



Social Work Compact Implementation Timeline

On April 12th, 2024, the Social Work Licensure compact officially became enacted in seven states: Kansas, Missouri, South Dakota, Washington, Utah, Kentucky, Virginia, and Kansas. This marks a significant milestone in the development process as the compact specifies that the compact will come into effect upon enactment of the seventh member state. The social work compact allows eligible social workers to practice in all states that join the compact.

While the social work compact legislation specifies that the compact needs seven member states to become active, social workers cannot yet practice in other member states. The implementation process for the compact will take approximately 18-24 months before social workers can begin applying for multistate licenses. A timeline of this process can be found below:

State Commissioner Nominations – Summer 2024

Each new member state must appoint a commissioner to serve on the compact commission. The commissioner is selected by the state's social work board and can be the current administrator of the social work board or their designee, a board member who is a social worker, or a public member of the board. Once all commissioners have been elected, the Social Work Compact Commission will convene for its first inaugural meeting.

Inaugural Commission Meeting – Fall 2024

At the inaugural meeting, the Commission will elect an executive committee, appoint officers, establish a subcommittee structure and approve the initial bylaws and rulemaking processes that will govern the compact. All compact commission meetings will be open to the public. The first inaugural meeting will be held virtually on September 17th, 2024.

Establishing the Compact Data System- Ongoing Throughout 2025

After the inaugural meeting, the compact commission will continue to work on operationalizing the compact, including acquiring a data system. The data system is a foundational piece of compact operations where member states communicate licensure information with each other and with the compact commission. CSG expects development of the data system to take approximately 10-12 months.

Once the data system is fully developed, states will be onboarded to the new system. It is expected that states will have varying timelines to onboard and will be largely dependent on the state's current licensure infrastructure.



Additional Compact Commission Meetings – Ongoing throughout 2025

The compact commission will hold subsequent commission meetings throughout 2025 for additional rulemaking to establish a fee structure, application process, further define compact participation requirements. The commission will also hire staff, select a secretariat organization, and take additional steps for the compact to move towards being fully operational.

Multistate License Applications Open

Once the data system is operational in states and the commission has finalized all necessary rulemaking, applications will be made available for social workers to apply for a multistate license. Once eligibility is confirmed by the home state, all fees are paid, and a social worker is granted a multistate license, they will be able to practice in all other member states of the compact without any further steps necessary.

Social Work Multi-State Compact Committees

Executive Committee

The Executive Committee is empowered to act on behalf of the Commission between Commission meetings, except for rulemaking, amendment to the bylaws, or amendment of the Compact.

Position	Name	State/Affiliation
Chair	Hank Cecil	Kentucky
Vice Chair/Chair-Elect	Kelli Willis	South Dakota
Treasurer	Kevin Fowler	Ohio
Secretary	Jana Johansen	Utah
Member-at-Large	Dr. Deborah Sills	Georgia
Member-at-Large	Dr. Hyacinth Mckee	Louisiana
Member-at-Large	Justin Bennett	Missouri
Ex-Officio	Jennifer Henkel	ASWB
Ex-Officio	Dr. Karen Goodenough	NASW
Ex-Officio	Dr. Laura Groshong	CSWA

Rules Committee

The Rules Committee is empowered to draft rules and bylaw amendments to be considered by the full commission.

Position	Name	State/Affiliation
Chair	Dr. Hyacinth Mckee	Louisiana
Member-at-Large	Youa Yang	Minnesota
Member-at-Large	Angela Fileccia	Maine
Member-at-Large	Bethany Cottrell	New Hampshire
Member-at-Large	David Fye	Kansas
Member-at-Large	Jaime Hoyle	Virginia
Member-at-Large	Justin Bennett	Missouri

Finance Committee

The Finance Committee is empowered to provide financial oversight and ensure the Commission is operating within its budget.

Position	Name	State/Affiliation
Chair	Kevin Fowler	Ohio
Member-at-Large	Tobi Zavala	Arizona
Member-at-Large	Barry Noel	Rhode Island
Member-at-Large	Jaime Hoyle	Virginia
Member-at-Large	David Fye	Kansas

Note on Rulemaking

In accordance with the Social Work Compact model legislation, proposed rules are posted for public comment 30 days prior to the meeting where they will be voted on.

Interested persons may electronically submit written comments on a proposed rule to socialworkcompact@csg.org with the subject line "Social Work Compact Rule Comment". Meeting notices can be found [here](#).

Written comments on a proposed rule must be submitted by 2pm ET the day before the meeting.

Next Meeting of Social Work Multi-State Compact is September 4, 2025, at 3pm central

National Center for Interstate Compacts

The Council of State Governments
1776 Avenue of the States
Lexington, KY 40511

Contact

socialworkcompact@csg.org

Social Work Licensure Compact Commission

Rules Document

Title of Rule:

Chapter 2 Rule on Qualifying National Exam

Vote on Rule:

This rule will be discussed and voted on at the Social Work Licensure Compact Commission meeting on _____.

Public comment:

Interested persons may electronically submit written comments on the proposed rule to socialworkcompact@csg.org with the subject line "Social Work Licensure Compact Rule Comment" or by registering to attending the meeting at which the rule will be discussed and voted on. Register to speak here. Written comments on the proposed rule shall be submitted 48 hours before the meeting.

Effective:

Upon passage

Reason for Rule:

To further define Qualifying National Exam pursuant to Section 2 and Section 4 of the Social Work Licensure Compact, while respecting Home State authority within the statutory framework.

History for Rule:

Feb 4, 2025: Rule Proposed at Social Work Compact Commission Meeting

Chapter 2: Rule on Qualifying National Exam

Authority: Section 2: Definitions

Section 4: Social Worker Participation in the Compact

Section 12: Rulemaking

1.0 Purpose:

Pursuant to Section 12, the Social Work Licensure Compact Commission shall promulgate reasonable and lawful uniform rules to facilitate and coordinate implementation and administration of the Social Work Licensure Compact. This rule will become effective upon passage by the Social Work Licensure Commission as provided in Section 12. Nothing in this Rule limits the Commission's authority under Article 4.B(1)(c), 4.C(1)(c) or 4.D(1)(c) of the Compact to recognize additional examinations by rule.

1.1 Qualifying National Exam:

A. Clinical-Category Qualifying National Exam: As set forth in Section 4.B.1(a), a clinical-category Qualifying National Exam means the examination administered by the Association of Social Work Boards (ASWB):

1. Clinical Examination;

B. Master's-Category Qualifying National Exam: As set forth in Section 4.C.1(a), a master's-category Qualifying National Exam means either of the following examinations administered by the Association of Social Work Boards (ASWB):

1. Masters Examination; or
2. Advanced Generalist Examination when the Home State certifies that the underlying license authorizes independent, non-clinical social work practice and that the scope of practice is consistent with master's-level practice under the Compact. This verification shall be documented through the Compact's scope of practice submission and confirmed as substantially equivalent under applicable Compact rules.

C. Bachelor's-Category Qualifying National Exam: As set forth in Section 4.D.1(a), a bachelor's-category Qualifying National Exam means the Bachelors Examination administered by the Association of Social Work Boards (ASWB).

1.2 Home State Certification Authority:

A. For applicants who passed the Advanced Generalist Examination, the Home State shall determine whether the underlying license authorizes clinical practice for purposes of clinical-category multistate licensure. The Home State shall certify that:

1. The license authorizes independent clinical social work practice, including diagnosis, treatment, and therapeutic intervention;
2. The license holder meets all clinical practice requirements under Home State law; and
3. The scope of practice is equivalent to that typically authorized for holders of clinical-category licenses in the Home State.

B. Advanced Generalist Examination holders who do not receive clinical-category certification from their Home State shall be eligible for master's-category multistate licensure, provided they meet all other requirements in Section 4.C of the Compact.

1.3 Home State Obligations:

Each Home State that issues a multistate license under the Social Work Licensure Compact shall certify that the license upon which the multistate authorization is based meets the requirements of Section 4.A of the Compact. The Home State shall affirm that:

- a. The license is active and unencumbered as defined in the Compact;
- b. The license is not provisional, temporary, or limited in a manner that would restrict the scope of practice authorized for the applicable category;
- c. The license authorizes the licensee to engage in independent practice as defined by the laws and regulations of the Home State;
- d. Any supervision requirements have been completed, and the licensee is authorized for independent practice;

e. The applicant has completed both fingerprint-based state and federal criminal background checks as required by Section 4.A.3 of the Compact.

1.4 Legacy License Provisions:

A. As provided in Sections 4.B.1(b), 4.C.1(b), and 4.D.1(b) of the Compact, licensees who were licensed prior to the Home State's requirement for a Qualifying National Exam may be eligible for multistate licensure based on continuous licensure, as determined by the Home State and subject to Commission rules prior to one year from adoption

B. Home States may certify Advanced Generalist Examination holders for clinical-category multistate licensure if:

1. The licensee was issued a license authorizing clinical practice based on the Advanced Generalist Examination prior to one year from adoption;
2. The licensee has maintained continuous, unencumbered licensure; and
3. The Home State certifies that the license authorizes clinical practice equivalent to other clinical-category licenses in that state.

1.5 Interstate Recognition:

A. Member states shall recognize multistate licenses according to the category designated by the Home State under Section 5.C of the Compact, provided the Home State's designation complies with the requirements of Section 4.

B. A multistate license holder may practice social work in any member state within the scope authorized by their multistate license category, subject to the laws and regulations of the state in which the client is located at the time care is rendered as required by Section 4.A.6 of the Compact.

C. Member states may not impose additional examination or competency requirements on multistate license holders beyond those established in this Compact and its rules except as otherwise permitted by Compact § 6 A.

1.6 Substantial-Equivalency Review Procedure:

Any Member State may petition the Commission to recognize a national examination as *substantially equivalent* to the examination named for a licensure category in §§ 1.2–1.4. A petition shall:

- (i) identify the examination and the licensure category for which equivalency is sought;
- (ii) document the examination's tested competencies, pass-point methodology, and psychometric validity and defensibility; and
- (iii) compare those elements to the Commission-approved examination for that category.

The Commission shall publish notice of the petition, allow at least 30 days for public comment, and decide the petition by two-thirds majority vote at a Commission meeting. A finding of substantial equivalency made under this section satisfies Article 4.B(1)(c) or 4.C(1)(c) of the Compact for all Member States.