLeod	100	167	82	349	12	29
Mahnoman	30	31	20	81	2	41
Marshall	52	12	4	68	2	34
Meeker	49	13	10	72	4	18
Mille Lacs	90	113	52	255	7	36
Morrison	64	69	43	176	9	20
Mower	114	90	47	251	4	63
Nicollet	63	55	33	151	5	30
Nobles	31	17	7	55	2	28
Norman	17	5	4	26	2	15
Olmsted	719	145	89	953		Did not receive # CPS Workers
Otter Tail	168	148	64	380	9	42
Pennington	22	14	10	46	3	15
Pine	117	112	48	277	2	139
Pipestone	29	22	14	65	1	65
Polk	244	61	34	339	11	31
Pope	37	25	23	85	4	21
Ramsey	1309	999	694	3002		Did not receive # CPS Workers
Red Lake	9	2	2	13	1	13
RedWood	56	24	13	93	2	47
Renville	5	31	19	55	4	16
Rice	170	174	83	427	14	31

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County	Number of Children Family Assessment	Number of Children Traditional Investigation Alleged	Number of Children Traditional Investigation Determined	Total Number of Children	Number of Child Protective Services Licensed and Non-Licensed Worker	Child Ratio to Individual Child Protective Service Worker
Rock	34	7	2	43	2	22
Roseau	9	12	10	31	2	16
St. Louis	569	616	316	1501	87	17
Scott	132	267	158	557	13	43
Sibley	25	30	11	66	4	17
Sherburne	102	83	43	228		Did not receive # CPS Workers
Steele	108	58	39	205	6	34
Stevens	14	10	6	30	2	15
Swift	23	47	31	101	2	51
Todd	88	37	29	154	5	31
Traverse	24	11	3	38		Did not receive # CPS Workers
Wabasha	35	23	9	67	2	34
Wadena	57	28	13	98	5	20
Waseca	56	58	25	139	5	28
Washington	322	292	177	791		Did not receive # CPS Workers
Watsonwan	39	20	14	73	2	37
Wilkin	22	2	0	24	2	12
Winona	125	83	57	265	5	53
Wright	217	264	116	597		Did not receive # CPS Workers
Yellow Medicine	35	12	10	57	2	29
Lincoln, Lyon, Murray	136	29	12	177	9	20
Faribault-Martin	191	186	105	482	4	121
Total	14,043	12,019	6,988	33,050	450	

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<b>District Number</b>	<b>District Name</b>	<b>County Name</b>	<b>Total Number of Students</b>	<b>Total Number of SW'ers</b>	<b>Ratio of Student to SW'ers</b>
0001	MINNEAPOLIS PUBLIC SCHOOL DIST.	Hennepin	36,342	117	311
0001	AITKIN PUBLIC SCHOOL DISTRICT	Aitkins	1,320		0 (zero)
0002	HILL CITY PUBLIC SCHOOL DISTRICT	Aitkins	312		0 (zero)
0004	MCGREGOR PUBLIC SCHOOL DISTRICT	Aitkins	426		0 (zero)
0006	SOUTH ST. PAUL PUBLIC SCHOOL DIST.	Dakota	3,192		0 (zero)
0011	ANOKA-HENNEPIN PUBLIC SCHOOL DIST.	Anoka	40,657	27	1506
0012	CENTENNIAL PUBLIC SCHOOL DISTRICT	Anoka	6,944	4	1736
0013	COLUMBIA HEIGHTS PUBLIC SCHOOL DIST	Anoka	2,885		0 (zero)
0014	FRIDLEY PUBLIC SCHOOL DISTRICT	Anoka	2,651	1	2651
0015	ST. FRANCIS PUBLIC SCHOOL DISTRICT	Anoka	5,915	10	592
0016	SPRING LAKE PARK PUBLIC SCHOOLS	Anoka	4,568		0 (zero)
0022	DETROIT LAKES PUBLIC SCHOOL DIST.	Becker	2,689	1	2689
0023	FRAZEE-VERGAS PUBLIC SCHOOL DIST.		1,026		0 (zero)
0025	PINE POINT PUBLIC SCHOOL DISTRICT	Becker	70		0 (zero)
0031	BEMIDJI PUBLIC SCHOOL DISTRICT	Beltrami	4,769	5	954
0032	BLACKDUCK PUBLIC SCHOOL DISTRICT	Beltrami	716		0 (zero)
0036	KELLIHER PUBLIC SCHOOL DISTRICT	Beltrami	281		0 (zero)
0038	RED LAKE PUBLIC SCHOOL DISTRICT	Beltrami	1,284		0 (zero)
0047	SAUK RAPIDS PUBLIC SCHOOL DISTRICT	Benton	3,772	2	1886
0051	FOLEY PUBLIC SCHOOL DISTRICT	Benton	1,814	1	1814
0062	ORTONVILLE PUBLIC SCHOOL DISTRICT	Big Stone	526		0 (zero)
0075	ST. CLAIR PUBLIC SCHOOL DISTRICT	Blue Earth	635	1	635
0077	MANKATO PUBLIC SCHOOL DISTRICT	Blue Earth	6,984	1	6984
0081	COMFREY PUBLIC SCHOOL DISTRICT	Brown	150		0 (zero)
0084	SLEEPY EYE PUBLIC SCHOOL DISTRICT	Brown	666	2	333
0085	SPRINGFIELD PUBLIC SCHOOL DISTRICT	Brown	607		0 (zero)
0088	NEW ULM PUBLIC SCHOOL DISTRICT	Brown	2,072	1	2072

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<b>District Number</b>	<b>District Name</b>	<b>County Name</b>	<b>Total Number of Students</b>	<b>Total Number of SW'ers</b>	<b>Ratio of Student to SW'ers</b>
0091	BARNUM PUBLIC SCHOOL DISTRICT	Carlton	702		0 (zero)
0093	CARLTON PUBLIC SCHOOL DISTRICT	Carlton	598		0 (zero)
0094	CLOQUET PUBLIC SCHOOL DISTRICT	Carlton	2,266	3	755
0095	CROMWELL-WRIGHT PUBLIC SCHOOLS	Carlton	303		0 (zero)
0097	MOOSE LAKE PUBLIC SCHOOL DISTRICT	Carlton	752		0 (zero)
0099	ESKO PUBLIC SCHOOL DISTRICT	Carlton	1,110		0 (zero)
0100	WRENSHALL PUBLIC SCHOOL DISTRICT	Carlton	349		0 (zero)
0108	NORWOOD PUBLIC SCHOOL DISTRICT	Carver	1,028	1	1028
0110	WACONIA PUBLIC SCHOOL DISTRICT	Carver	2,832		0 (zero)
0111	WATERTOWN-MAYER PUBLIC SCHOOL DIST.	Carver	1,540	1	1540
0112	DISTRICT 112	Carver	8,603	6	1434
0113	WALKER-HACKENSACK-AKELEY SCHL. DIST	Cass	925		0 (zero)
0115	CASS LAKE-BENA PUBLIC SCHOOLS	Cass	1,033	4	258
0116	PILLAGER PUBLIC SCHOOL DISTRICT	Cass	763		0 (zero)
0118	NORTHLAND COMMUNITY SCHOOLS	Cass	499	2	250
0129	MONTEVIDEO PUBLIC SCHOOL DISTRICT	Chippewa	1,419	6	237
0138	NORTH BRANCH PUBLIC SCHOOLS	Chisago	3,892	1	3892
0139	RUSH CITY PUBLIC SCHOOL DISTRICT	Chisago	953		0 (zero)
0146	BARNESVILLE PUBLIC SCHOOL DIST.	Clay	793	2	397
0150	HAWLEY PUBLIC SCHOOL DISTRICT	Clay	893		0 (zero)
0152	MOORHEAD PUBLIC SCHOOL DISTRICT	Clay	5,337	4	1334
0160	MINNESOTA STATE ACADEMIES	Rice	186	1	186
0162	BAGLEY PUBLIC SCHOOL DISTRICT	Clearwater	1,035		0 (zero)
0166	COOK COUNTY PUBLIC SCHOOLS	Cook	583		0 (zero)
0173	MOUNTAIN LAKE PUBLIC SCHOOLS	Cottonwood	459	1	459
0177	WINDOM PUBLIC SCHOOL DISTRICT	Cottonwood	950	1	950
0181	BRAINERD PUBLIC SCHOOL DISTRICT	Crow Wing	7,025		0 (zero)
0182	CROSBY-IRONTON PUBLIC SCHOOL DIST.	Crow Wing	1,269	1	1269
0186	PEQUOT LAKES PUBLIC SCHOOLS	Crow Wing	1,542	1	1542
0191	BURNSVILLE PUBLIC SCHOOL DISTRICT	Dakota	10,399	5	2080

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0192	FARMINGTON PUBLIC SCHOOL DISTRICT	Dakota	6,007	2	3004
0194	LAKEVILLE PUBLIC SCHOOL DISTRICT	Dakota	11,037		0 (zero)
0195	RANDOLPH PUBLIC SCHOOL DISTRICT	Dakota	513		0 (zero)
0196	ROSEMOUNT-APPLE VALLEY-EAGAN	Dakota,	27,617	18	1534
0197	WEST ST. PAUL-MENDOTA HTS.-EAGAN	Dakota	4,480		0 (zero)
0199	INVER GROVE HEIGHTS SCHOOLS	Dakota	3,753	1	3753
0200	HASTINGS PUBLIC SCHOOL DISTRICT	Dakota	5,022	3	1674
0203	HAYFIELD PUBLIC SCHOOL DISTRICT	Dodge	879	1	879
0204	KASSON-MANTORVILLE SCHOOL DIST.	Dodge	2,003		0 (zero)
0206	ALEXANDRIA PUBLIC SCHOOL DISTRICT	Douglas	3,938	8	492
0207	BRANDON PUBLIC SCHOOL DISTRICT	Douglas	298	1	298
0208	EVANSVILLE PUBLIC SCHOOL DISTRICT	Douglas	181	1	181
0213	OSAKIS PUBLIC SCHOOL DISTRICT	Todd	717		0 (zero)
0227	CHATFIELD PUBLIC SCHOOLS	Olmsted	900	1	900
0229	LANESBORO PUBLIC SCHOOL DISTRICT	Fillmore	367		0 (zero)
0238	MABEL-CANTON PUBLIC SCHOOL DIST.	Fillmore	358	1	358
0239	RUSHFORD-PETERSON PUBLIC SCHLS.	Fillmore	659	1	659
0241	ALBERT LEA PUBLIC SCHOOL DISTRICT	Freeborn	3,509	6	585
0242	ALDEN-CONGER PUBLIC SCHOOL DISTRICT	Freeborn	390	1	390
0252	CANNON FALLS PUBLIC SCHOOL DISTRICT	Goodhue	1,304	3	435
0253	GOODHUE PUBLIC SCHOOL DISTRICT	Goodhue	632	1	632
0255	PINE ISLAND PUBLIC SCHOOL DIST.	Olmsted	1,218		0 (zero)
0256	RED WING PUBLIC SCHOOL DISTRICT	Goodhue	2,834	4	709
0261	ASHBY PUBLIC SCHOOL DISTRICT	Douglas	269		0 (zero)
0264	HERMAN-NORCROSS SCHOOL DISTRICT	Grant	109		0 (zero)
0270	HOPKINS PUBLIC SCHOOL DISTRICT	Hennepin	7,897	14	564
0271	BLOOMINGTON PUBLIC SCHOOL DISTRICT	Hennepin	10,346	19	545
0272	EDEN PRAIRIE PUBLIC SCHOOL DISTRICT	Hennepin	9,729	10	973
0273	EDINA PUBLIC SCHOOL DISTRICT	Hennepin	7,495	9	833
0276	MINNETONKA PUBLIC SCHOOL DISTRICT	Hennepin	7,715	10	772

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0277	WESTONKA PUBLIC SCHOOL DISTRICT	Hennepin	2,223	3	741
0278	ORONO PUBLIC SCHOOL DISTRICT	Hennepin	2,595	2	1298
0279	OSSEO PUBLIC SCHOOL DISTRICT	Hennepin	21,699	21	1033
0280	RICHFIELD PUBLIC SCHOOL DISTRICT	Hennepin	4,135	7	591
0281	ROBBINSDALE PUBLIC SCHOOL DISTRICT	Hennepin	13,044	15	870
0282	ST. ANTHONY-NEW BRIGHTON SCHOOLS	Hennepin	1,721		0 (zero)
0283	ST. LOUIS PARK PUBLIC SCHOOL DIST.	Hennepin	4,188	13	322
0284	WAYZATA PUBLIC SCHOOL DISTRICT	Hennepin	9,862	16	616
0286	BROOKLYN CENTER SCHOOL DISTRICT	Hennepin	1,695	5	339
0287	INTERMEDIATE SCHOOL DISTRICT 287	Hennepin	1,709	22	78
0294	HOUSTON PUBLIC SCHOOL DISTRICT	Huston	1,162		0 (zero)
0297	SPRING GROVE SCHOOL DISTRICT	Huston	339	1	339
0299	CALEDONIA PUBLIC SCHOOL DISTRICT	Huston	804		0 (zero)
0300	LACRESCENT-HOKAH SCHOOL DISTRICT	Huston	1,437	1	1437
0306	LAPORTE PUBLIC SCHOOL DISTRICT	Hubbard	276		0 (zero)
0308	NEVIS PUBLIC SCHOOL DISTRICT	Hubbard	533		0 (zero)
0309	PARK RAPIDS PUBLIC SCHOOL DISTRICT	Hubbard	1,598		0 (zero)
0314	BRAHAM PUBLIC SCHOOL DISTRICT	Isanti	955	1	955
0316	GREENWAY PUBLIC SCHOOL DISTRICT	Itasca	1,234		0 (zero)
0317	DEER RIVER PUBLIC SCHOOL DISTRICT	Itasca	953		0 (zero)
0318	GRAND RAPIDS PUBLIC SCHOOL DISTRICT	Itasca	3,859		0 (zero)
0319	NASHWAUK-KEEWATIN SCHOOL DISTRICT	Itasca	621		0 (zero)
0330	HERON LAKE-OKABENA SCHOOL DISTRICT	Jackson	320	1	320
0332	MORA PUBLIC SCHOOL DISTRICT	Kanabec	1,885	2	943
0333	OGILVIE PUBLIC SCHOOL DISTRICT	Kanabec	627		0 (zero)
0345	NEW LONDON-SPICER SCHOOL DISTRICT	Kandiyohi	1,595	2	798
0347	WILLMAR PUBLIC SCHOOL DISTRICT	Kandiyohi	4,177	6	696
0356	LANCASTER PUBLIC SCHOOL DISTRICT	Kittson	193		0 (zero)
0361	INTERNATIONAL FALLS SCHOOL DISTRICT	Koochching	1,314	1	1314
0362	LITTLEFORK-BIG FALLS SCHOOL DIST.	Koochching	349		0 (zero)

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0363	SOUTH KOOCHICHING SCHOOL DISTRICT	Koochching	357		0 (zero)
		Lac Qui			
0371	BELLINGHAM PUBLIC SCHOOL DISTRICT	Parle	57		0 (zero)
		Lac Qui			
0378	DAWSON-BOYD PUBLIC SCHOOL DISTRICT	Parle	509	1	509
0391	CLEVELAND PUBLIC SCHOOL DISTRICT	Le Sueur	401		0 (zero)
0392	LECENTER PUBLIC SCHOOL DISTRICT	Le Sueur	647	1	647
0390	Lake of the Woods		550	1	550
	MONTGOMERY-LONSDALE SCHOOL				
0394	DISTRICT	Le Sueur	1,047	2	524
0397	LAKE AGASSIZ SPECIAL ED. COOP.	Becker	6		0 (zero)
0402	HENDRICKS PUBLIC SCHOOL DISTRICT	Le Sueur	162		0 (zero)
0403	IVANHOE PUBLIC SCHOOL DISTRICT	Lincoln	170		0 (zero)
0404	LAKE BENTON PUBLIC SCHOOL DISTRICT	Lincoln	171		0 (zero)
0411	BALATON PUBLIC SCHOOL DISTRICT	Lyon	88		0 (zero)
0413	MARSHALL PUBLIC SCHOOL DISTRICT	Lyon	2,182	3	727
0414	MINNEOTA PUBLIC SCHOOL DISTRICT	Lyon	454	1	454
0415	LYND PUBLIC SCHOOL DISTRICT	Lyon	116		0 (zero)
0417	TRACY PUBLIC SCHOOL DISTRICT	Lyon	710		0 (zero)
0423	HUTCHINSON PUBLIC SCHOOL DISTRICT	Mahnomen	2,962	1	2962
0424	LESTER PRAIRIE PUBLIC SCHOOL DIST.	McLeod	479	2	240
0432	MAHNOMEN PUBLIC SCHOOL DISTRICT	Mahnomen	642		0 (zero)
0435	WAUBUN PUBLIC SCHOOL DISTRICT	Mahnomen	616		0 (zero)
0441	MARSHALL COUNTY CENTRAL SCHOOLS	Martin	353	2	177
0447	GRYGLA PUBLIC SCHOOL DISTRICT	Martin	200	1	200
0458	TRUMAN PUBLIC SCHOOL DISTRICT	McLeod	353	1	353
0463	EDEN VALLEY-WATKINS SCHOOL DISTRICT	Meeker	847		0 (zero)
0465	LITCHFIELD PUBLIC SCHOOL DISTRICT	Meeker	1,778	2	889
0466	DASSEL-COKATO PUBLIC SCHOOL DIST.	Meeker	2,305	5	461
0473	ISLE PUBLIC SCHOOL DISTRICT	Mille Lacs	592		0 (zero)

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<b>District Number</b>	<b>District Name</b>	<b>County Name</b>	<b>Total Number of Students</b>	<b>Total Number of SW'ers</b>	<b>Ratio of Student to SW'ers</b>
0477	PRINCETON PUBLIC SCHOOL DISTRICT	Mille Lacs	3,468	1	3468
0480	ONAMIA PUBLIC SCHOOL DISTRICT	Mille Lacs	773	1	773
0482	LITTLE FALLS PUBLIC SCHOOL DISTRICT	Morrison	2,537	5	507
0484	PIERZ PUBLIC SCHOOL DISTRICT	Morrison	1,031	2	516
0485	ROYALTON PUBLIC SCHOOL DISTRICT	Morrison	677	1	677
0486	SWANVILLE PUBLIC SCHOOL DISTRICT	Morrison	379	1	379
0487	UPSALA PUBLIC SCHOOL DISTRICT	Morrison	411	1	411
0492	AUSTIN PUBLIC SCHOOL DISTRICT	Mower	4,213	5	843
0495	GRAND MEADOW PUBLIC SCHOOL DISTRICT	Mower	358	1	358
0497	LYLE PUBLIC SCHOOL DISTRICT	Mower	238	1	238
0499	LEROY PUBLIC SCHOOL DISTRICT	Mower	317	1	317
0500	SOUTHLAND PUBLIC SCHOOL DISTRICT	Mower	662	1	662
0505	FULDA PUBLIC SCHOOL DISTRICT	Murray	430		0 (zero)
0507	NICOLLET PUBLIC SCHOOL DISTRICT	Nicollet	300	1	300
0508	ST. PETER PUBLIC SCHOOL DISTRICT	Nicollet	1,829	5	366
0511	ADRIAN PUBLIC SCHOOL DISTRICT	Nobles	660	1	660
0513	BREWSTER PUBLIC SCHOOL DISTRICT	Nobles	143		0 (zero)
0514	ELLSWORTH PUBLIC SCHOOL DISTRICT	Meeker	193		0 (zero)
0516	ROUND LAKE PUBLIC SCHOOL DISTRICT	Nobles	142		0 (zero)
0518	WORTHINGTON PUBLIC SCHOOL DISTRICT	Nobles	2,126		0 (zero)
0531	BYRON PUBLIC SCHOOL DISTRICT	Olmsted	1,624	1	1624
0533	DOVER-EYOTA PUBLIC SCHOOL DISTRICT	Olmsted	1,111	1	1111
0534	STEWARTVILLE PUBLIC SCHOOL DISTRICT	Olmsted	1,786	1	1786
0535	ROCHESTER PUBLIC SCHOOL DISTRICT	Olmsted	16,023	16	1001
0542	BATTLE LAKE PUBLIC SCHOOL DISTRICT	Otter Trail	535		0 (zero)
0544	FERGUS FALLS PUBLIC SCHOOL DISTRICT	Otter Trail	2,584		0 (zero)
0545	HENNING PUBLIC SCHOOL DISTRICT	Otter Trail	369	1	369
0547	PARKERS PRAIRIE PUBLIC SCHOOL DIST.	Otter Trail	573		0 (zero)
0548	PELICAN RAPIDS PUBLIC SCHOOL DIST.	Otter Trail	1,058		0 (zero)
0549	PERHAM PUBLIC SCHOOL DISTRICT	Otter Trail	1,522	1	1522



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0550	UNDERWOOD PUBLIC SCHOOL DISTRICT	Otter Trail	507	1	507
0553	NEW YORK MILLS PUBLIC SCHOOL DIST.	Otter Trail	743		0 (zero)
0561	GOODRIDGE PUBLIC SCHOOL DISTRICT	Pennington	191		0 (zero)
0564	THIEF RIVER FALLS SCHOOL DISTRICT	Pennington	1,995	1	1995
0577	WILLOW RIVER PUBLIC SCHOOL DISTRICT	Pine	447		0 (zero)
0578	PINE CITY PUBLIC SCHOOL DISTRICT	Pine	1,634	1	1634
0581	EDGERTON PUBLIC SCHOOL DISTRICT	Pipestone	292		0 (zero)
0592	CLIMAX PUBLIC SCHOOL DISTRICT	Polk	134	1	134
0593	CROOKSTON PUBLIC SCHOOL DISTRICT	Polk	1,376		0 (zero)
0595	EAST GRAND FORKS PUBLIC SCHOOL DIST	Polk	1,750	2	875
0599	FERTILE-BELTRAMI SCHOOL DISTRICT	Polk	481	1	481
0600	FISHER PUBLIC SCHOOL DISTRICT	Polk	299		0 (zero)
0601	FOSSTON PUBLIC SCHOOL DISTRICT	Polk	661	1	661
0611	CYRUS PUBLIC SCHOOL DISTRICT	Pope	87		0 (zero)
0621	MOUNDS VIEW PUBLIC SCHOOL DISTRICT	Ramsey	10,222	12	852
0622	NORTH ST PAUL-MAPLEWOOD SCHOOL DIST	Ramsey	11,010	12	918
0623	ROSEVILLE PUBLIC SCHOOL DISTRICT	Ramsey	6,364	5	1273
0624	WHITE BEAR LAKE SCHOOL DISTRICT	Ramsey	8,519	8	1065
0625	ST. PAUL PUBLIC SCHOOL DISTRICT	Ramsey	40,032	123	325
0627	OKLEE PUBLIC SCHOOL DISTRICT	Red Lake	164		0 (zero)
0628	PLUMMER PUBLIC SCHOOL DISTRICT	Red Lake	183	1	183
0630	RED LAKE FALLS PUBLIC SCHOOL DIST.	Red Lake	368	2	184
0635	MILROY PUBLIC SCHOOL DISTRICT	Red Lake	38		0 (zero)
0640	WABASSO PUBLIC SCHOOL DISTRICT	Redwood	395		0 (zero)
0656	FARIBAULT PUBLIC SCHOOL DISTRICT	Rice	3,935	7	562
0659	NORTHFIELD PUBLIC SCHOOL DISTRICT	Rice	3,905	5	781
0671	HILLS-BEAVER CREEK SCHOOL DISTRICT	Pine	313		0 (zero)
0676	BADGER PUBLIC SCHOOL DISTRICT	Roseau	233	1	233
0682	ROSEAU PUBLIC SCHOOL DISTRICT	Roseau	1,351		0 (zero)
0690	WARROAD PUBLIC SCHOOL DISTRICT	Roseau	1,248	1	1248

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0695	CHISHOLM PUBLIC SCHOOL DISTRICT	Saint Louis	727		0 (zero)
0696	ELY PUBLIC SCHOOL DISTRICT	Saint Louis	611		0 (zero)
0698	FLOODWOOD PUBLIC SCHOOL DISTRICT	Saint Louis	383		0 (zero)
0700	HERMANTOWN PUBLIC SCHOOL DISTRICT	Saint Louis	2,006	1	2006
0701	HIBBING PUBLIC SCHOOL DISTRICT	Saint Louis	2,481		0 (zero)
0704	PROCTOR PUBLIC SCHOOL DISTRICT	Saint Louis	1,727	1	1727
0706	VIRGINIA PUBLIC SCHOOL DISTRICT	Saint Louis	1,571		0 (zero)
0707	NETT LAKE PUBLIC SCHOOL DISTRICT	Saint Louis	70		0 (zero)
0709	DULUTH PUBLIC SCHOOL DISTRICT	Saint Louis	10,210	18	567
0712	MOUNTAIN IRON-BUHL SCHOOL DISTRICT	Saint Louis	646		0 (zero)
0716	BELLE PLAINE PUBLIC SCHOOL DISTRICT	Scott	1,510		0 (zero)
0717	JORDAN PUBLIC SCHOOL DISTRICT	Scott	1,546	2	773
0719	PRIOR LAKE-SAVAGE AREA SCHOOLS	Scott	6,507	11	592
0720	SHAKOPEE PUBLIC SCHOOL DISTRICT	Scott	5,823	6	971
0721	NEW PRAGUE AREA SCHOOLS	Scott	3,401	6	567
0726	BECKER PUBLIC SCHOOL DISTRICT	Sherburne	2,662	3	887
0727	BIG LAKE PUBLIC SCHOOL DISTRICT	Sherburne	3,545	7	506
0728	ELK RIVER PUBLIC SCHOOL DISTRICT	Sherburne	11,800	17	694
0738	HOLDINGFORD PUBLIC SCHOOL DISTRICT	Stearns	1,005		0 (zero)
0739	KIMBALL PUBLIC SCHOOL DISTRICT	Stearns	756		0 (zero)
0740	MELROSE PUBLIC SCHOOL DISTRICT	Stearns	1,373	2	687
0741	PAYNESVILLE PUBLIC SCHOOL DISTRICT	Stearns	1,074	1	1074
0742	ST. CLOUD PUBLIC SCHOOL DISTRICT	Stearns	9,383	16	586
0743	SAUK CENTRE PUBLIC SCHOOL DISTRICT	Stearns	1,045	1	1045
0745	ALBANY PUBLIC SCHOOL DISTRICT	Stearns	1,714	1	1714
0748	SARTELL-ST. STEPHEN SCHOOL DISTRICT	Stearns	3,119	2	1560
0750	ROCORI PUBLIC SCHOOL DISTRICT	Stearns	2,271		0 (zero)
0756	BLOOMING PRAIRIE PUBLIC SCHOOL DIST	Steele	755	1	755
0761	OWATONNA PUBLIC SCHOOL DISTRICT	Steele	4,975	7	711
0763	MEDFORD PUBLIC SCHOOL DISTRICT	Steele	754		0 (zero)

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0768	HANCOCK PUBLIC SCHOOL DISTRICT	Carver	250		0 (zero)
0769	MORRIS PUBLIC SCHOOL DISTRICT	Stevens	923		0 (zero)
0771	CHOKIO-ALBERTA PUBLIC SCHOOL DIST.	Stevens	173		0 (zero)
0775	KERKHOVEN-MURDOCK-SUNBURG	Swift	567	1	567
0777	BENSON PUBLIC SCHOOL DISTRICT	Swift	1,005	2	503
0786	BERTHA-HEWITT PUBLIC SCHOOL DIST.	Todd	484	1	484
0787	BROWERVILLE PUBLIC SCHOOL DISTRICT	Todd	501	1	501
0801	BROWNS VALLEY PUBLIC SCHOOL DIST.	Traverse	136		0 (zero)
0803	WHEATON AREA PUBLIC SCHOOL DISTRICT	Traverse	439		0 (zero)
0811	WABASHA-KELLOGG PUBLIC SCHOOL DIST.	Wabasha	631	1	631
0813	LAKE CITY PUBLIC SCHOOL DISTRICT	Wabasha	1,330	1	1330
0818	VERNDALE PUBLIC SCHOOL DISTRICT	Wadena	443	2	222
0820	SEBEKA PUBLIC SCHOOL DISTRICT	Wadena	529		0 (zero)
0821	MENAHGA PUBLIC SCHOOL DISTRICT	Wadena	737	1	737
0829	WASECA PUBLIC SCHOOL DISTRICT	Waseca	1,897	2	949
0831	FOREST LAKE PUBLIC SCHOOL DISTRICT	Washington	7,292	4	1823
0832	MAHTOMEDI PUBLIC SCHOOL DISTRICT	Washington	3,032	1	3032
0833	SOUTH WASHINGTON COUNTY SCHOOL DIST	Washington	16,273	11	1479
0834	STILLWATER AREA PUBLIC SCHOOL DIST.	Washington	8,605		0 (zero)
0836	BUTTERFIELD PUBLIC SCHOOL DISTRICT	Watonwan	203		0 (zero)
0837	MADIELIA PUBLIC SCHOOL DISTRICT	Watonwan	561		0 (zero)
0840	ST. JAMES PUBLIC SCHOOL DISTRICT	Watonwan	1,215	3	405
0846	BRECKENRIDGE PUBLIC SCHOOL DISTRICT	Wilkin	875	1	875
0850	ROTHSAY PUBLIC SCHOOL DISTRICT	Wilkin	217		0 (zero)
0852	CAMPBELL-TINTAH PUBLIC SCHOOL DIST.	Wilkin	126		0 (zero)
0857	LEWISTON-ALTURA PUBLIC SCHOOL DIST.	Winona	745	1	745
0858	ST. CHARLES PUBLIC SCHOOL DISTRICT	Winona	1,081	1	1081
0861	WINONA AREA PUBLIC SCHOOL DISTRICT	Winona	3,692	3	1231
0876	ANNANDALE PUBLIC SCHOOL DISTRICT	Wright	1,837	3	612

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<b>District Number</b>	<b>District Name</b>	<b>County Name</b>	<b>Total Number of Students</b>	<b>Total Number of SW'ers</b>	<b>Ratio of Student to SW'ers</b>
0877	BUFFALO PUBLIC SCHOOL DISTRICT	Wright	5,564	5	1113
0879	DELANO PUBLIC SCHOOL DISTRICT	Wright	2,170	2	1085
0881	MAPLE LAKE PUBLIC SCHOOL DISTRICT	Wright	968	1	968
0882	MONTICELLO PUBLIC SCHOOL DISTRICT	Wright	3,933	8	492
0883	ROCKFORD PUBLIC SCHOOL DISTRICT	Wright	1,605	1	1605
0885	ST. MICHAEL-ALBERTVILLE SCHOOL DIST	Wright	4,455	5	891
		Yellow			
0891	CANBY PUBLIC SCHOOL DISTRICT	Medicine	572		0 (zero)
0911	CAMBRIDGE-ISANTI PUBLIC SCHOOL DIST	Isanti	5,031	3	1677
0912	MILACA PUBLIC SCHOOL DISTRICT	Mille Lacs	1,912	2	956
0914	ULEN-HITTERDAL PUBLIC SCHOOL DIST	Clay	294		0 (zero)
0915	SOUTHERN PLAINS EDUCATION COOP.	Martin	82		0 (zero)
0916	N.E. METRO INTERMEDIATE DIST. 916	Dakota	683	11	62
0917	INTERMEDIATE SCHOOL DISTRICT 917	Dakota	550	2	275
0926	REGION 4-LAKES COUNTRY SERVICE COOP	Otter Trail	71		0 (zero)
0930	CARVER-SCOTT EDUCATIONAL COOP.	Carver	394	2	197
0935	FERGUS FALLS AREA SP. ED. COOP.	Otter Trail	32		0 (zero)
0937	CROW RIVER SPECIAL EDUCATION COOP.	Mahnomen	12	1	12
		Meeker &			
0938	MEEKER & WRIGHT SPECIAL EDUCATION	Wright	109	2	55
0957	OAK LAND VOCATIONAL CENTER	Isanti	332	1	332
0966	WRIGHT TECHNICAL CENTER	Wright	150		0 (zero)
0991	REGN 6 & 8-S.W/W.C. SRV COOPERATIVE	Lyon	72	4	18
0993	MN RIVER VALLEY SPECIAL ED. COOP.	Scott	258	10	26
1000	PERPICH CENTER FOR ARTS EDUCATION	Hennepin	273		0 (zero)
	MINNESOTA DEPARTMENT OF				
1100	CORRECTIONS	Hennepin	193		0 (zero)
2071	LAKE CRYSTAL-WELLCOME MEMORIAL	Blue Earth	752	1	752
2125	TRITON SCHOOL DISTRICT	Dodge	1,091	1	1091
2134	UNITED SOUTH CENTRAL SCHOOL DIST.	Faribault	831	2	416

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<b>District Number</b>	<b>District Name</b>	<b>County Name</b>	<b>Total Number of Students</b>	<b>Total Number of SW'ers</b>	<b>Ratio of Student to SW'ers</b>
2135	MAPLE RIVER SCHOOL DISTRICT	Blue Earth	1,206	1	1206
2137	KINGSLAND PUBLIC SCHOOL DISTRICT	Fillmore	769	3	256
2142	ST. LOUIS COUNTY SCHOOL DISTRICT	Saint Louis	2,163		0 (zero)
2143	WATERVILLE-ELYSIAN-MORRISTOWN	Le Sueur	940		0 (zero)
2144	CHISAGO LAKES SCHOOL DISTRICT	Chisago	3,556	2	1778
2149	MINNEWASKA SCHOOL DISTRICT	Pope	1,214	2	607
2154	EVELETH-GILBERT SCHOOL DISTRICT	Saint Louis	1,327		0 (zero)
2155	WADENA-DEER CREEK SCHOOL DISTRICT	Wadena	1,122	1	1122
2159	BUFFALO LAKE-HECTOR SCHOOL DISTRICT	Renville	553	1	553
2164	DILWORTH-GLYNDON-FELTON	Clay	1,302	1	1302
2165	HINCKLEY-FINLAYSON SCHOOL DISTRICT	Pine	1,065		0 (zero)
2167	LAKEVIEW SCHOOL DISTRICT	Lyon	576	1	576
2168	N.R.H.E.G. SCHOOL DISTRICT	Waseca	966	1	966
2169	MURRAY COUNTY CENTRAL SCHOOL DIST.	Murray	740		0 (zero)
2170	STAPLES-MOTLEY SCHOOL DISTRICT	Todd	1,352	3	451
2171	KITTSOON CENTRAL SCHOOL DISTRICT	Kittson	326		0 (zero)
2172	KENYON-WANAMINGO SCHOOL DISTRICT	Goodhue	895	1	895
2174	PINE RIVER-BACKUS SCHOOL DISTRICT	Cass	993		0 (zero)
2176	WARREN-ALVARADO-OSLO SCHOOL DIST.	Martin	478	2	239
2180	M.A.C.C.R.A.Y. SCHOOL DISTRICT	Chippewa	745	1	745
2184	LUVERNE PUBLIC SCHOOL DISTRICT	Rock	1,241	1	1241
		Yellow			
2190	YELLOW MEDICINE EAST	Medicine	1,036	4	259
2198	FILLMORE CENTRAL	Fillmore	611	1	611
2215	NORMAN COUNTY EAST SCHOOL DISTRICT	Norman	354	1	354
2310	SIBLEY EAST SCHOOL DISTRICT	Sibley	1,224	1	1224
2311	CLEARBROOK-GONVICK SCHOOL DISTRICT	Clearwater	476		0 (zero)
2342	WEST CENTRAL AREA	Grant	796	1	796
2358	TRI-COUNTY SCHOOL DISTRICT	Kittson	238		0 (zero)
2364	BELGRADE-BROOTEN-ELROSA SCHOOL ST	Stearns	737	1	737

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2365	G.F.W.	Sibley	822	2	411
2396	A.C.G.C.	Meeker	834	1	834
2397	LESUEUR-HENDERSON SCHOOL DISTRICT	Le Sueur	1,216	1	1216
2448	MARTIN COUNTY WEST SCHOOL DISTRICT	McLeod	823	2	412
2527	NORMAN COUNTY WEST SCHOOL DISTRICT	Norman	293	1	293
2534	BIRD ISLAND-OLIVIA-LAKE LILLIAN	Renville	900		0 (zero)
2536	GRANADA HUNTLEY-EAST CHAIN #2536	McLeod	278	1	278
2580	EAST CENTRAL SCHOOL DISTRICT	Pine	844	1	844
2609	WIN-E-MAC SCHOOL DISTRICT	Polk	504	1	504
2683	GREENBUSH-MIDDLE RIVER SCHOOL DIST.	Roseau	474	1	474
2687	HOWARD LAKE-WAVERLY-WINSTED	Wright	1,001	1	1001
2689	PIPESTONE AREA SCHOOL DISTRICT	Pipestone	1,166		0 (zero)
2711	MESABI EAST SCHOOL DISTRICT	Saint Louis	885		0 (zero)
2752	FAIRMONT AREA SCHOOL DISTRICT	Martin	1,767	1	1767
2753	LONG PRAIRIE-GREY EAGLE SCHOOL DIST	Todd	1,242		0 (zero)
2754	CEDAR MOUNTAIN SCHOOL DISTRICT	Rewood	420		0 (zero)
2759	EAGLE VALLEY PUBLIC SCHOOL DISTRICT	Todd	324	1	324
2805	ZUMBROTA-MAZEPPA SCHOOL DISTRICT	Wabasha	1,129	1	1129
2835	JANESVILLE-WALDORF-PEMBERTON	Waseca	530		0 (zero)
		Lac Qui			
2853	LAC QUI PARLE VALLEY SCHOOL DIST.	Parle	973	2	487
2854	ADA-BORUP PUBLIC SCHOOL DISTRICT	Norman	534	1	534
2856	STEPHEN-ARGYLE CENTRAL SCHOOLS	Marshall	365		0 (zero)
2859	GLENCOE-SILVER LAKE SCHOOL DISTRICT	McLeod	1,676		0 (zero)
2860	BLUE EARTH AREA PUBLIC SCHOOL	Faribault	1,232	4	308
2884	RED ROCK CENTRAL SCHOOL DISTRICT	Cottonwood	475		0 (zero)
2886	GLENVILLE-EMMONS SCHOOL DISTRICT	Freeborn	361	1	361
2887	MCLEOD WEST PUBLIC SCHOOL DISTRICT	McLeod	401		0 (zero)
2888	CLINTON-GRACEVILLE-BEARDSLEY	Big Stone	403		0 (zero)
2889	LAKE PARK AUDUBON SCHOOL DISTRICT	Becker	647	1	647

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2890	RENVILLE COUNTY WEST SCHOOL DIST.	Renville	631	1	631
2895	JACKSON COUNTY CENTRAL SCHOOL DIST.	Jackson	1,154	2	577
2897	REDWOOD AREA SCHOOL DISTRICT	Redwood	1,277	2	639
2898	WESTBROOK-WALNUT GROVE SCHOOLS	Cottonwood	551		0 (zero)
2899	PLAINVIEW-ELGIN-MILLVILLE	Wabasha	1,581	2	791
2902	RTR PUBLIC SCHOOLS	Carver	561		0 (zero)
4000	CITY ACADEMY	Ramsey	117		0 (zero)
4001	BLUFFVIEW MONTESSORI	Winona	202		0 (zero)
4003	NEW HEIGHTS SCHOOL, INC.	Washington	117		0 (zero)
4004	CEDAR RIVERSIDE COMMUNITY SCHOOL	Hennepin	106	1	106
4005	METRO DEAF SCHOOL	Ramsey	59	1	59
4006	SKILLS FOR TOMORROW CHARTER SCHOOL	Ramsey	81	2	41
4007	MINNESOTA NEW COUNTRY SCHOOL	Sibley	109		0 (zero)
4008	PACT CHARTER SCHOOL	Anoka	560	1	560
4011	NEW VISIONS CHARTER SCHOOL	Hennepin	236	1	236
4012	EMILY CHARTER SCHOOL	Crow Wing	60		0 (zero)
4015	COMMUNITY OF PEACE ACADEMY	Ramsey	596	2	298
4016	WORLD LEARNER CHARTER SCHOOL	Carver	152		0 (zero)
4017	MINNESOTA TRANSITIONS CHARTER SCH	Carver	1,276		0 (zero)
4018	ACHIEVE LANGUAGE ACADEMY	Ramsey	398		0 (zero)
4020	DULUTH PUBLIC SCHOOLS ACADEMY	Saint Louis	797	3	266
4025	CYBER VILLAGE ACADEMY	Ramsey Yellow	124		0 (zero)
4026	E.C.H.O. CHARTER SCHOOL	Medicine	173		0 (zero)
4027	HIGHER GROUND ACADEMY	Ramsey	479		0 (zero)
4028	ECT' NOMPA WOONSPE	Renville	32		0 (zero)
4029	NEW SPIRIT SCHOOLS	Ramsey	352	1	352
4030	ODYSSEY CHARTER SCHOOL	Hennepin	190		0 (zero)
4031	JENNINGS EXPERIENTIAL HIGH SCHOOL	Ramsey	67		0 (zero)
4032	HARVEST PREP SCHOOL/SEED ACADEMY	Hennepin	319		0 (zero)

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4035	CONCORDIA CREATIVE LEARNING ACADEMY	Ramsey	170		0 (zero)
4036	FACE TO FACE ACADEMY	Ramsey	66		0 (zero)
4038	SOJOURNER TRUTH ACADEMY	Hennepin	271		0 (zero)
4039	HIGH SCHOOL FOR RECORDING ARTS	Ramsey	230	1	230
4042	TWIN CITIES ACADEMY	Ramsey	186		0 (zero)
4043	MATH & SCIENCE ACADEMY	Washington	312		0 (zero)
4044	HEART OF THE EARTH CHARTER	Hennepin	233	1	233
4045	LAKES AREA CHARTER SCHOOL	Douglas	67		0 (zero)
4048	GREAT RIVER EDUCATION CENTER	Stearns	30		0 (zero)
4049	NORTHWEST PASSAGE HIGH SCHOOL	Hennepin	144		0 (zero)
4050	LAFAYETTE PUBLIC CHARTER SCHOOL	Nicollet	82		0 (zero)
4052	FOUR DIRECTIONS CHARTER SCHOOLS	Hennepin	106	1	106
4053	NORTH LAKES ACADEMY	Washington	182		0 (zero)
4054	LACRESCENT MONTESSORI ACADEMY	Houston	57		0 (zero)
4055	NERSTRAND CHARTER SCHOOL	Rice	153		0 (zero)
4056	ROCHESTER OFF-CAMPUS CHARTER HIGH	Olmsted	118		0 (zero)
4057	EL COLEGIO CHARTER SCHOOL	Hennepin	90	1	90
4058	SCHOOLCRAFT LEARNING COMMUNITY CHTR	Beltrami	158		0 (zero)
4059	CROSSLAKE COMMUNITY CHARTER SCHOOL	Crow Wing	113		0 (zero)
4061	STUDIO ACADEMY CHARTER SCHOOL	Olmsted	129		0 (zero)
4064	RIVERWAY LEARNING COMMUNITY CHTR	Winona	79		0 (zero)
4066	RIVERBEND ACADEMY	Blue Earth	98	1	98
4067	AURORA CHARTER SCHOOL	Hennepin	233		0 (zero)
4068	EXCELL ACADEMY CHARTER	Hennepin	287		0 (zero)
4070	HOPE COMMUNITY ACADEMY	Ramsey	516	1	516
4072	YANKTON COUNTRY CHARTER SCHOOL	Lyon	32		0 (zero)
4073	ACADEMIA CESAR CHAVEZ CHARTER SCH.	Ramsey	255		0 (zero)



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4074	AGRICULTURAL FOOD SCIENCE ACADEMY	Ramsey	216		0 (zero)
4075	AVALON SCHOOL	Ramsey	162		0 (zero)
4077	TWIN CITIES INTERNATIONAL ELEM SCH.	Hennepin	522		0 (zero)
4078	MN INTERNATIONAL MIDDLE CHARTER	Hennepin	291		0 (zero)
4079	FRIENDSHIP ACDMY OF FINE ARTS CHTR.	Hennepin	101		0 (zero)
4080	PILLAGER AREA CHARTER SCHOOL	Cass	42	1	42
4081	DISCOVERY PUBLIC SCHOOL FARIBAULT	Rice	47		0 (zero)
4082	BLUESKY CHARTER SCHOOL	Ramsey	260	1	260
4083	RIDGEWAY COMMUNITY SCHOOL	Winona	80		0 (zero)
4084	NORTH SHORE COMMUNITY SCHOOL	Saint Louis	260		0 (zero)
4085	HARBOR CITY INTERNATIONAL CHARTER	Saint Louis	213		0 (zero)
4086	WOODSON INSTITUTE FOR EXCELLENCE CH	Hennepin	251	1	251
4087	SAGE ACADEMY CHARTER SCHOOL	Hennepin	89		0 (zero)
4088	URBAN ACADEMY CHARTER SCHOOL	Ramsey	210	1	210
4089	NEW CITY SCHOOL	Hennepin	123		0 (zero)
4090	PRAIRIE CREEK COMMUNITY SCHOOL	Dakota	119		0 (zero)
4091	ARTECH	Rice	125		0 (zero)
4092	WATERSHED HIGH SCHOOL	Hennepin	110		0 (zero)
4093	NEW CENTURY CHARTER SCHOOL	McLeod	153		0 (zero)
4095	TRIO WOLF CREEK DISTANCE LEARNING	Chisago	101		0 (zero)
4097	PARTNERSHIP ACADEMY, INC.	Hennepin	196	1	196
4098	NOVA CLASSICAL ACADEMY	Ramsey	308		0 (zero)
4099	TAREK IBN ZIYAD ACADEMY	Dakota	301		0 (zero)
4100	GREAT EXPECTATIONS	Cook	39		0 (zero)
4101	MINNESOTA NORTH STAR ACADEMY	Ramsey	26		0 (zero)
4102	MINNESOTA INTERNSHIP CENTER	Hennepin	451		0 (zero)
4103	HMONG ACADEMY	Hennepin	380		0 (zero)
4104	LIBERTY HIGH SCHOOL	Anoka	175		0 (zero)
4105	GREAT RIVER SCHOOL	Stearns	173		0 (zero)
4106	TREKNORTH HIGH SCHOOL	Beltrami	160		0 (zero)

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4107	VOYAGEURS EXPEDITIONARY	Beltrami	71		0 (zero)
4108	GENERAL JOHN VESSEY JR LEADERSHIP	Dakota	101		0 (zero)
4109	SOBRIETY HIGH	Hennepin	152		0 (zero)
4110	MAIN STREET SCHOOL PERFORMING ARTS AUGSBURG ACADEMY FOR HEALTH	Hennepin	210		0 (zero)
4111	CAREERS ST PAUL CONSERVATORY PERFORMING	Ramsey	70		0 (zero)
4112	ART	Ramsey	298		0 (zero)
4113	FRASER ACADEMY	Hennepin	75		0 (zero)
4114	ASCENSION ACADEMY CHARTER SCHOOL	Renville	95		0 (zero)
4115	MINNEAPOLIS ACADEMY CHARTER SCHOOL	Hennepin	106		0 (zero)
4116	LAKES INTERNATIONAL LANGUAGE ADMY	Washington	369		0 (zero)
4118	KALEIDOSCOPE CHARTER SCHOOL	Sherburne	236		0 (zero)
4119	RIVER HEIGHTS CHARTER SCHOOL	Dakota	59		0 (zero)
4120	ST. CROIX PREPARATORY ACADEMY UBAH MEDICAL ACADEMY CHARTER	Washington	341		0 (zero)
4121	SCHOOL	Hennepin	217		0 (zero)
4122	EAGLE RIDGE ACADEMY CHARTER SCHOOL	Hennepin	203		0 (zero)
4123	DAKOTA AREA COMMUNITY CHARTER SCH	Dakota	52		0 (zero)
4124	BEACON ACADEMY WORTHINGTON AREA LANGUAGE	Hennepin	252		0 (zero)
4125	ACADEMY	Olmsted	103		0 (zero)
4126	PRAIRIE SEEDS ACADEMY	Hennepin	260		0 (zero)
4127	TEAM ACADEMY	Waseca	119		0 (zero)
4131	LIGHTHOUSE ACADEMY OF NATIONS	Hennepin	119		0 (zero)
4132	TWIN CITIES ACADEMY HIGH SCHOOL	Ramsey	65		0 (zero)
4133	BEACON PREPARATORY SCHOOL	Hennepin	34		0 (zero)
4135	ADAM ABDULLE ACADEMY	Olmsted	95		0 (zero)
4136	SOUL ACADEMY CHARTER SCHOOL	Hennepin	66		0 (zero)
4137	SWAN RIVER MONTESSORI CHARTER SCH	Wright	108		0 (zero)

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4138	MILROY AREA CHARTER SCHOOL	Redwood	45		0 (zero)
4139	LOVEWORKS ACADEMY FOR ARTS	Hennepin	279		0 (zero)
4140	YINGHUA ACADEMY	Hennepin	79		0 (zero)
4141	PAIDEIA ACADEMY CHARTER SCHOOL	Dakota	292		0 (zero)
4142	STRIDE ACADEMY CHARTER SCHOOL	Stearns	233		0 (zero)
4143	NEW MILLENNIUM ACADEMY CHARTER SCH	Hennepin	301		0 (zero)
4144	GREEN ISLE COMMUNITY SCHOOL	Sibley	68		0 (zero)
4145	BIRCH GROVE COMMUNITY SCHOOL	Hennepin	47		0 (zero)
4146	NORTHERN LIGHTS COMMUNITY SCHOOL	Itasca	109		0 (zero)
4148	ACADEMY OF BIOSCIENCES	Hennepin	160		0 (zero)
4149	CYGNUS ACADEMY	Anoka	78		0 (zero)
4150	MINNESOTA ONLINE HIGH SCHOOL	Hennepin	114		0 (zero)
4151	EDVISIONS OFF CAMPUS SCHOOL	Le Sueur	60		0 (zero)
4152	TWIN CITIES GERMAN IMMERSION CHRTR	Sibley	81		0 (zero)
4153	DUGSI ACADEMY	Ramsey	177		0 (zero)
4154	RECOVERY SCHOOL OF SOUTHERN MN	Steele	18		0 (zero)
4155	NAYTAHWAUSH COMMUNITY SCHOOL	Mahnomen	94		0 (zero)
4157	NEW SALEM ACADEMY	Norman	74		0 (zero)
4158	DAKOTA ACADEMY	Dakota	99		0 (zero)
4159	SEVEN HILLS CLASSICAL ACADEMY	Ramsey	245		0 (zero)
4160	SPECTRUM HIGH SCHOOL	Hennepin	66		0 (zero)
4161	NEW DISCOVERIES MONTESSORI ACADEMY	McLeod	79		0 (zero)
4162	SOUTHSIDE FAMILY CHARTER SCHOOL	Hennepin	90		0 (zero)
4163	LEARNING FOR LEADERSHIP CHARTER	Ramsey	158		0 (zero)
6004	FRESHWATER ED. DISTRICT	Crow Wing	151		0 (zero)
6012	ZUMBRO EDUCATION DISTRICT	Olmsted	67		0 (zero)
6013	HIAWATHA VALLEY ED. DISTRICT	Olmsted	111		0 (zero)
6014	RUNESTONE AREA ED. DISTRICT	Douglas	126	2	63
6018	MN RIVER VALLEY EDUCATION DISTRICT	Chippewa	100		0 (zero)

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6026	WEST CENTRAL EDUCATION DISTRICT	Stearns	32	1	32
6027	MN VALLEY EDUCATION DISTRICT	Nicollet	57	1	57
6042	ROOT RIVER EDUCATION DISTRICT	Fillmore	8		0 (zero)
6049	RIVER BEND EDUCATION DISTRICT	Brown	105		0 (zero)
6051	GOODHUE COUNTY EDUCATION DIST.	Goodhue	60	2	30
6065	METROPOLITAN LEARNING ALLIANCE	Hennepin	66		0 (zero)
6067	EAST METRO INTEGRATION DISTRICT	Ramsey	932	3	311
6069	WEST METRO EDUCATION PROGRAM	Hennepin	992	2	496
6072	VALLEY CROSSING COMMUNITY SCHOOL	Washington	754	1	754
6074	CENTRAL MINNESOTA JT. POWERS DIST.	Stearns	64		0 (zero)
6076	NORTHLAND LEARNING CENTER	Saint Louis	117		0 (zero)
6383	BENTON-STEARN'S ED. DISTRICT	Stearns	29	1	29
6979	MID STATE EDUCATION DISTRICT	Morrison	31	2	16

**Appendix 10**  
July 16, 2007

Minnesota State University, Mankato  
IRB Committee  
115 Alumni Foundation Center  
Mankato, MN 56001

Dear IRB Committee:

Attached is a copy of an IRB application, as you will note the data that will be collected is secondary public data. Therefore it is my understanding that this will require a Level I review. As stated in the application, enclosed is a letter of support from the Minnesota Board of Social Work Executive Director and MN State Statue 123.2 to 123.5 Section 133 directing the MN Board of SW to conduct this research.

Thanks you for your assistance in this review and if you have any questions please contact me on my cell phone 507 469 9679 or email address [christine.black-hughes@mnsu.edu](mailto:christine.black-hughes@mnsu.edu)

Sincerely,

Christine Black-Hughes Ph.D., LICSW

## Appendix 11

### Application for the Conduct of Research Involving Human Subjects

#### I. General Information

- a. **Principal Researcher:**  
Christine Black-Hughes, Ph.D., LICSW  
Department: Social Work  
  
**Address:**  
Minnesota State University, Mankato  
358 Trafton Science Center N.  
Mankato, MN 56001  
  
**Phone numbers:**  
Department: 507 389 6504  
Work: 507 389 5670  
Home: 507 257 3494  
**e-mail address:** [christine.black-hughes@mnsu.edu](mailto:christine.black-hughes@mnsu.edu)
- b. **Secondary Researcher: N/A**  
  
**Name:**  
**Address:**  
**Phone number:**  
**e-mail address:**
- c. **Whom the IRB should contact regarding this proposal:**  
Christine Black-Hughes, Ph.D., LICSW
- d. **Project Title:**  
Minnesota Board of Social Work Study and Recommendations,  
December 15, 2008
- e. **Proposed study dates:**  
Proposed study dates are from August 1, 2007 or after receipt of  
written approval from the MN Board of Social Work (MN Board  
of SW) to May 2008. The date of approval may occur in July,  
2007.
- f. **Location of project:**  
Secondary Data (an Excel list of the Licensed Social Workers in  
MN) will be provided to the principal researcher electronically  
from the MN Board of SW. The principal researcher will work

with this data at MSU, Mankato's specifically, 334 Trafton Science Center N or at her residence 400 Thomas Drive, Eagle Lake, MN 56024.

1. The Graduate students will work with the data in the GIS laboratory at MSU, Mankato.
2. Please note a letter of support for this project from the Director of the MN Board of SW, Mr. Frank Merriman is in Appendix A.

**g. Source of funding:**

All expenses will be invoiced to the MN Board of Social Work. The cost of the Graduate Student will be paid for by the MN Board of SW at the rate of \$10.00 per hour for a maximum of 30 hours or a total of \$300.00. Additional Graduate Student expenses must be approved by the MN Board of SW up to a maximum of \$1,000.

**II. General Purpose of Research Project**

**a. Why are you doing the project?**

The purpose of this project is to fulfill a request from the Minnesota State Legislation as indicated in MN State Statute 123.22 to 123.25 Section 133 (Please see Appendix B for the complete statute).

“The Board of Social Work shall study and make recommendations to the legislature by December 15, 2008, on how to increase the numbers of licensed social worker serving underserved communities and culturally and ethnically diverse communities” (MN State Statutes, 2007, 126.22 to 126.25, Sec. 133)

**b. What do you hope to find out?**

The principal researcher hopes to establish a geographical baseline of the locations of licensed social workers, county, and state social service workers in correspondence with specific groups of populations. In order to discover the locations of the underserved populations by licensed social workers in the State of Minnesota.

**c. What are you going to do?**

The principal researcher along with the Graduate Students plan to import the work and home addresses of the licensed social workers (all for levels of practice) on to a map of the state of MN.

Licensed Social Worker – BSW + exam

Licensed Graduate Social Worker – MSW + exam

Licensed Independent Social Worker – MSW, exam + two years post (researcher, administrator, and/or educator)

Licensed Independent Clinical Social Worker – MSW, exam + two years post.  
This is public information that is accessible on the MN Board of SW's webpage,  
<http://www.socialwork.state.mn.us/> .

The licensure information will be combined with population data from the MN Department of Demographics and the US Census Bureau. Several maps will be developed and the maps will include the following data: The MN Department of Demographics' web address is:  
<http://www.demography.state.mn.us/Census2000.html> The US Census Bureau web address is: <http://www.census.gov/popest/datasets.html>

The first series of maps will include the licensure and population data (from the US Department of the Census Bureau. First work address and then home addresses will be mapped.

- 1<sup>st</sup> Map – Number of LSWs and population by county
- 2<sup>nd</sup> Map – Number of LGSWs and population by county
- 3<sup>rd</sup> Map – Number of LISWs and population by county
- 4<sup>th</sup> Map – Number of LICSWs and population by county
- 5<sup>th</sup> Map – Total number of Licensed Social Workers and population by county

The second series of maps will include licensure and estimated racial population (from the MN Department of Demographics). First work address and then home addresses will be mapped.

- 1<sup>st</sup> Map – Number of LSWs and estimated racial population by county
- 2<sup>nd</sup> Map – Number of LGSWs and estimated racial population by county
- 3<sup>rd</sup> Map – Number of LISWs and estimated racial population by county
- 4<sup>th</sup> Map – Number of LICSWs and estimated racial population by county
- 5<sup>th</sup> Map – Total number of Licensed Social Workers and estimated racial population by county

The third series of maps will include licensure and school district data from the MN Department of Demographics to capture the numerous different languages spoken in specific locations. These maps will provide the best estimated locations of cultural data. Specific cultural data is not collected by the state or the federal government. Therefore school district data will be utilized. First work address and then home addresses will be mapped. The MN Department of Demographics' language web address is: <http://cfl.state.mn.us/datactr/language/index.htm>

- 1<sup>st</sup> Map – Number of LSWs and language data by school district
- 2<sup>nd</sup> Map – Number of LGSWs and language data by school district
- 3<sup>rd</sup> Map – Number of LISWs and language data by school district
- 4<sup>th</sup> Map – Number of LICSWs and language data by school district
- 5<sup>th</sup> Map – Total number of Licensed Social Workers and language data by school district



The fourth series of maps will include Department of Human Services County and State employees (DHS C & S). The principal researcher will compare the Excel files of the DHS C & S) with the Excel files from the MN Board of SW to eliminate duplication of social workers (county and state social service employees are excepted from licensure but many are licensed) and DHS social service workers.

- 1<sup>st</sup> Map – Number of Child Welfare workers and population
- 2<sup>nd</sup> Map – Number of Child Welfare workers and race
- 3<sup>rd</sup> Map – Number of Child Welfare workers and language
- 4<sup>th</sup> Map – Number of Mental Health workers and population
- 5<sup>th</sup> Map - Number of Mental Health workers and race
- 6<sup>th</sup> Map - Number of Mental Health workers and language
- 7<sup>th</sup> Map – Number of Developmental Disabilities workers and population
- 8<sup>th</sup> Map - Number of Developmental Disabilities workers and race
- 9<sup>th</sup> Map - Number of Developmental Disabilities workers and language
- 10<sup>th</sup> Map – Number of State Social Services Workers and population
- 11<sup>th</sup> Map - Number of State Social Services Workers and race
- 12<sup>th</sup> Map - Number of State Social Services Workers and language

The last series of maps will be a combination of the licensed, county, and state workers with the Excel files.

- 1<sup>st</sup> Map – Licensed, county and state workers with population
- 2<sup>nd</sup> Map - Licensed, county and state workers with race
- 3<sup>rd</sup> Map - Licensed, county and state workers with language

The information gathered by utilizing the GIS with the licensure, population, race, and language will be analyzed to determine the social service underserved areas through the eyes of the federal, state, and National Association of Social Workers recommendations for client worker ratios. This part of the literature review will include the State of MN Department of Human Services Annual Report 2006/7. This report will be used to apply the actual total number of clients within specific fields of practice. The data from the Annual Report will provide a more complete analysis.

The literature review will be conducted for other resources that defined underserved areas such as the federal definition of Identified Medically Underserved Areas in Minnesota as defined by the state or federal government.

The literature review will also include methods and recommendations for “how to increase the numbers of licensed social worker serving underserved communities and culturally and ethnically diverse communicates” (MN State Statues, 2007 126.22 to 126.25, Sec. 133).

The principal worker will provide the data collected for the Board for the Board's Final Report to the Minnesota Legislature due December 15, 2008.

**d. How will data be obtained?**

The licensure data will be provided to the principal researcher in an Excel file either through email or jump drive. The data will be in five different files, a file with only the LSWs, LGSWs, LISWs, LICSWs and a file with all of the levels of practice. Each of the files will contain home and work address, and the level of licensure of the licensed social workers in the state of MN.

The race and population data will be down loaded from the US Census Bureau's webpage in an Excel file.

The language data will be down loaded from the MN Department of Demographics' webpage in an Excel file.

**e. What will happen to subjects and the data they provide?**

No subjects will be directly contacted therefore nothing will happen to the subjects. The data provided by the different state and federal departments will be kept on the principal researcher's computer. The principal researcher is the only person with the "user's" name and password; therefore the data will be kept safe.

The principal researcher will put the data on a jump drive for the graduate student to utilize in the GIS lab at MSU, Mankato. The graduate student will return the jump drive to the principal researcher.

The raw data will be provided to the Board of Social Work for such uses as the Board may determine.

**f. How will subjects be selected or recruited?**

There are no specific participants but the data from the MN Board of SW and DHS C & S is considered total population samples. The data will be provided by the county and state agencies.

**g. What are the potential risks and benefits to the subjects? How will these risks be managed and minimized? In addition to physical harm, potential risks may include emotional stress and discomfort, and undesirable social, economic, and financial consequences.**

There are no potential risks and benefits to the subjects. Since there are no subjects or contact there is no potential physical harm, potential risks that may include emotional stress and discomfort, and undesirable social, economic, and financial consequences.

**III. Description of Subjects**

- a. Ages of subject:** N/A
- b. Number of subjects:** N/A
- c. Characteristics of subjects:** N/A

**IV. Protection of Subjects' Rights**

- a. How will the subjects be informed of the intent of study, potential risks to them, and their rights regarding participation? N/A
- b. How and where will consent documents be maintained? N/A
- c. How will privacy, confidentiality and/or anonymity be protected? N/A

**V. Signatures**

**In making this application, I certify that I have read and understand the Policies and Procedures for Projects that Involve Human Subjects, and that I intend to comply with the letter and spirit of the University Policy. Changes in the protocol will be submitted to the IRB for approval prior to these changes being put into practice. Informed consent/assent records of the participants will be kept for at least three years after the completion of the research.**

**Principal Researcher:**

**Christine Black-Hughes, Ph.D., LICSW**

**Date**

**Secondary Researchers:**

**Appendix 12: Minnesota State University, Mankato's IRB Letter of Approval**



July 18, 2007

Christine Black-Hughes, Ph.D., LICSW  
Social Work Department  
358 Trafton Science Center N.  
Minnesota State University, Mankato

Re: IRB Proposal, Log #3083 entitled "*Minnesota Board of Social Work Study and Recommendations, December 15, 2008*"

Your IRB Proposal has been approved as of July 18, 2007. On behalf of the Institutional Review Board I wish you success with your study. Remember that you must seek approval for any changes in your study, its design, funding source, consent process, or any part of the study that may affect participants in the study. Should any of the participants in your study suffer a research-related injury or other harmful outcome, you are required to report them to the IRB as soon as possible.

The approval of your study is for one calendar year from the approval date. When you complete your data collection, or should you discontinue your study, you must notify the IRB. Please include your log number with any correspondence with the IRB.

This approval is considered final when the full IRB approves the monthly decisions and active log. The IRB reserves the right to review each study as part of its continuing review process. Continuing reviews are usually scheduled, however under some conditions the IRB may choose not to announce a continuing review.

Sincerely,

A handwritten signature in dark ink, appearing to read "Dr. Anne Blackhurst".

Dr. Anne Blackhurst  
IRB Administrator

cc: file

**Appendix 13: Response from Minnesota School Social Workers Association**

RECEIVED

JUN 30 2008

STATE OF MN  
BOARD OF SOCIAL WORK

June 25, 2008

Dear Members of the Board of Social Work:

I am writing to you in response to the *Legislative Mandate Report: Identification of Underserved Areas Served by Persons Licensed as Social Workers in Minnesota*. The Minnesota School Social Workers Association (MSSWA) is in agreement with the basic findings that the state of Minnesota needs more licensed social workers and that there is a need for more licensed social workers who are members of "ethnic minority populations."

The report's section, *School Social Work Findings*, introduces the National Association of Social Worker's *Recommendations for School Social Worker Student Ratios* in Table 2.6. and cites the figure of "500 students to one licensee to work solely with the general student population." The table identifies several possible ratios of social workers to students, ranging from 1:2000 to 1:50.

MSSWA is opposed to the use of ratios in determining the hiring or assignment of school social workers within a school or school district. The reasons for this are two-fold. First, MSSWA believes that schools and school districts should have the discretion to higher student support staff (including school social workers, nurses, chemical health specialists, school psychologists, and school counselors) based on the presenting needs of their populations. This rationale stems from the outcomes of the Student Support Services Task Force through the Minnesota Department of Education that concluded in 2006. The task force recommended that workload not ratios should be one of the determining factors in the hiring of school social workers.

Second, many of the ratios cited are not workable caseloads under any circumstance. While the school social worker might not need to work with every single student in the general population, it is not unusual for a school social worker to have contact with more than 100 general education students within a school year for various reasons (crisis, mental health needs, attendance, ongoing interventions and other assigned duties). These high ratios (even the lowest at 1:50 cited for special education students) does not allow for best practice services for students.

In the future, MSSWA requests that we be contacted regarding issues related to school social work practice in Minnesota. Additional information could also be obtained from the School Social Work Association of America.

Sincerely,

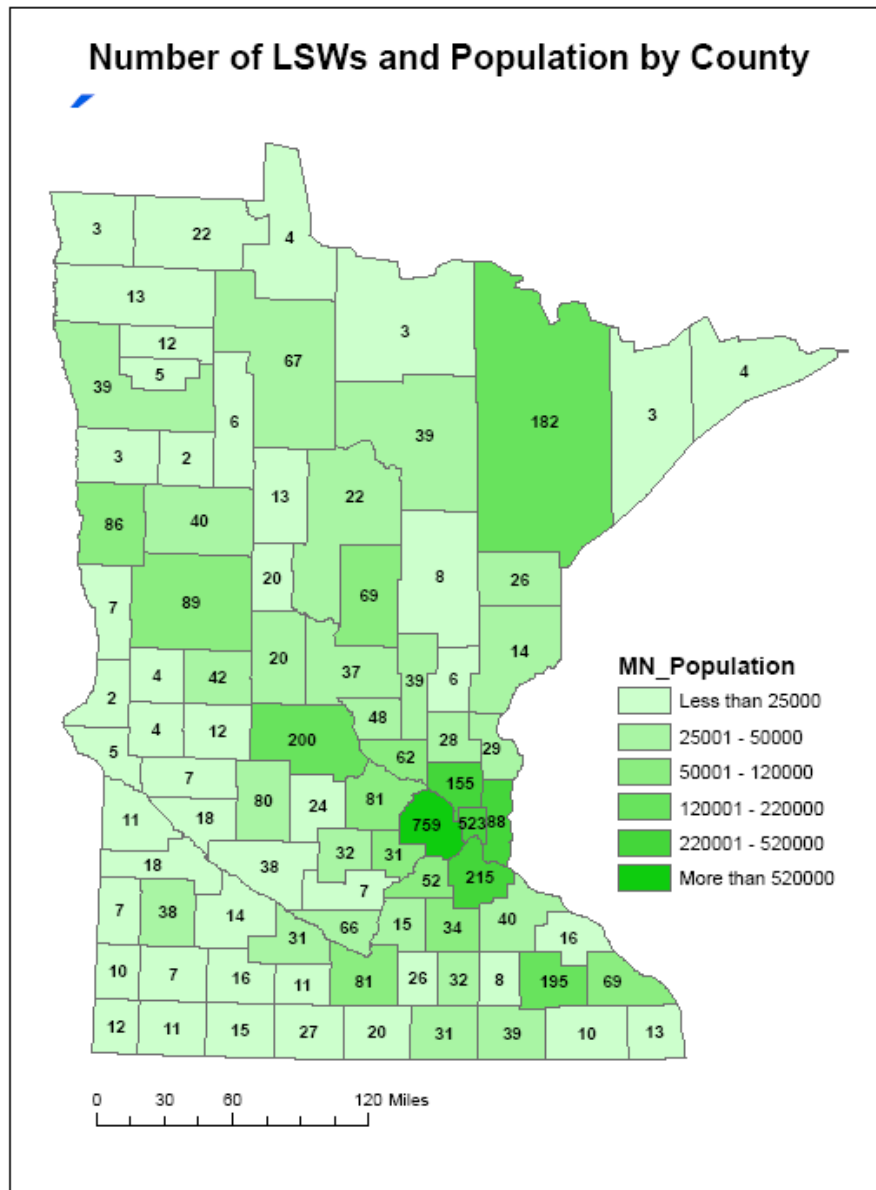


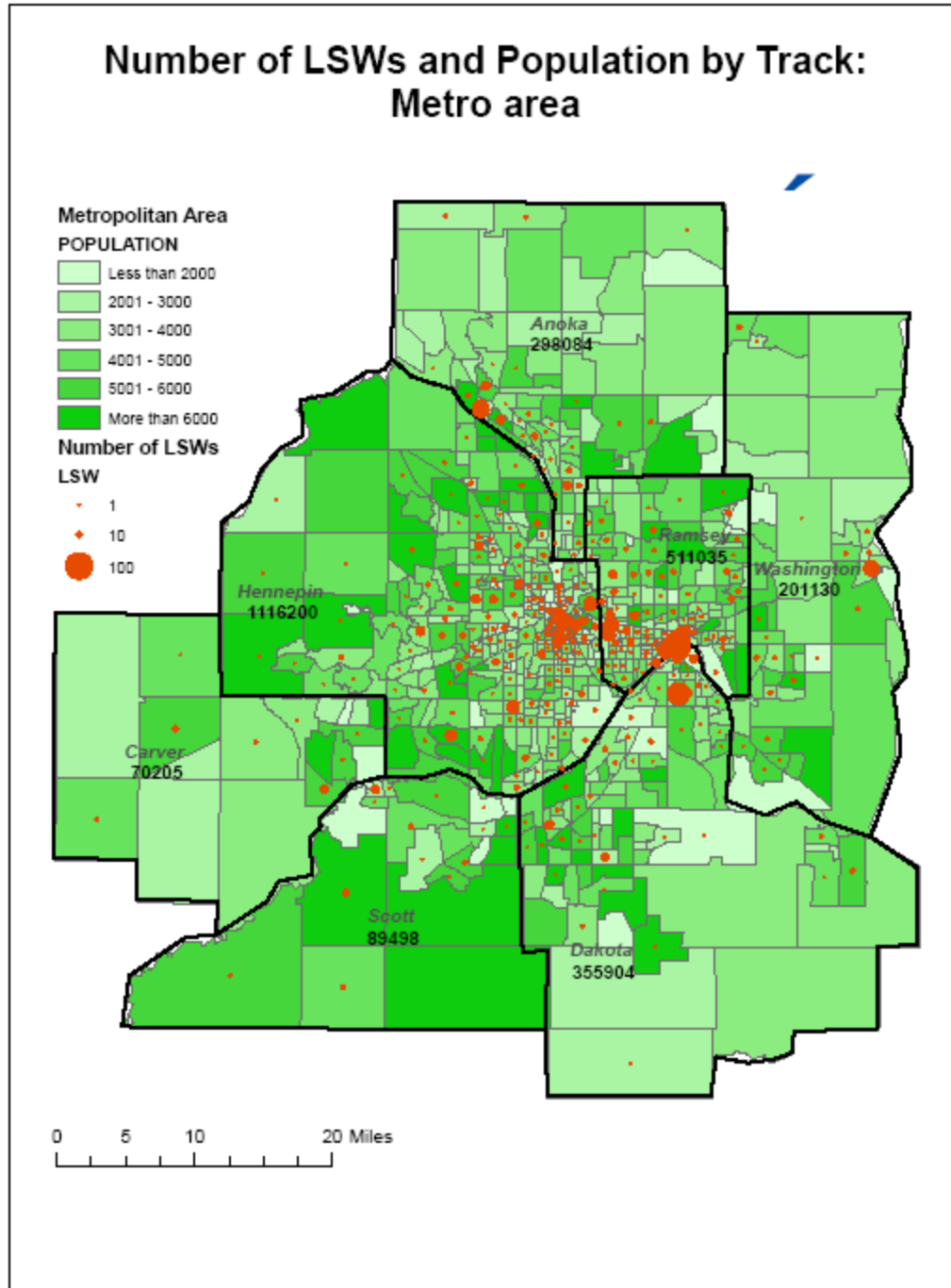
Heather Alden-Pope, LICSW  
President, MSSWA

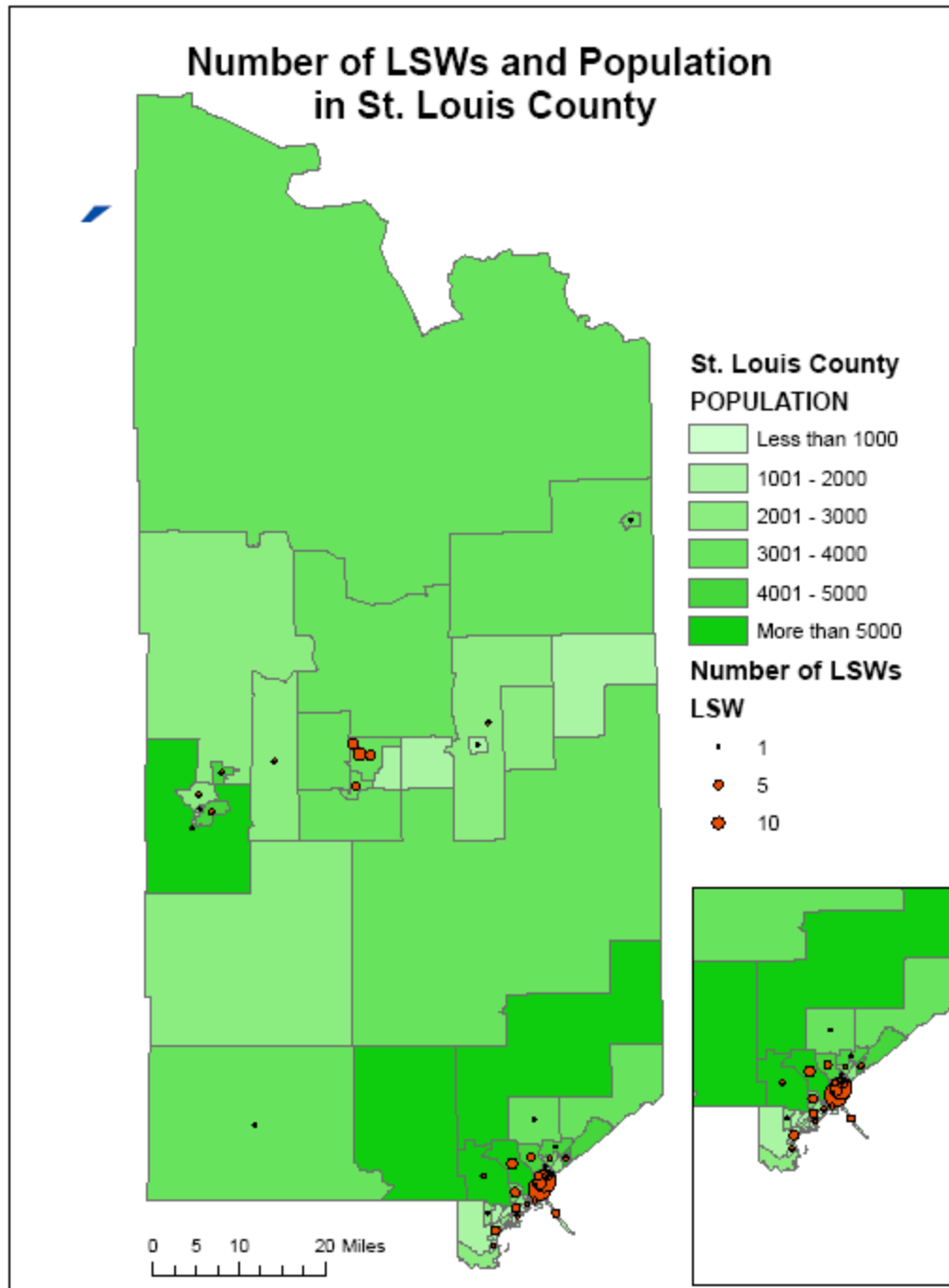


Sara Lovat, LICSW  
MSSWA Representative, BOSW Advisory Committee

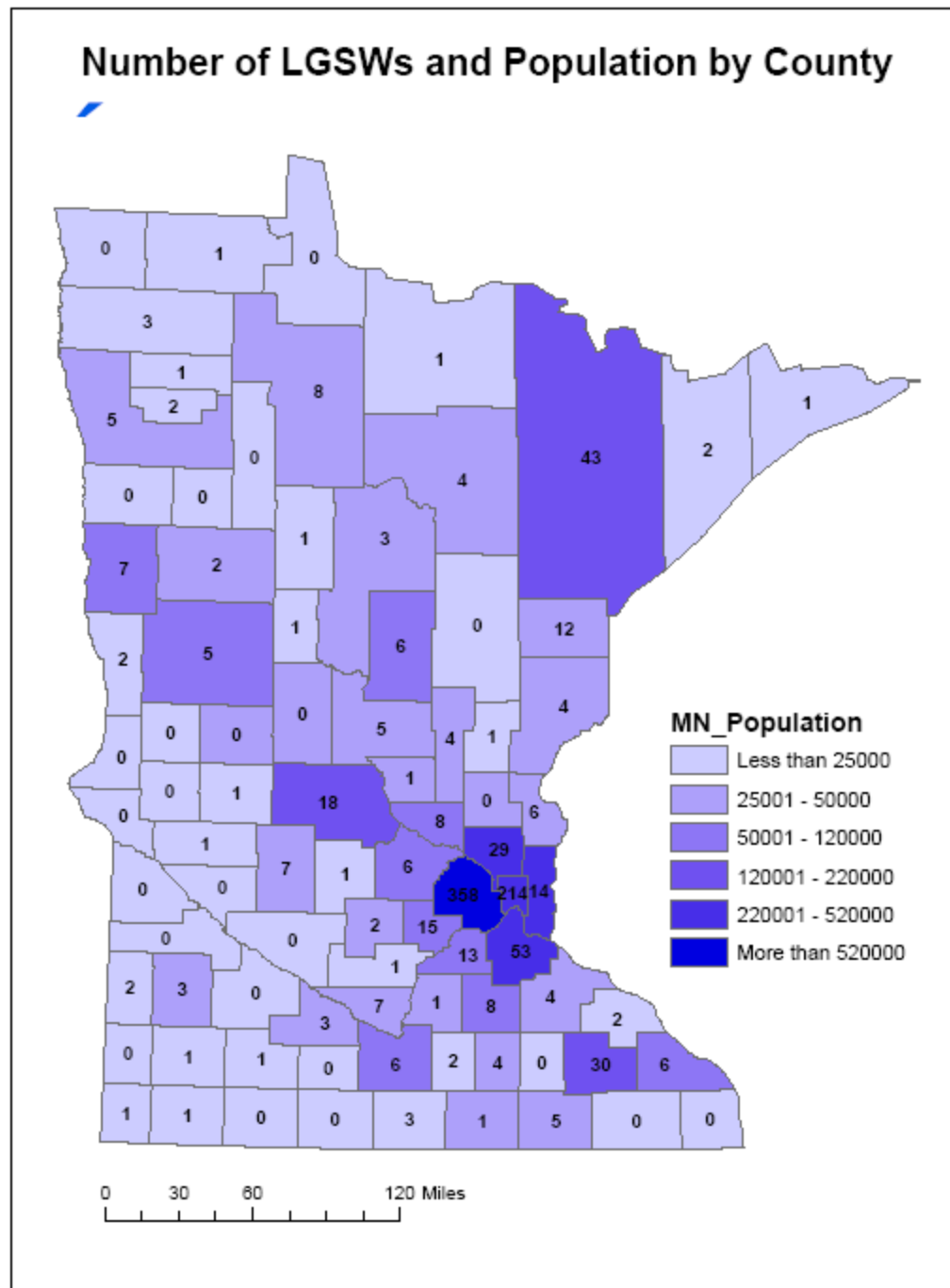
Cc: Christine Black-Hughes

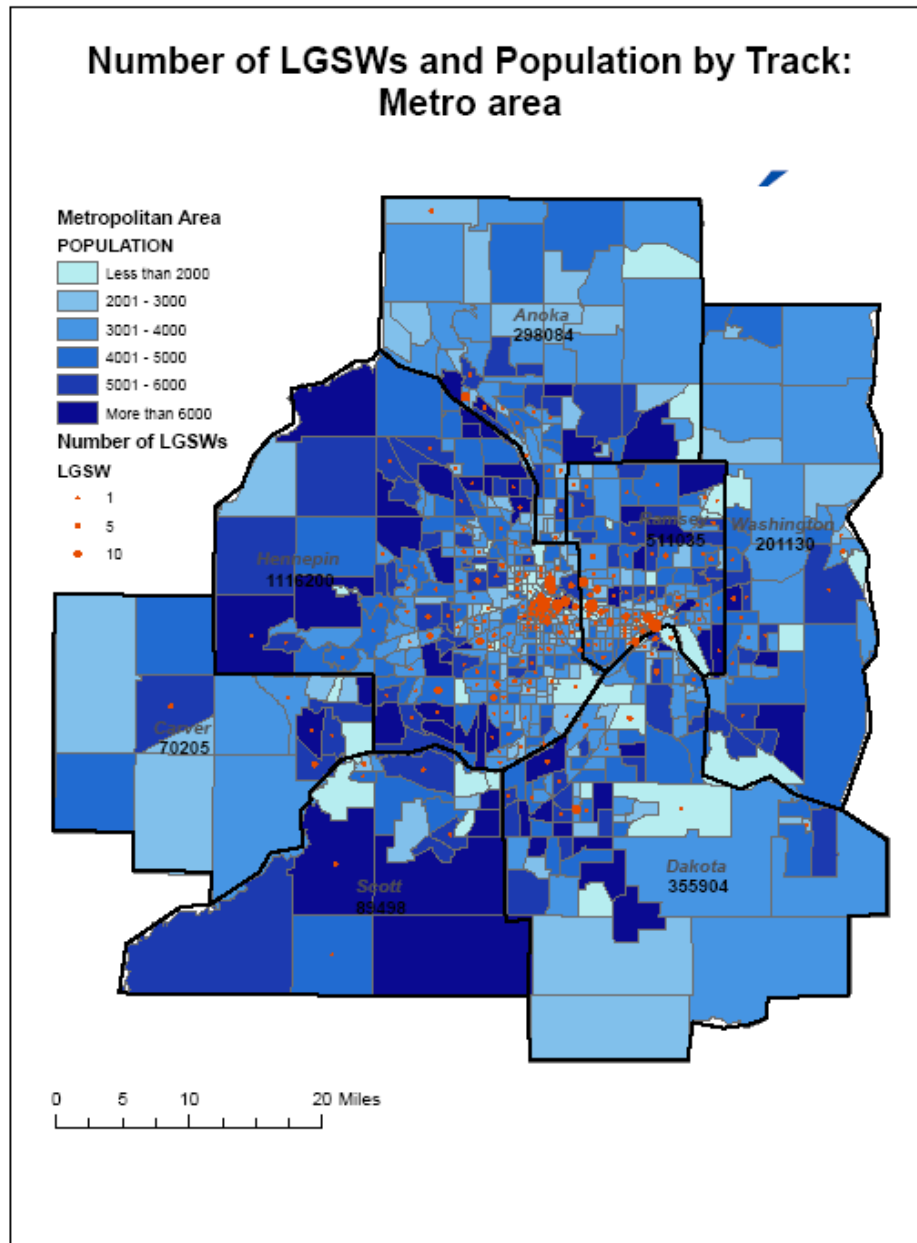


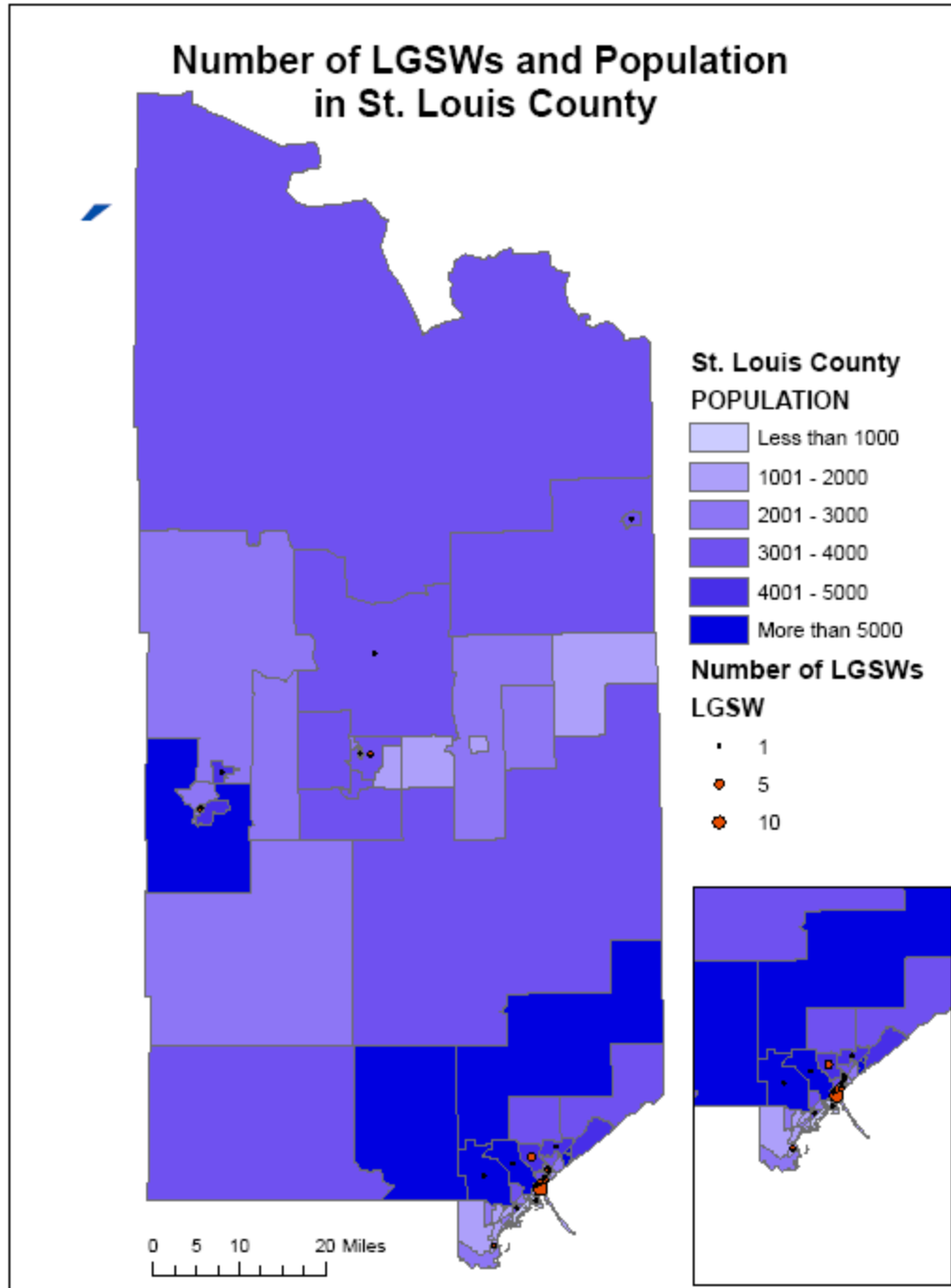


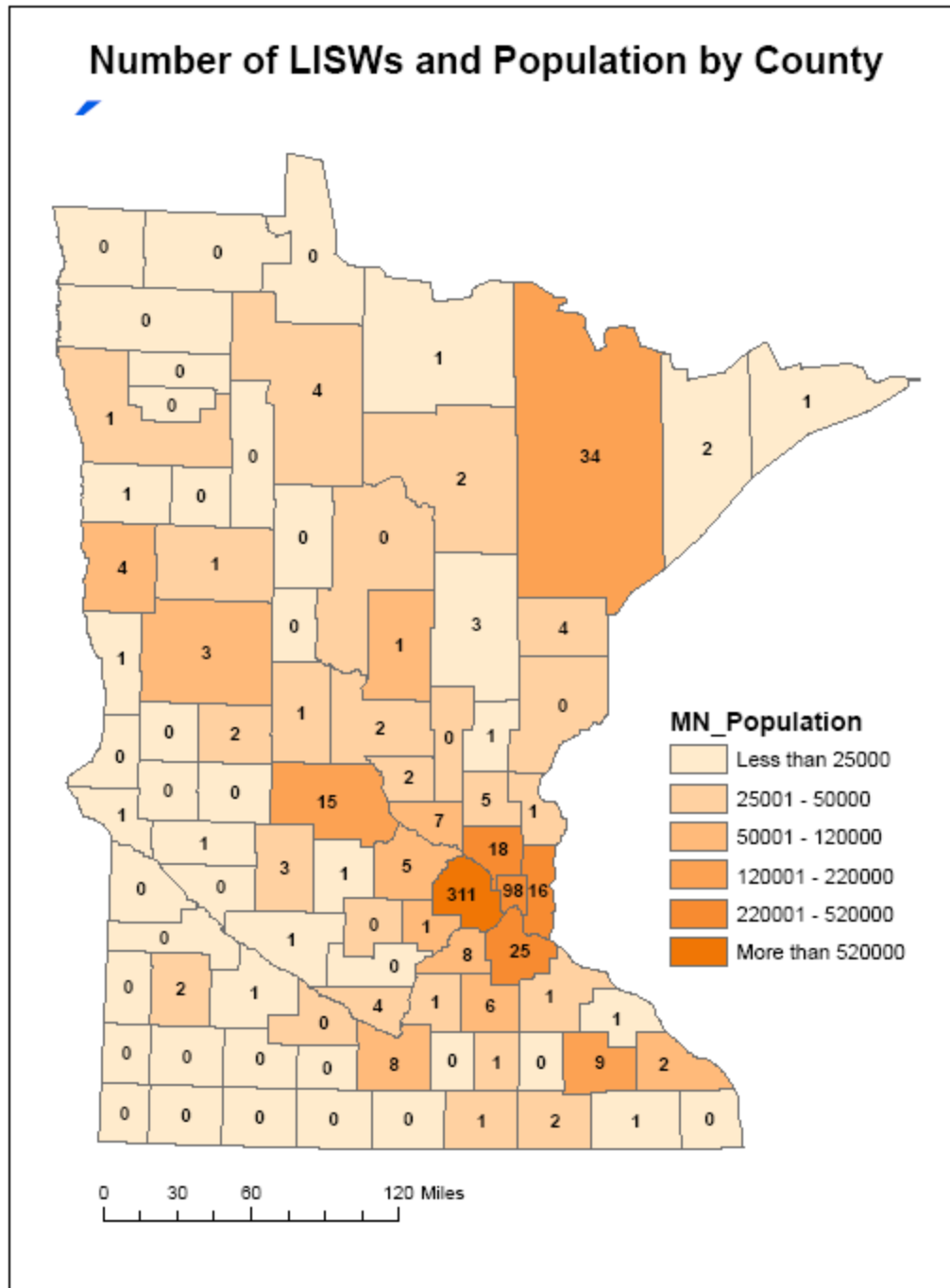


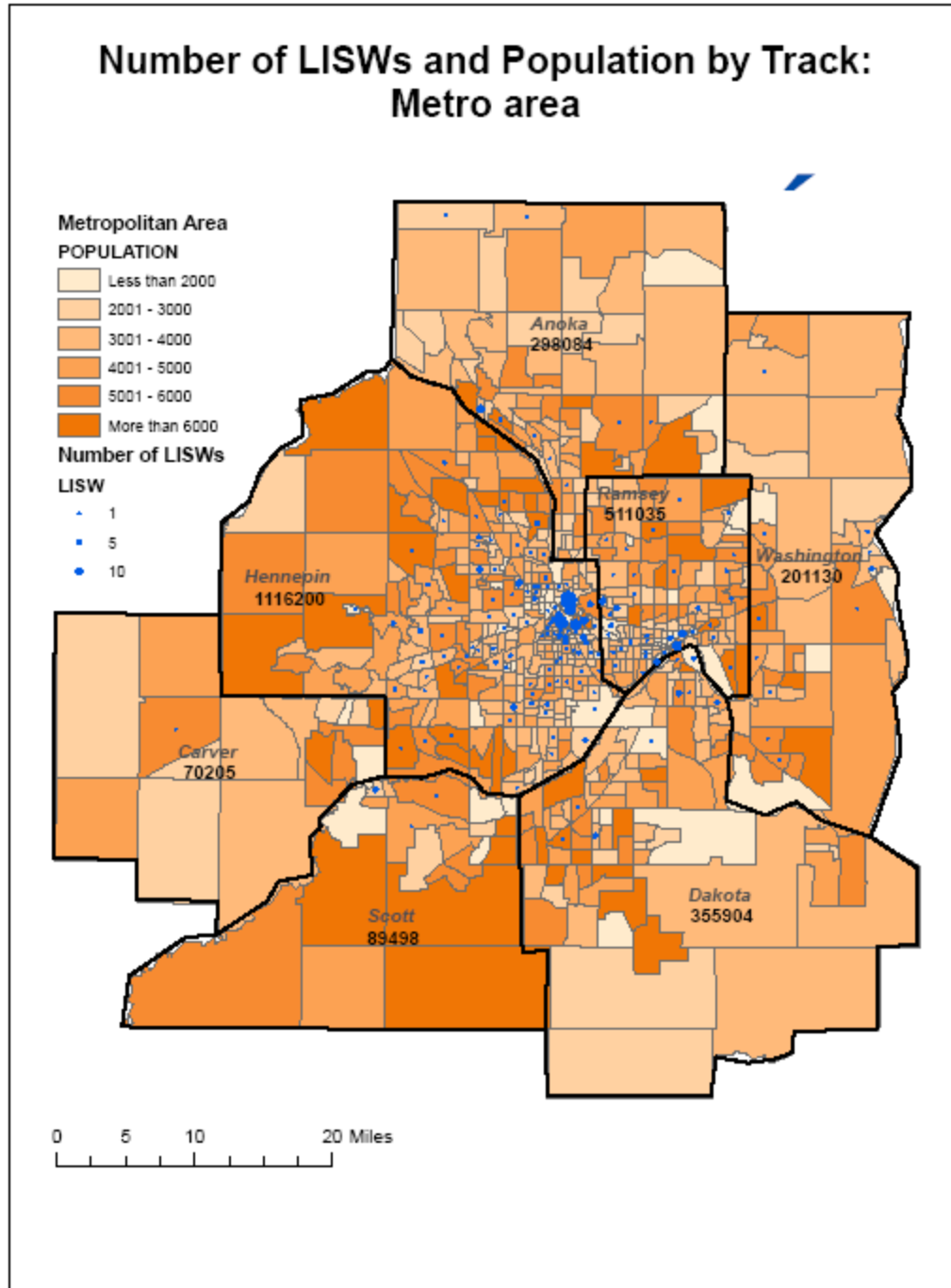


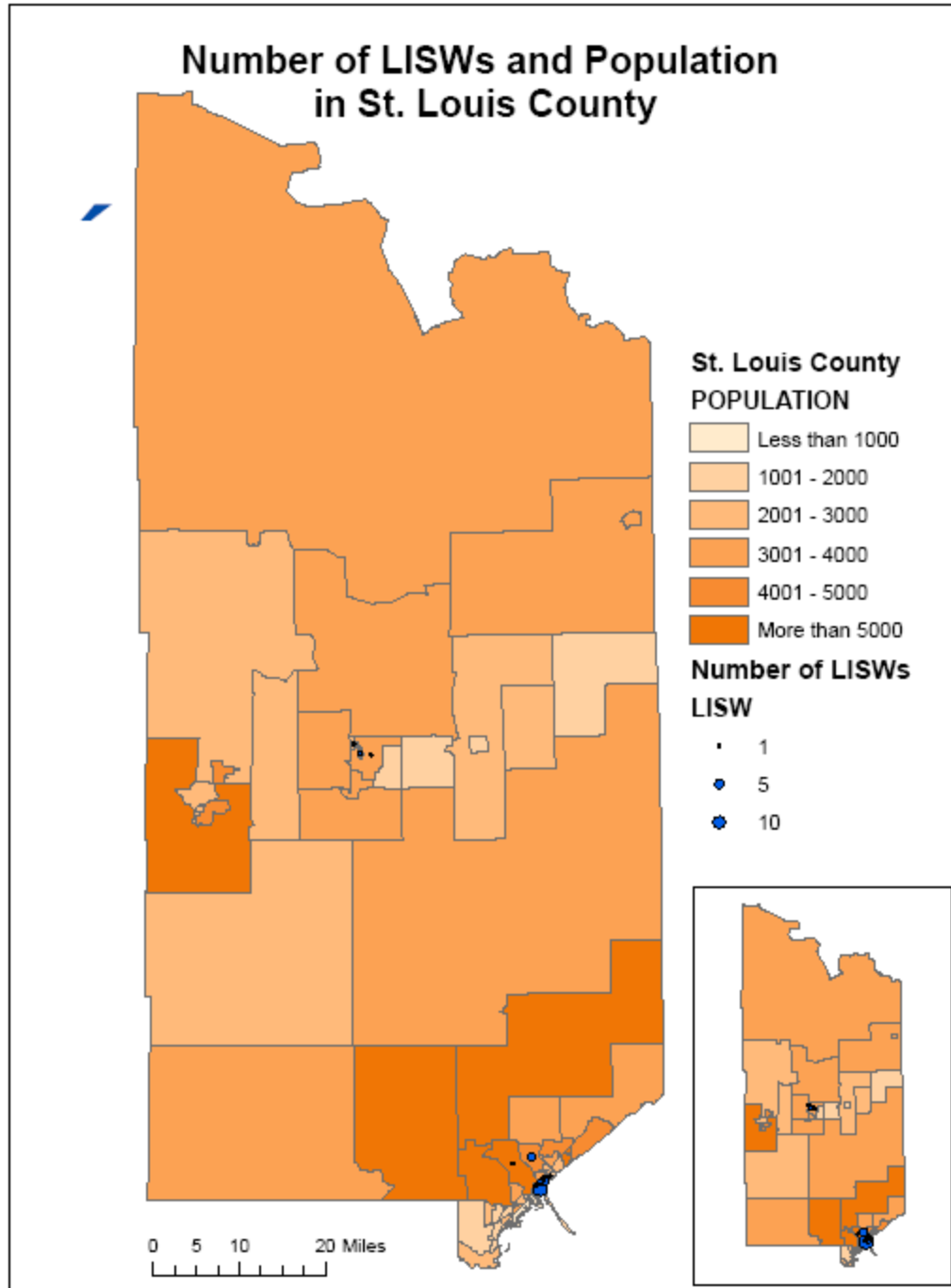


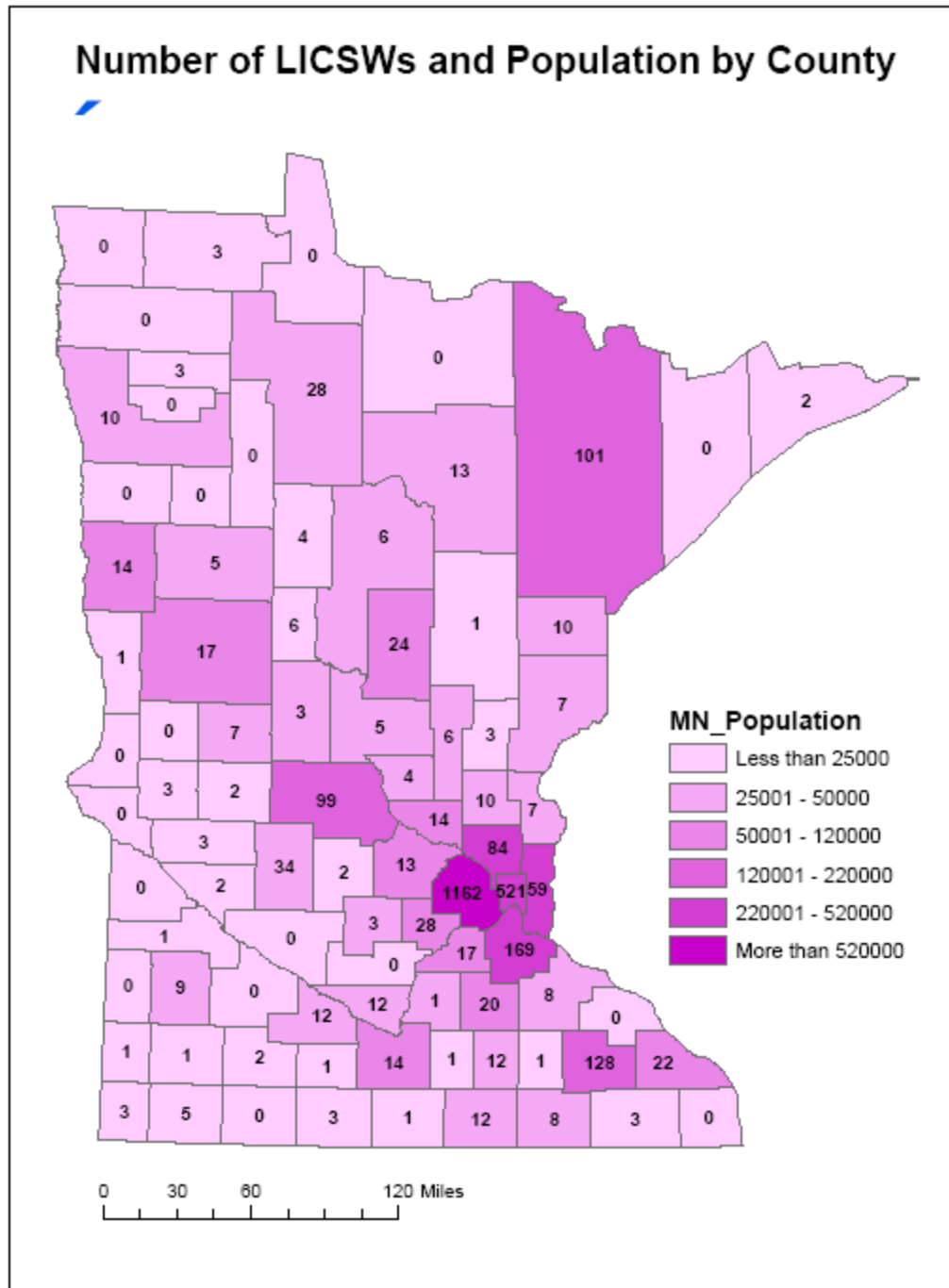


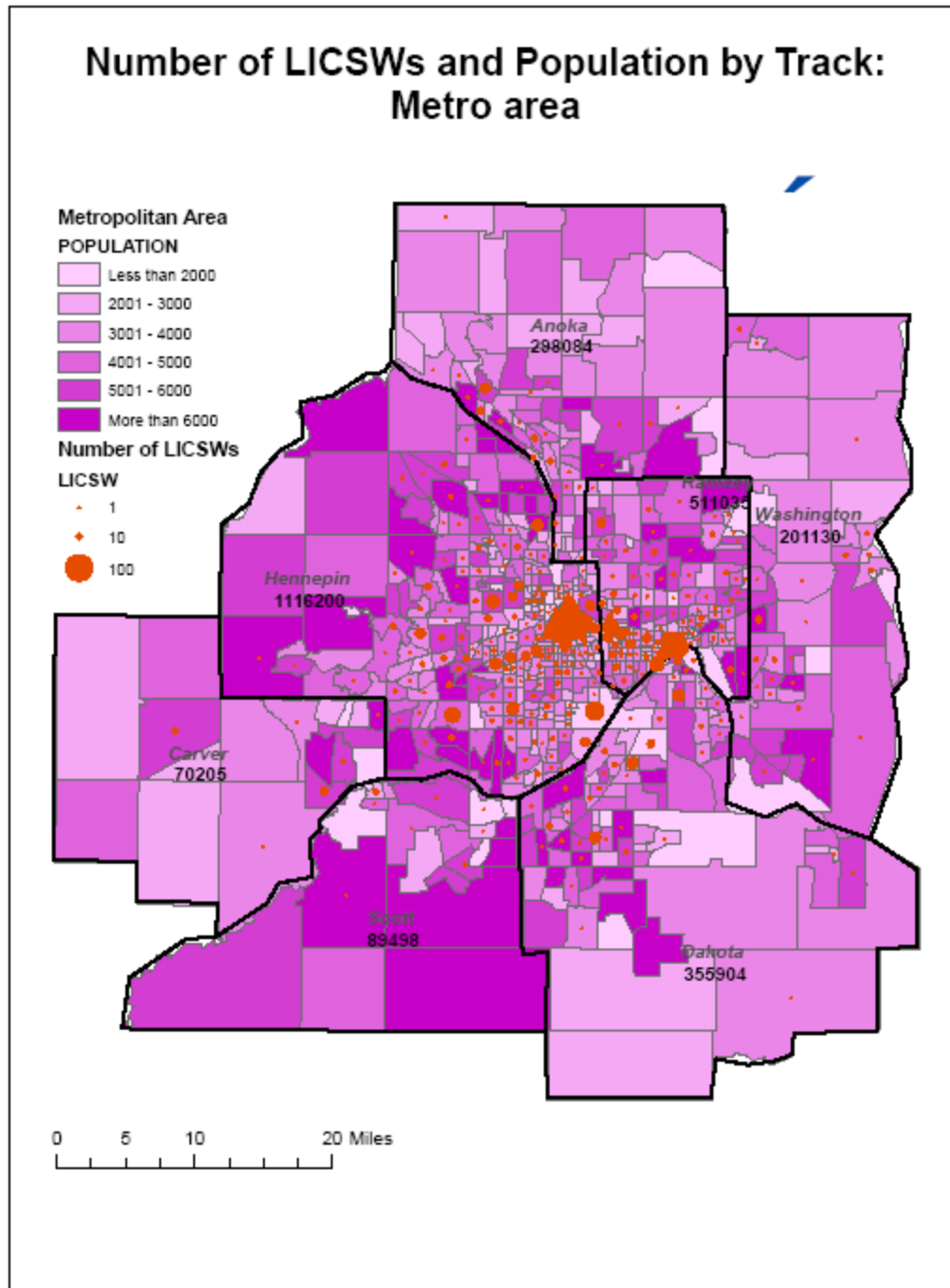




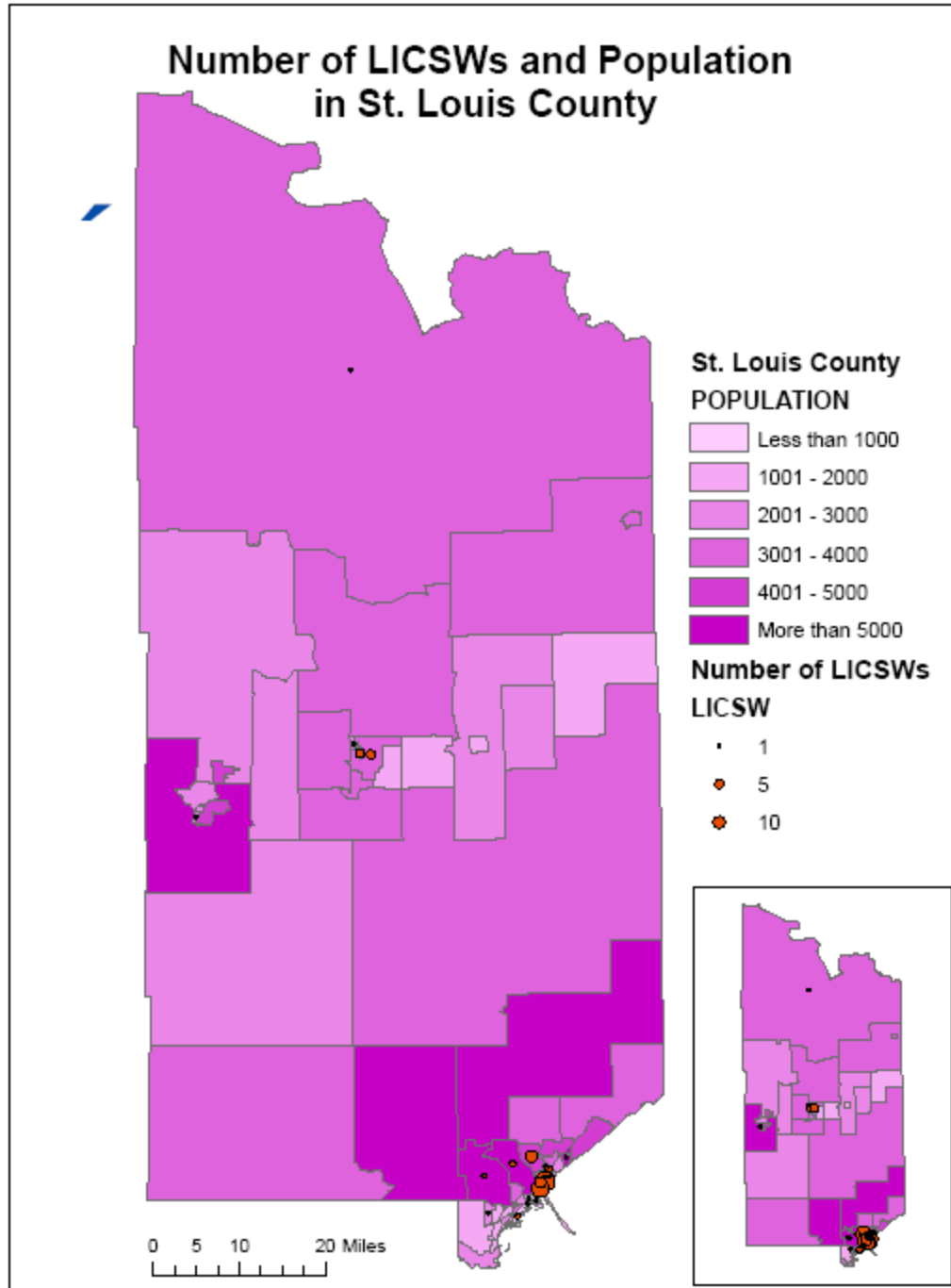


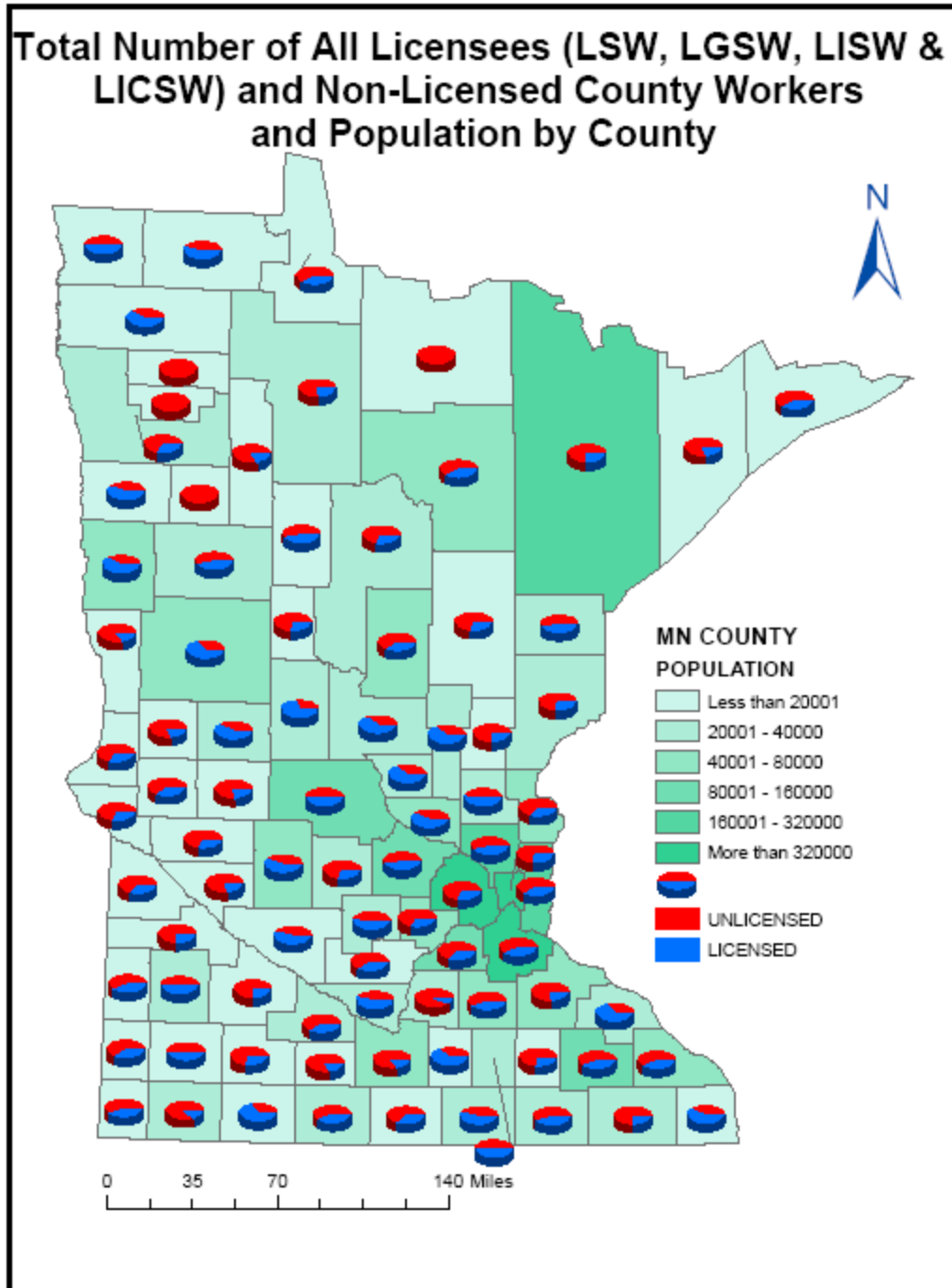


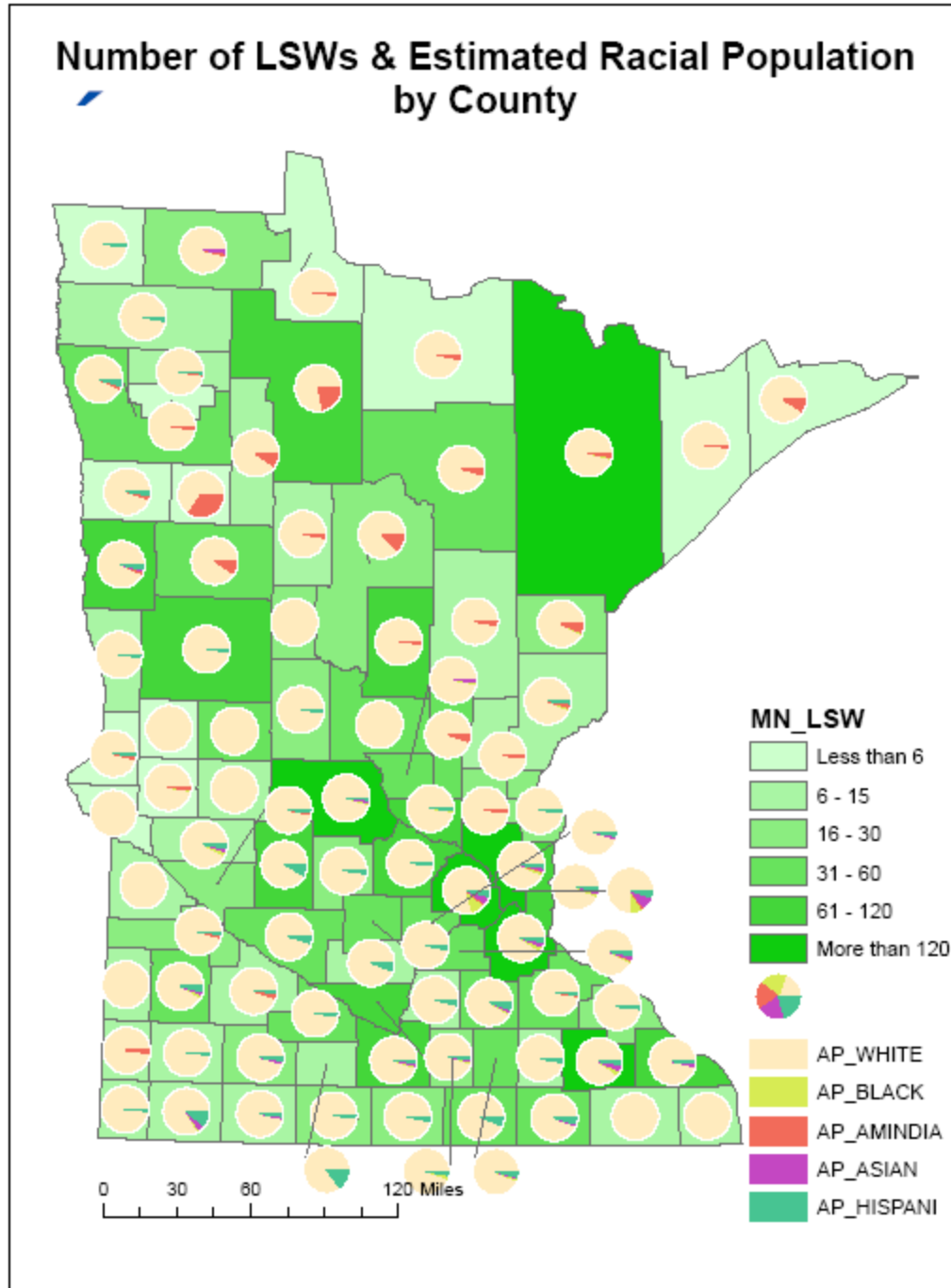




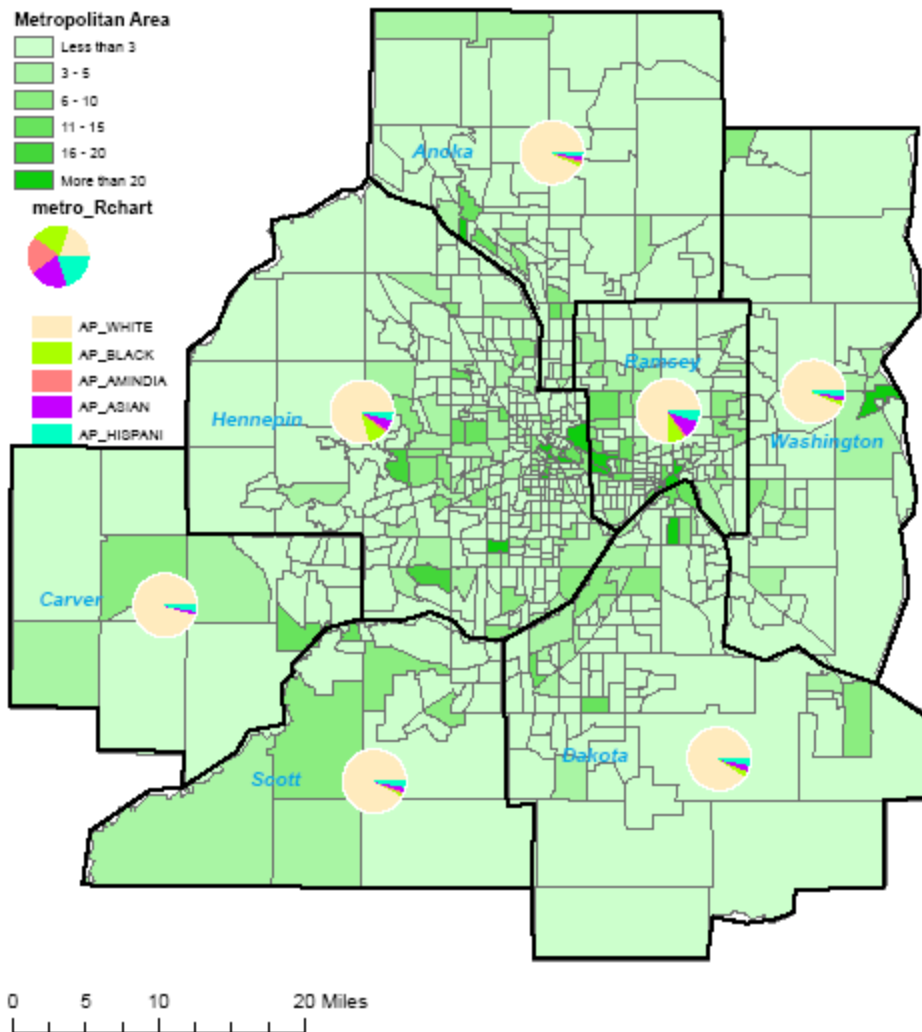


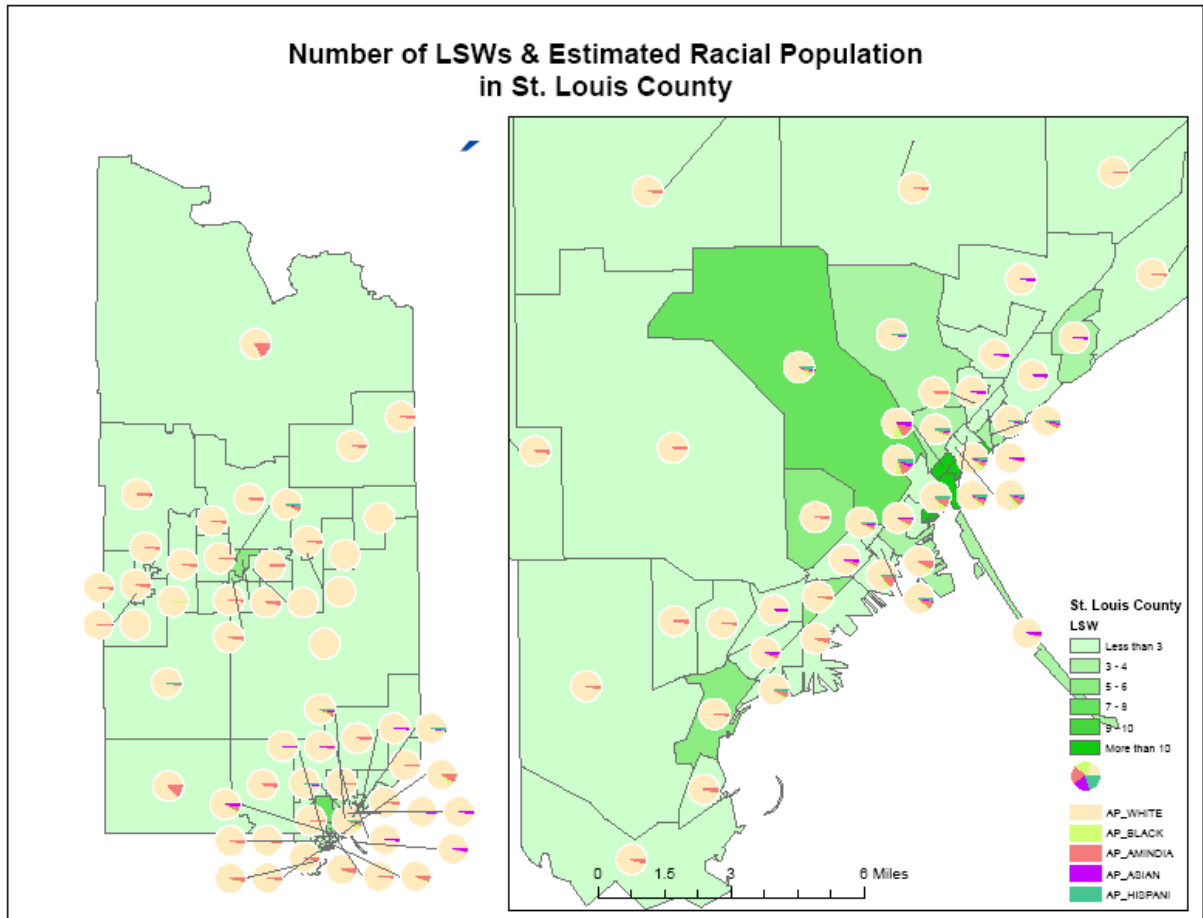


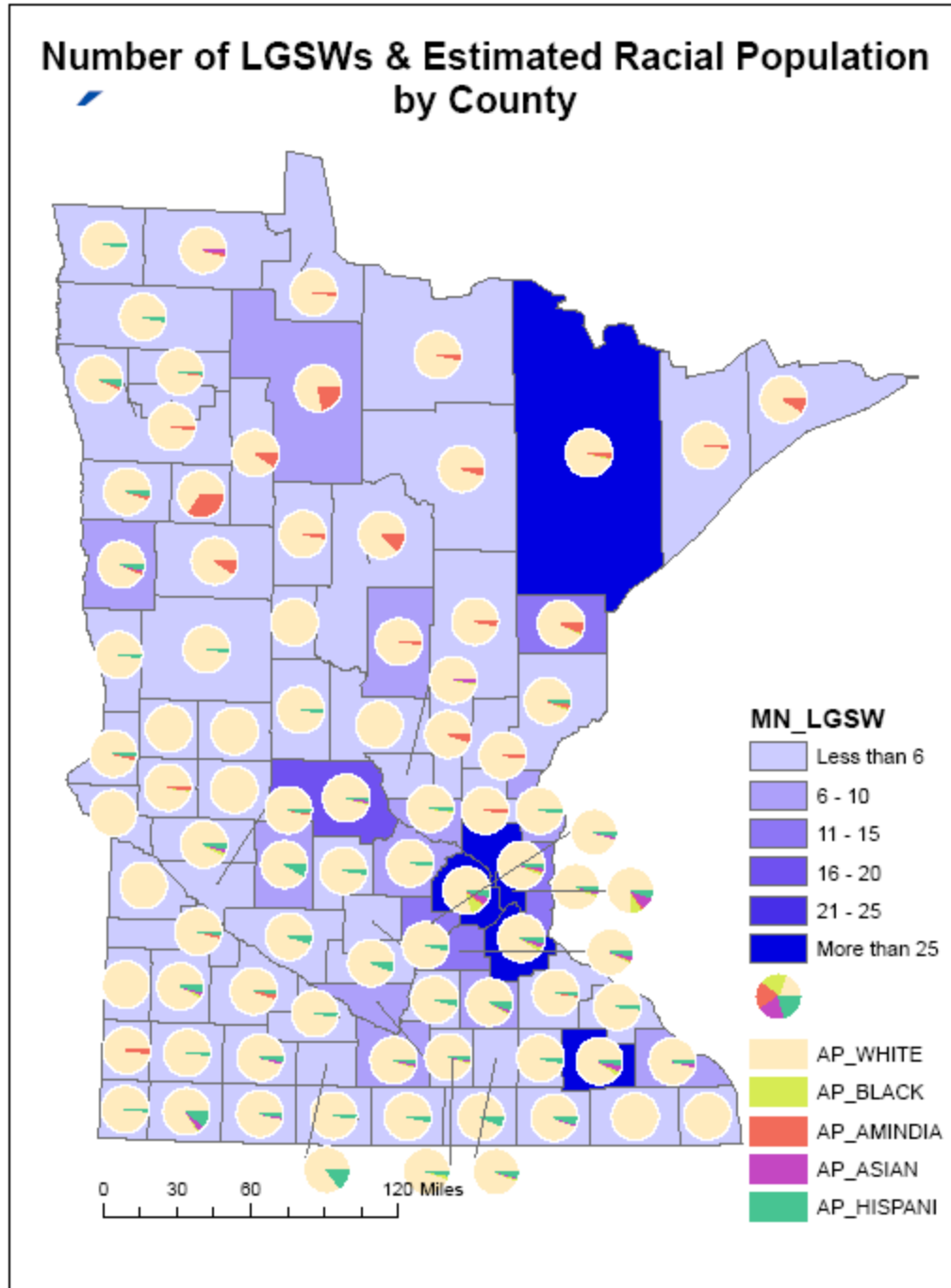




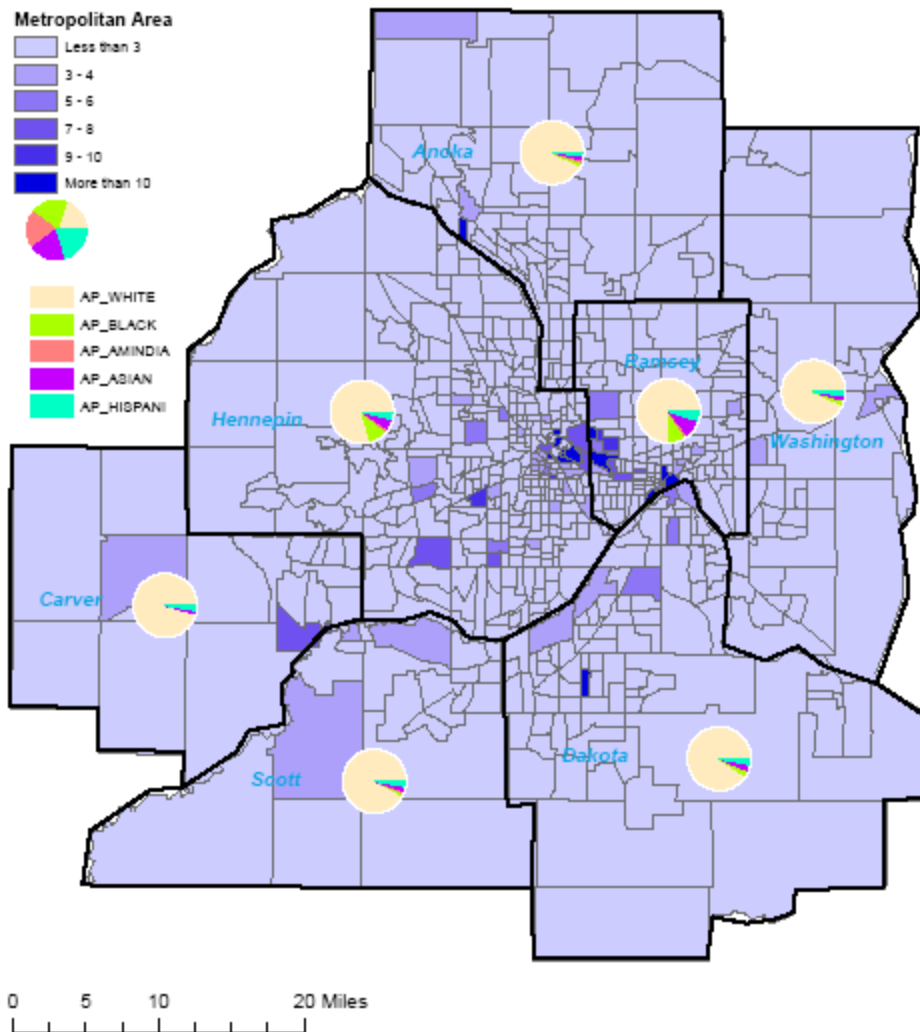
## Number of LSWs & Estimated Racial Population by Track: Metro area

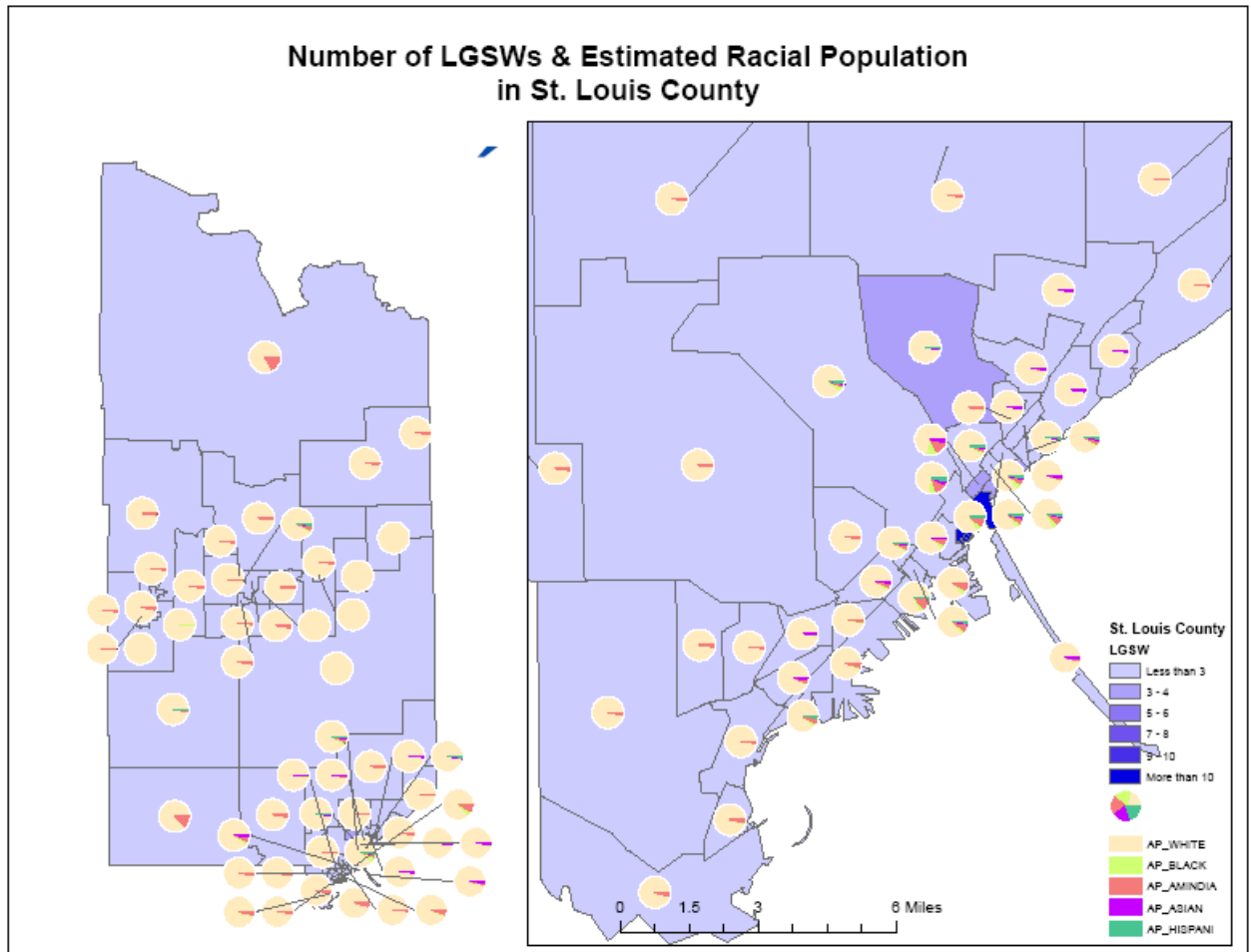




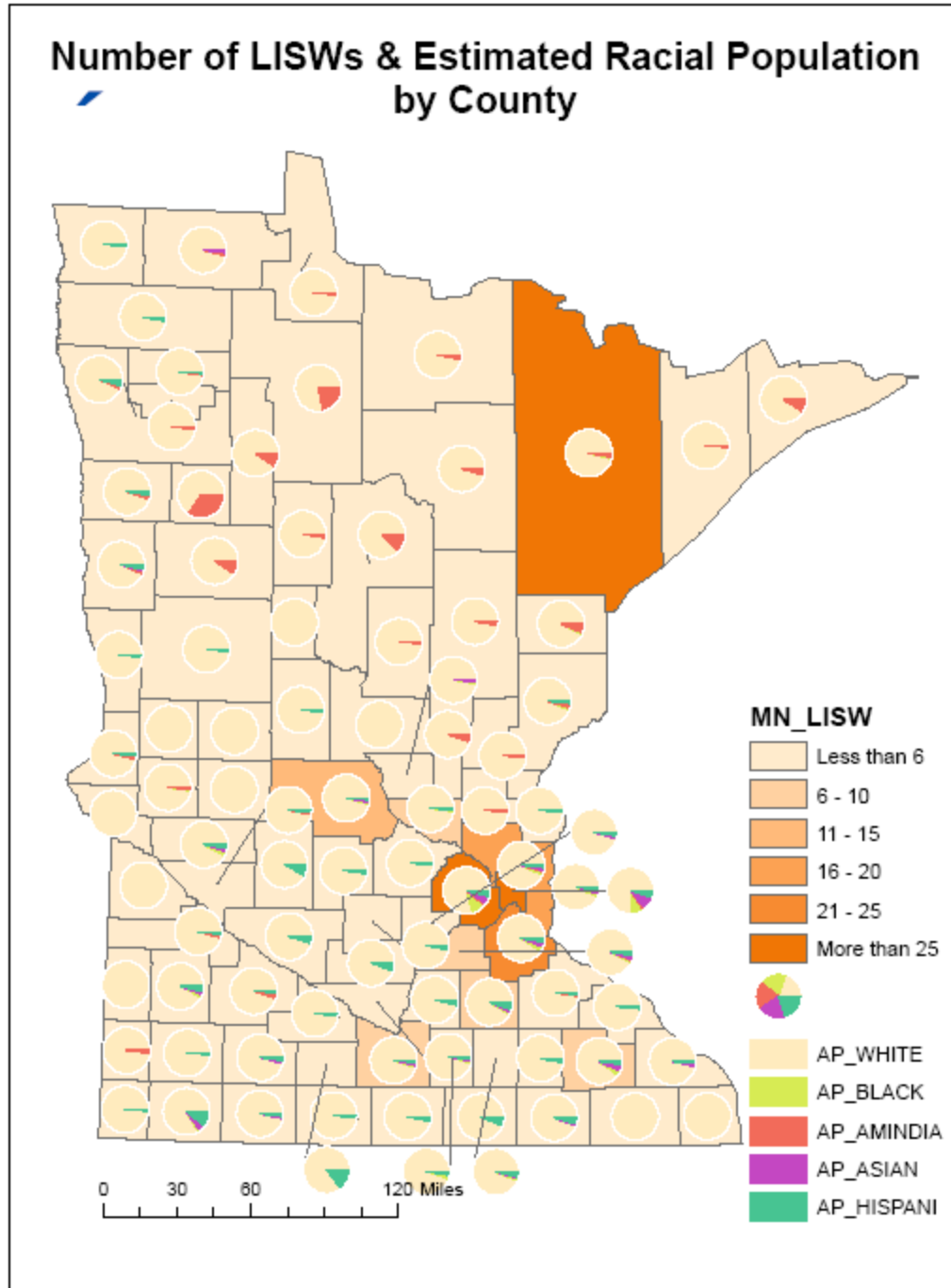


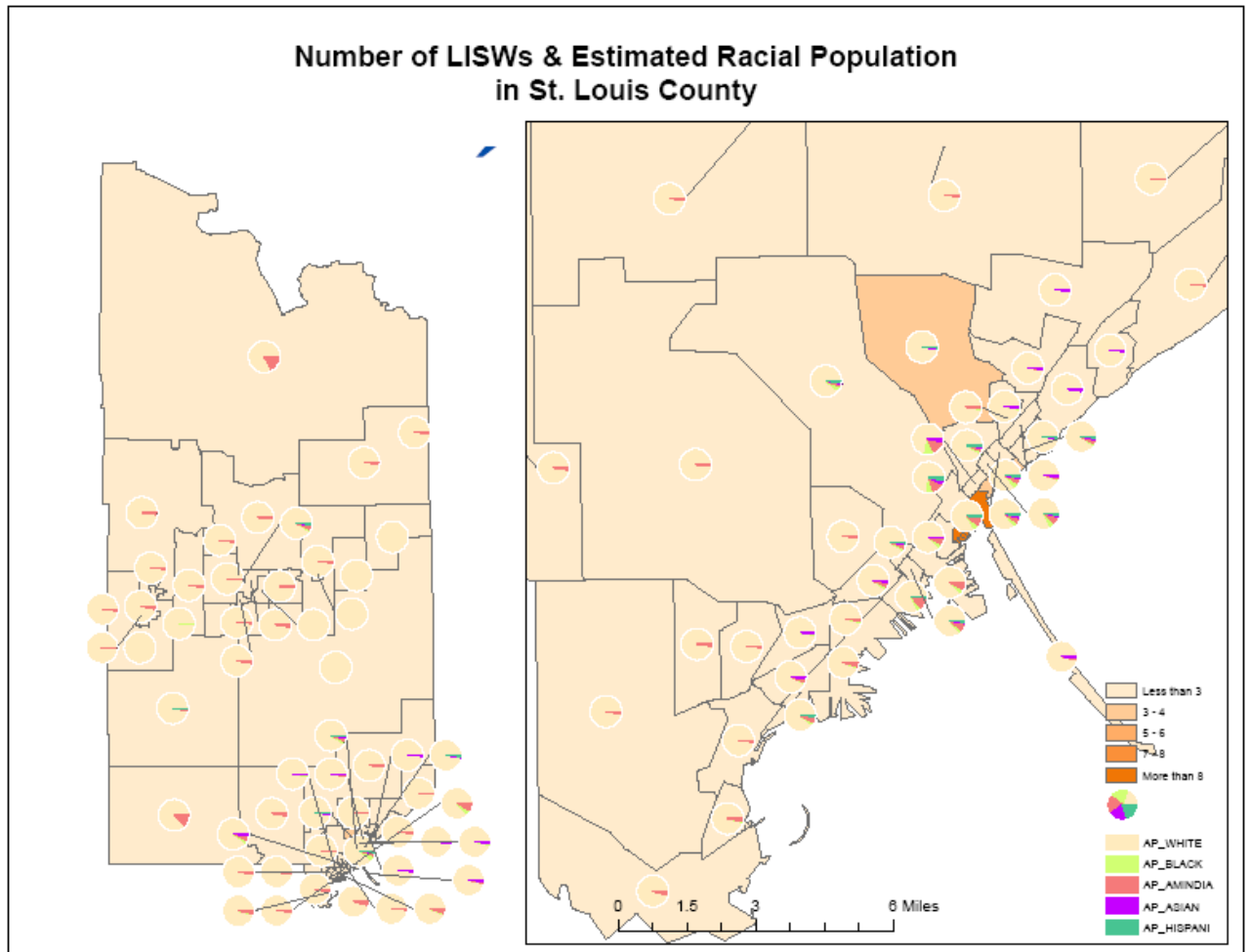
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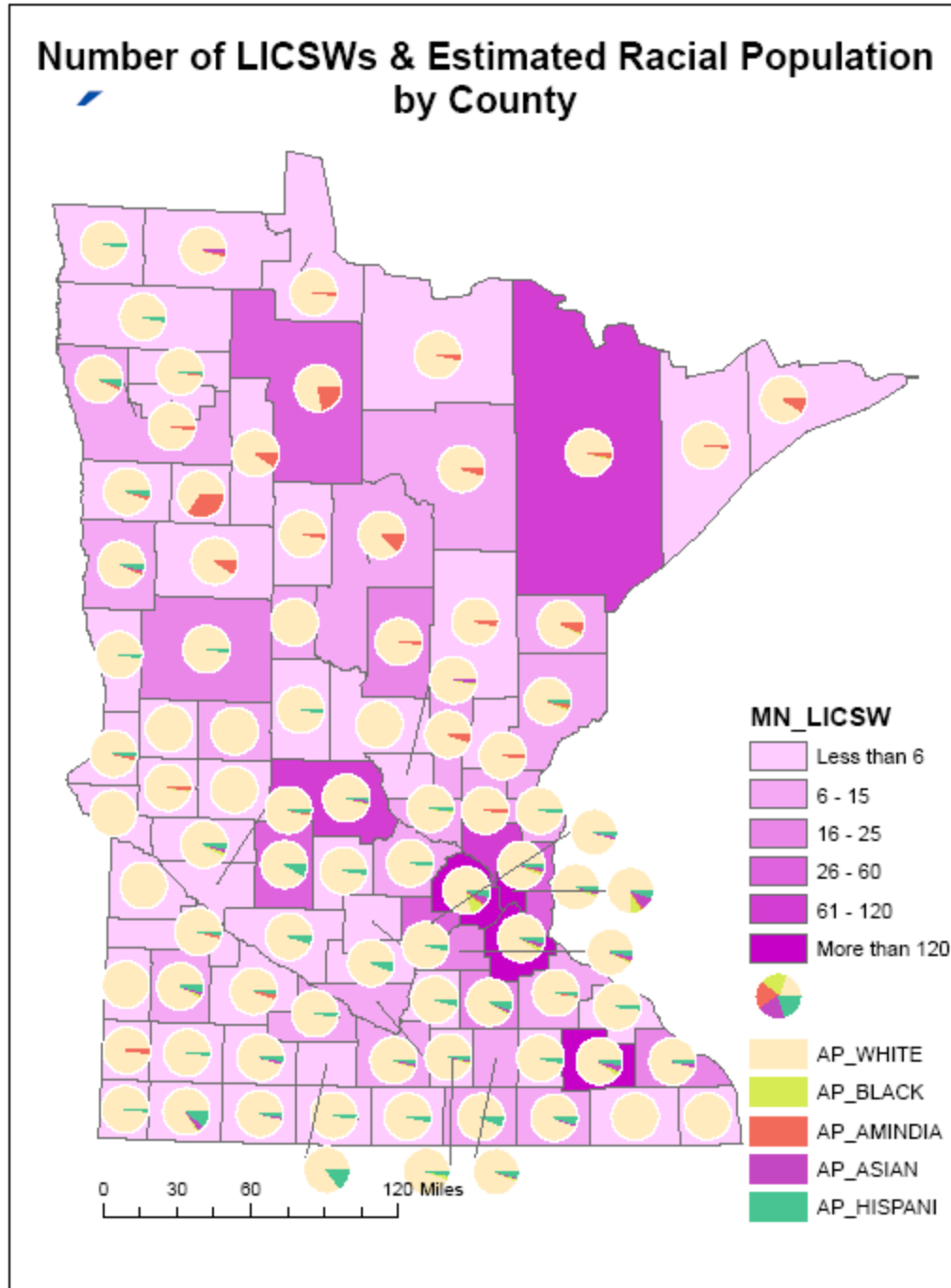


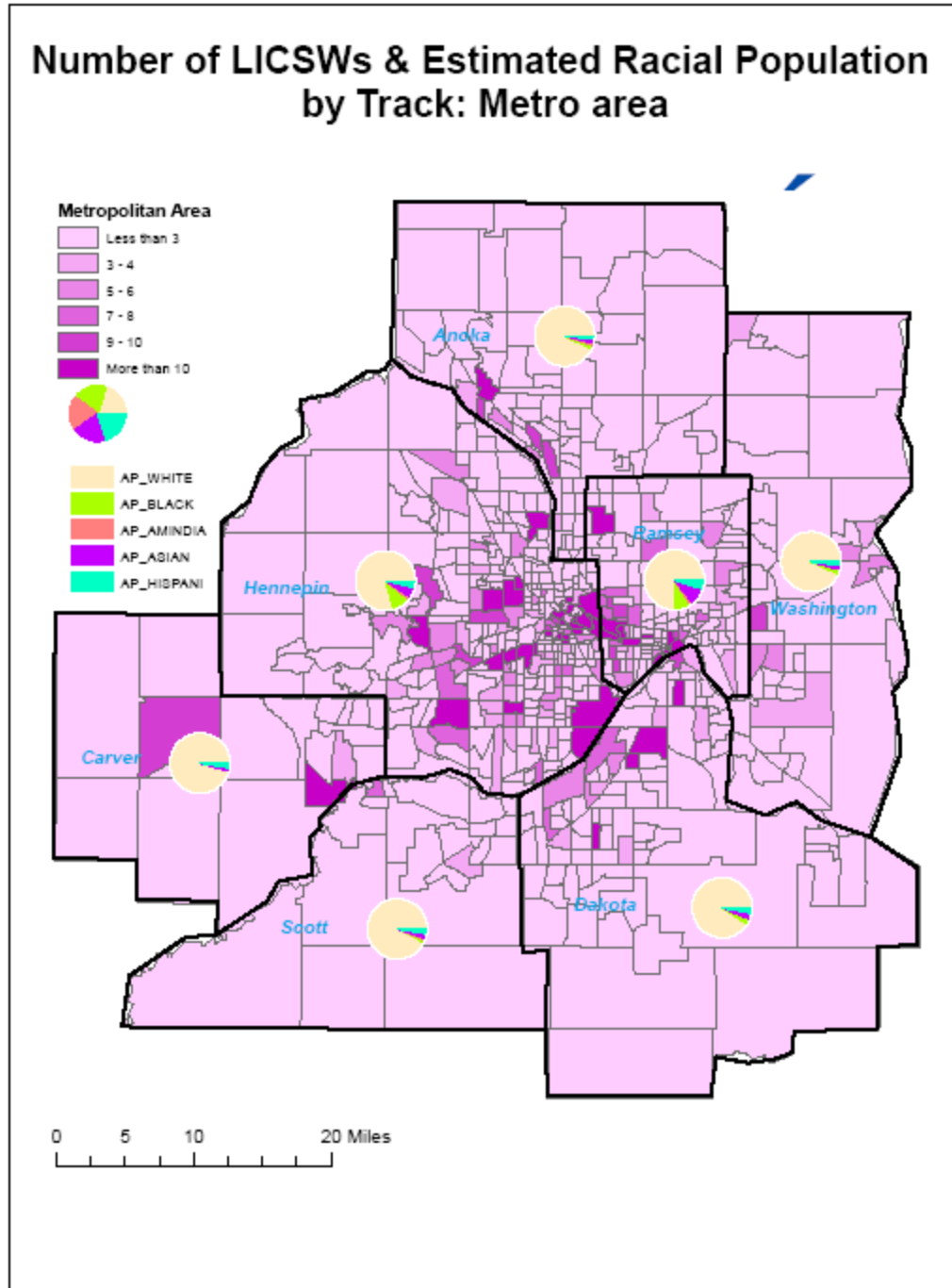


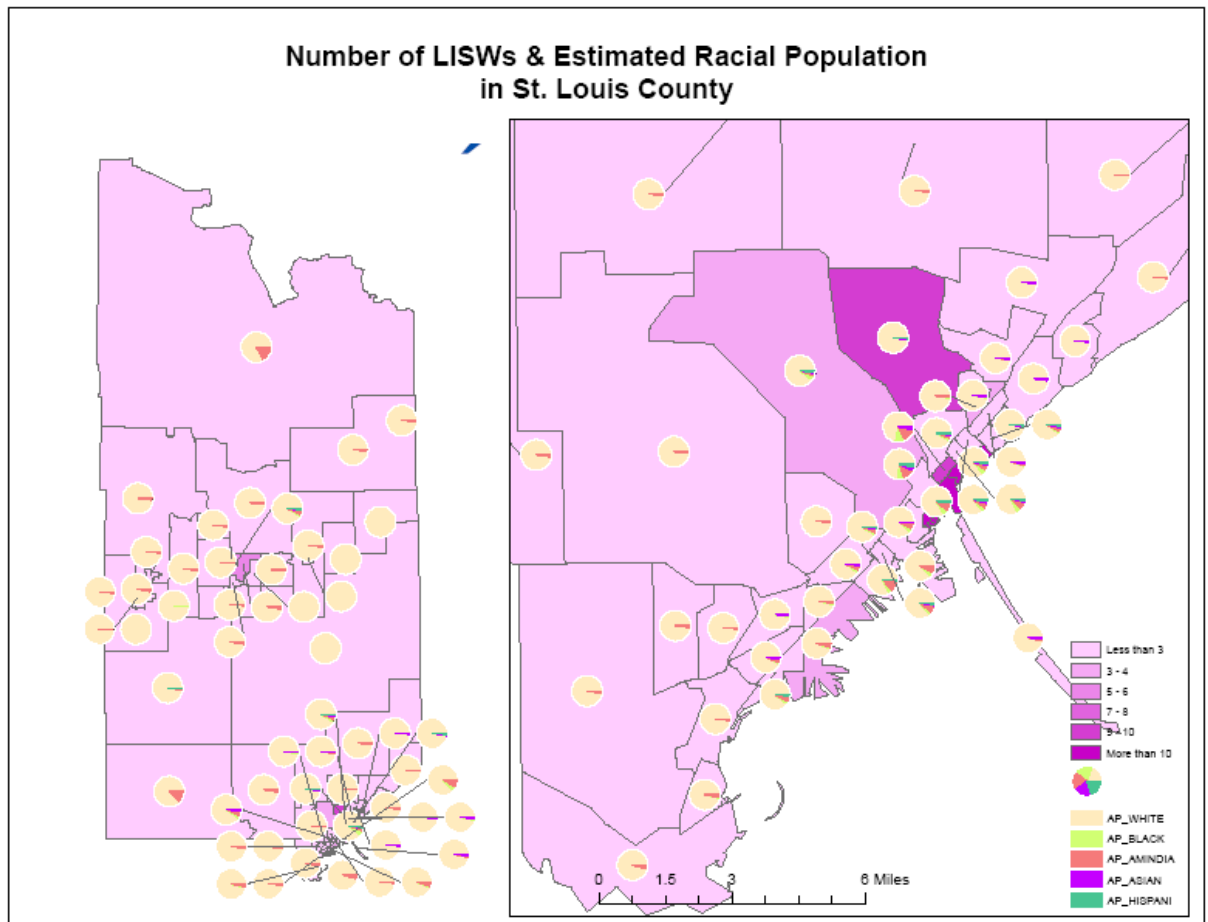


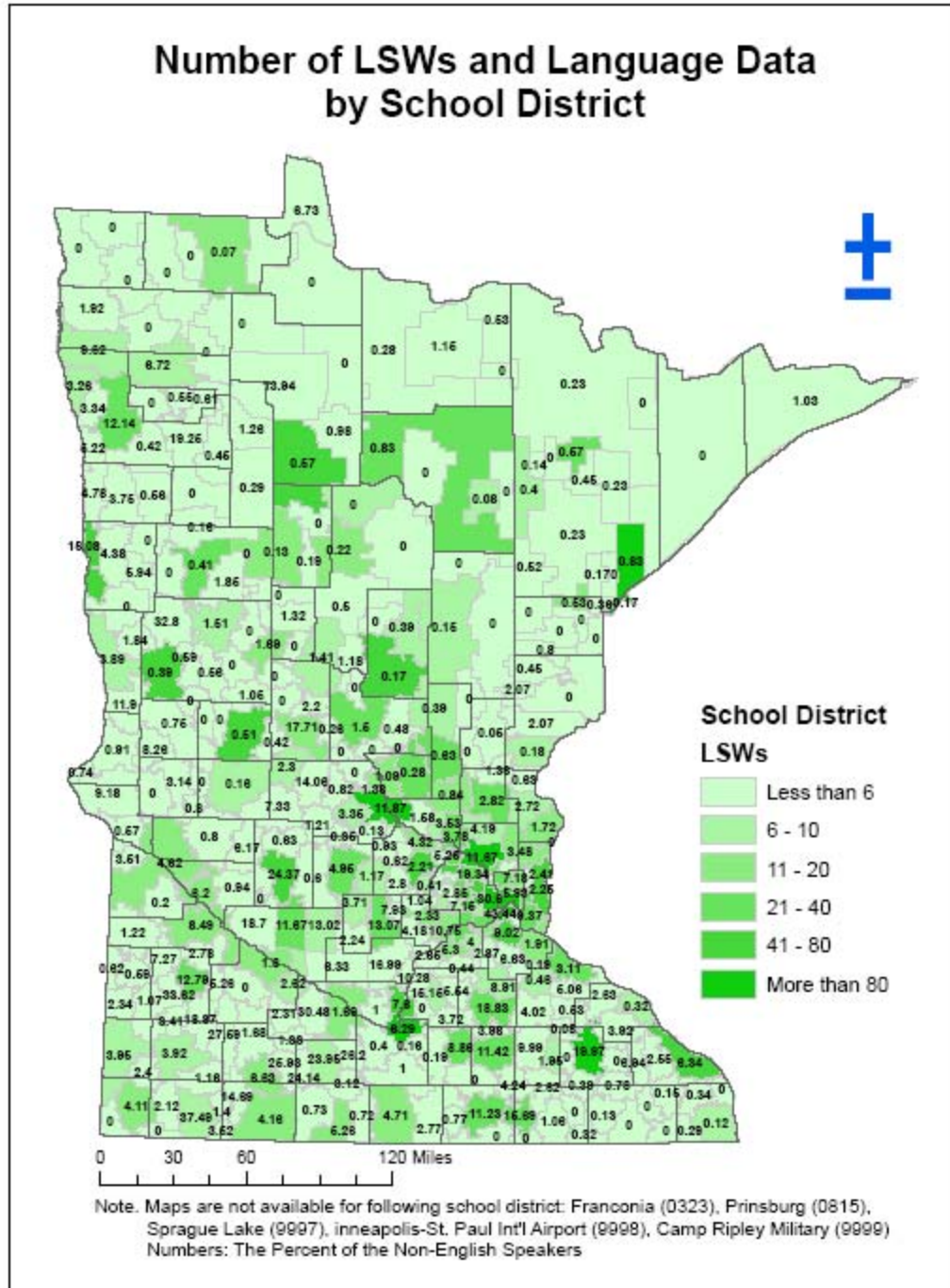


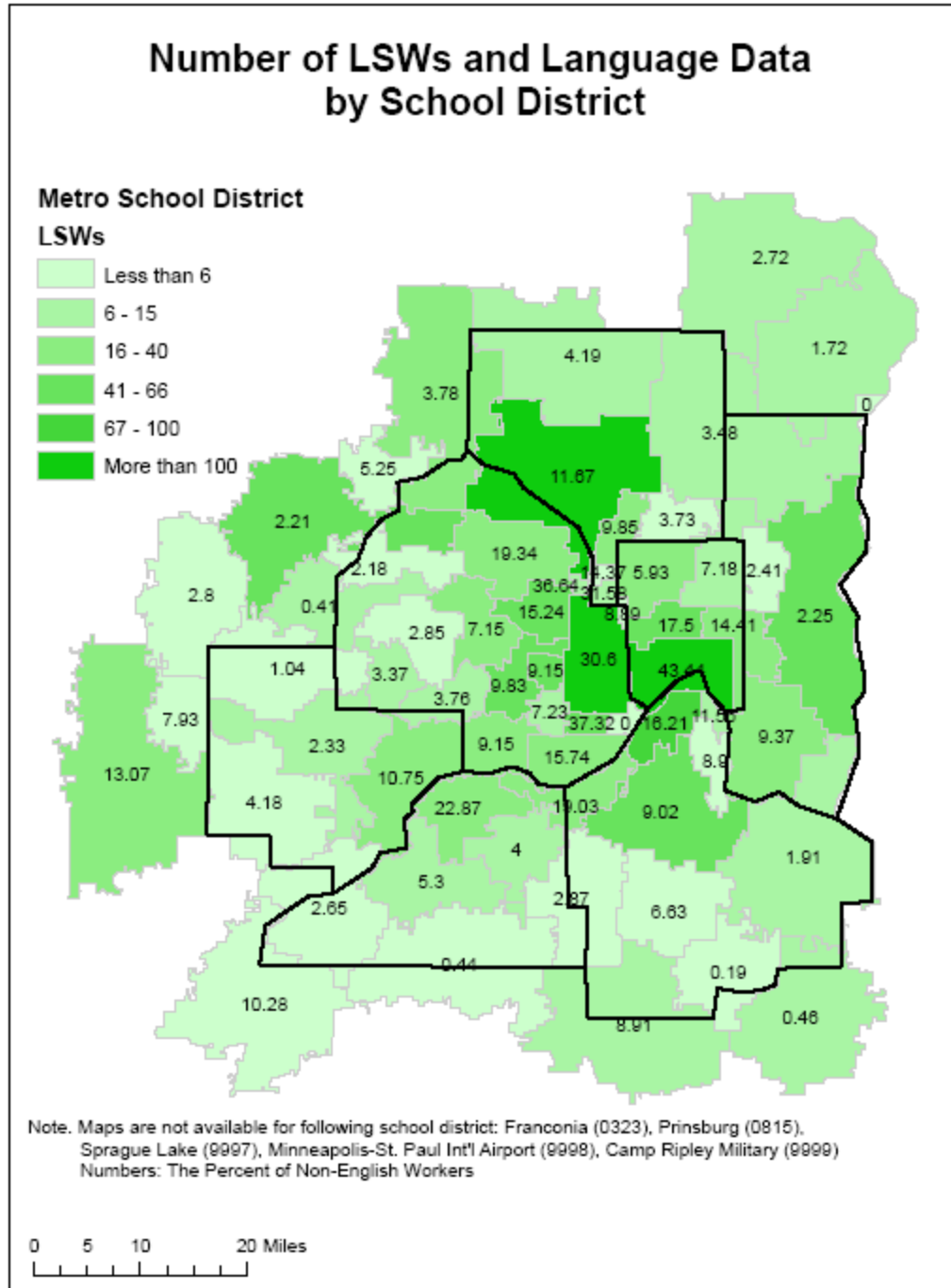








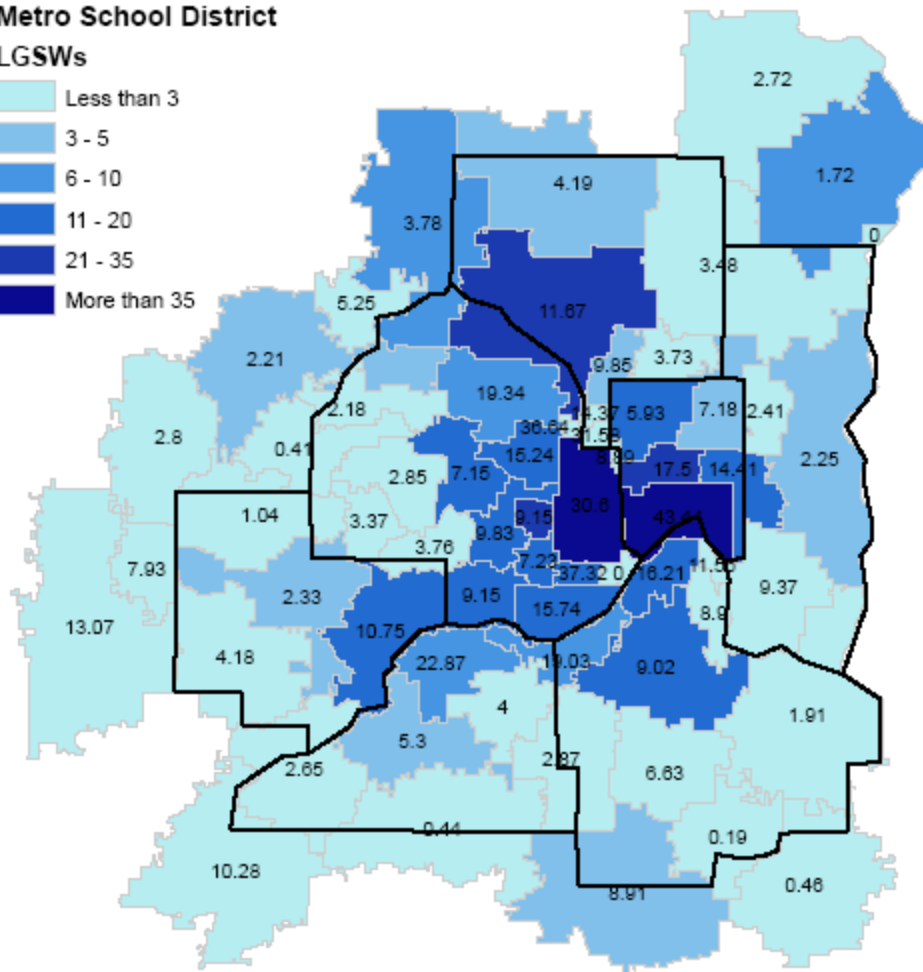
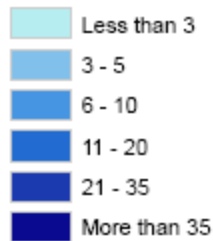




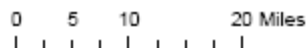
## Number of LGSWs and Language Data by School District

### Metro School District

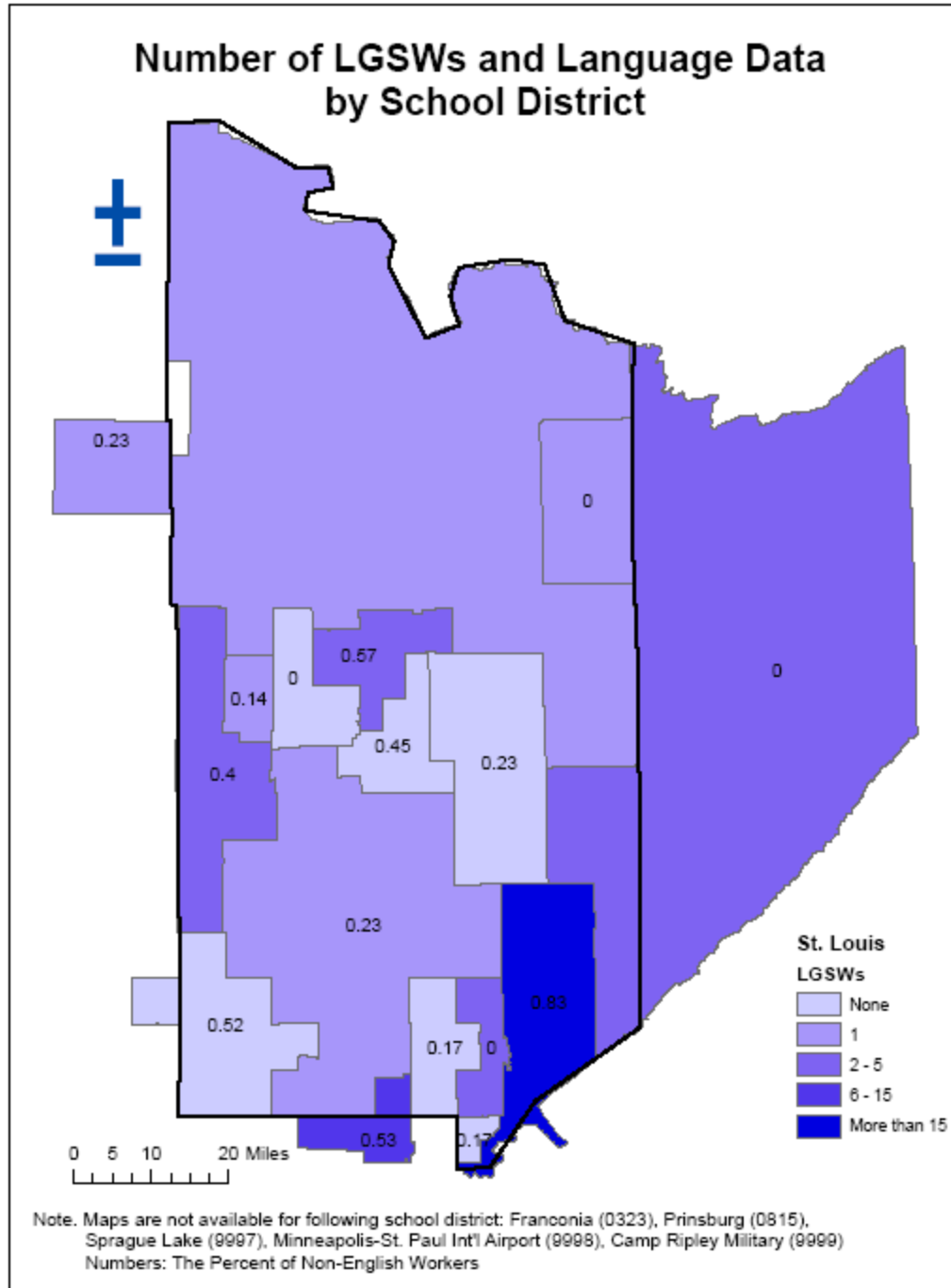
#### LGSWs

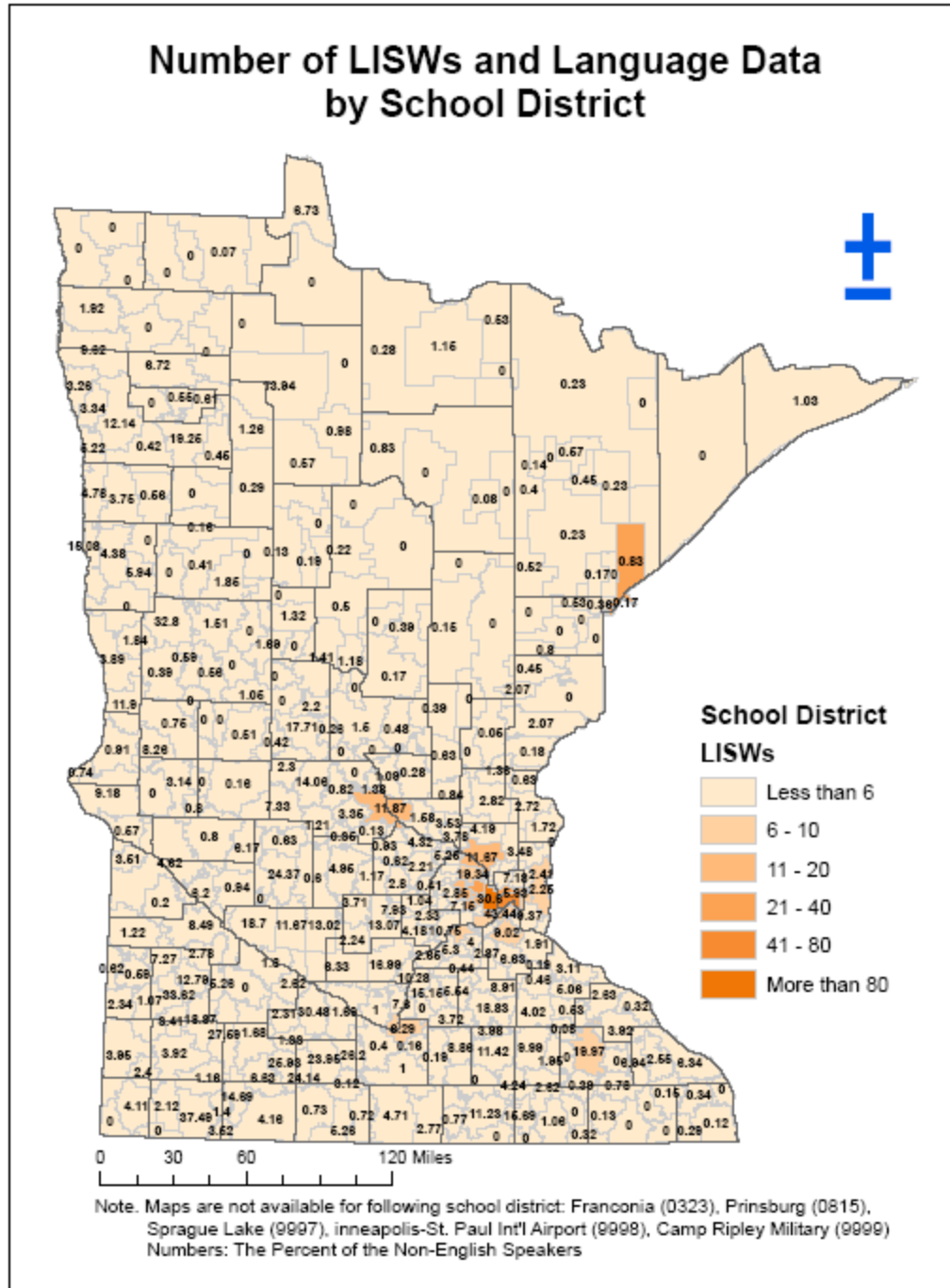


Note. Maps are not available for following school district: Franconia (0323), Prinsburg (0815),  
 Sprague Lake (9997), Minneapolis-St. Paul Int'l Airport (9998), Camp Ripley Military (9999)  
 Numbers: The Percent of Non-English Workers



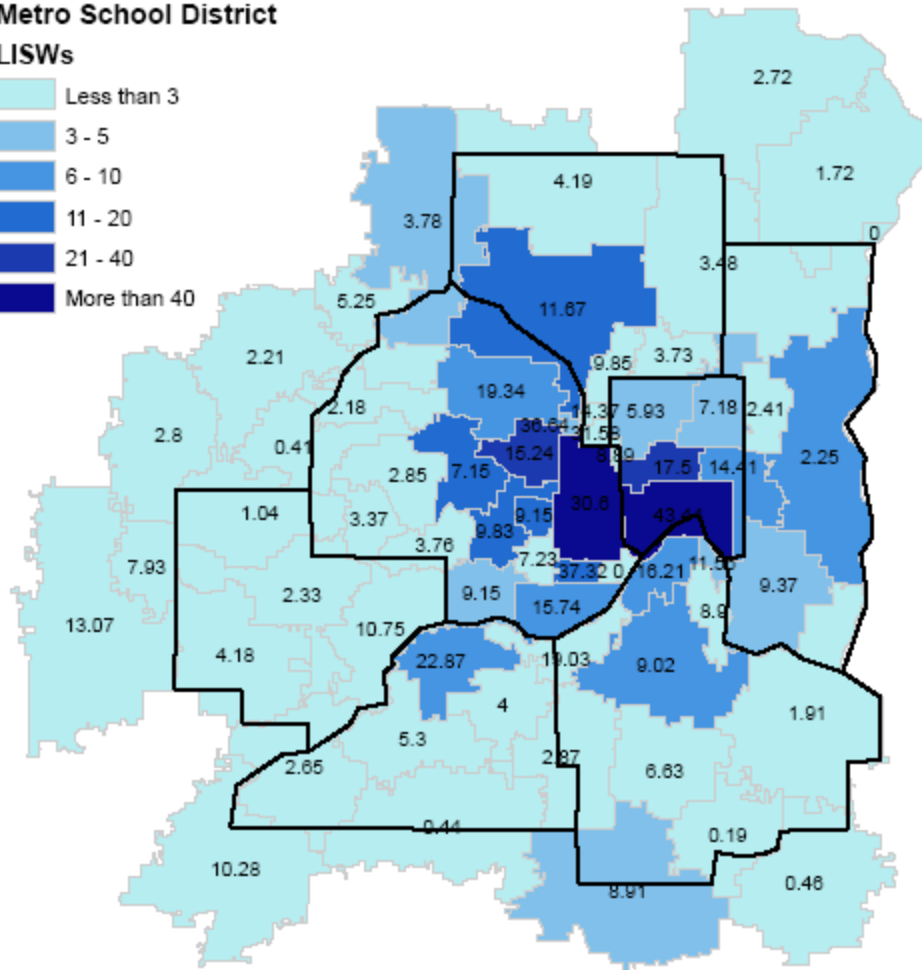
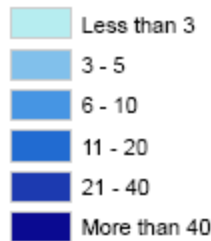




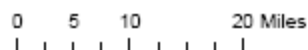


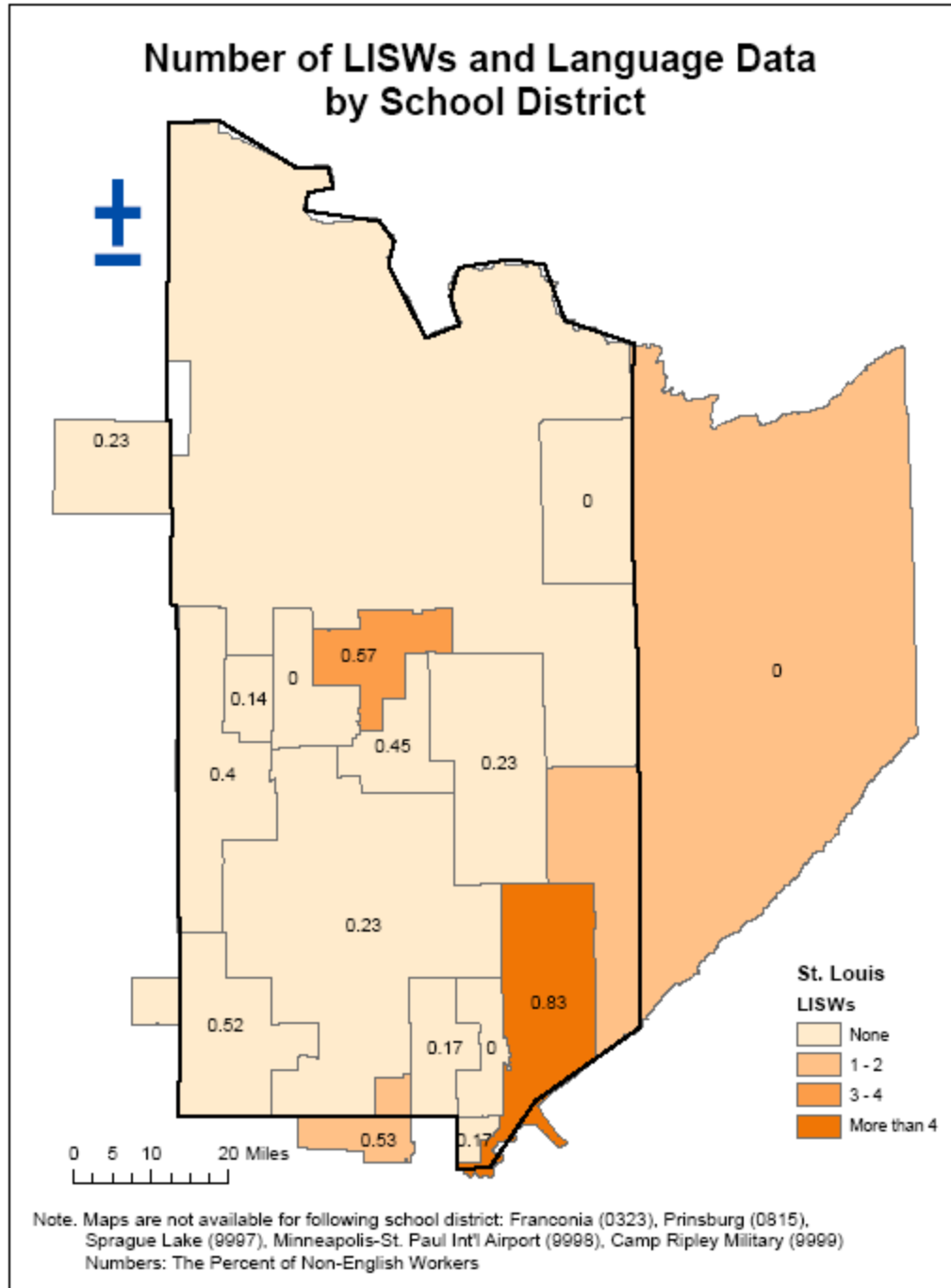
## Number of LISWs and Language Data by School District

### Metro School District LISWs

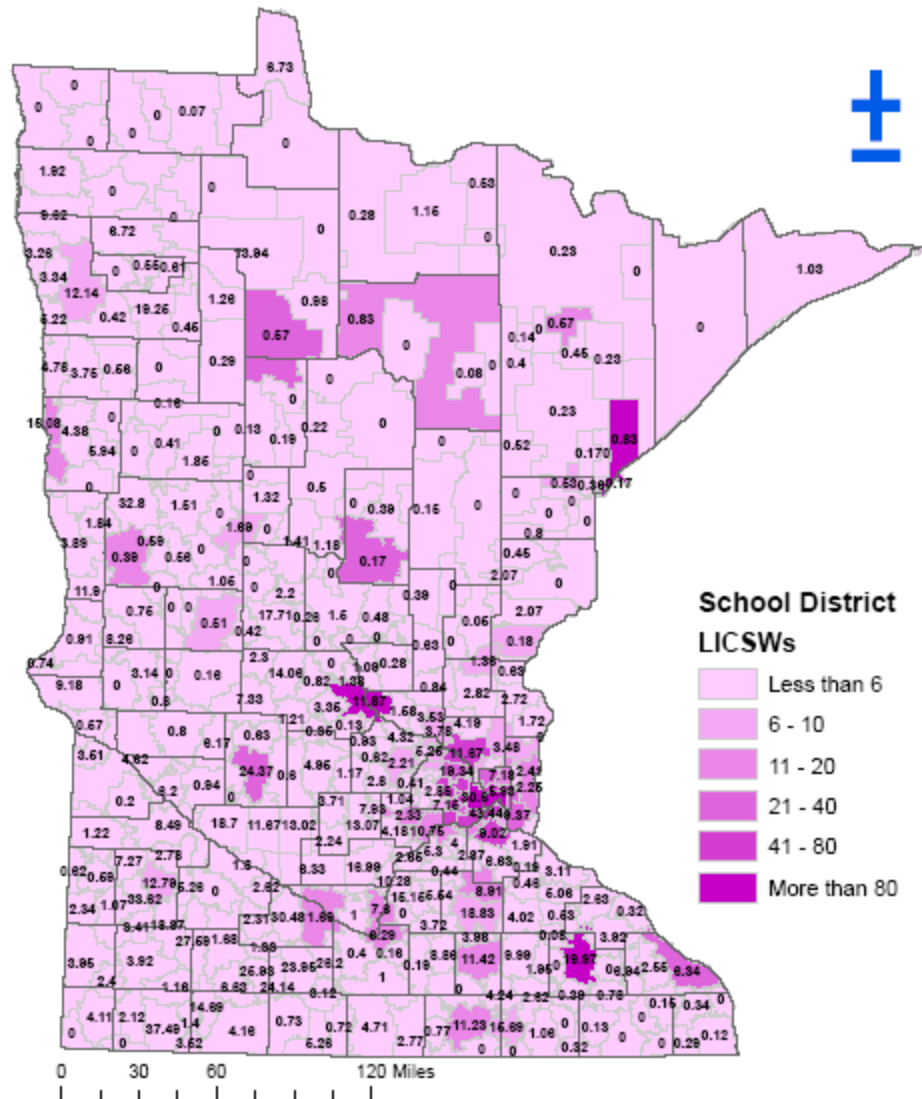


Note. Maps are not available for following school district: Franconia (0323), Prinsburg (0815),  
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 Numbers: The Percent of Non-English Workers

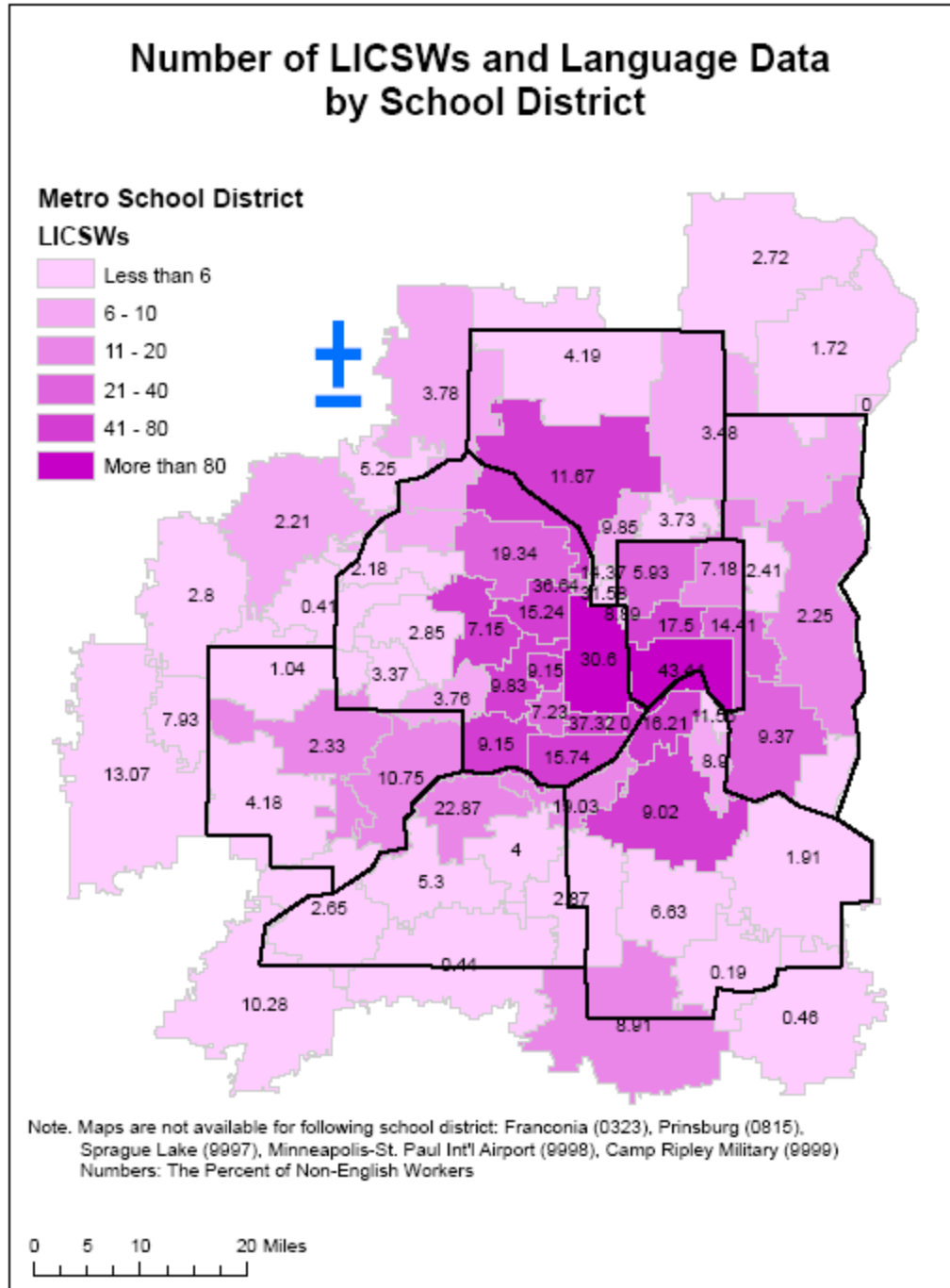


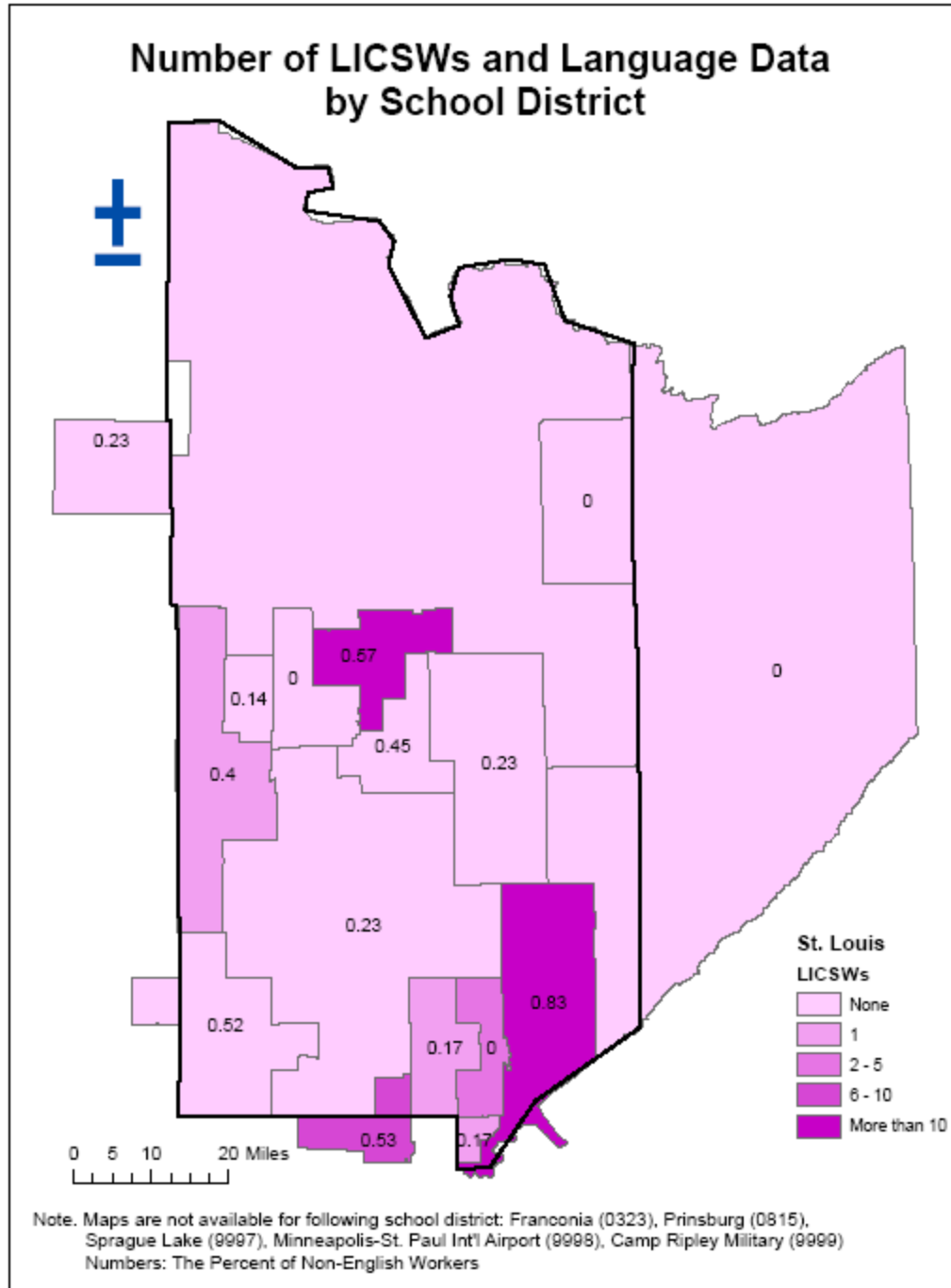


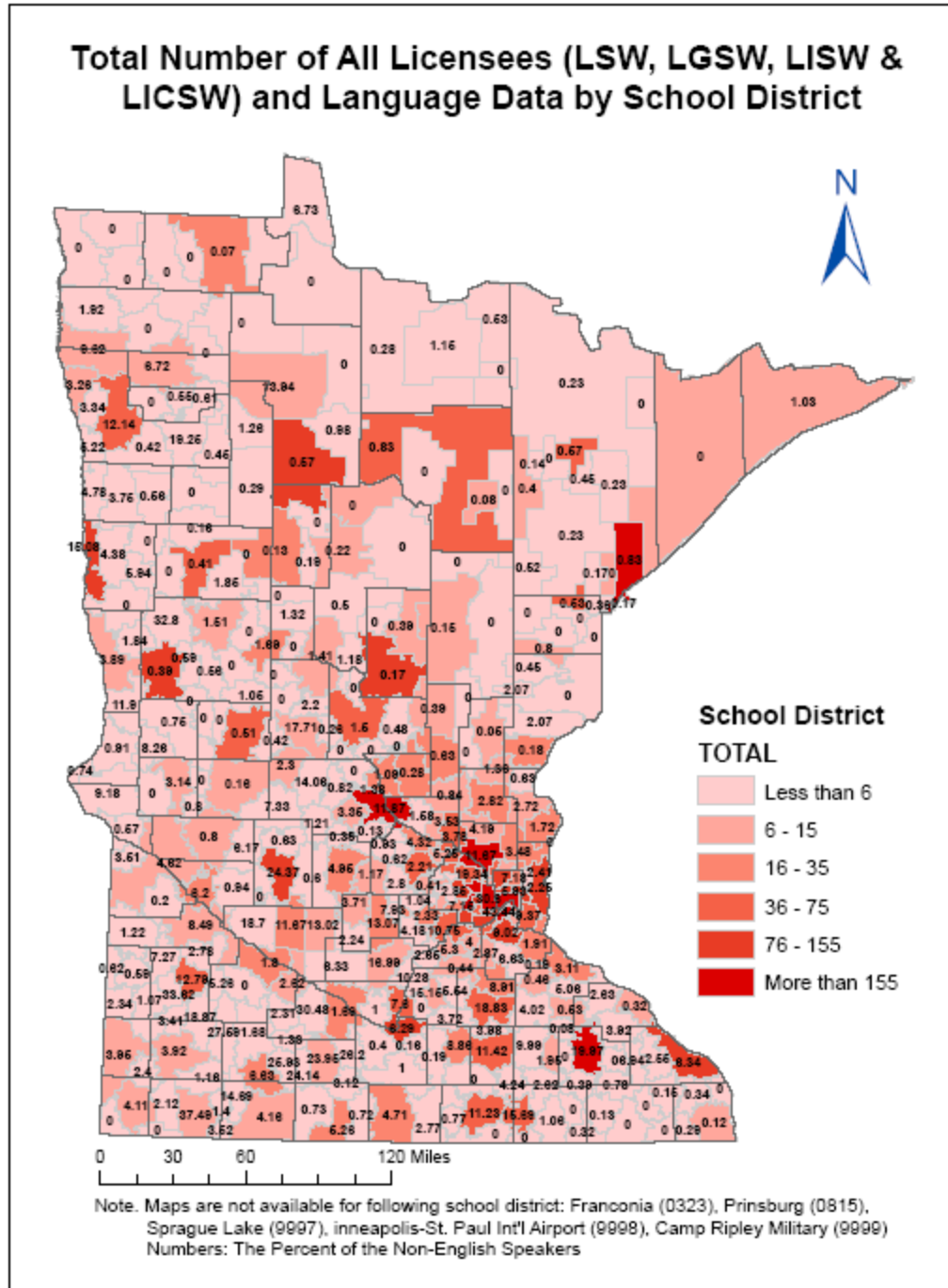
## Number of LICSWs and Language Data by School District



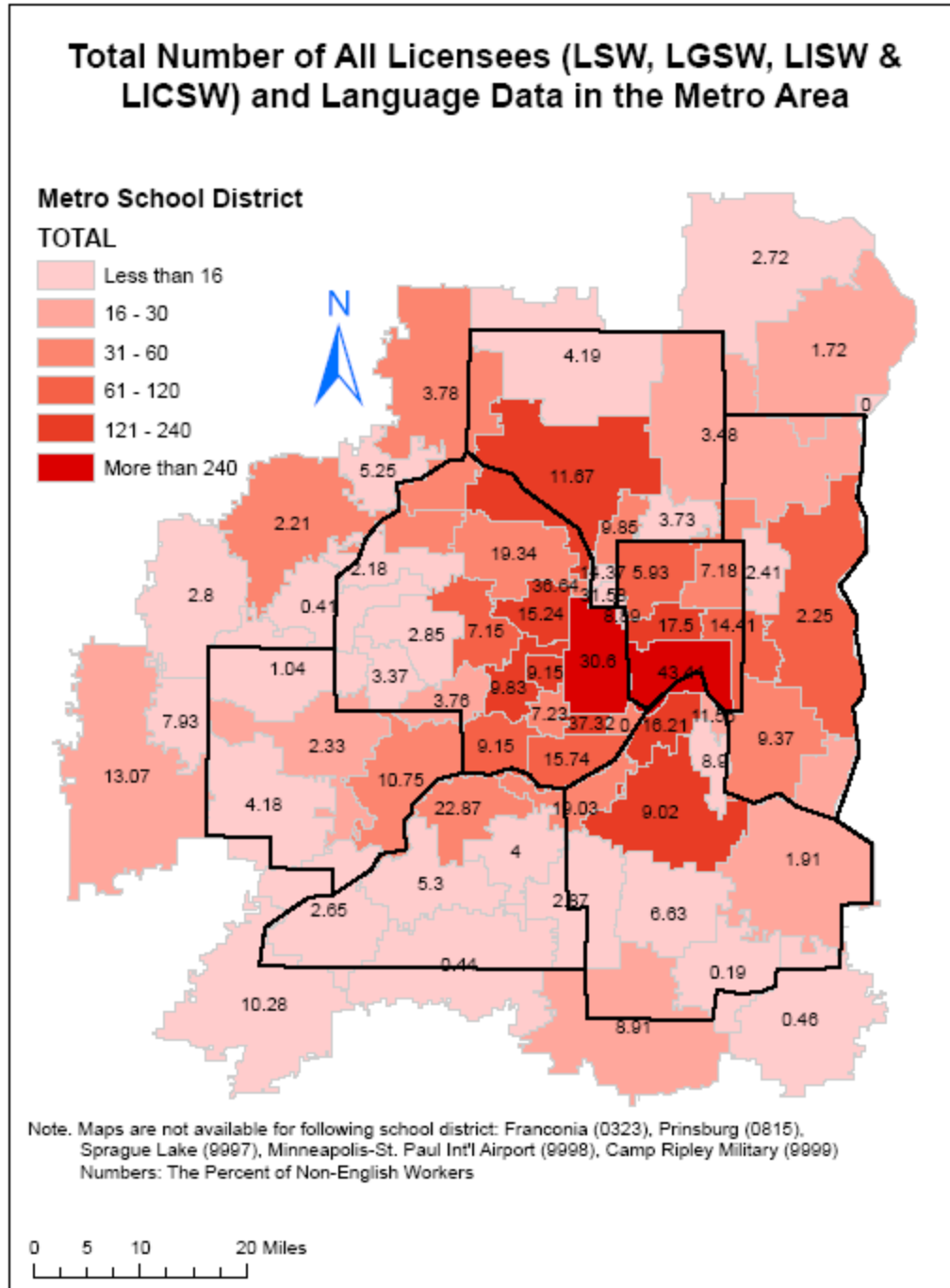
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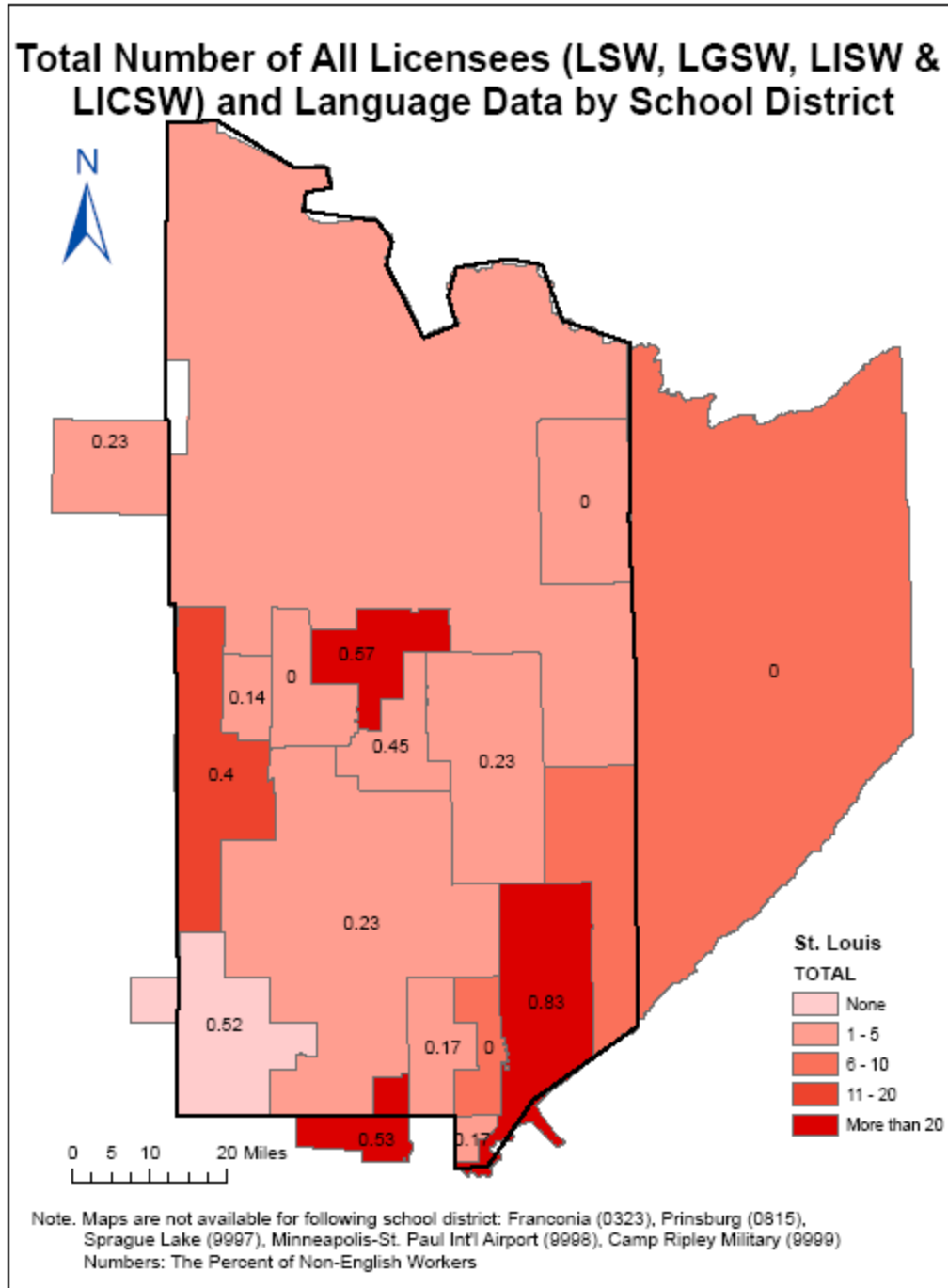


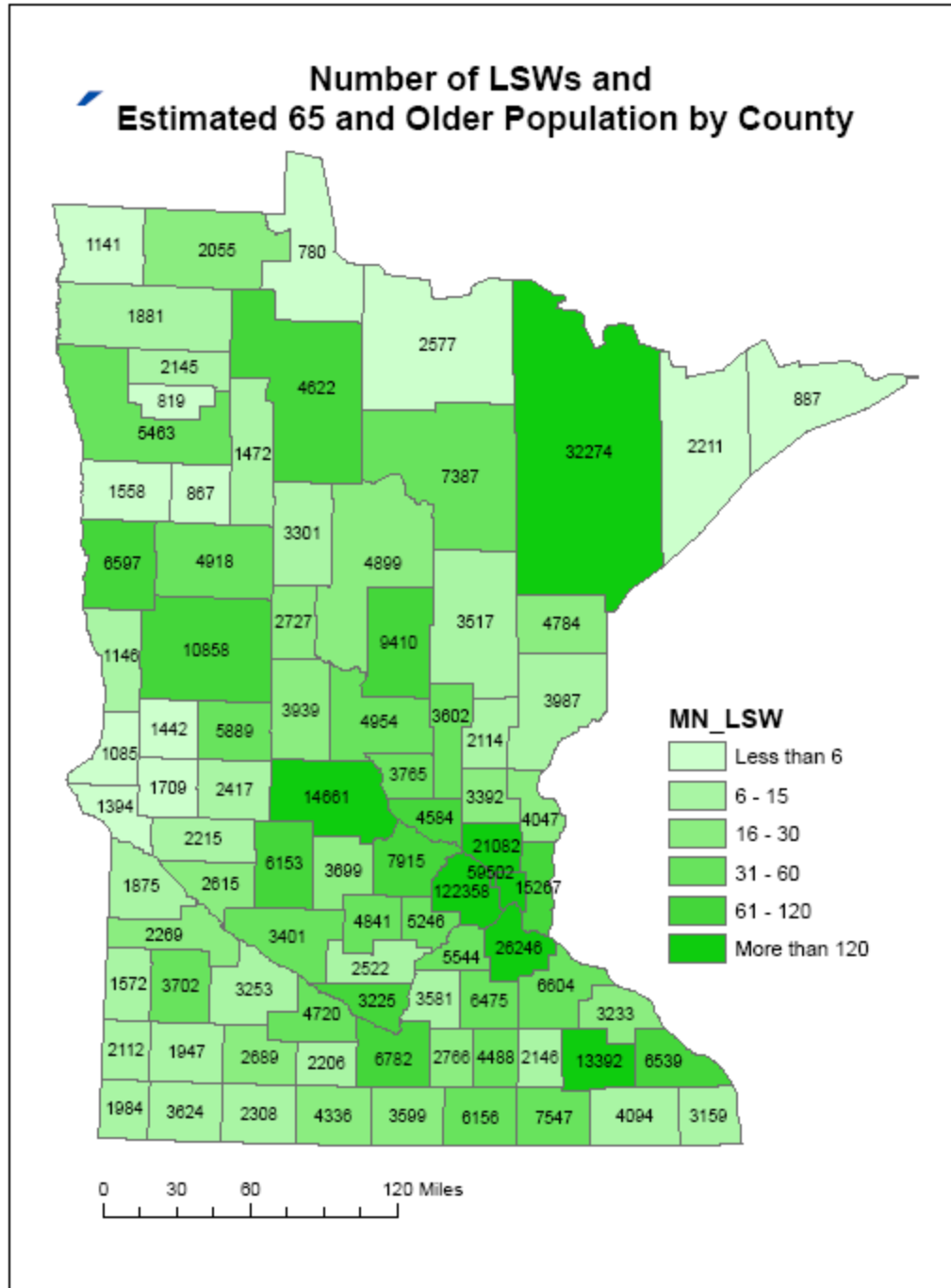


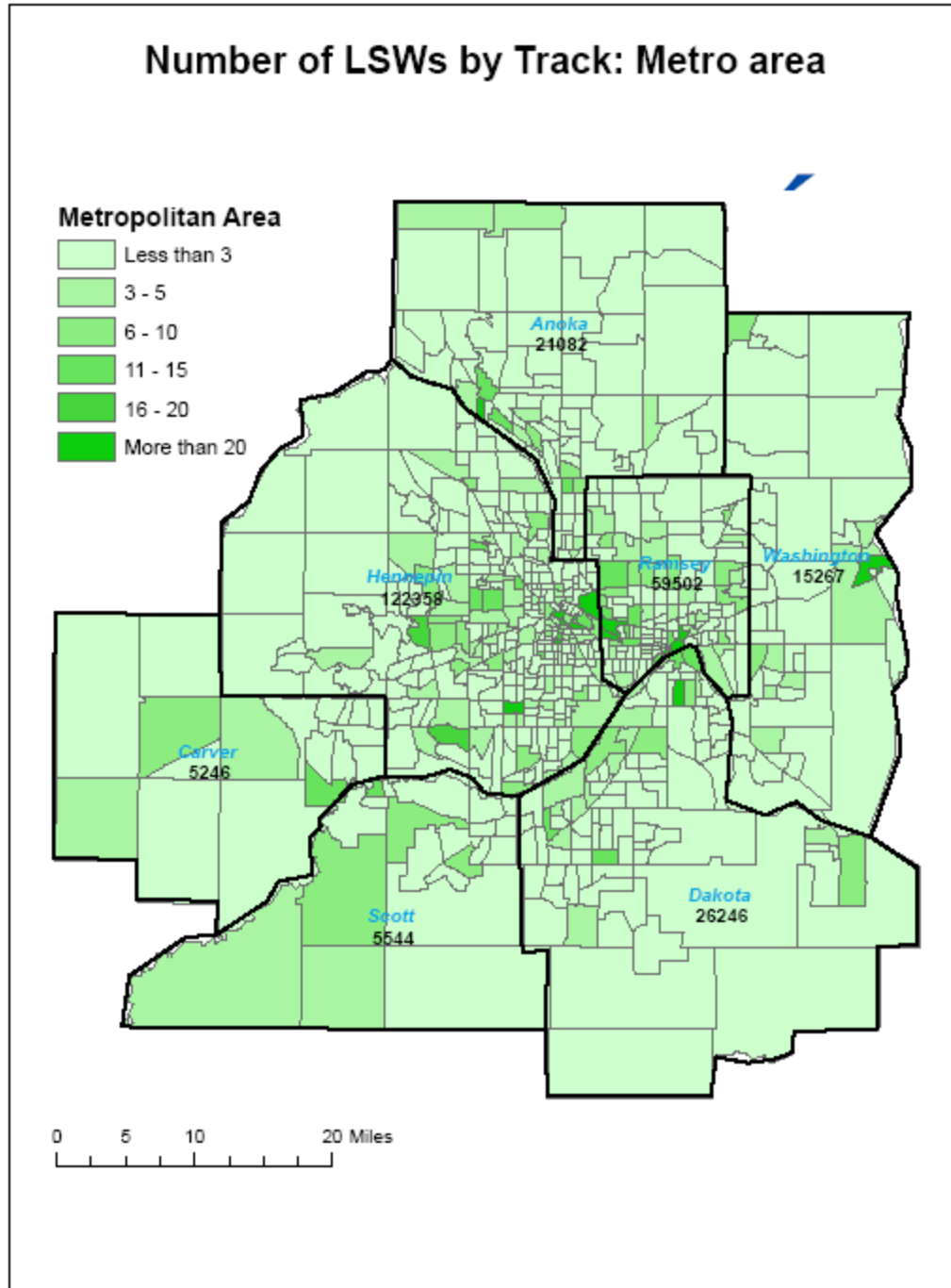


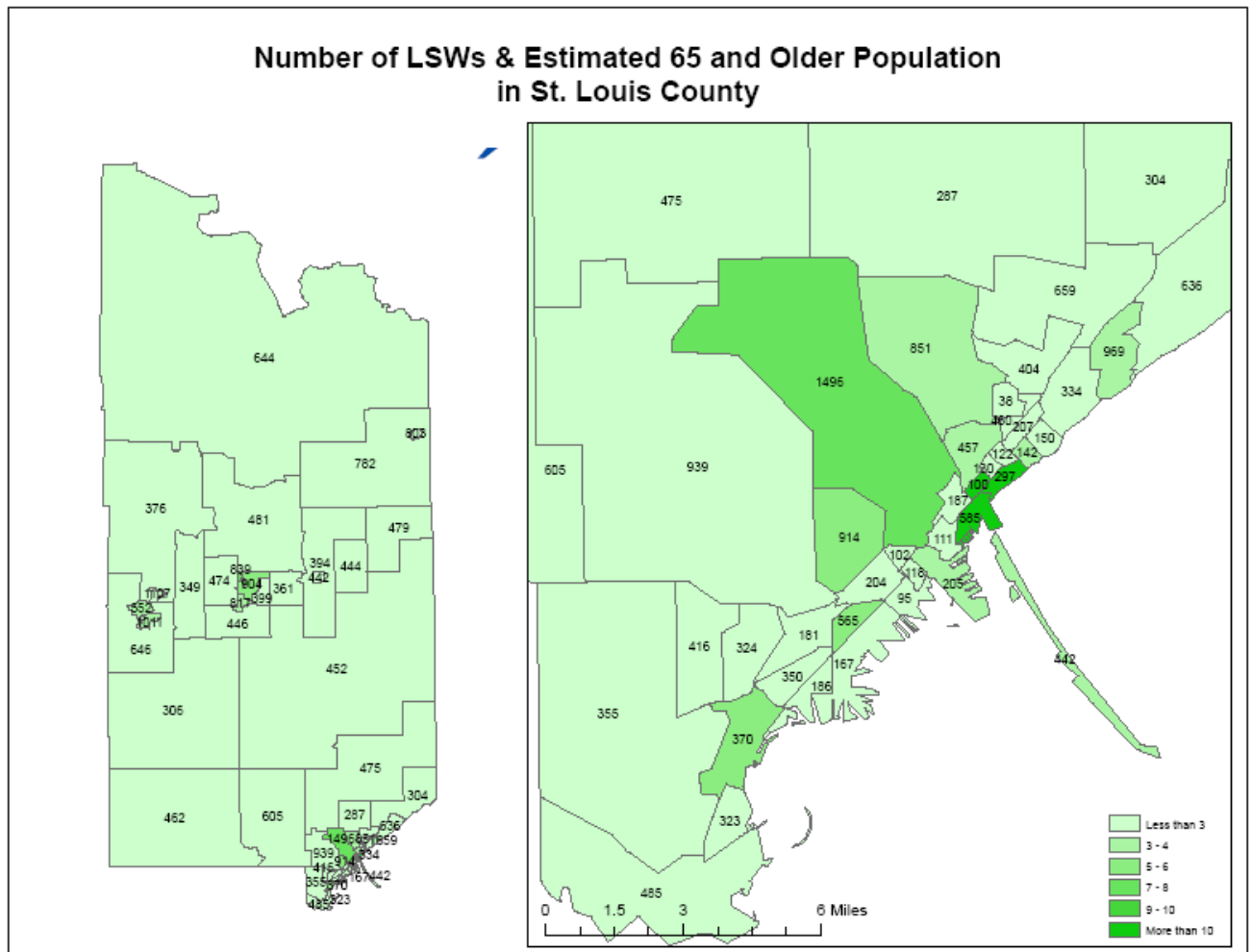


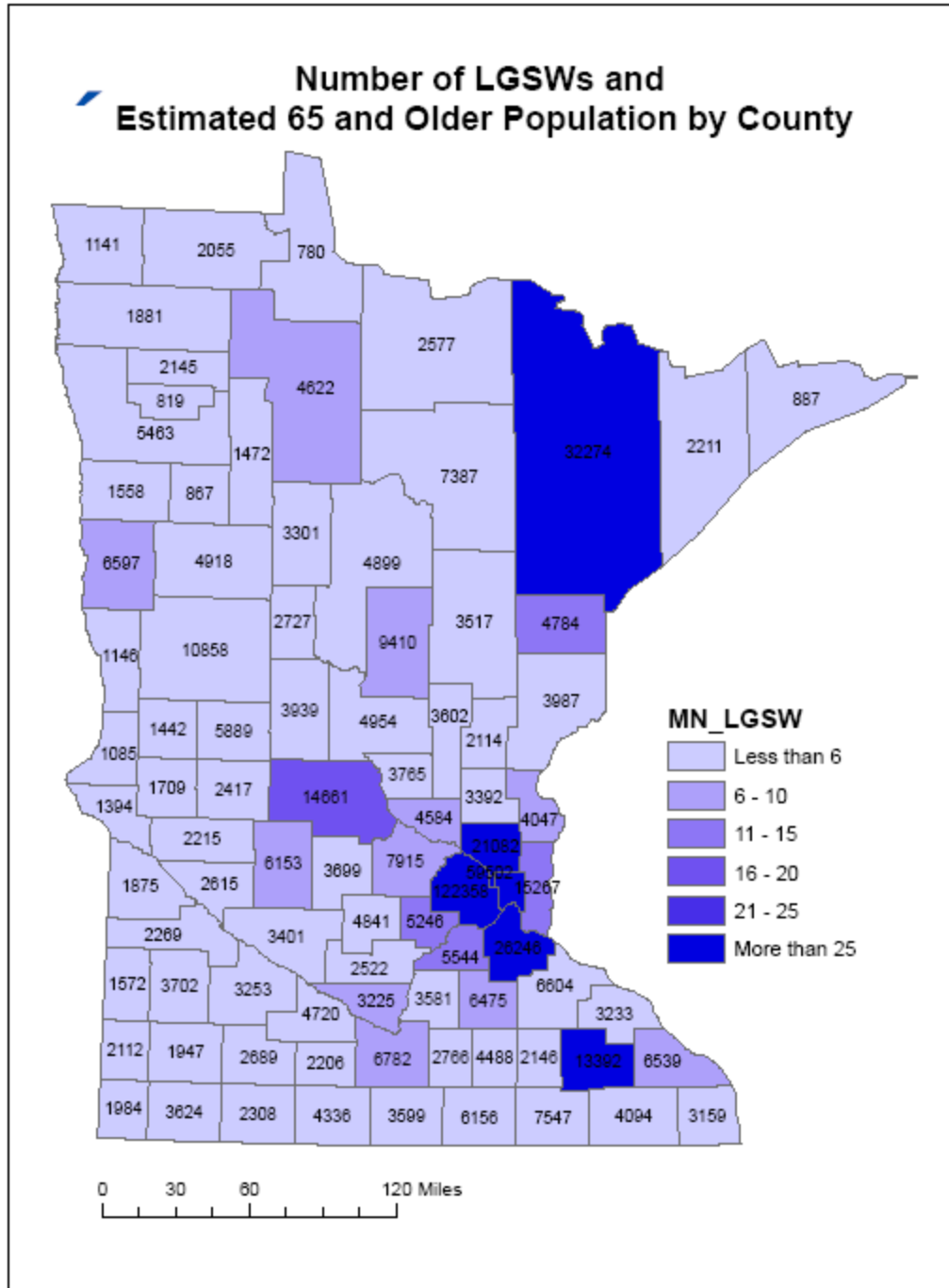


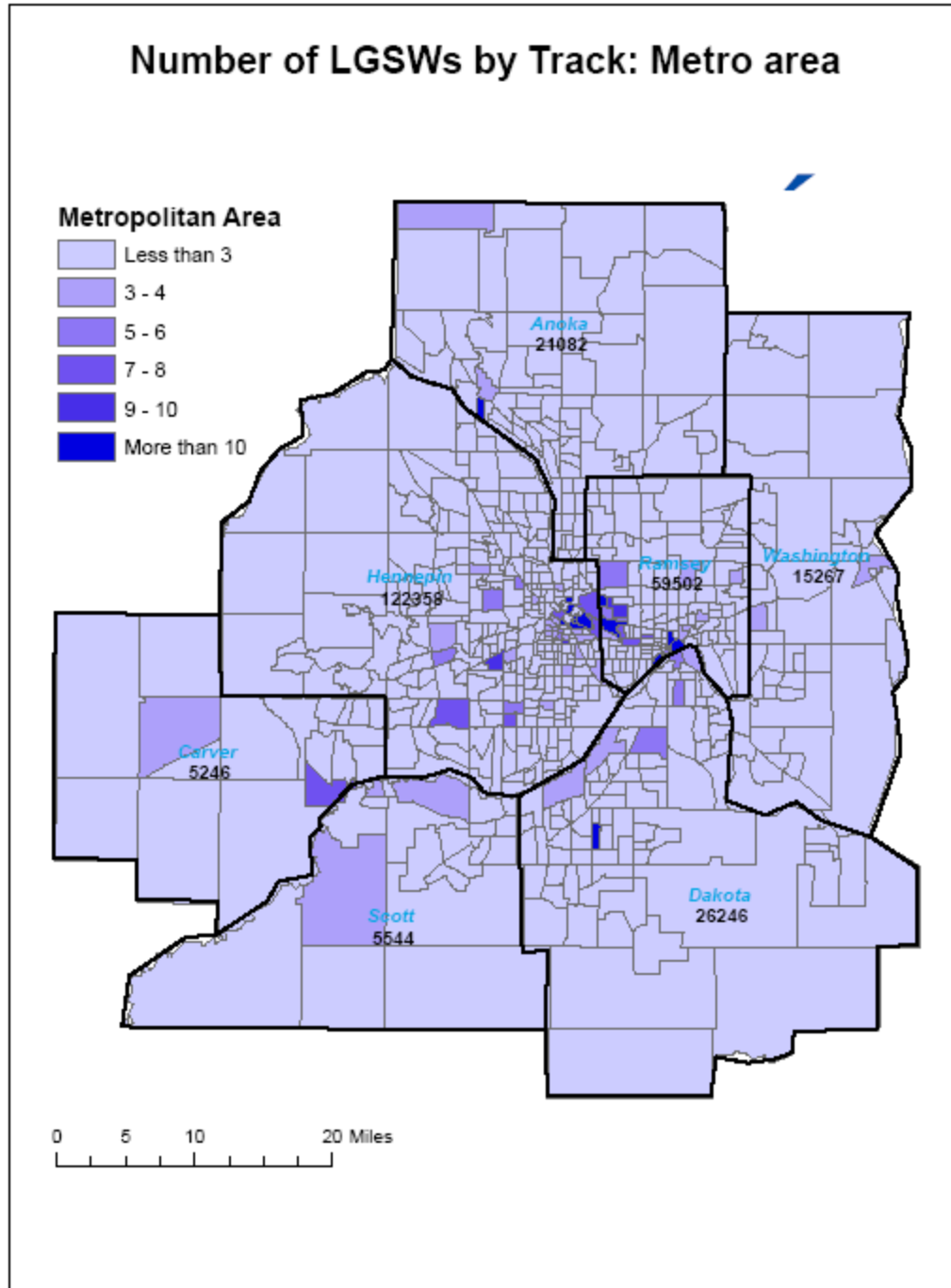


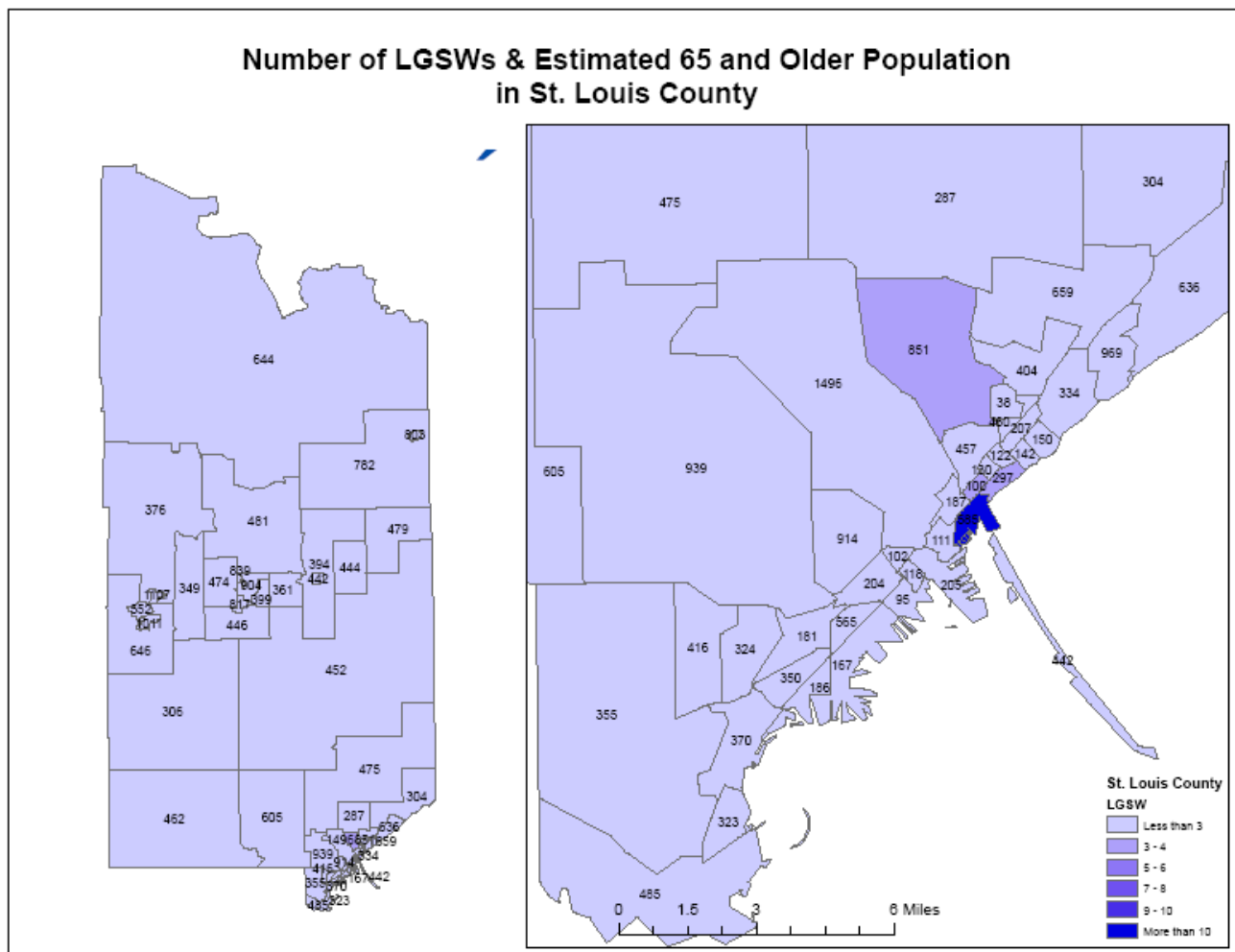




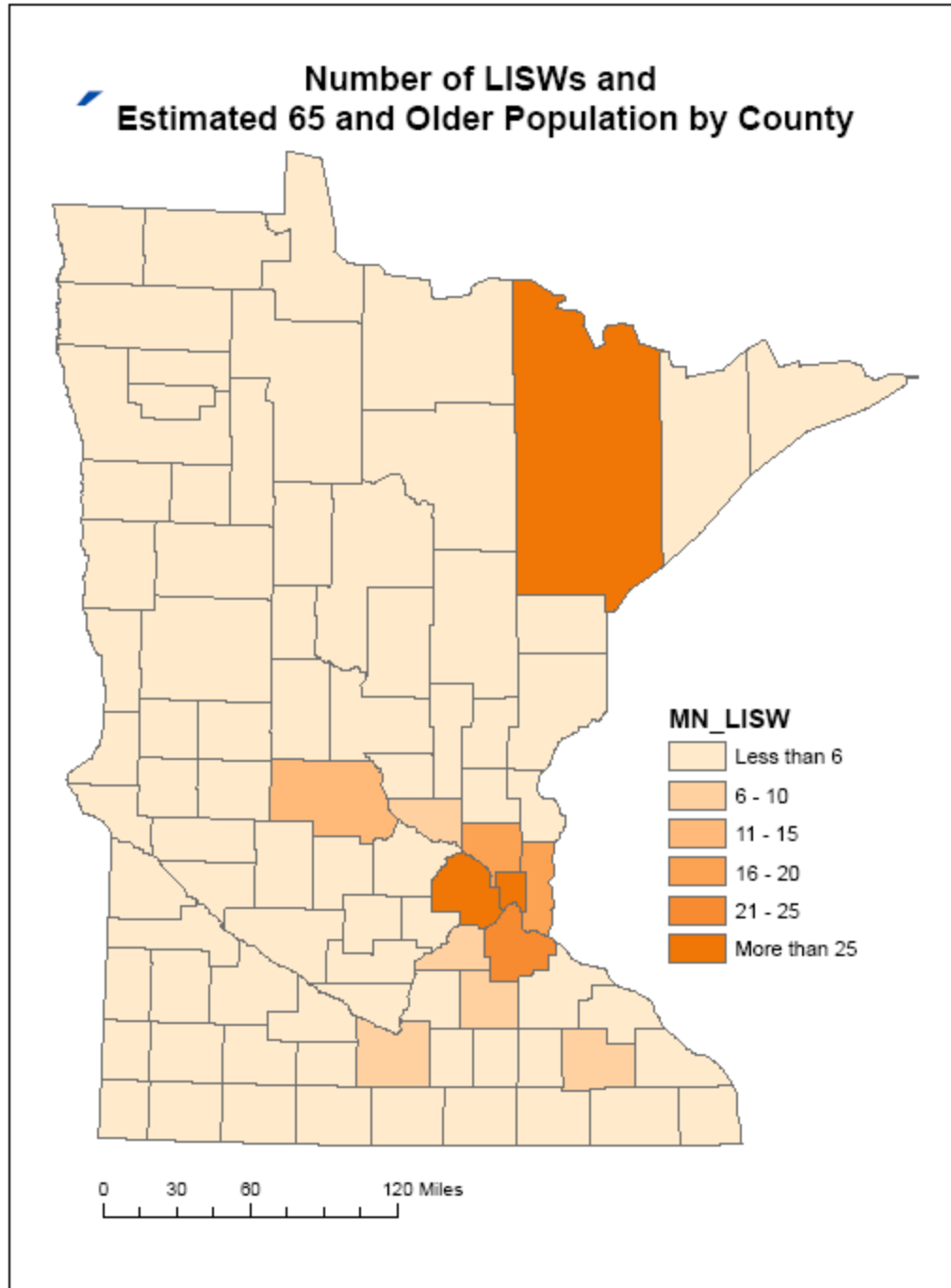


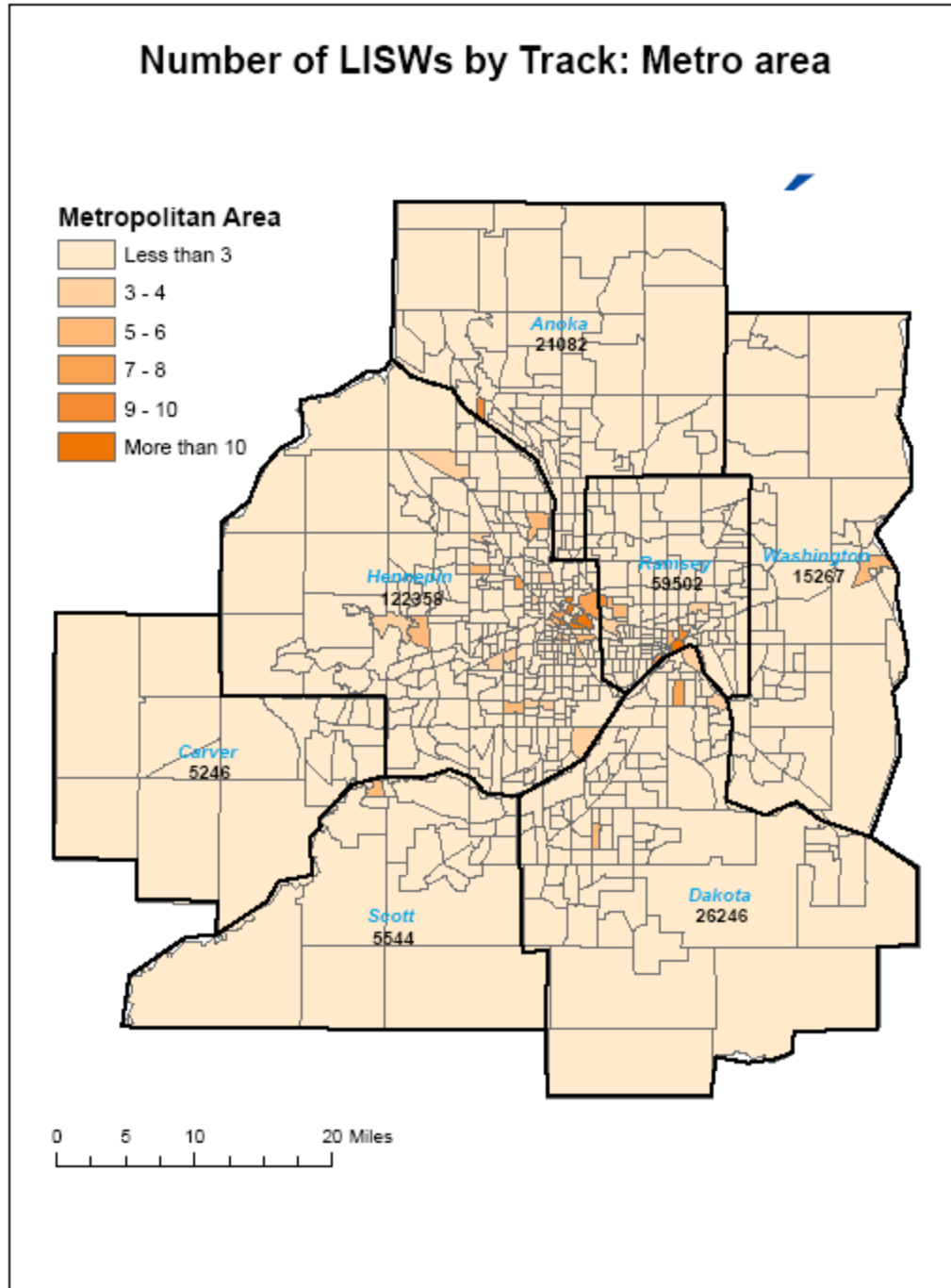




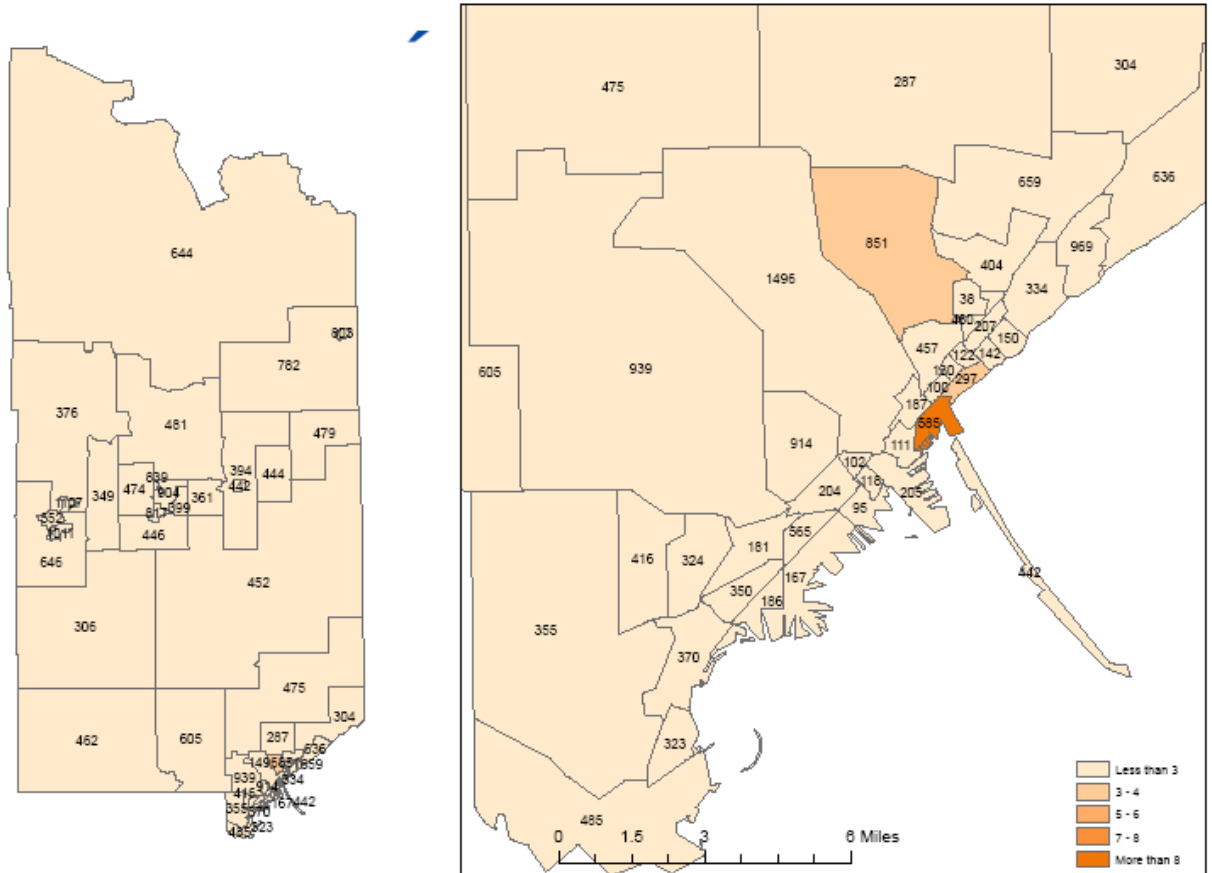


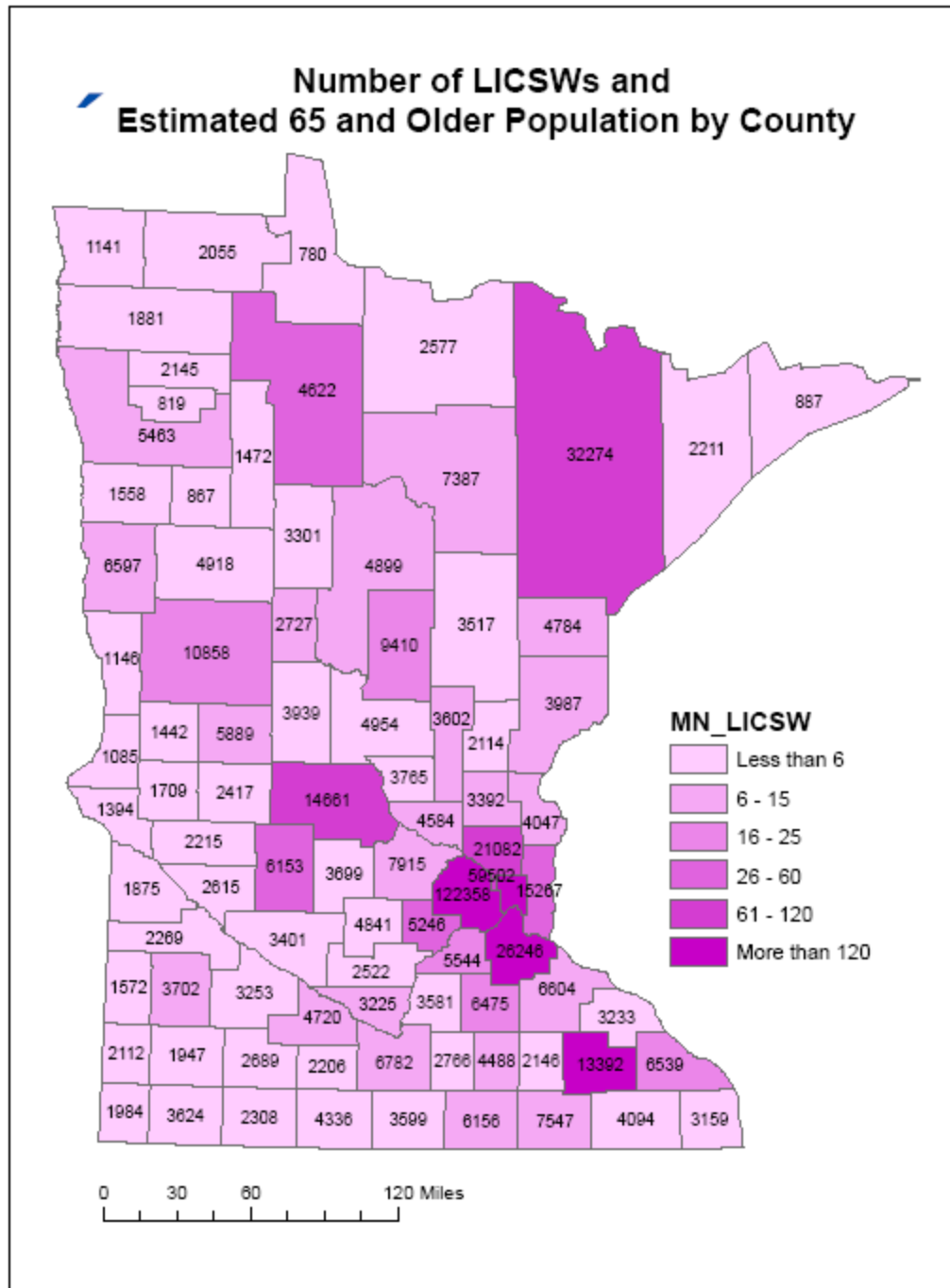


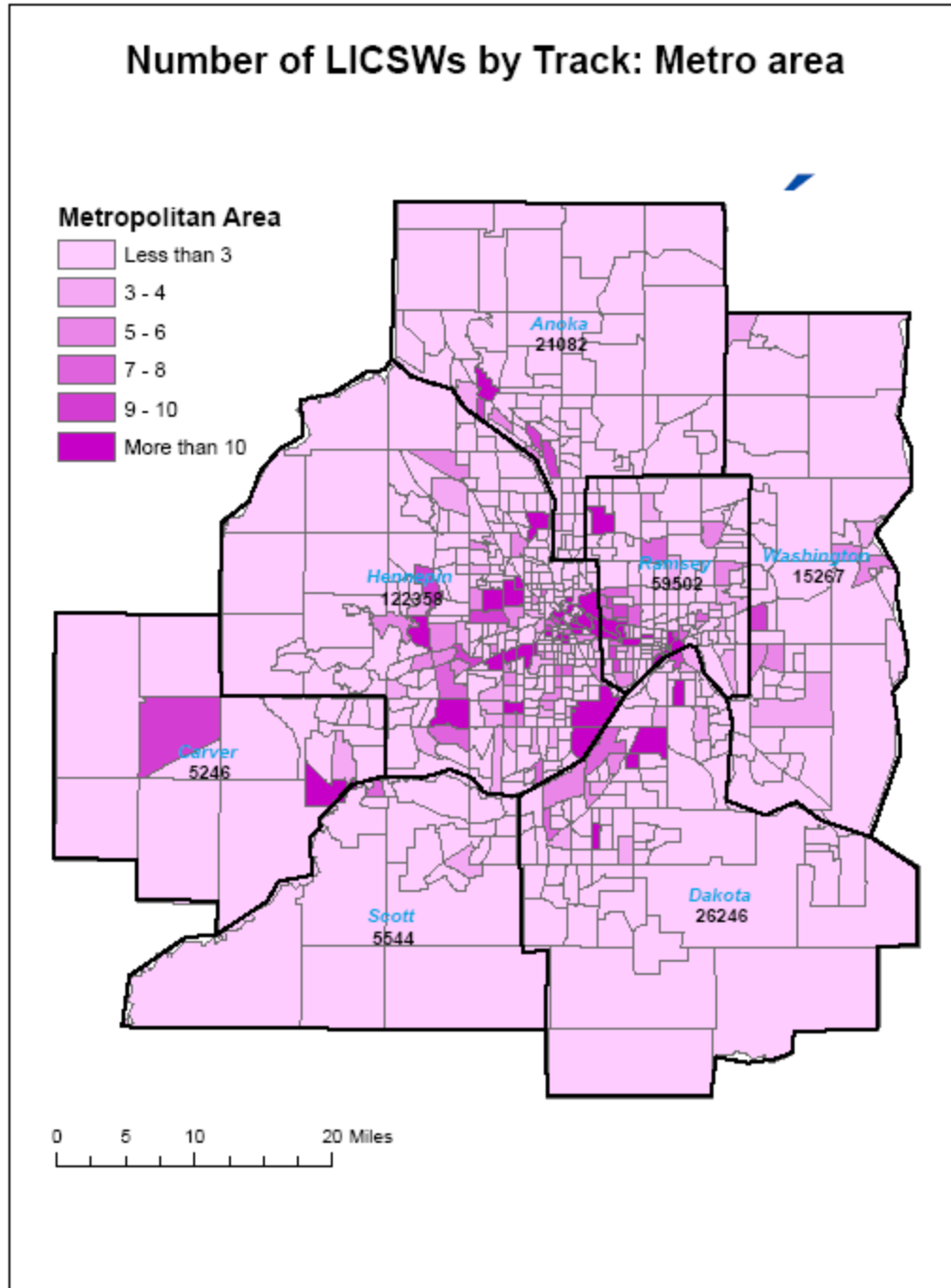




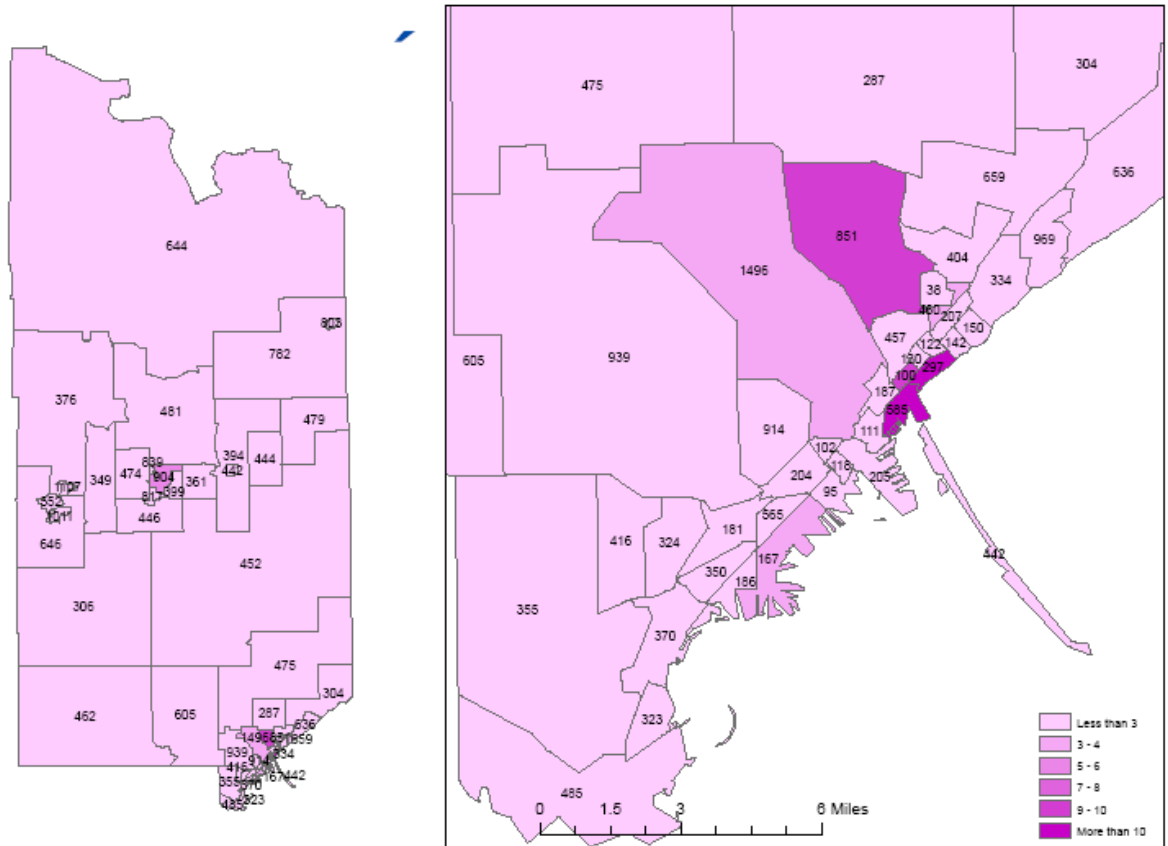
**Number of LISWs & Estimated 65 and Older Population  
in St. Louis County**

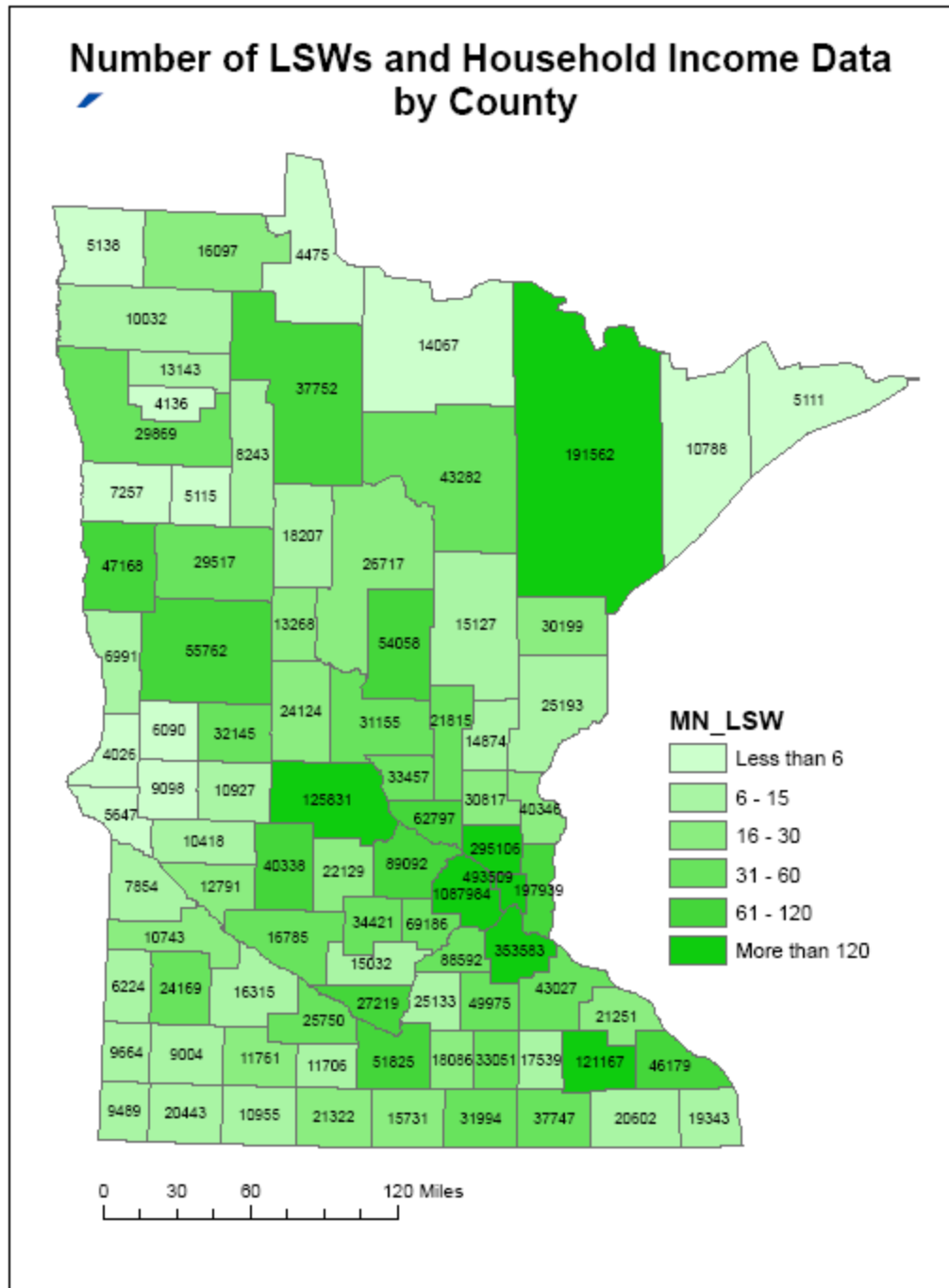


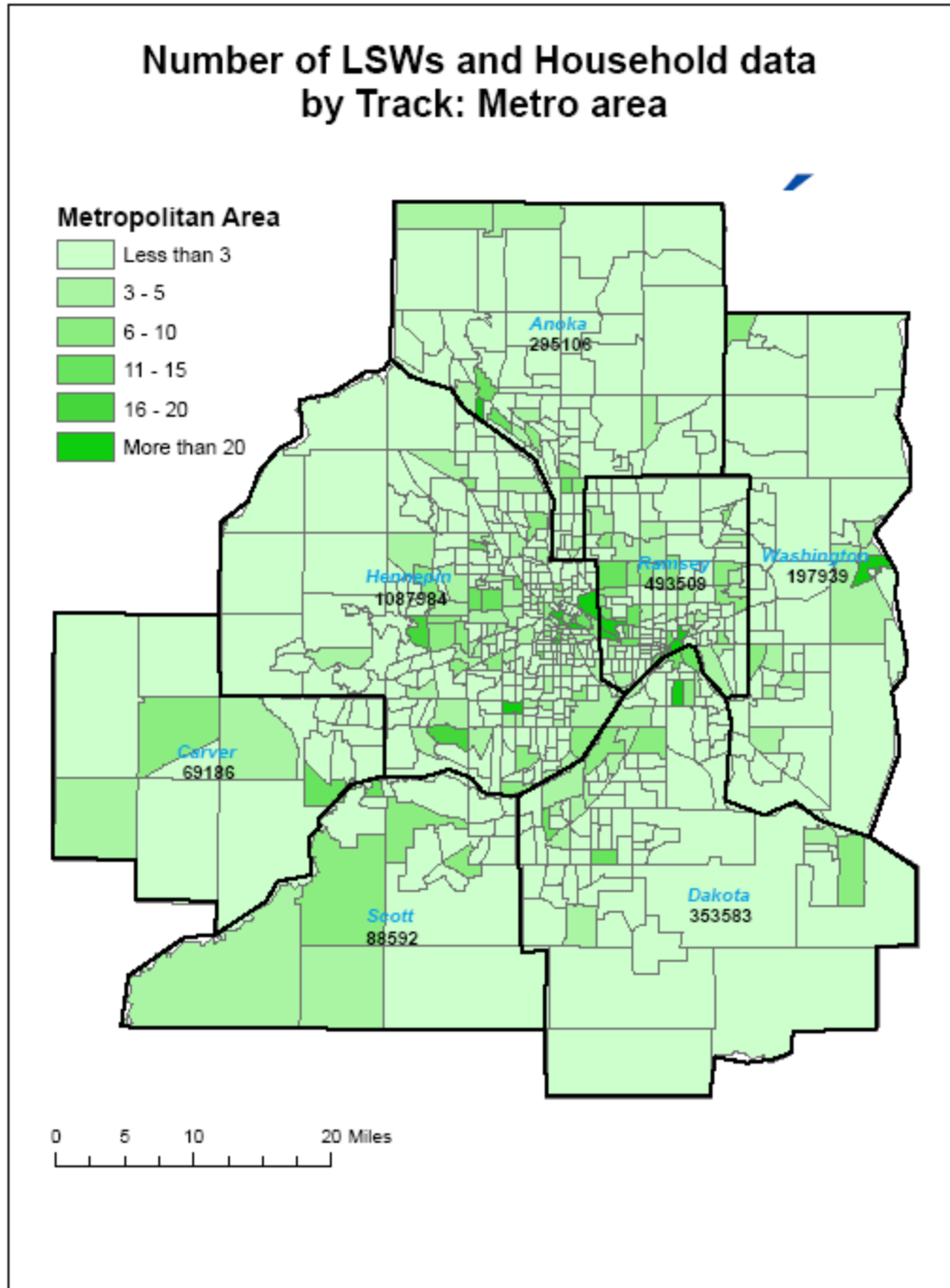




**Number of LICSWs & Estimated 65 and Older Population  
in St. Louis County**

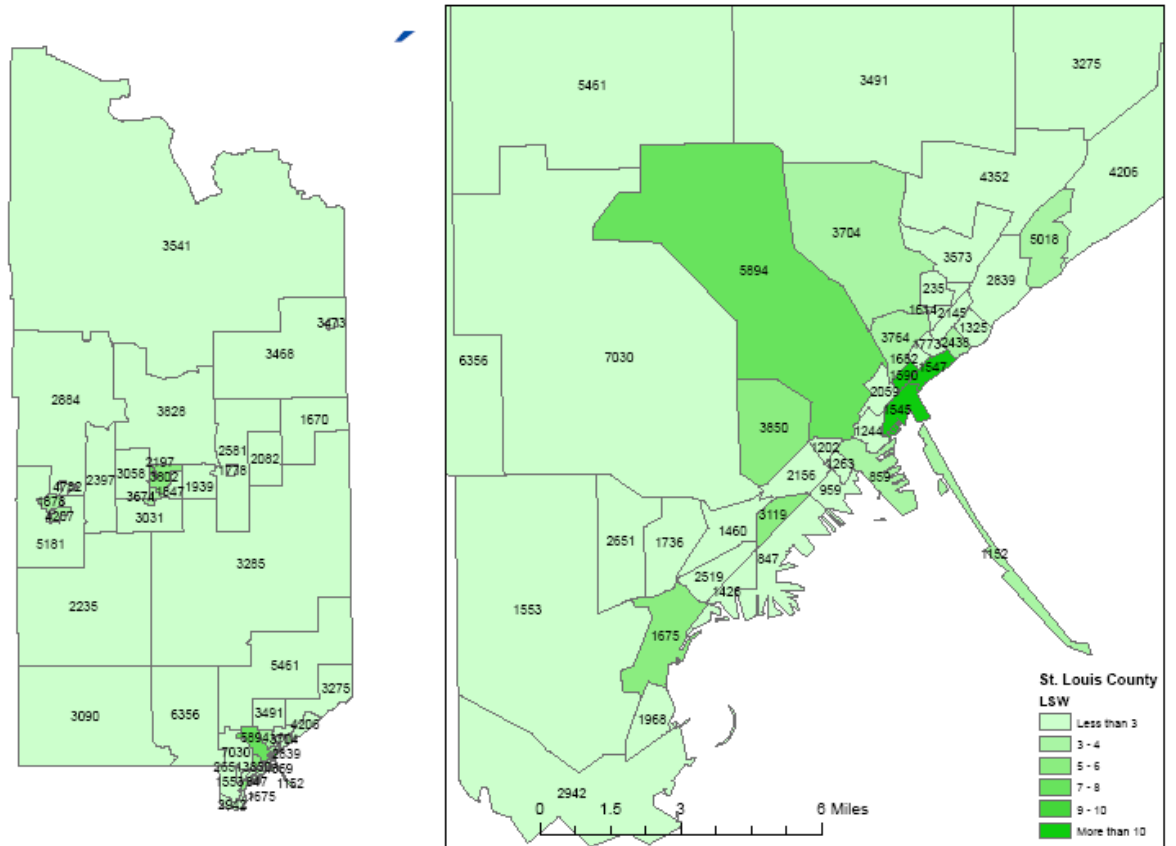


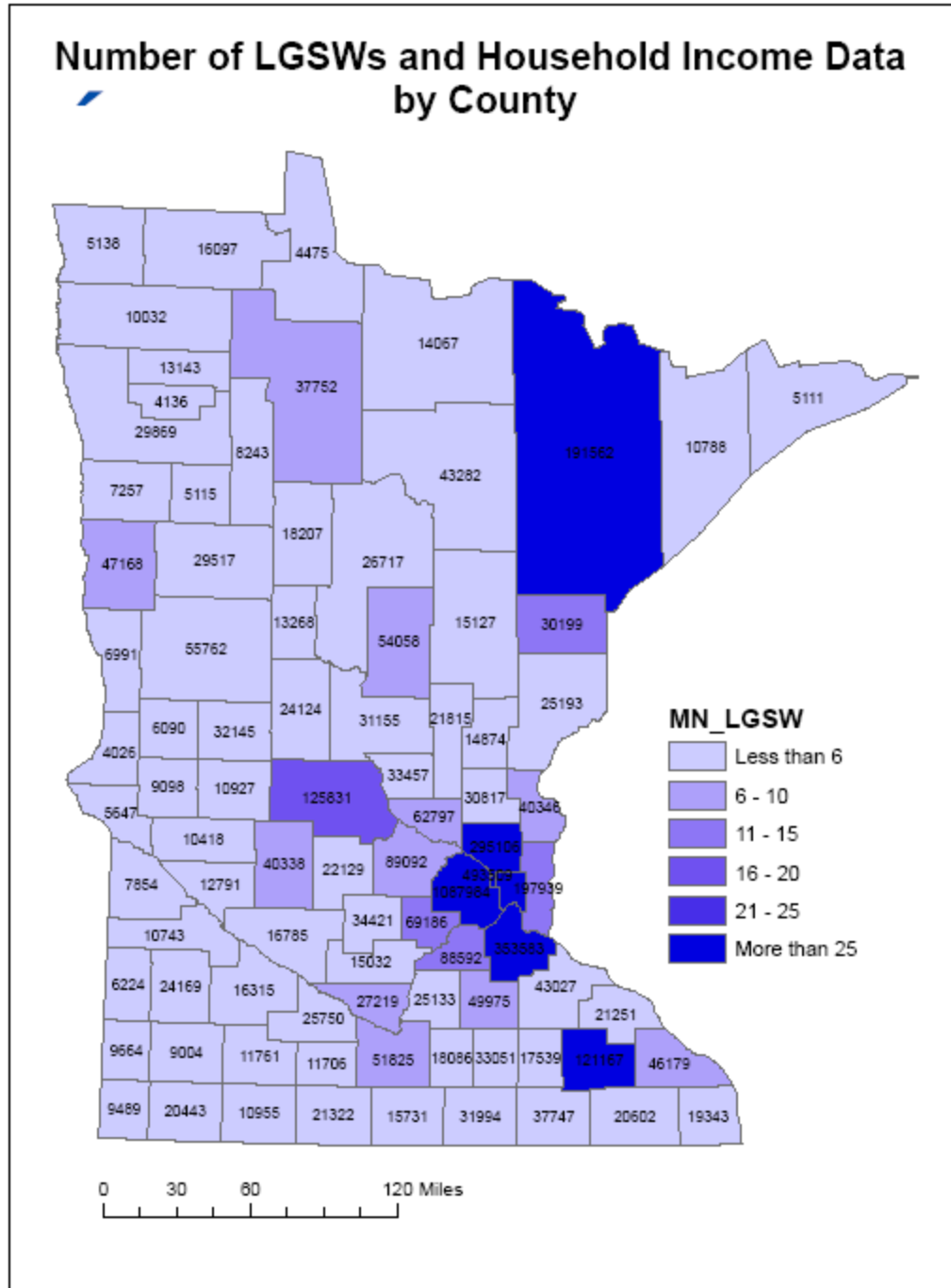


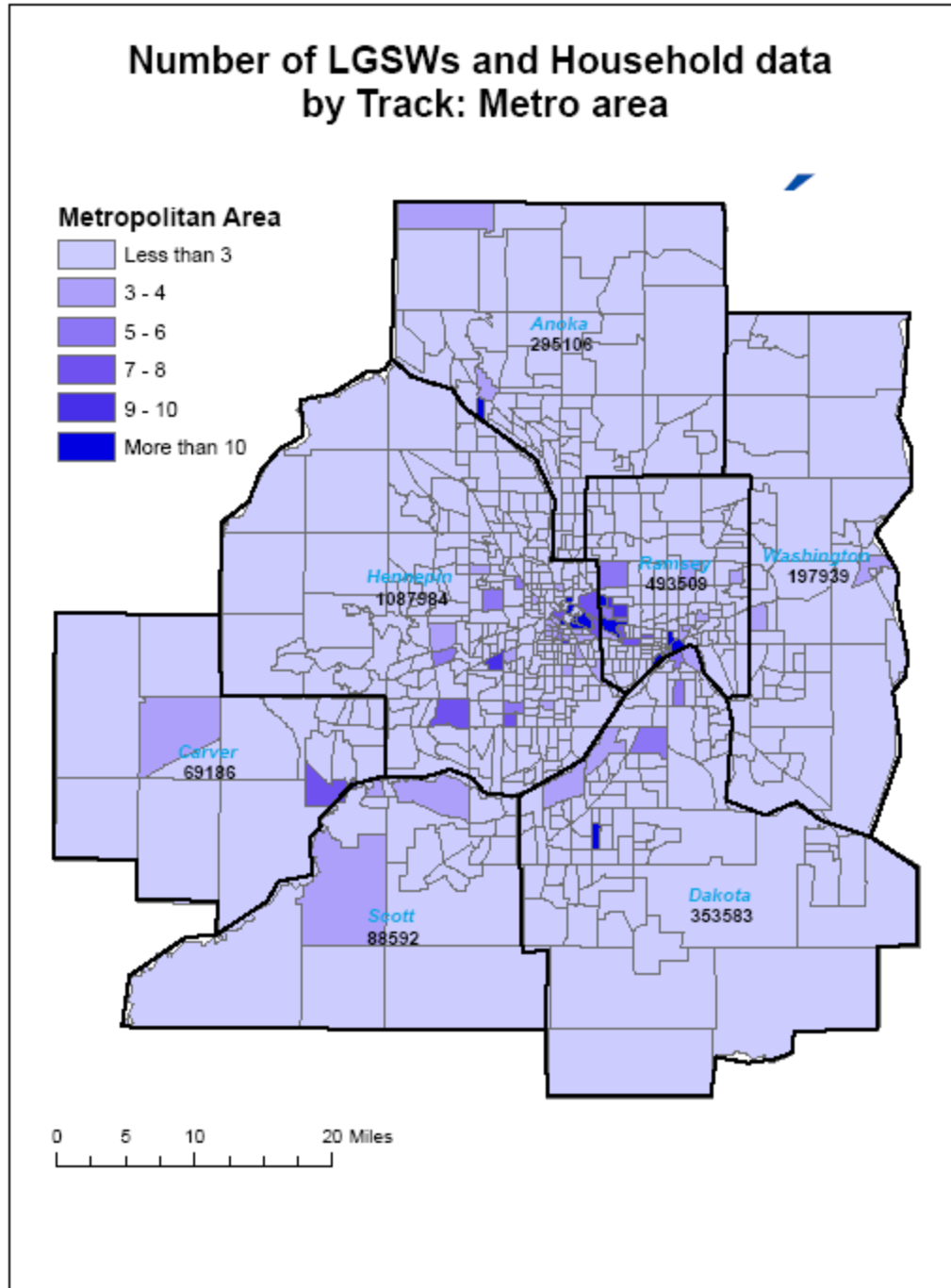




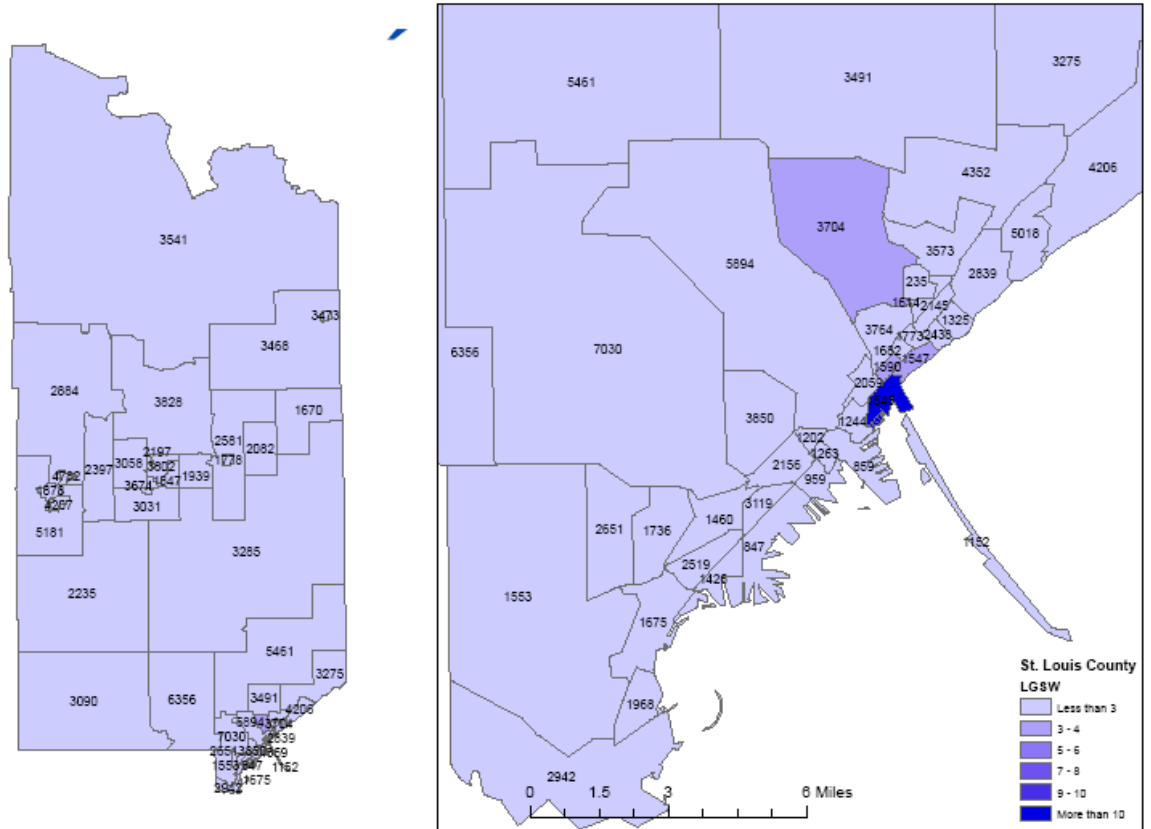
**Number of LSWs and Household data by Track  
in St. Louis County**

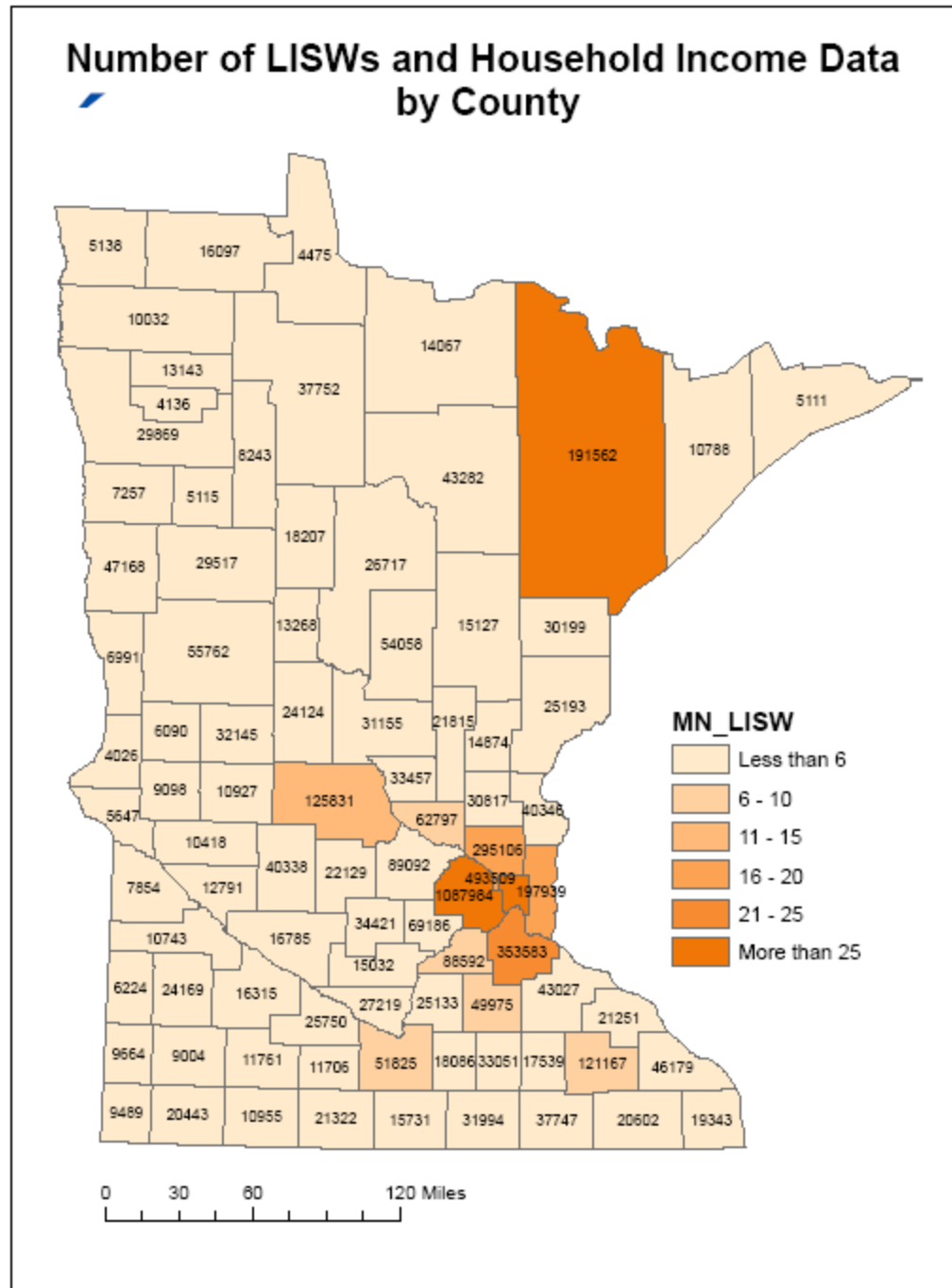


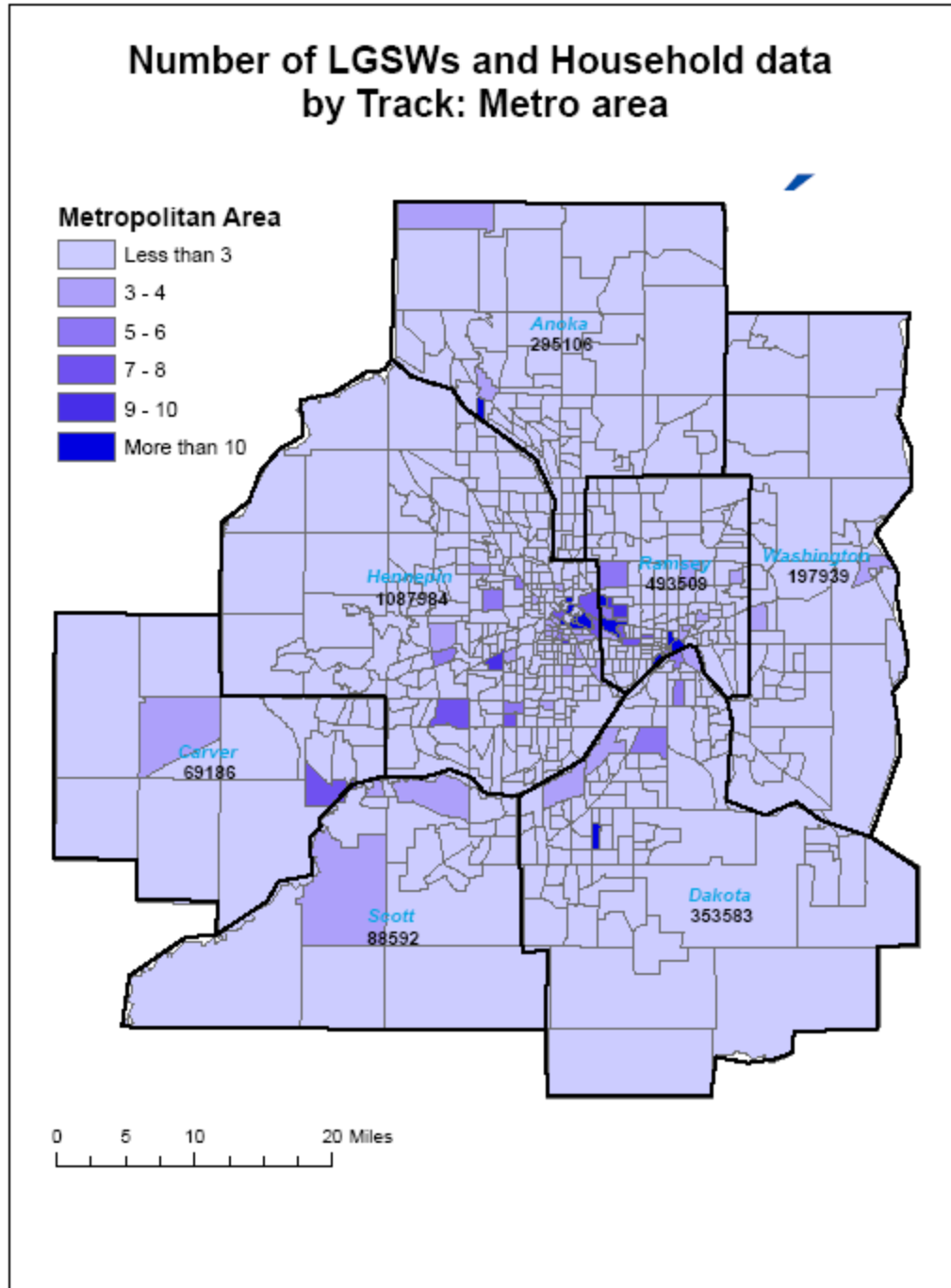




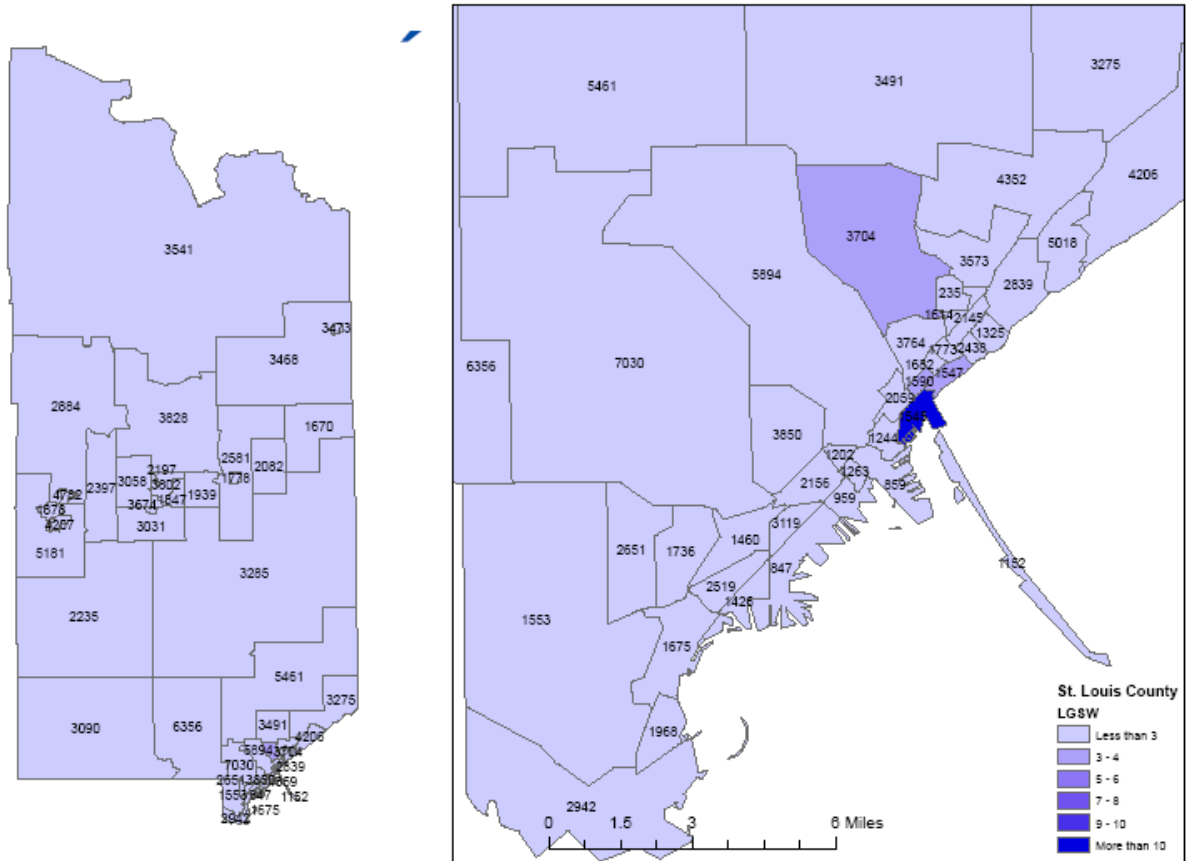
**Number of LGSWs and Household data by Track  
in St. Louis County**

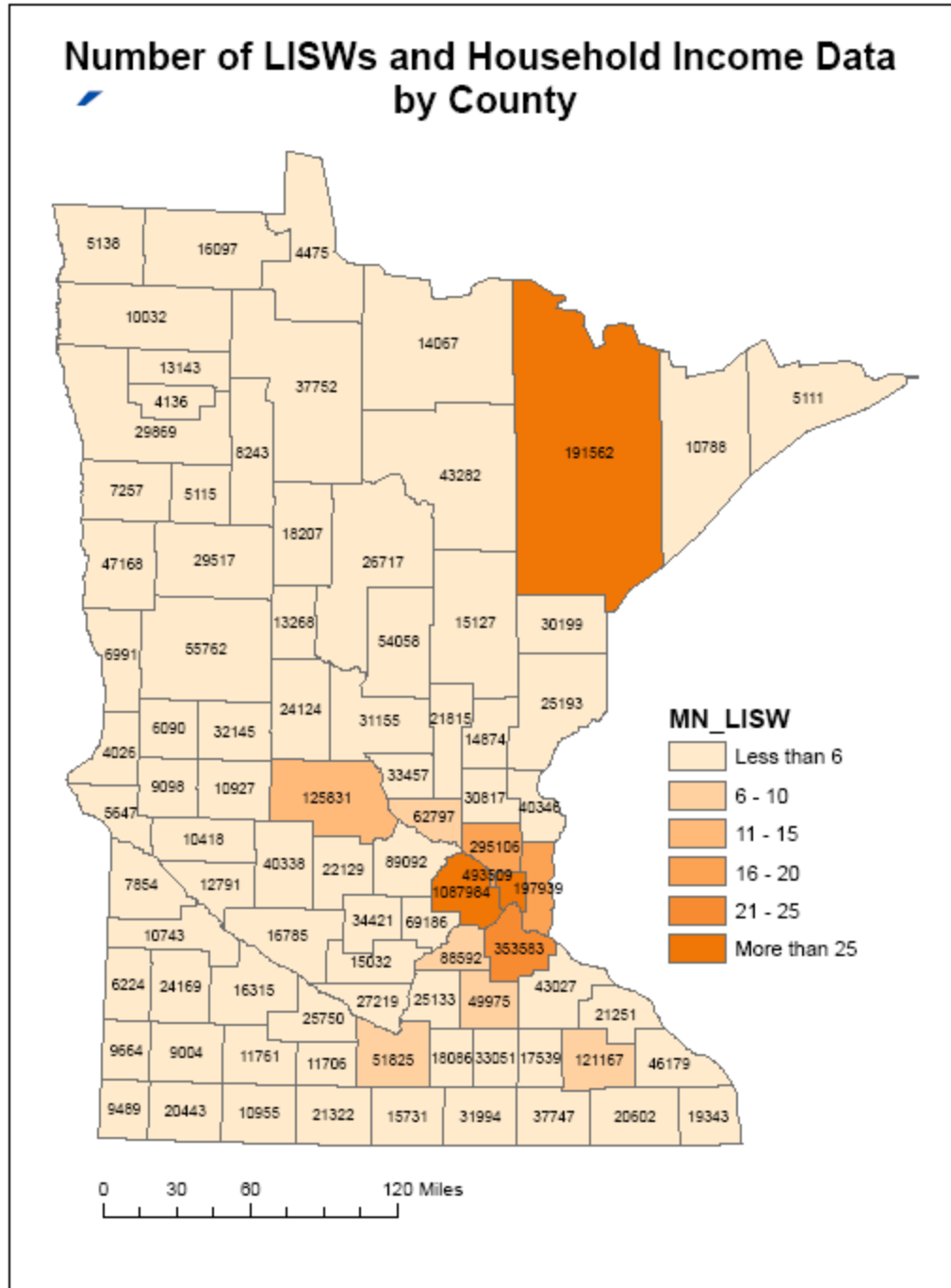




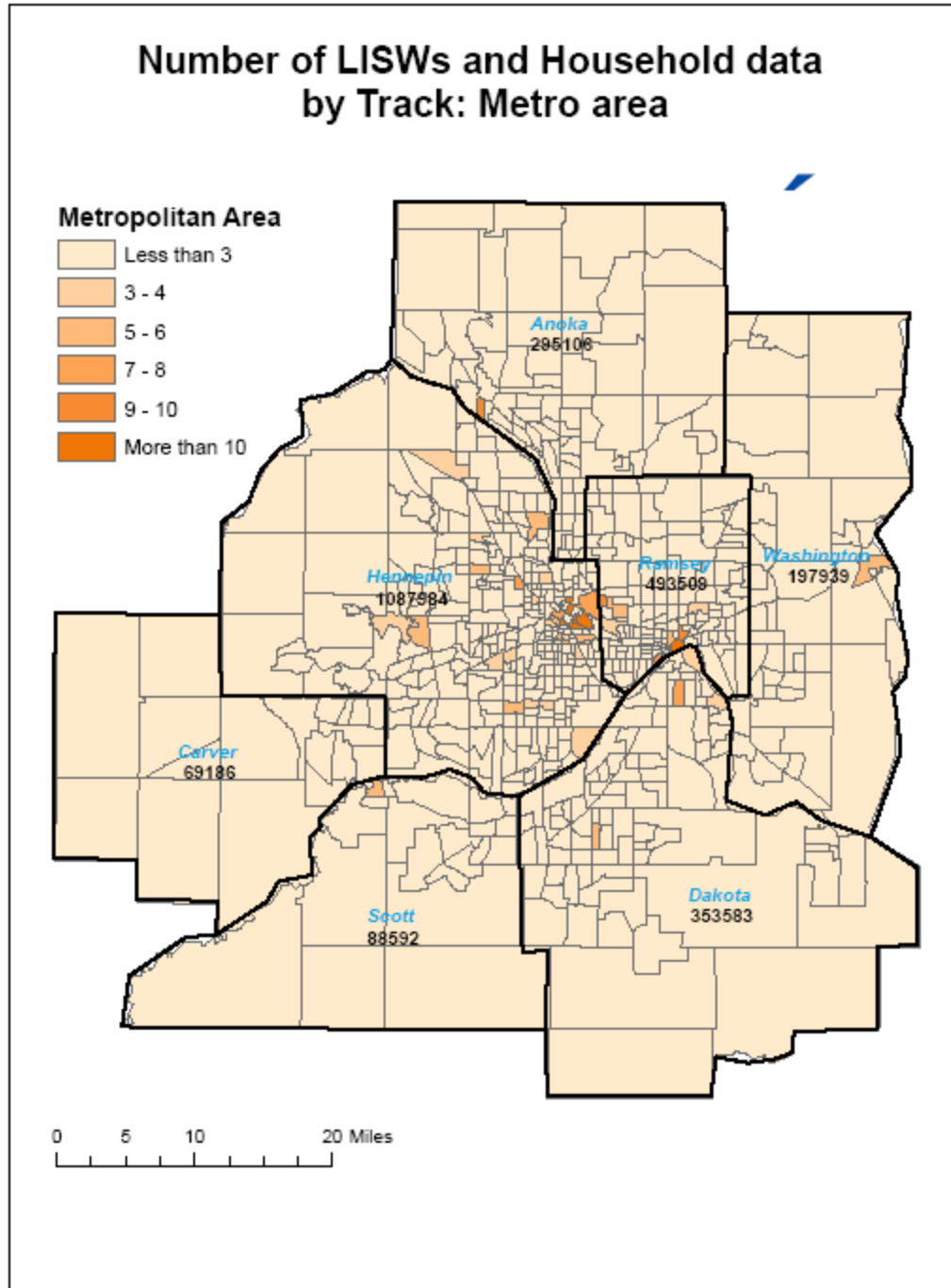


**Number of LGSWs and Household data by Track  
in St. Louis County**

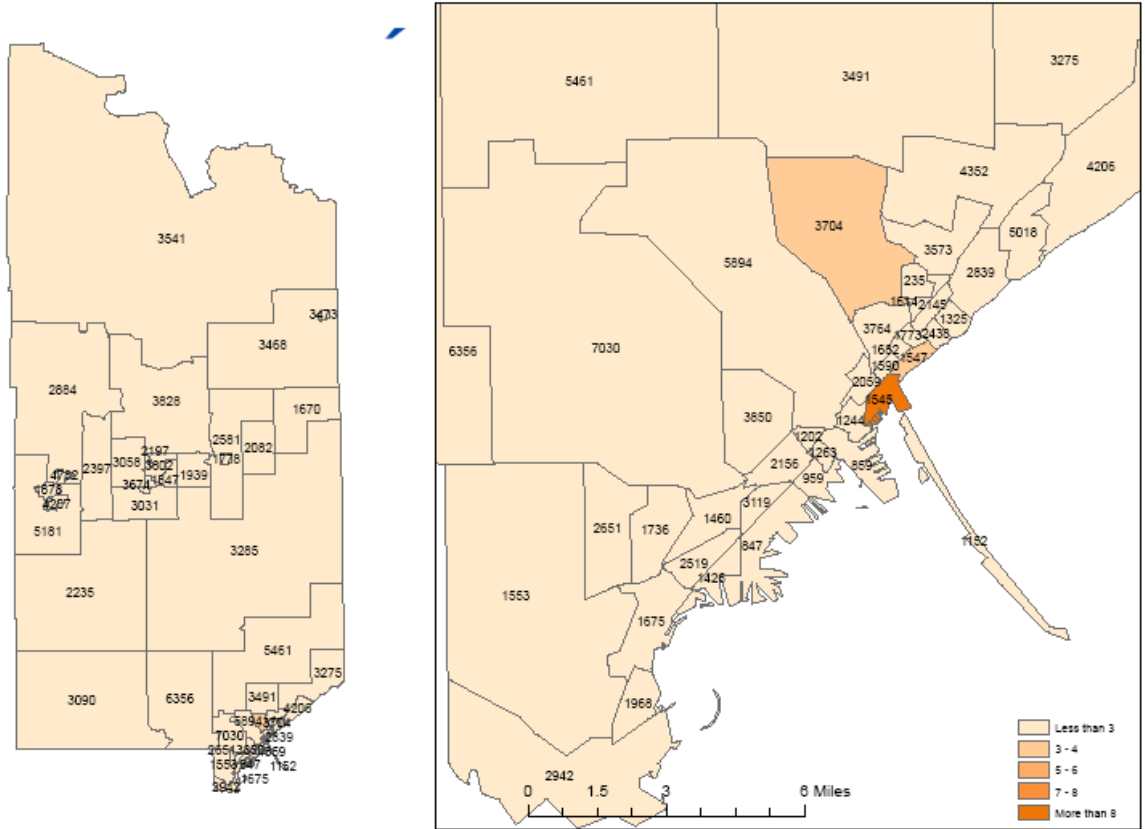




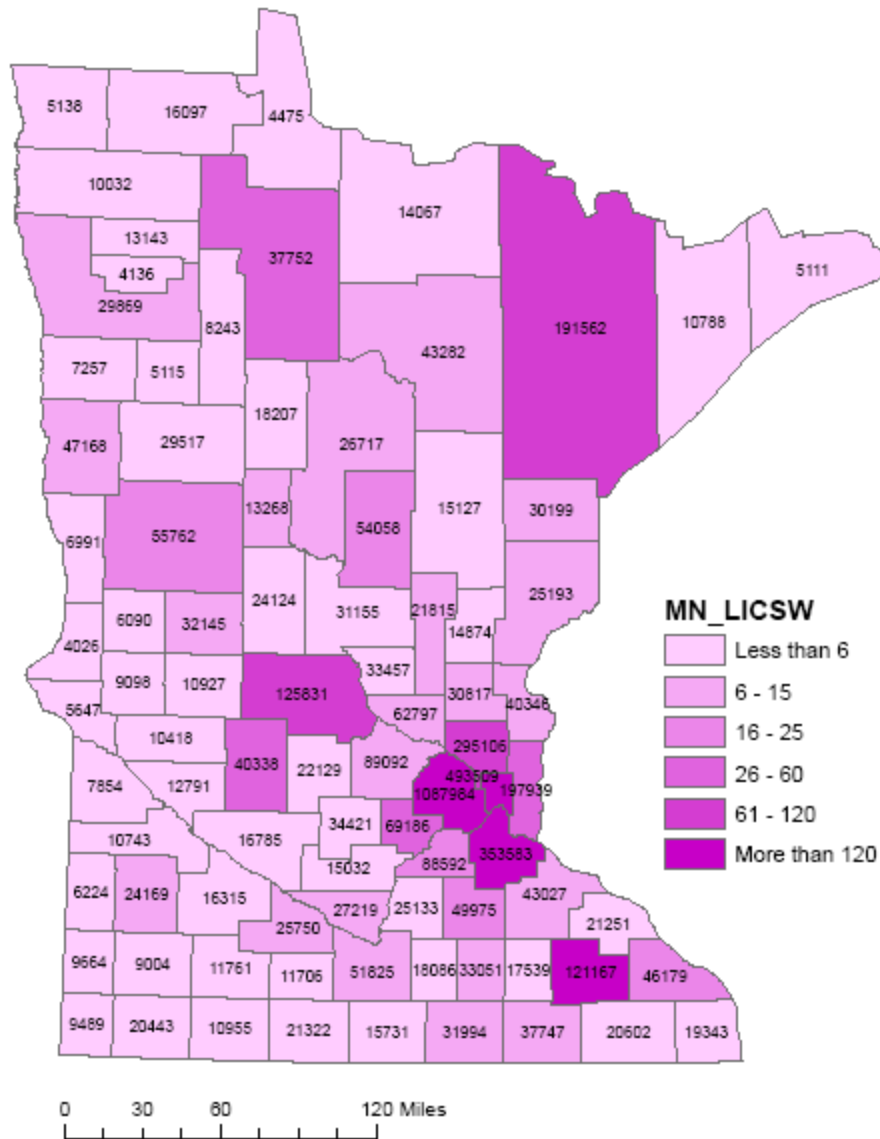


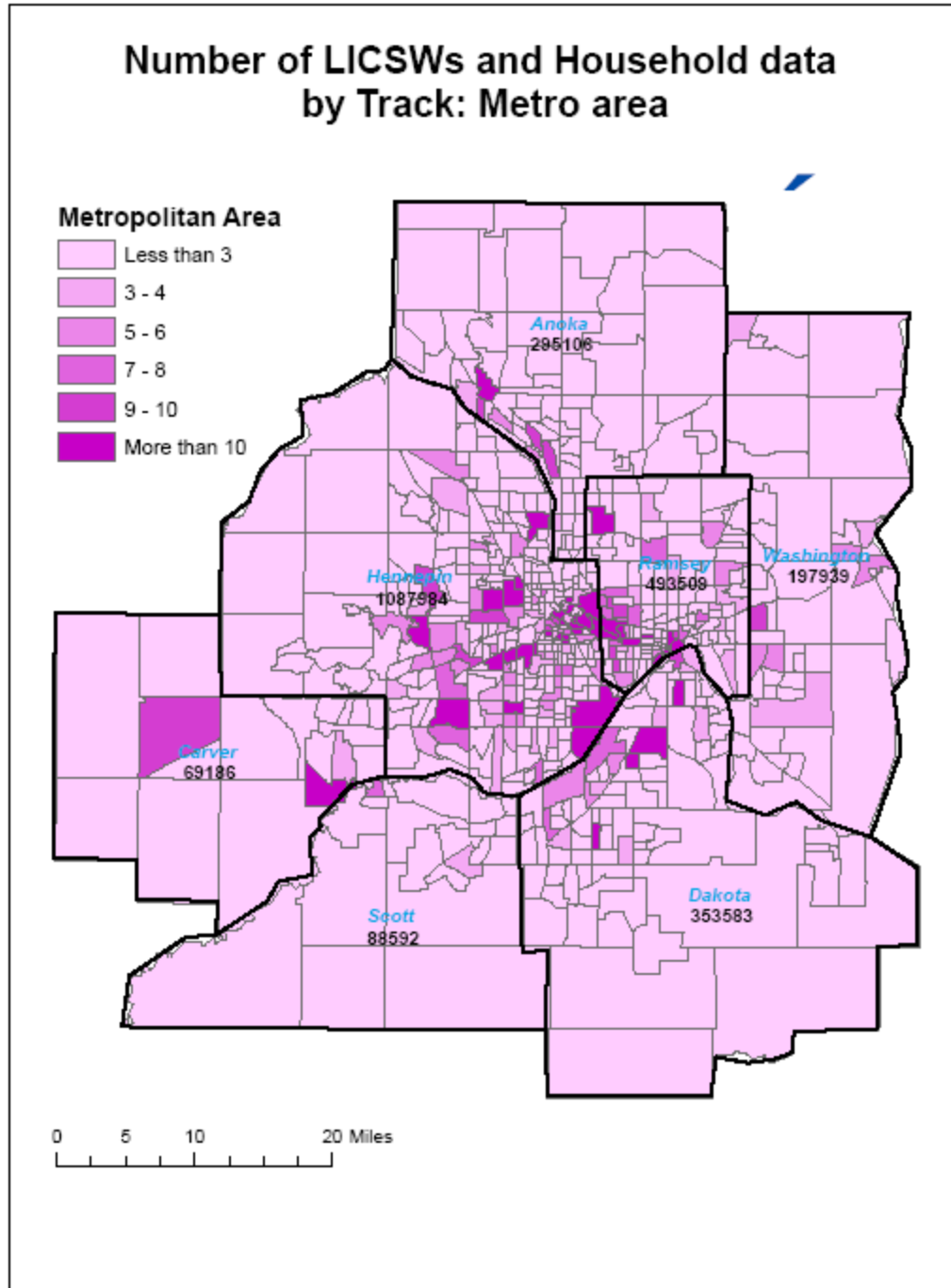


**Number of LISWs and Household data by Track  
in St. Louis County**



## Number of LICSWs and Household Income Data by County





**Number of LICSWs and Household data by Track  
in St. Louis County**

