



**MINNESOTA**

**BOARD OF SOCIAL WORK**

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*Protecting the Public*

**2023 CEOC LICENSURE  
SURVEY RESULTS**

Presented to Board July 21, 2023

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# PRELIMINARY PROJECT OVERVIEW

## SURVEY PURPOSE + BACKGROUND

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At the January 20, 2023, public board meeting, the Board of Social Work (BOSW) voted to modify the charge of the existing, permanent Communications Outreach and Education Committee (CEOC) to address the ongoing work related to the issues and topics 1) arising from the ASWB exam data report, and 2) ongoing nature of integrating and applying a Diversity, Equity, and Inclusion (DEI) lens in the regulatory work of the Board and Staff, as well as in the work with stakeholder groups.

CEOC members and Board staff developed an anonymous survey to gather stakeholder input regarding social work licensure requirements, including possible national licensure compact, alternate pathways to licensure, and establishing new or amending current standards required to become licensed to practice social work in Minnesota. An email GovDelivery invitation with the online survey was sent to stakeholders that included current licensees, applicants for licensure, individuals who applied for licensure but never took the exam, anyone who subscribes to BOSW email listserv. The online survey was delivered to approximately 34,000 email addresses. BOSW received 3994 responses.

The Board compiled and analyzed aggregate data and responses to the survey. Data collected will inform future Board decision making about licensing requirements. This report includes aggregate quantitative data gathered, along with a summary of qualitative data provided by survey respondents.

*The Board, as a state regulatory agency, guided by a lens of diversity, equity, and inclusion, commits to actively examine and address systemic inequities in policy and practice and work to reduce unnecessary barriers to social work licensing, while maintaining standards to ensure our mission of protecting the public.*

## SURVEY DEVELOPMENT PROCESS

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- Survey Development:
  - CEOC began development of the Licensing Survey in January 2023
  - Staff prepared and presented an initial draft of the survey questions to CEOC February 2, 2023
- Test Survey Approval:
  - Preliminary test version of the survey was presented to CEOC on March 23, 2023
  - CEOC suggested revisions and additions at the April 12, 2023, committee meeting and approved release when final revisions were made by staff.
- Test Survey Launch:
  - Release date of survey was April 14, 2023, with a close date of May 12, 2023

## PRIMARY SURVEY GOALS

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- Gather stakeholder knowledge of and input on:
  - ASWB Exam Data Report
  - National Licensure Compact Draft Legislation
  - Possible alternate pathways to licensure

# SURVEY DEVELOPMENT + LOGISTICS

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## PLATFORM

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Snap Survey is a survey development software platform vetted and approved by State of Minnesota MN.IT and currently used by the Board. Capabilities of the platform include:

- Ability to create and design fully customized surveys:
  - Draft question language; choose question format, and response options
  - Customize logos, design, formatting, etc.
- Web publishing to administer and manage surveys online:
  - Surveys are assigned a custom URL to allow access to the survey
  - Set parameters on survey start and end dates, anonymity requirements, number of responses allowed, etc.
- Analysis and reporting tools:
  - Monitor responses as submitted, track number of responses
  - Receive alerts if certain responses are provided
  - Automatically generated reports in various formats are downloaded to analyze and present data

## METHODS OF DISTRIBUTION

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- Survey was publicly available via link; no invitation needed to take survey
- Information provided about length and purpose of survey up front (in survey advertisements and at start of survey) to encourage participation
- Survey advertised and made available to stakeholders via:
  - Link on homepage of BOSW website for maximum visibility
  - Link included in staff email signature blocks
  - Notifications sent to email subscribers via GovDelivery:
    - Advertised in standalone 2023 GovDelivery 04/14/2023
    - Sent standalone GovDelivery reminder notice 04/28/2023

## SURVEY FORMAT

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- Plain language used for quantitative questions
- Questions were structured to generate feedback on the following topics:
  - Alternate Pathways to Licensure
  - Multistate Licensure Compact
  - 2022 ASWB Exam Pass Rate Analysis Report
- Filter questions selected for respondents based on answers to specific survey questions
- Optional comment sections included for some questions to allow additional feedback from stakeholders. Qualitative data from the optional comments sections are summarized under each applicable quantitative question.

(See [Appendix](#) for complete questionnaire and explanation of question routing patterns)

## REPORTING SURVEY RESULTS

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- Present survey results to the Board at the July 21, 2023, meeting.
- Publish public report to BOSW website, after results are officially presented to Board, summarizing aggregate results.
- Board will use survey results to inform decisions in establishing new or amending current standards required to be licensed to practice social work in Minnesota.

## 2023 LICENSURE SURVEY RESULTS

### SURVEY COMPLETION DATA

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#### 2023 Licensure Survey Period:

*Published:* April 14, 2023

*Closed:* May 12, 2023

*Duration:* 29 days

#### Response Data:

<b>Total respondents</b>	<b>3,994</b>	<b>100%</b>
All License types	3149	78.85%
All Provisional License types	49	1.23%
Temporary License	25	0.63%
Not Currently Licensed	541	13.55%
Not a Licensed Social Worker	176	4.41%
Licensed only in another state or jurisdiction	54	1.36%

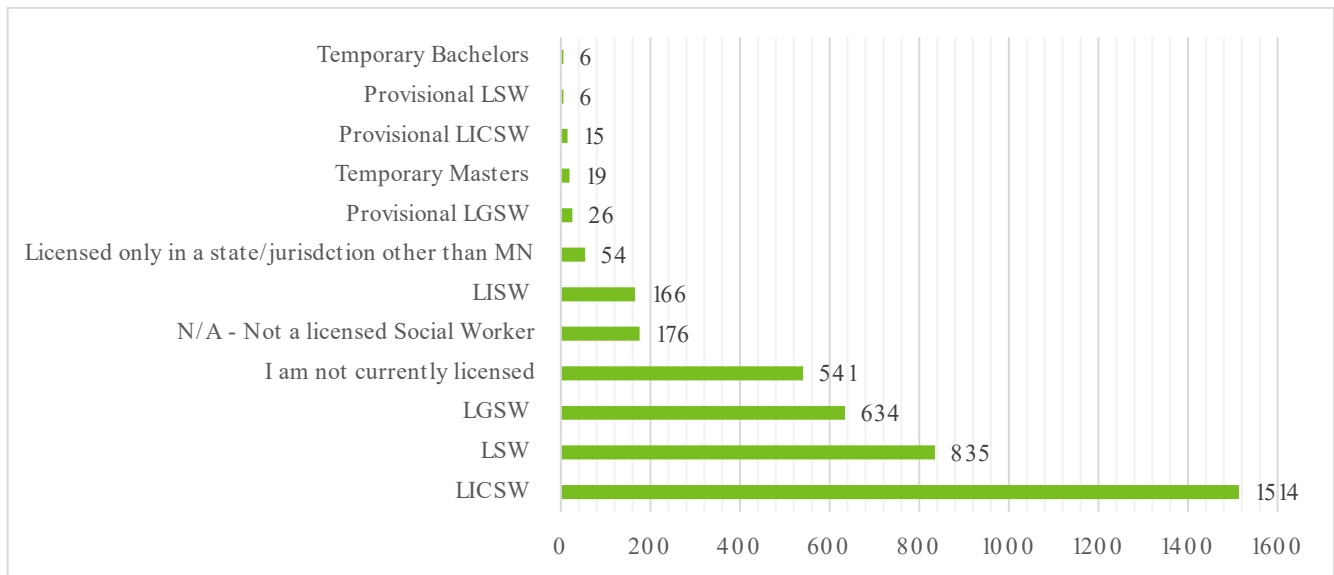
### QUANTITATIVE + QUALITATIVE DATA

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- Responses required for all quantitative survey questions
- Responses for qualitative survey questions were optional but required if the 'other' option was selected (unless otherwise noted).
- Response rates, shown in graphs in following sections, calculated as number of responses for each response option by total number of respondents that answered the questions (varies based on survey section due to filter questions (see Appendix)

## GENERAL LICENSE QUESTIONS

### Which Minnesota License do you currently hold?



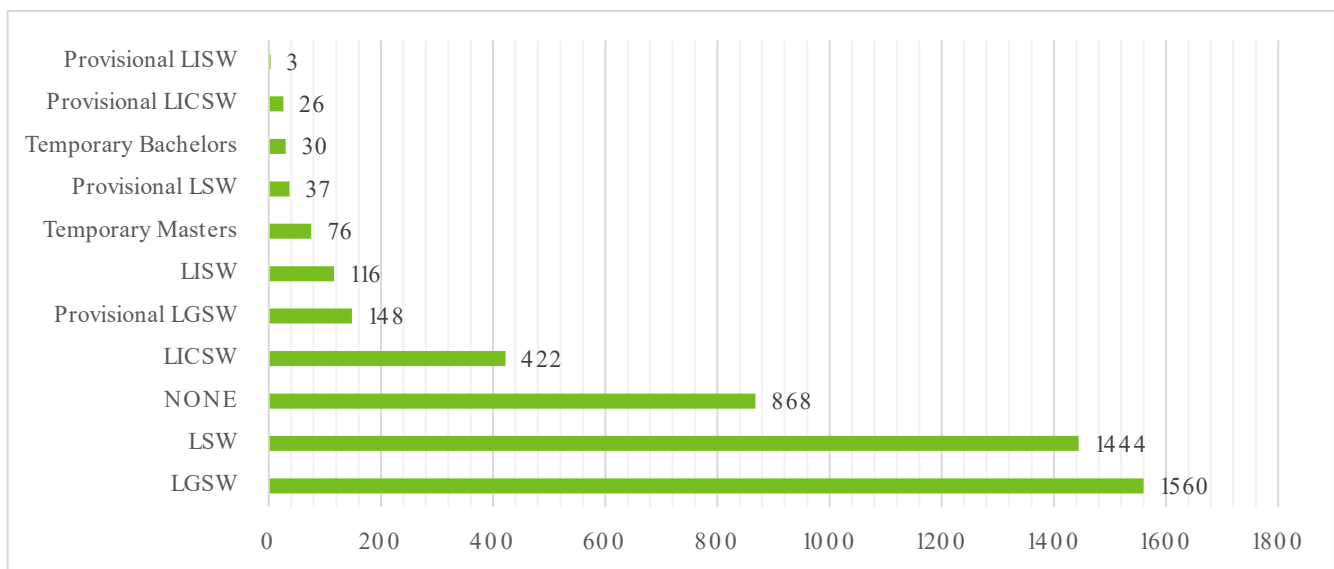
#### Qualitative Data Summary:

Licensed only in a state/jurisdiction other than MN

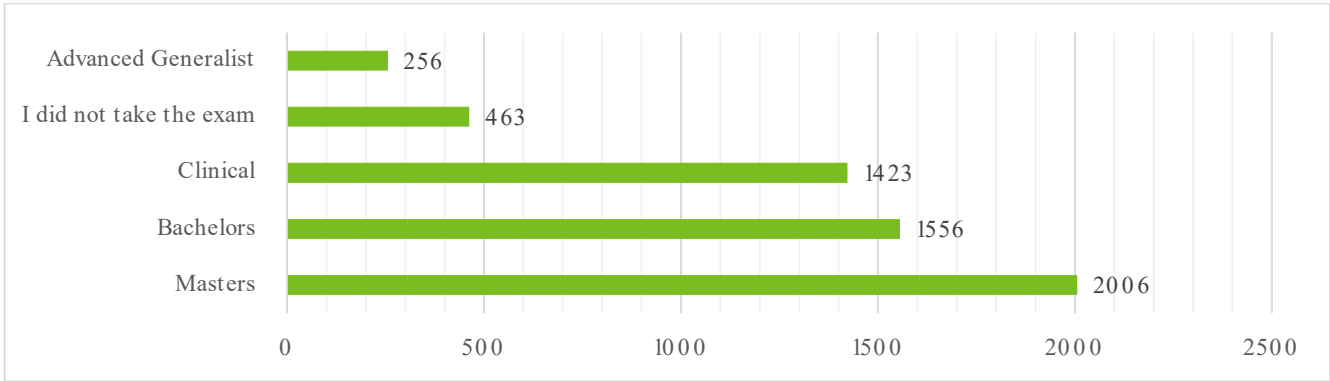
Please Specify which State or Jurisdiction: *(optional)* | 43 Recorded Answers

- The following states/jurisdictions were listed as responses: Alaska, Arizona, California, Florida, Georgia, Iowa, Illinois, Missouri, North Carolina, North Dakota, New York, Oregon, South Dakota, Tennessee, Texas, Washington, Wisconsin, Wyoming

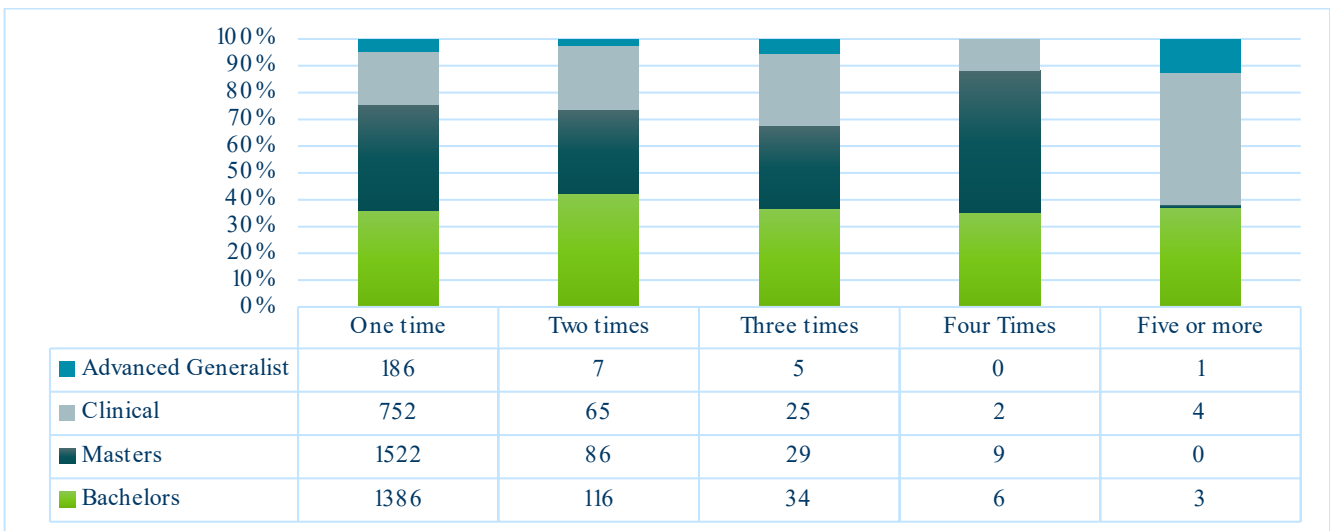
### Which Minnesota License(s) have you previously held? *(Choose all that apply)*



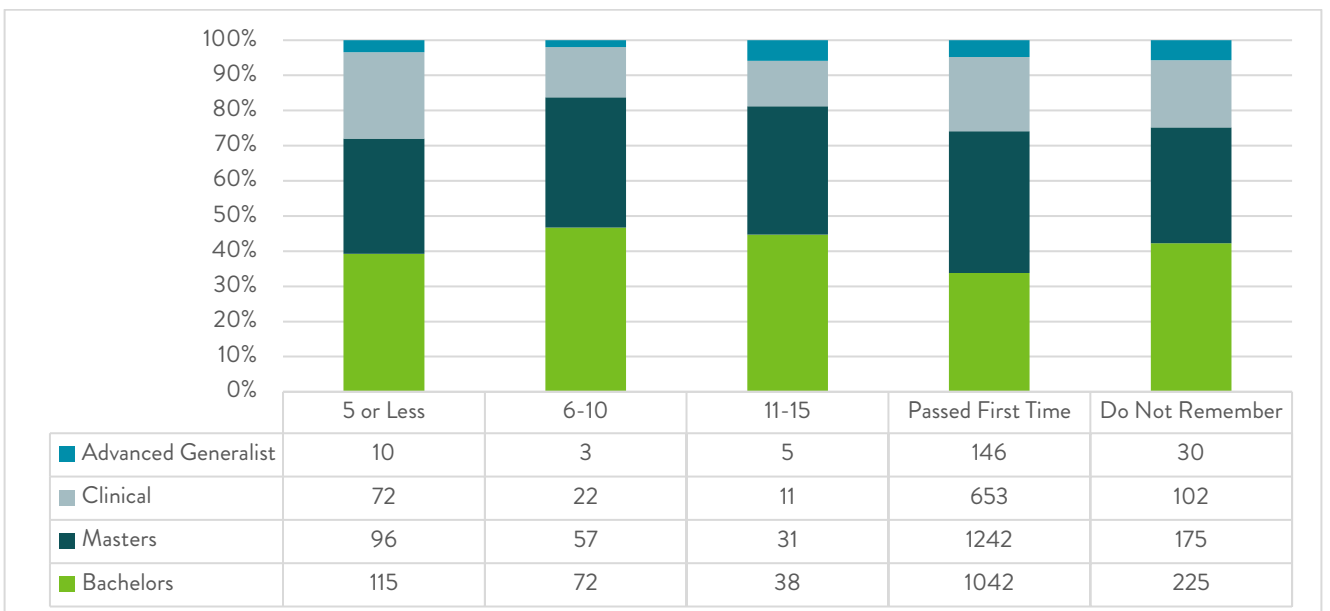
**Which ASWB exam(s) have you taken? (Choose all that apply)**



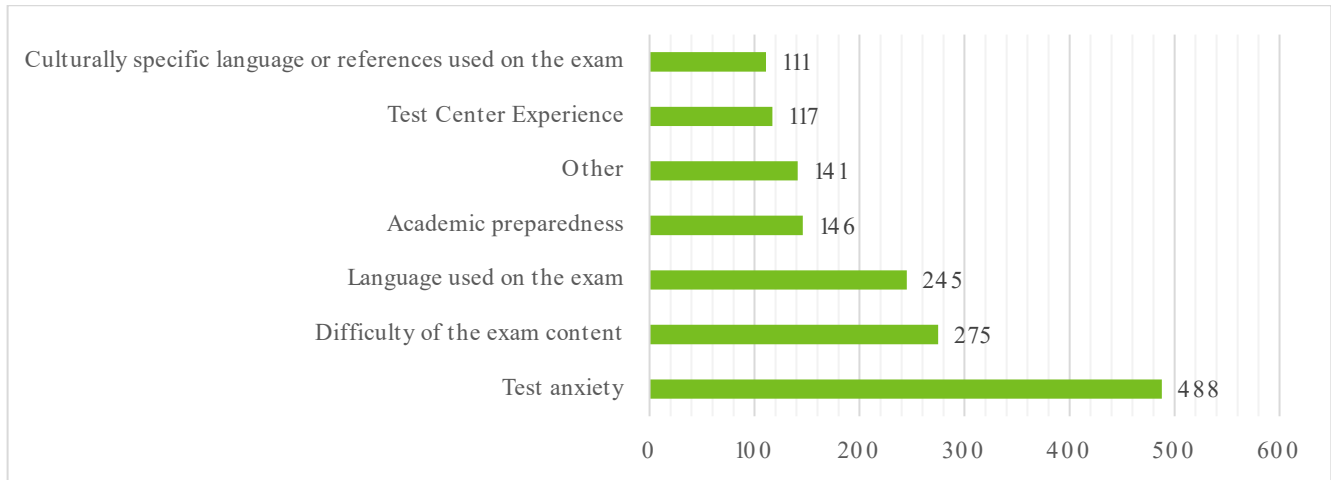
**How many times did you take the ASWB exam?**



**By how many points did you miss a passing score on the ASWB exam? (Choose all that apply)**



## What did you find to be the most significant barrier to passing the ASWB exam?



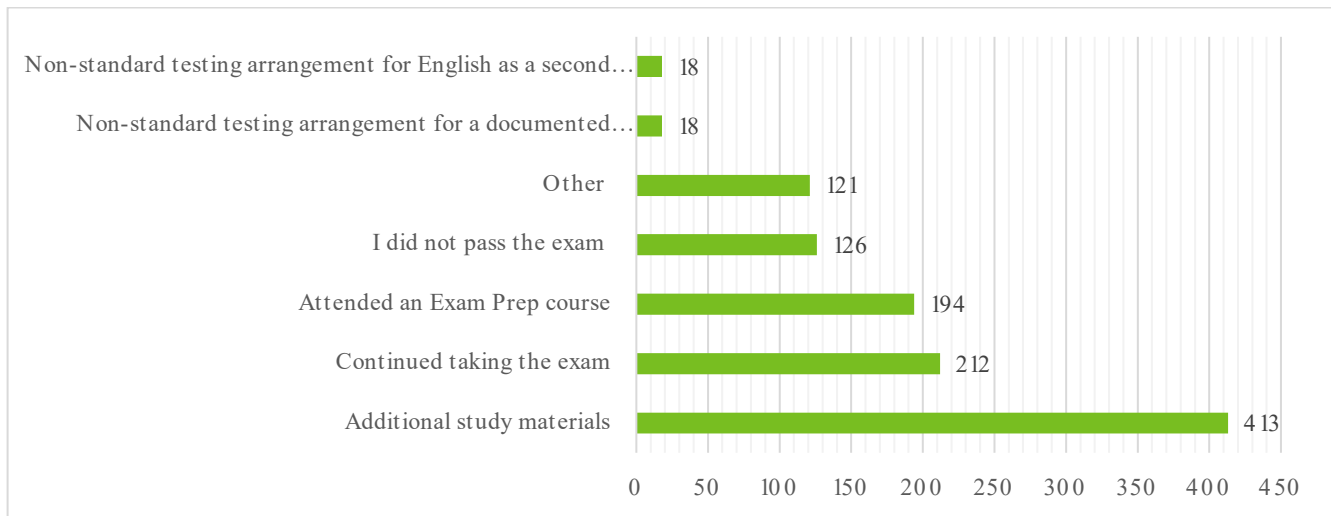
### Qualitative Data Summary:

*If other, please specify: | 141 Recorded Answers*

- 45 responses | no barriers or did not recall any barriers.
- 50 responses | test construction, test content, length of exam, and timed multiple-choice format were barriers.
- 12 responses | test center experience were barriers including travel time to test site, scheduling challenges and issues with test center staff.
- 12 responses | language/cultural barriers, test anxiety and personal/medical issues created barriers.

## What strategy ultimately made a difference to allow you to pass the ASWB exam?

*(Choose all that apply)*



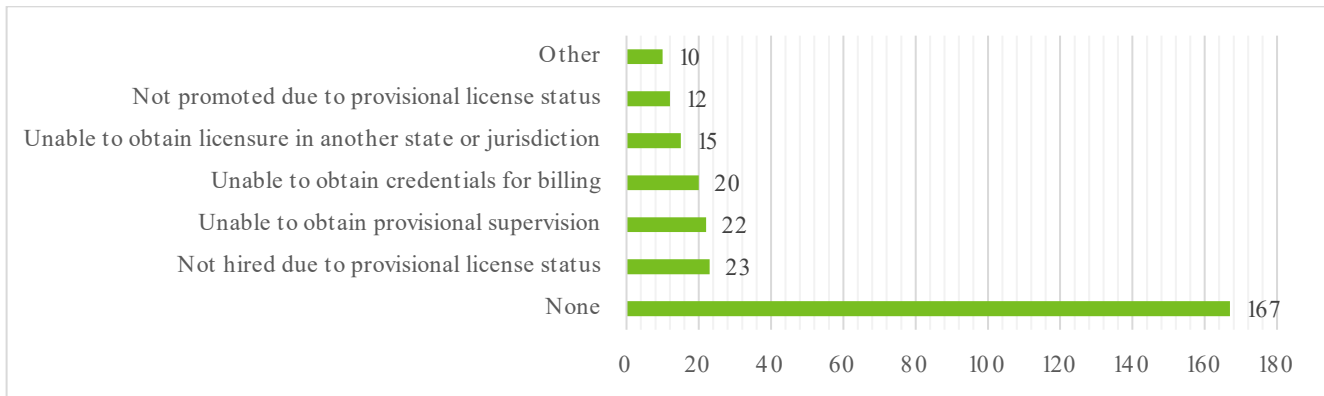
### Qualitative Data Summary:

*If other, please specify: | 74 Recorded Answers from respondents who did not pass the first time*

- 32 responses | noted using additional study materials
- 9 responses | utilized self-care
- 5 responses | became licensed by grandfathering provisions, provisional license or did not re-take exam.
- Other comments noted employer covered cost of exam, using deductive reasoning and luck.



**If you currently or previously held a provisional license with the Board, what employment barriers have you experienced? (Choose all that apply/Provisional Licensee's ONLY Answer)**



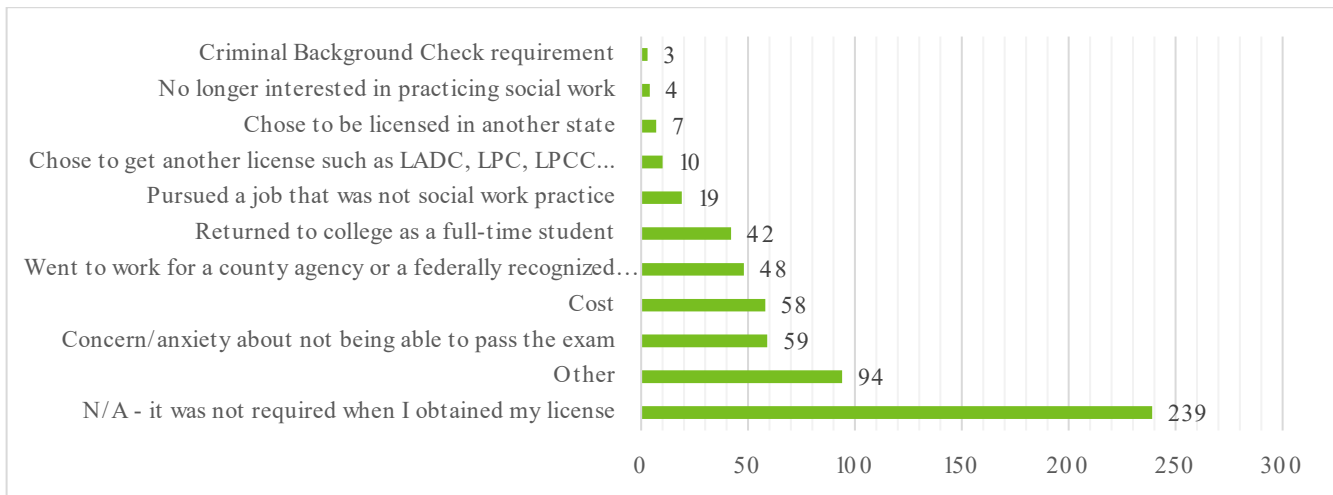
**Qualitative Data Summary:**

*If other, please specify: | 8 Recorded Answers from provisional licensees*

Respondents noted:

- 2 Respondents | Lack of supervision availability at employer
- 2 Respondents | Lower wages
- 1 Respondent | License Late Fee
- 1 Respondent | No Continuing Education credits apply
- 1 Respondent | Lack of public knowledge of provisional license
- 1 Respondent | Not employed/personal reasons

**Why did you NOT take the Association of Social Work Boards (ASWB) exam? (Choose all that apply)**

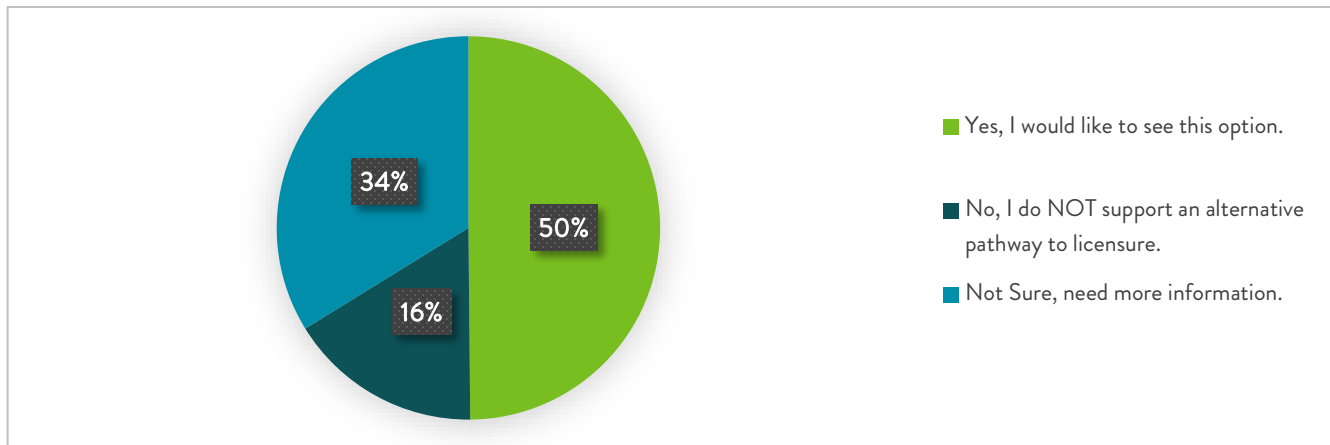


**Qualitative Data Summary:**

*If other, please specify: | 94 Recorded Answers*

- 44 respondents | current applicant for licensure or a student
- 28 respondents | licensed through a past grandfathering provision or licensed through endorsement
- Other reasons noted include employed in an exempt setting, license not required, and not a social worker.

## Do you support an alternative pathway to licensure that does not include the ASWB exam?



\* For more information on this subject, see [Comparison Charts](#).

### Qualitative Data Summary:

If no, please explain further: (optional) | 355 Recorded Answers

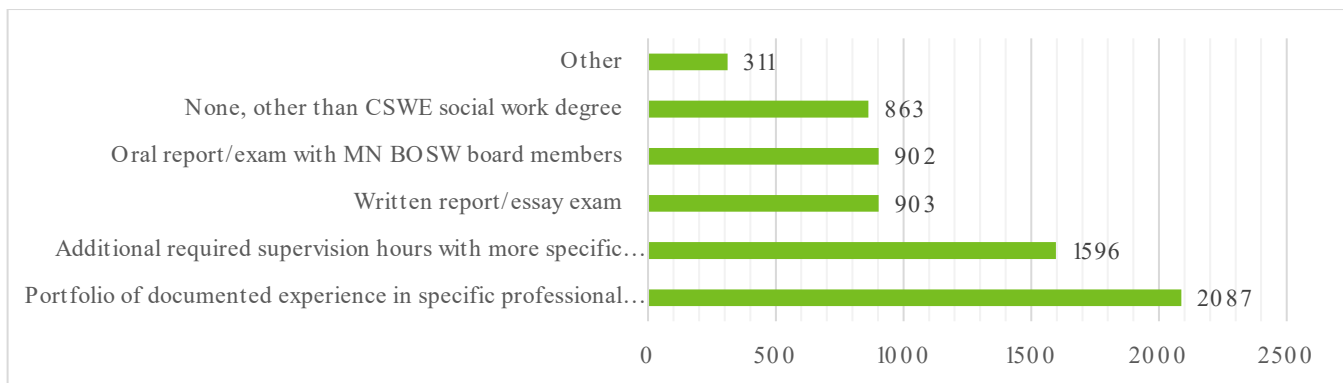
- The themes found to not support an alternate pathway to licensure focused on the need to measure competency, maintaining integrity of the profession, not reducing professional standards, concern of losing professional status and respect with other mental health providers, reimbursement for services, devaluing the license, and possibly make it harder to find well-paying jobs.

If Not Sure, please explain further: (optional) | 803 Recorded Answers

- 80 respondents | felt the exam was needed
- 29 respondents | stated that if alternate pathways to licensure added, keep the exam as an option.
- 590 respondents | still needed more information to decide.
- Concerns noted include maintaining rigor, quality degradation for the profession, the need to assess competency to practice.

## In place of the ASWB exam, should there be a different measure of competency?

(Choose all that apply)



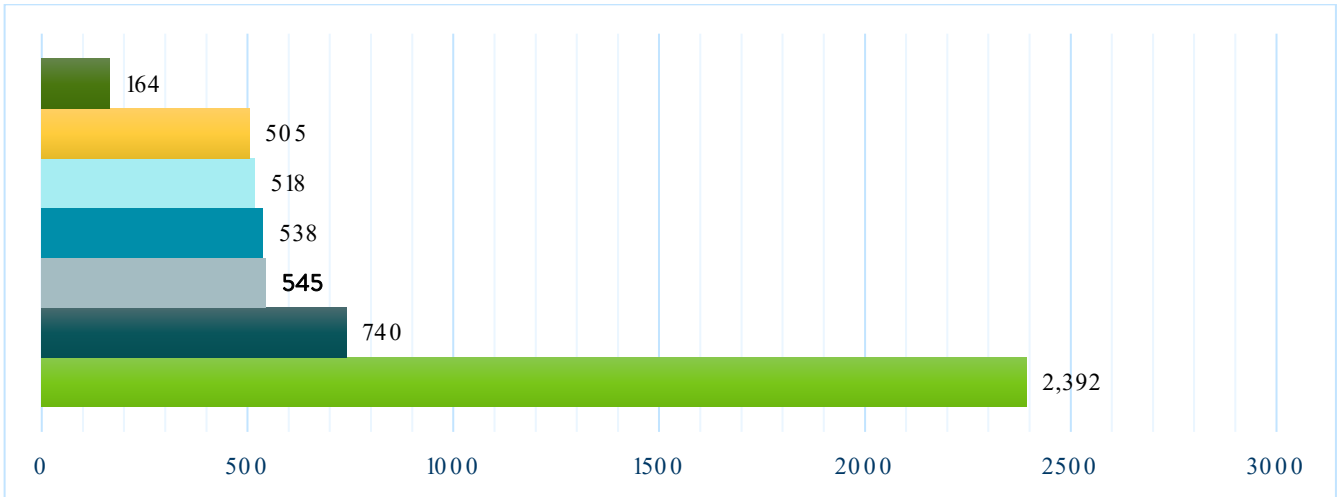
### Qualitative Data Summary:

If other, please specify: | 311 Recorded Answers

- Themes noted in comments from respondents include wanting to keep the exam as an option, but that cultural competency is crucial, and the exam in its current form does not meet this standard. Cultural competence is crucial in any alternate pathway.
- Concerns noted include use of Artificial Intelligence (AI) in any alternate path, subjectivity and cost of other options such as oral reports and portfolios, and concerns with maintaining social work professionalism. Other alternate pathways noted include allowing practice experience, more supervised practice, and references as options.

**If there is an alternate pathway to licensure, should it be available to:** *(Choose all that apply)*

- All applicants
- All applicants that have taken and failed the ASWB exam at least 1 time
- Applicants that did not pass the ASWB exam at least 1 time and who are a member of a group that is not represented by the majority with respect to race, ethnicity, national origin, sexual orientation, gender identity, or physical ability.
- Applicants who are Foreign Born and are English language learners
- Applicants who are a member of a group that is not represented in the majority with respect to race, ethnicity, national origin, sexual orientation, gender identity, or physical ability
- Applicants who are English language learners
- Other



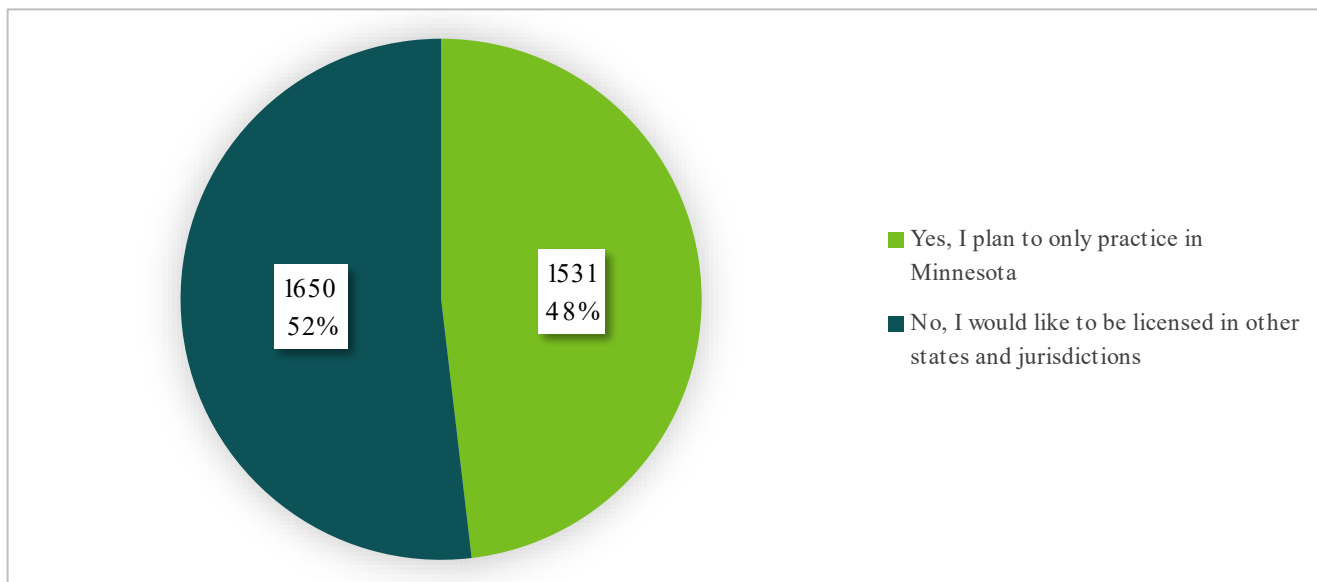
**Qualitative Data Summary:**

*If other, please specify: | 164 Recorded Answers*

- Themes noted include applicants who have failed exam at least two times, case by case basis, all applicants who have an accredited social work degree, and all applicants.
- 26 respondents | unsure, needed more information.

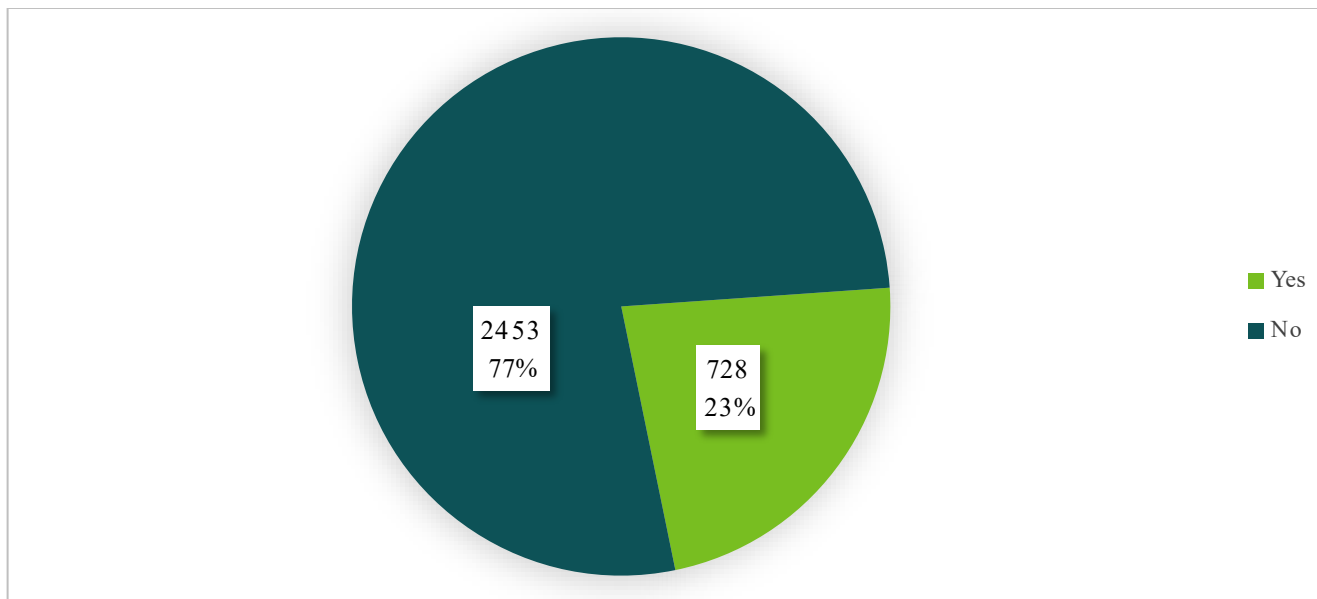
**If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, AND was NOT recognized in other states or jurisdictions, would you pursue that pathway knowing it may be limited to Minnesota practice?**

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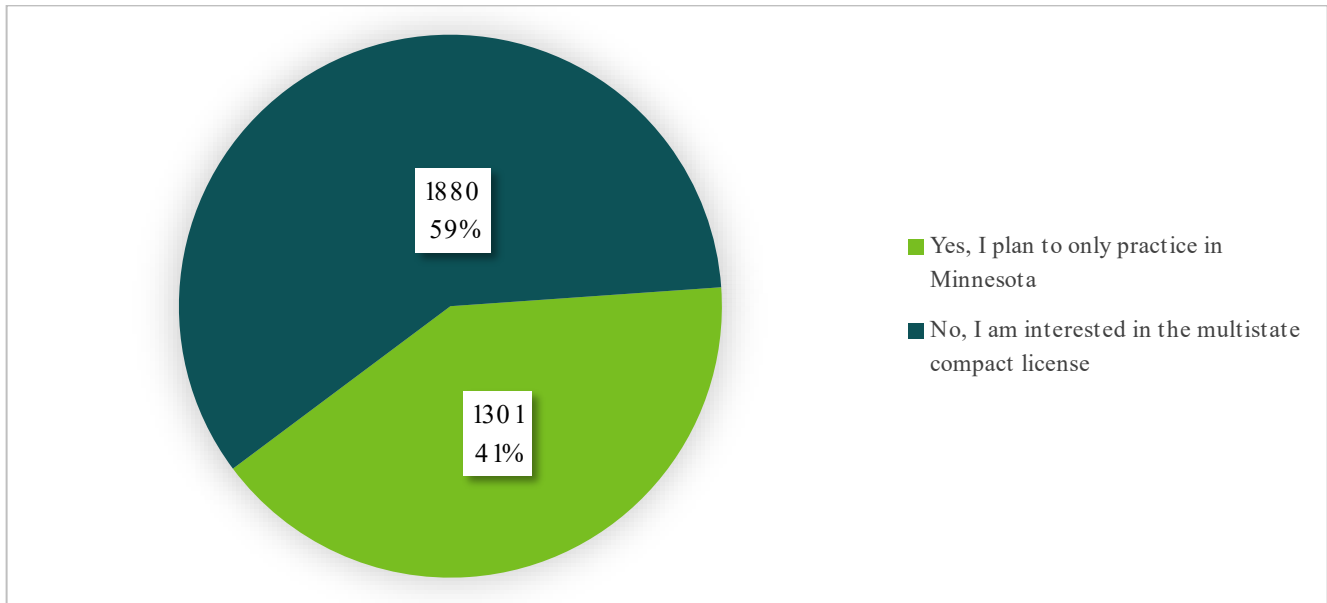


**If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, AND you may be denied credentialing with managed care organizations or unable to obtain NPI (National Provider Identifier), would you pursue that pathway?**

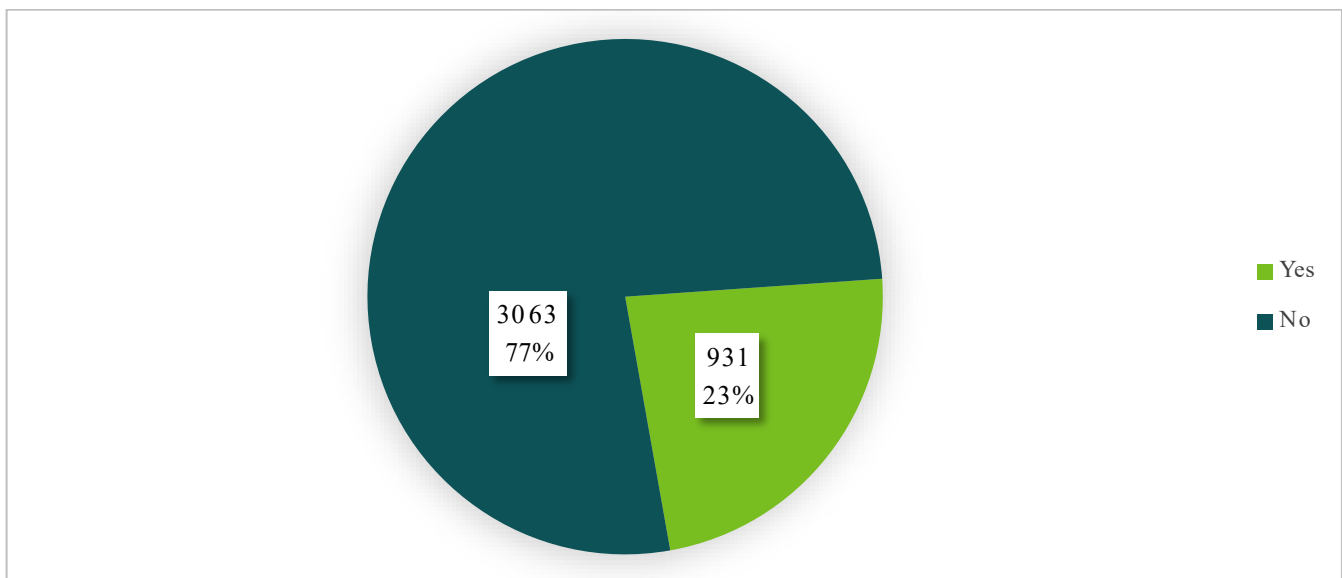
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**If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, that may NOT be eligible for a multistate compact license in the future, would you pursue that pathway?**



**Are you aware of the draft Multistate Licensure Compact proposal from the Counsel of State Governments?**

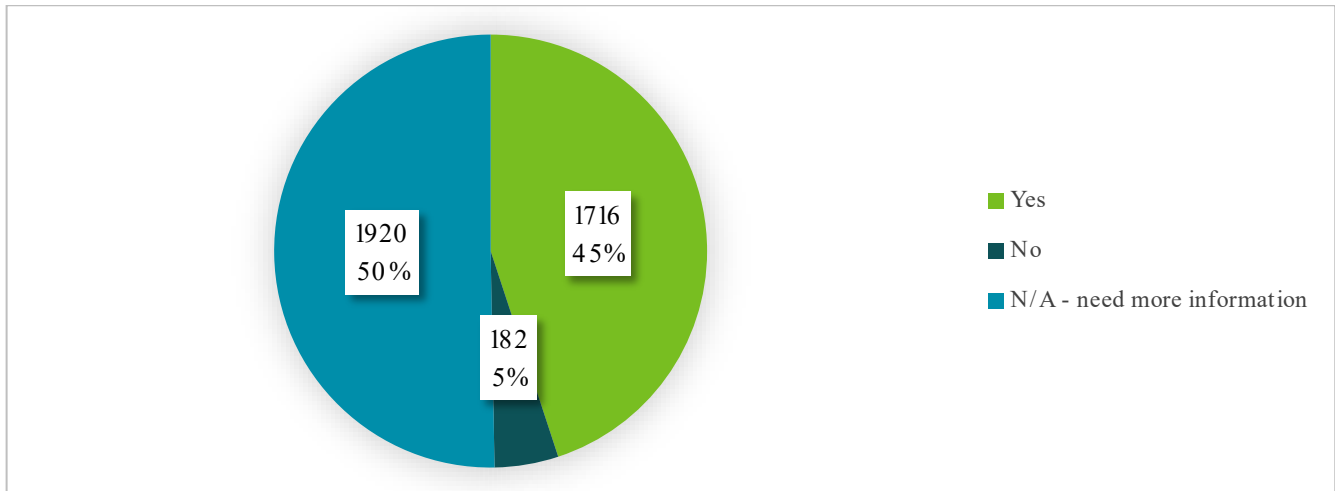


**Qualitative Data Summary:**

*If yes, what do you know, support or are concerned about the proposal? | 540 Recorded Answers*

- There was strong support (over 50%) among the 23% of respondents who were aware of the draft Multistate Licensure compact.
- Other themes noted were support of the compact as long as the exam is required and standardization across all jurisdictions.
- Concerns noted include unknown cost and maintaining rigor.

## If the Social Work Multistate Licensure Compact was available in MN, would you enroll?



\* For more information on this subject, see [Comparison Charts](#).

### Qualitative Data Summary:

*If Yes, please specify why: (optional) | 890 answers*

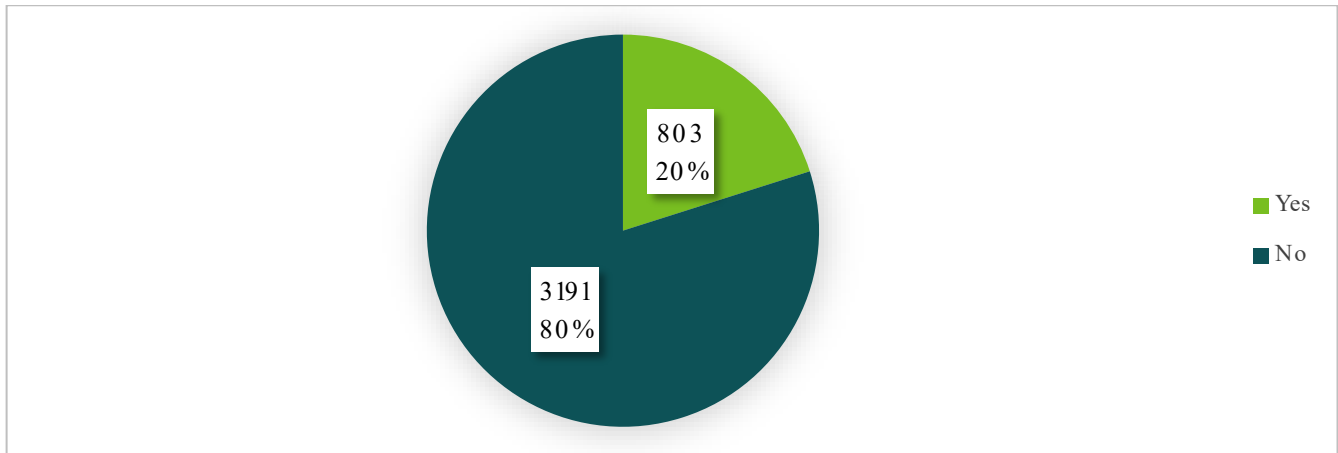
- 284 responses | Opportunity to increase SW ability to have mobility or relocate
- 283 responses | Opportunity to increase client accessibility to services (including serving rural communities and telehealth modality)
- 121 responses | Opportunity to increase employment opportunities
- 101 responses | Opportunity to continue care with client moving/staying out of state
- 80 responses | Opportunity to reduce barriers disrupting services for clients near border communities
- 48 responses | Opportunity to reduce financial and logistical burden on Social Workers
- 18 responses | Opportunity to increase offering and access for specialty practice areas
- 17 responses | Opportunity to increase opportunities for practice standards
- 9 responses | Opportunity to increase profession visibility
- 7 responses | Opportunity to increase supervision offerings and access

*If No, please specify why: | 108 Recorded Answers*

- 51 responses | practicing in Minnesota only.
- 32 responses | retiring, retired, or not practicing.
- 6 responses | saw no value to macro/non-clinical practice.
- Concerns noted include loss of local control/oversight, added expense, and liability risk of telehealth across multiple jurisdictions with different statutory requirements.

## Are you aware of the 2022 ASWB Exam Pass Rate Analysis data release?

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### Qualitative Data Summary:

*If yes, what kinds of changes, if any, should the MN Board of Social Work consider based on the data release? | 421 Recorded Answers*

- 20% (803) of the survey respondents were aware of the ASWB Exam Pass Rate Analysis Data release. Of the comments received from these respondents
- 9% (approximately) stated the exam requirement should be removed
- 23% stated alternate pathways should include the exam as an option.
- Other comments included: The exam should be modified/rewritten to address bias, include more plain language, increase accessibility, expand accommodations, address cost of examination, and continued exam data analysis.

### Any other comments to share on subjects within this survey?

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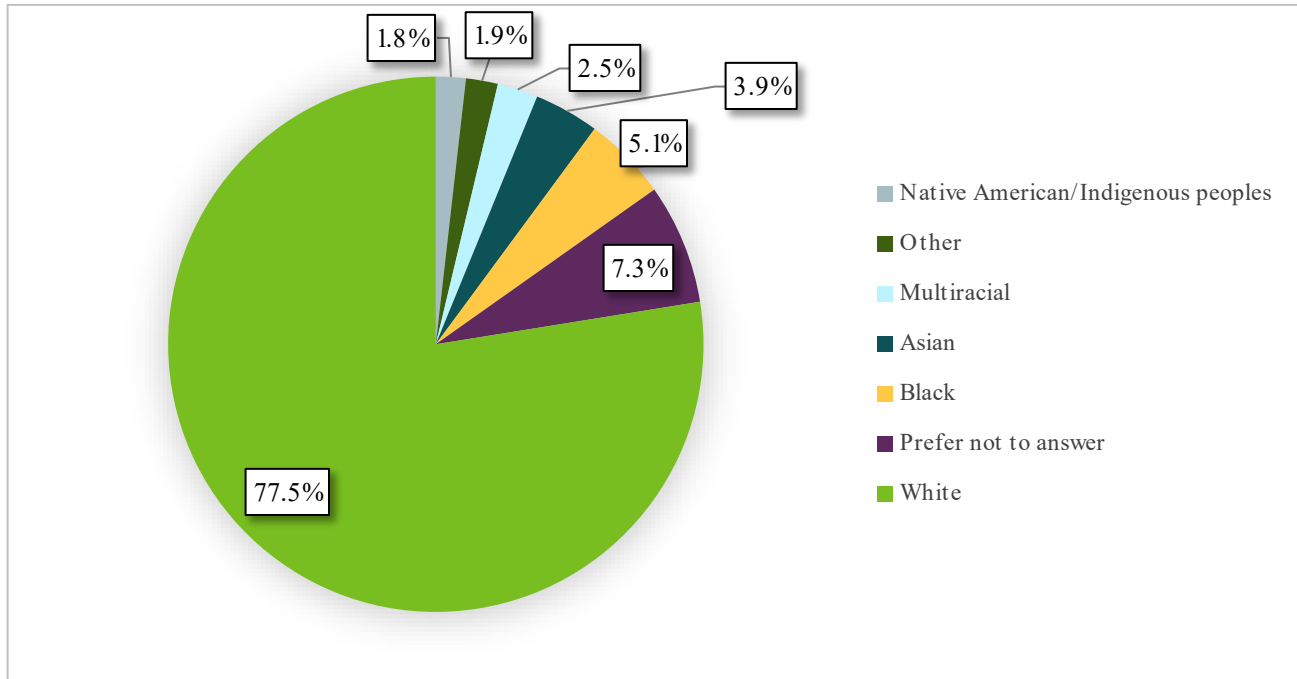
Respondents were given an opportunity to provide final comments on this survey. Approximately 730 comments were received that addressed areas of interest or concerns. The following themes were identified in these final comments:

- Explore/offer alternate pathways to licensure that include the exam as an option (15%)
- No exam required for licensure (10%)
- Multistate Compact needed (9%)
- Maintain integrity of the profession in any changes made to licensure requirements (7.5%)
- Cost of licensure is too high (7%)
- Exam construction needs to be addressed (6%)
- Exam necessary for licensure (5%)
- Supervision hours required and the cost of supervision needs to be addressed (5%)
- Continuing education, number of hours required, and cost is too high (5%)
- Cost of exam is too high (5%)

## DEMOGRAPHIC QUESTIONS

- Response required for all demographic questions survey questions
- Response rates, shown in graphs in following sections, calculated as number of responses for each response option by total number of respondents that answered the questions (varies based on survey section due to filter questions, see table in [Survey Completion Data](#))

### What ethnic group(s) do you identify as:



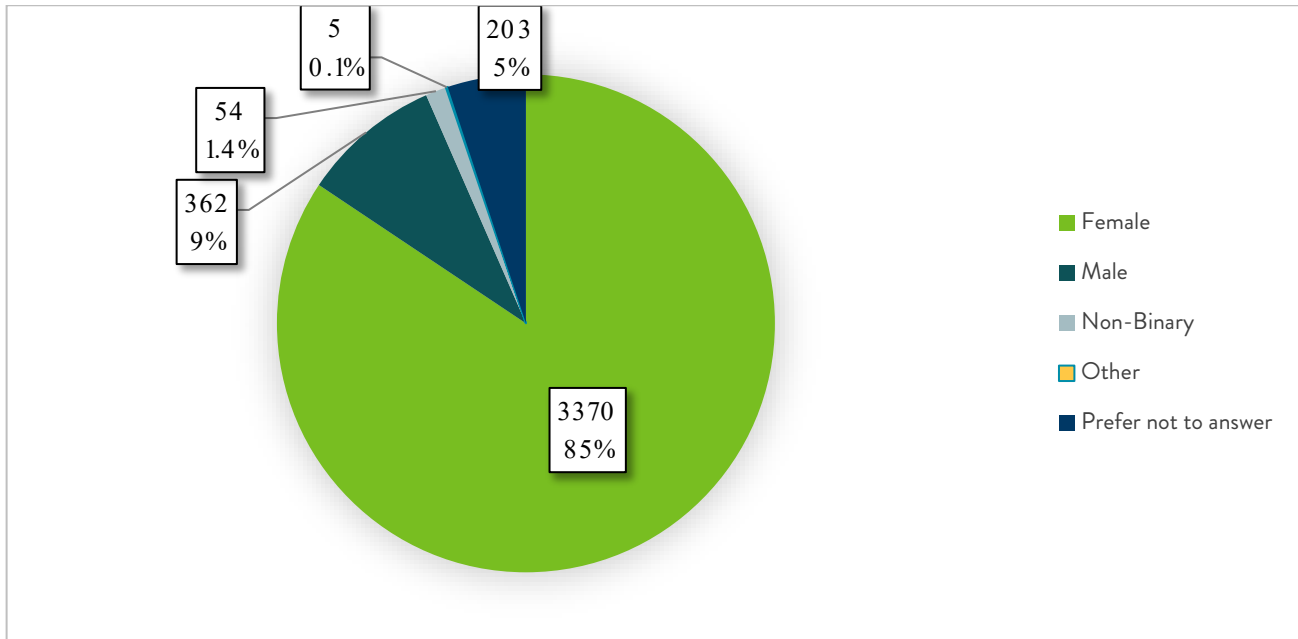
#### Qualitative Data Summary:

If other, please specify: (optional) 56 Answers

- Twelve respondents identified as Hispanic, Hispanic/Latino, Hispanic/Latinx or Hispanic/White
- Nine respondents identified as Latina, Latino, Latino/Hispanic, Latino/Indigenous or Latinx
- Six respondents identified as Jewish, Ashkenazi Jew or Orthodox Jewish
- Five respondents identified as Mexican, Mexican American, or Mexican American/Indigenous
- Five respondents identified as European American, Scandinavian, or Irish/German American
- Three respondents identified as Middle Eastern
- Two respondents identified as Caucasian or Caucasian Rural Culture
- Two respondents identified as White
- One respondent each identified as African/African American, Afro-Latino, Arab-American, Mixed, Multi-Cultural, Polish, Not White or White/Native American



## What gender do you identify as:

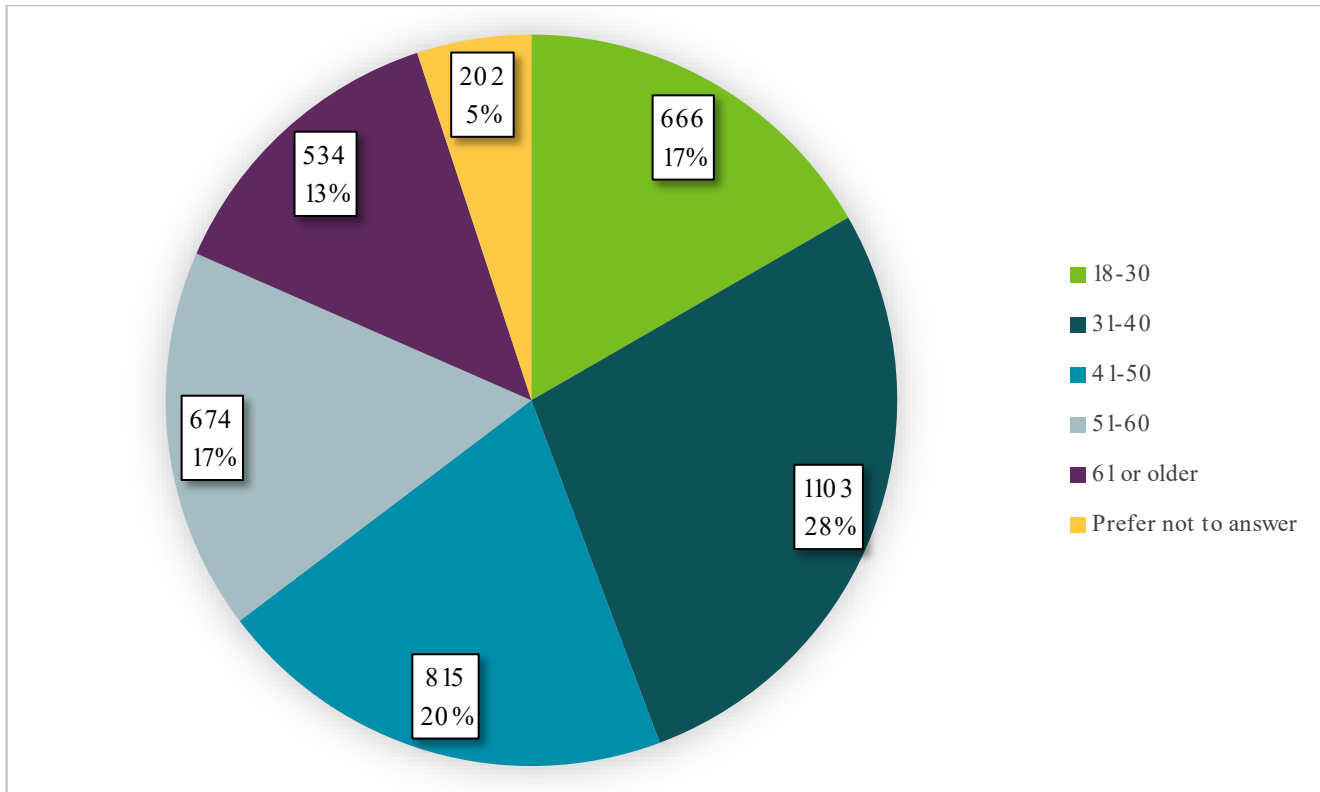


### Qualitative Data Summary:

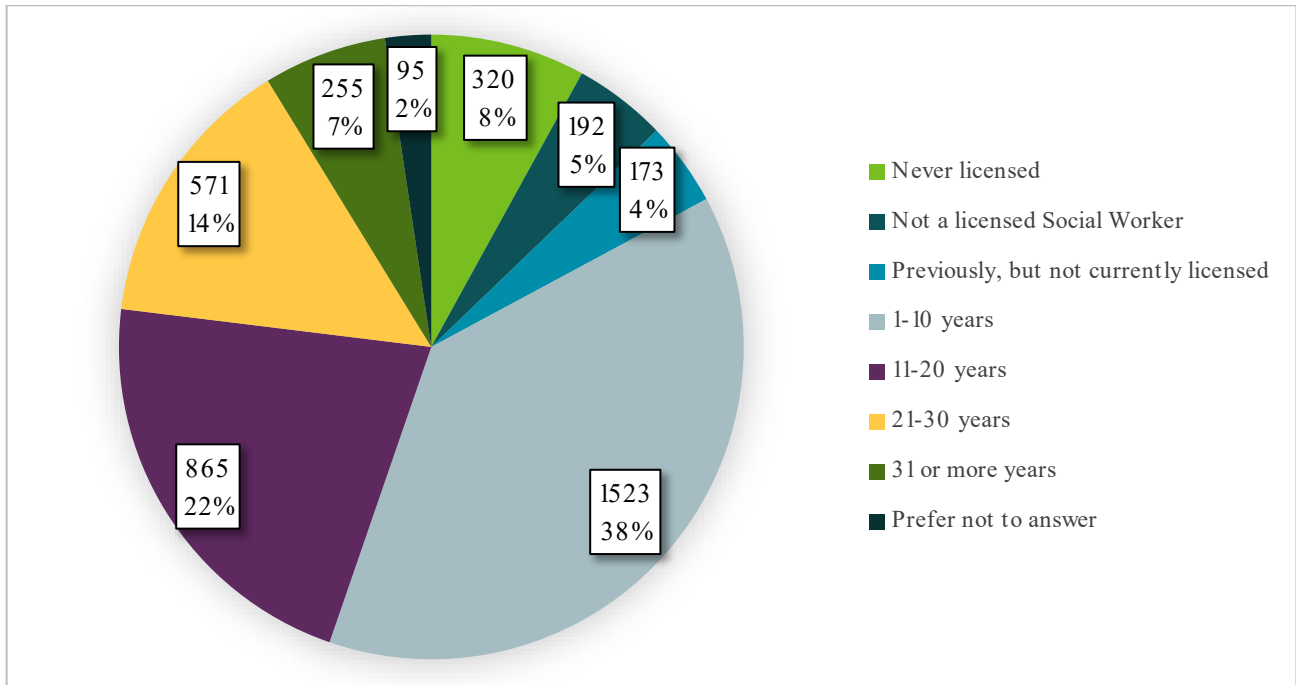
If other, please specify: (optional)

- 1 respondent | identified as Queer

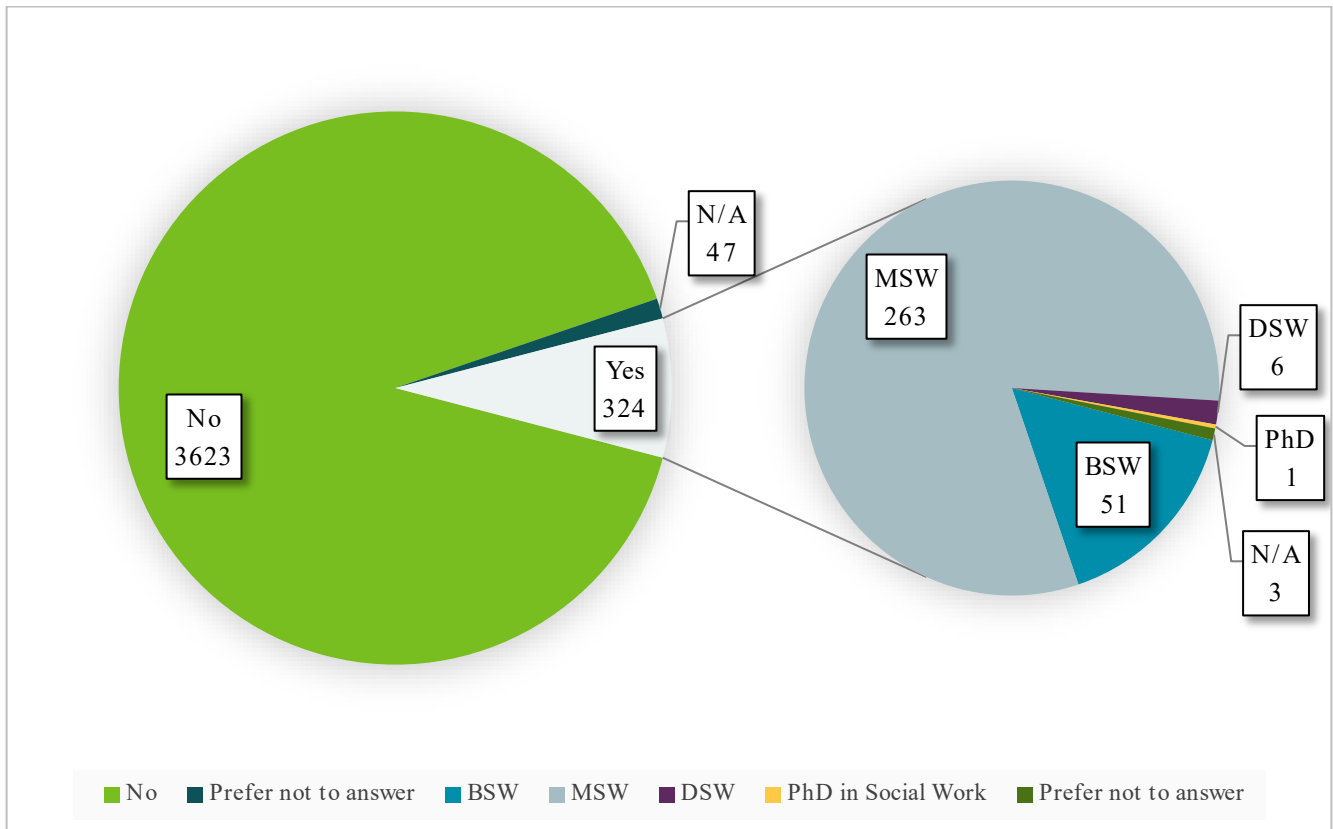
## What is your age:



## How long have you been licensed in Minnesota as a social worker?

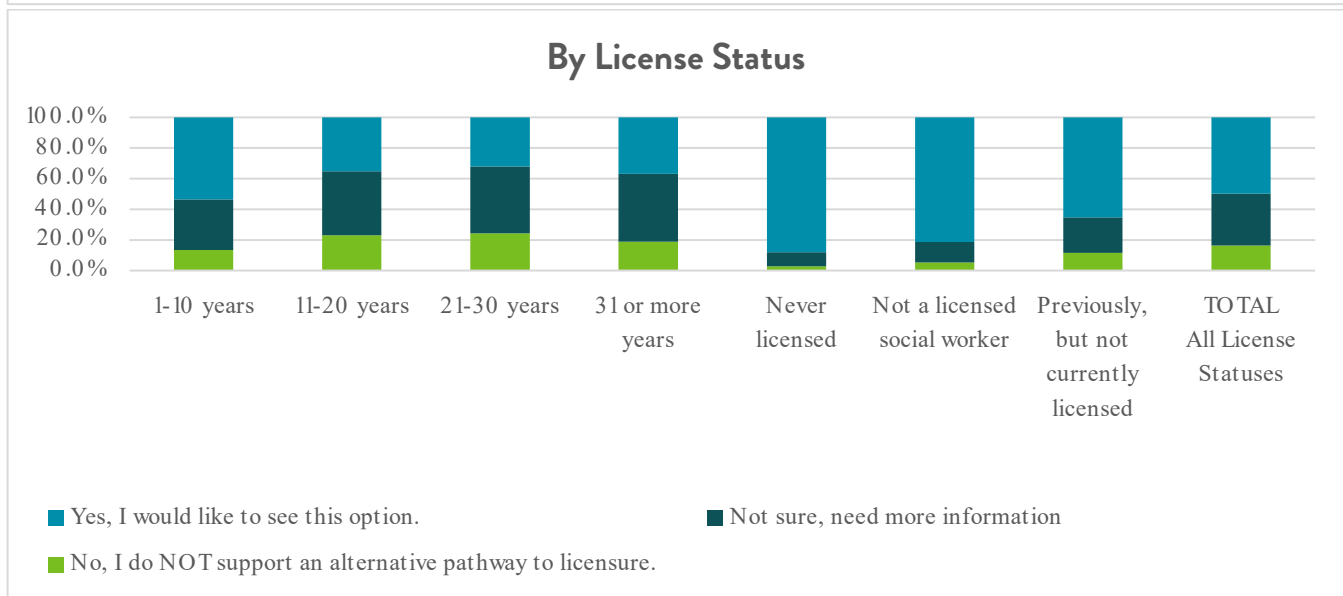
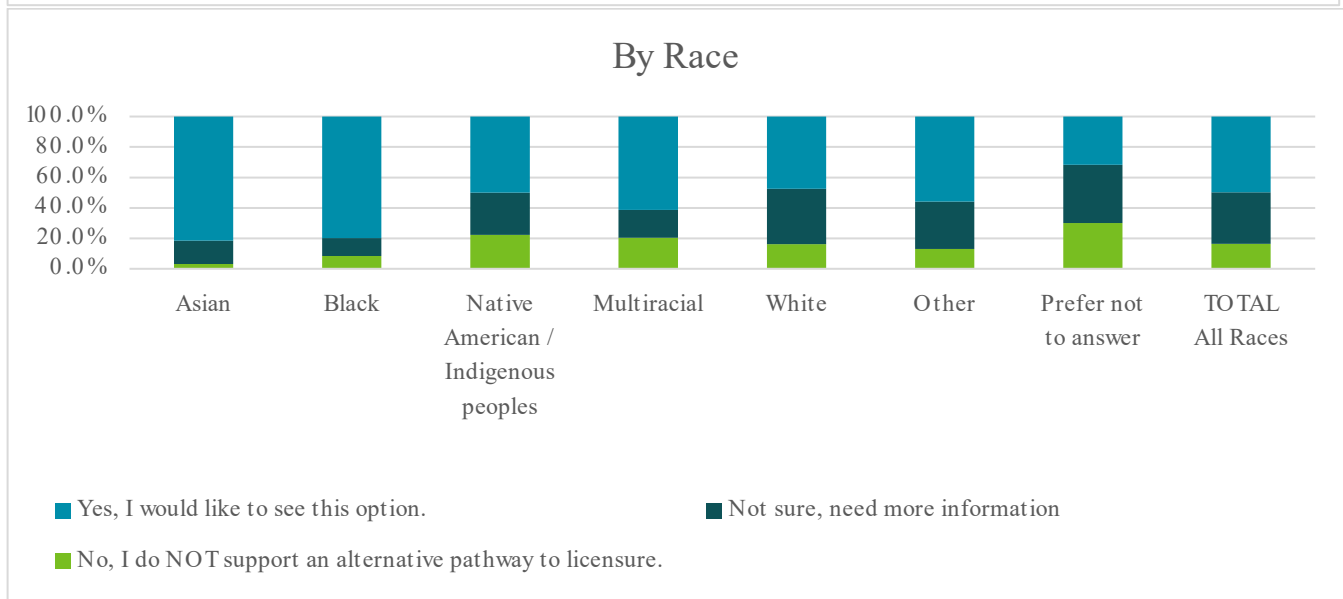
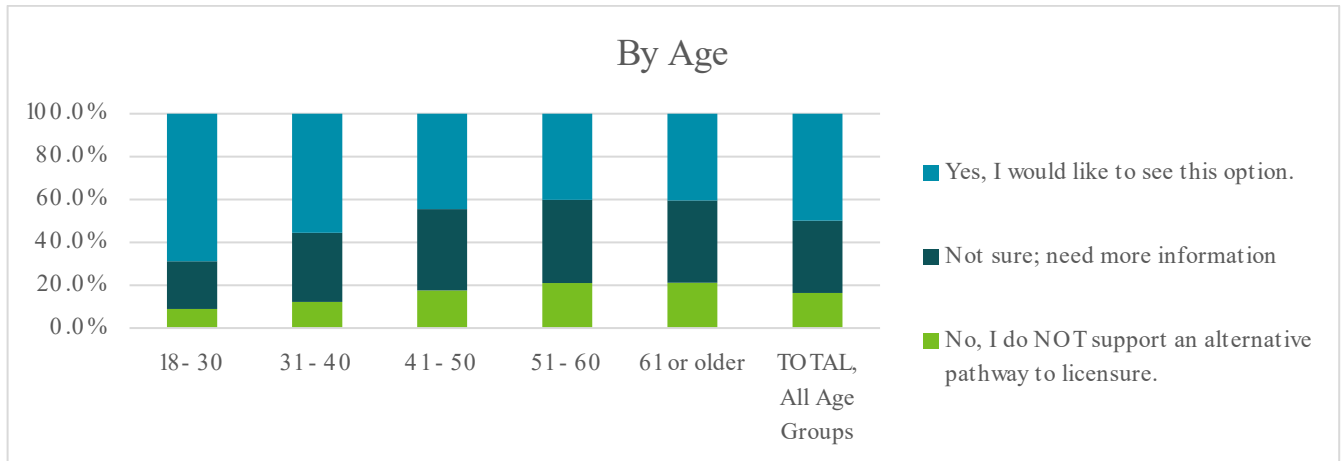


## Are you currently a student in a social work program? If so, which program:

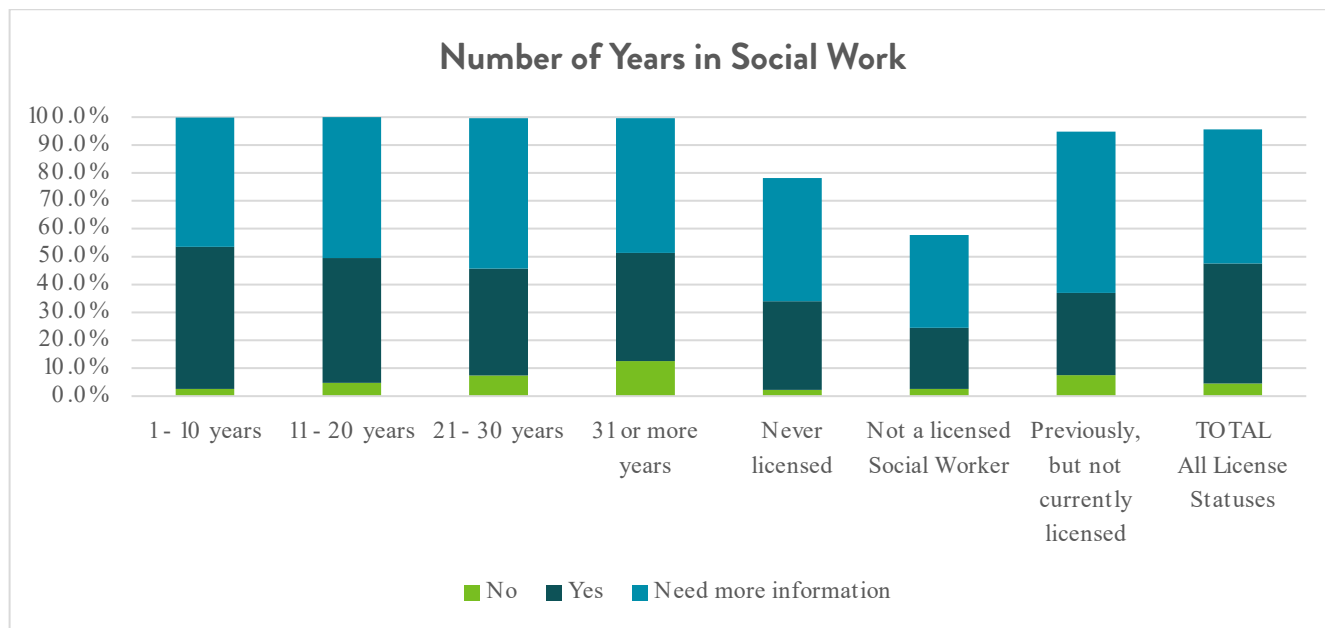


## COMPARISON CHARTS

### Do you support an alternative pathway to licensure that does not include the ASWB exam?



## If the Social Work Multistate Licensure Compact was available in MN, would you enroll?



## NEXT STEPS + RECOMMENDATIONS

- Discuss results and possible recommendations with Board at the July 21, 2023, public board meeting
- Report results to the Board’s Advisory Committee (AC) at a future meeting
- Generative discussion with board members at the September 15, 2023, public board meeting to 1) assess recommendations, and 2) determine possible plan for action
- Possible incorporation and implementation of identified action steps into next BOSW biennial budget planning to begin summer/fall 2024 based on analysis of both short-term and long-term fiscal impact

## ACKNOWLEDGMENTS + APPRECIATION

The Board and staff extend sincere appreciation to members of the Board’s Communication Education and Outreach Committee (CEOC) and staff members Kimberly Doran and Michelle Kramer-Prevost for taking the lead on this important Licensure Survey project and Tammy Molitor for her skill in creating, formatting, and editing this Survey Report. CEOC and staff members’ expertise, critical thinking and many hours helped to produce and execute this strong survey tool.

The Board and staff also extends sincere appreciation to Teri Fritsma, Ph.D from the MN Department of Health, Office of Rural Health and Primary Care for consulting with Board staff and offering her subject matter expertise in the analysis of qualitative data and providing the comparison graphs in this report.

Finally, the Board and staff thank each licensee/social worker and stakeholder who took the interest and time to provide this valuable feedback to better inform future Board decision making and possible changes to licensing requirements to reduce unnecessary barriers to licensing, while maintaining standards to ensure our mission of public protection.

# APPENDIX

## QUESTIONNAIRE

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**1. Which Minnesota License do you currently hold?**

- LSW
- Provisional LSW
- LGSW
- Provisional LGSW
- LISW
- Provisional LISW
- LICSW
- Provisional LICSW
- Temporary Bachelors
- Temporary Masters
- I am not currently licensed *(If selected, skip to Q10)*
- N/A – Not a licensed Social Worker *(If selected, skip to Q10)*
- Licensed only in a state/jurisdiction other than MN *(If selected, skip to Q10)*

**2. Which Minnesota License(s) have you previously held? (Choose all that apply)**

- LSW
- Provisional LSW
- LGSW
- Provisional LGSW
- LISW
- Provisional LISW
- LICSW
- Provisional LICSW
- Temporary Bachelors
- Temporary Masters
- NONE

**3. Which Association of Social Work Boards (ASWB) exam(s) have you taken? (Choose all that apply)**

- Bachelors
- Masters
- Advanced Generalist
- Clinical
- I did not take the exam *(If selected, skip to Q9)*

**4. How many times did you take the ASWB exam? (Choose one option per exam type)**

	Bachelors	Masters	Advanced Generalist	Clinical
One (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Two (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Three (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Four (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Five (5) or more	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. By how many points did you miss a passing score on the ASWB exam? (Choose all that apply)**

	Bachelors	Masters	Advanced Generalist	Clinical
Five (5) or less	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Six (6) to Ten (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eleven (11) to Fifteen (15)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I Do Not Remember	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I Passed the First Time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. What did you find to be the most significant barrier to passing the ASWB exam? (Choose all that apply)**

- Difficulty of the exam content
- Test Center Experience
- Language used on the exam
- Culturally specific language or references used on the exam
- Academic preparedness
- Test anxiety
- Other (If selected, a "Please specify" open-ended comment field appears)

**7. What strategy ultimately made a difference to allow you to pass the ASWB exam? (Choose all that apply)**

- Continued taking the exam
- Additional study materials
- Attended an Exam Prep course
- Non-standard testing arrangement for a documented disability provided by ASWB
- Non-standard testing arrangement for English as a second language provided by ASWB
- I did not pass the exam
- Other (If selected, a "Please specify" open-ended comment field appears)

- 8. If you currently or previously held a provisional license with the Board, what employment barriers have you experienced? (Choose all that apply/Provisional Licensee's ONLY Answer)**
- Unable to obtain credentials for billing
  - Unable to obtain provisional supervision
  - Not hired due to provisional license status
  - Not promoted due to provisional license status
  - Unable to obtain licensure in another state or jurisdiction
  - None
  - Other (If selected, a "Please specify" open-ended comment field appears)
- 9. Why did you NOT take the Association of Social Work Boards (ASWB) exam? (Choose all that apply)**
- Returned to college as a full-time student
  - Pursued a job that was not social work practice
  - Went to work for a county agency or a federally recognized tribal agency
  - Criminal Background Check requirement
  - Cost
  - Concern/anxiety about not being able to pass the exam
  - Chose to be licensed in another state
  - Chose to get another license such as LADC, LPC, LPCC...
  - No longer interested in practicing social work
  - N/A - it was not required when I obtained my license
  - Other (If selected, a "Please specify" open-ended comment field appears)
- 10. Do you support an alternative pathway to licensure that does not include the Association of Social Work Boards (ASWB) exam?**
- Yes, I would like to see this option.
  - No, I do NOT support an alternative pathway to licensure  
(If selected, a "Please explain further" open-ended comment field appears)
  - Not Sure, need more information.  
(If selected, a "Please explain further" open-ended comment field appears)
- 11. In place of the ASWB exam, should there be a different measure of competency? (Choose all that apply)**
- None, other than CSWE social work degree
  - Oral report/exam with MN BOSW board members
  - Written report/essay exam
  - Portfolio of documented experience in specific professional areas
  - Additional required supervision hours with more specific requirements
  - Other (If selected, a "Please specify" open-ended comment field appears)
- 12. If there is an alternate pathway to licensure, should it be available to: (Choose all that apply)**
- All applicants
  - Applicants who are a member of a group that is not represented in the majority with respect to race, ethnicity, national origin, sexual orientation, gender identity, or physical ability.
  - Applicants who are Foreign Born and are English language learners
  - Applicants who are English language learners
  - All applicants that have taken and failed the ASWB exam at least 1 time
  - Applicants that did not pass the ASWB exam at least 1 time and who are a member of a group that is not represented in the majority with respect to race, ethnicity, national origin, sexual orientation, gender identity, or physical ability.
  - Other (If selected, a "Please specify" open-ended comment field appears)

- 13. If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, AND was NOT recognized in other states or jurisdictions, would you pursue that pathway knowing it may be limited to Minnesota practice?**
- Yes, I plan to only practice in Minnesota
- No, I would like to be licensed in other states or jurisdictions
- 14. If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, AND you may be denied credentialing with managed care organizations or unable to obtain NPI (National Provider Identifier), would you pursue that pathway?**
- Yes
- No
- 15. If the MN Board of Social Work offered an alternative pathway to licensure that did NOT include the ASWB exam, that may NOT be eligible for a multistate compact license in the future, would you pursue that pathway?**
- Yes, I plan to only practice in Minnesota
- No, I am interested in the multistate compact license
- 16. Are you aware of the draft Multistate Licensure Compact proposal from the Counsel of State Governments?**
- Yes *(If selected, a "What do you know" open-ended comment field appears)*
- No *(If selected, a "More information" instruction appears)*
- 17. If the Social Work Multistate Licensure Compact was available in MN, would you enroll?**
- Yes *(If selected, "Please specify why" open-ended comment field appears)*
- No *(If selected, "Please specify why not" open-ended comment field appears)*
- N/A - need more information *(If selected, a "More information" instruction appears)*
- 18. Are you aware of the 2022 ASWB Exam Pass Rate Analysis data release?**
- Yes *(If selected, "Please specify why" open-ended comment field appears)*
- No *(If selected, "Please specify why not" open-ended comment field appears)*
- N/A - need more information *(If selected, a "More information" instruction appears)*
- 19. Any other comments to share on subjects within this survey. (optional)**
- Open ended comment box
- 20. Demographics: Options listed below are limited to the Board of Social Work current database selections.**
- 21. What ethnic group(s) do you identify as:**
- Asian
- Black
- Multiracial
- Native American/Indigenous peoples
- White
- Other *(If selected, a "Please specify" open-ended comment field appears)*
- Prefer not to answer
- 22. What gender do you identify as:**
- Female
- Male
- Non-Binary
- Other *(If selected, a "Please specify" open-ended comment field appears)*
- Prefer not to answer



**23. What is your age:**

- 18- 30
- 31 - 40
- 41 - 50
- 51 - 60
- 61 or older
- Prefer not to answer

**24. How long have you been licensed in Minnesota as a social worker?**

- Never licensed
- Not a licensed Social Worker
- Previously, but not currently licensed
- 1 - 10 years
- 11 - 20 years
- 21 - 30 years
- 31 or more years
- Prefer not to answer

**25. Are you a current student in a social work program?**

- Yes (*If selected, go to questions number 25*)
- No (*If "No" selected, end of survey and submit*)
- Prefer not to answer

**26. Which social work program are you in?**

- BSW
- MSW
- DSW
- PhD in Social Work
- Prefer not to answer