Introduction

Professional social workers are found in every facet of community life—in schools, hospitals, mental health clinics, senior centers, elected office, private practices, prisons, military, corporations, and in numerous public and private agencies that serve individuals and families in need. In addition to directly serving individuals and families, many social workers also provide leadership for the organizations that provide Tennessee’s social infrastructure.

The Tennessee Chapter of the National Association of Social Workers is pleased to share this report that is a compilation of data from a variety of sources that examines current demographic information on social workers, employment trends affecting social workers, and information on the academic programs preparing students to enter the social work workforce in Tennessee. The purpose of this report is to educate social work professionals, policy makers, employers, and the general public about the current and future needs of the social work profession in the State of Tennessee.

About the National Association of Social Workers and NASW, Tennessee Chapter

The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world, with more than 120,000 members. Approximately 2,000 of NASW’s members reside in Tennessee and are members of the Tennessee Chapter of NASW. Our association works to enhance the professional growth and development of our members, to create and maintain standards for the profession, and to advance sound social policies. NASW also contributes to the well-being of individuals, families and communities through our work and advocacy.

NASW members have access to resources to enhance their professional growth in every phase of their career. From training and CE credits to credentials to ethical and legal guidance, NASW provides the information professional social workers need. Visit www.socialworkers.org or www.naswtn.com to learn more about our association and the benefits of membership.

Acknowledgement

This third edition of the Tennessee Social Work Snapshot would not have been possible without extensive research and editing by Jacqlyn Telfer. Ms. Telfer compiled the majority of the Snapshot in the Fall of 2017 while a graduate intern with NASW, Tennessee Chapter. We appreciate her outstanding work!
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About Social Workers

Social workers help individuals, families, and groups restore or enhance their capacity for social functioning, and work to create societal conditions that support communities in need. They help people of all backgrounds address their own needs through psychosocial services and advocacy. (Source: socialworkers.org)

Social workers have the right education, experience, and dedication to help people help themselves, whenever and wherever they need it. It takes a bachelor’s, master’s, or doctoral social work degree — with a minimum number of hours in supervised fieldwork — to become a social worker. Today, more than 650,000 people in the United States hold social work degrees.

Social workers are uniquely qualified to help people in their own environment by looking at all the different aspects of their life and culture. For more than 100 years, social workers have been working to ensure the well-being of individuals, prevent crises and to counsel individuals, families, and communities. They make sure people get the help they need, from the best resources available.

All social workers adhere to a Code of Ethics that addresses the six principles of the social work profession: Service, Dignity and Worth of the Person, Importance of Human Relationships, Integrity, Competence, and Social Justice.

Professional social workers are the nation’s largest providers of mental health services. According to government sources, more than 60 percent of mental health treatment is delivered by social workers.

What Do Social Workers Do?

Social workers care for people in every stage of life, from children to the elderly. They help many different individuals overcome some of life’s most difficult challenges and the troubles of everyday living, including:

- Addiction
- Death
- Discrimination
- Physical Illness
- Unemployment
- Abuse
- Depression
- Divorce
- Poverty
- Child Welfare
- Disability
- Mental Illness
- Stress

Help from social workers reaches every part of the community, from adoption agencies to hospices, and in other places you may not expect, including:

- Associations
- Government
- Mental Health Clinics
- Schools
- Universities
- Corporations
- Hospitals
- Military Centers
- Senior Centers
- Veterans Centers
- Disaster Relief Agencies
- Legislative Offices
- Prisons
- Social Service Agencies

(Source: helpstartshere.org)
Requirements for Professional Preparation and Development

A bachelor’s degree in social work (BSW) is the minimum requirement for entry into the profession, but many positions require an advanced degree. All states and the District of Columbia have some licensure, certification, or registration requirement, but the regulations vary.

Although a bachelor’s degree (BSW) is sufficient for entry into the field, an advanced degree has become the standard for many positions. A master’s degree in social work (MSW) is typically required for positions in health settings and is required for clinical work as well. Some jobs in public and private agencies also may require an advanced degree, such as a master’s degree with a focus in social services policy or administration. Supervisory, administrative and staff training positions usually require an advanced degree. Postsecondary teaching positions and most research appointments normally require a doctorate (DSW, PhD) in social work. (Source: socialworkers.org)

Social Work Education Accreditation

The Council on Social Work Education (CSWE) is recognized by the Council for Higher Education Accreditation (CHEA) as the sole accrediting agency for social work education in this country. According to the CSWE, as of June 2017, there are:

- 516 accredited baccalaureate social work programs
- 254 accredited master’s social work programs.
- 18 baccalaureate social work programs in candidacy
- 23 master’s social work programs in candidacy. (Source: cswe.org)

In addition, the Group for the Advancement of Doctoral Education (GADE) listed over 80 doctoral programs in social work (DSW or Ph.D.). (Source: gadephd.org)

BSW programs prepare graduates for direct service positions, such as caseworkers, and include courses in social work values and ethics, and other topics such as learning how to serve diverse and at-risk populations, the promotion of social and economic justice, human behavior in the social environment, social welfare policy and services, social work practice, and research methods for program evaluation and clinical practice. Accredited BSW programs also require a minimum of 400 hours of supervised field instruction.

MSW programs prepare graduates for work in their chosen field of concentration including helping students develop the advanced skills required to perform clinical assessments and therapeutic interventions, to manage large caseloads, to take on supervisory roles, to develop innovative ways of serving the needs of clients, and to effectively manage social service organizations.

Full-time MSW programs last 2 years and include a minimum of 900 hours of supervised field instruction, or internship. A part-time program may take 3-5 years to complete. Entry into a MSW program does not require a bachelor’s degree in social work, but courses in psychology, biology, sociology, economics, political science, or social work are recommended. Most MSW programs offer an advanced standing option for those with a bachelor’s degree from an accredited social work program, which allows students to complete an MSW in less than 2 years. MSW education in Tennessee can be completed either on campus or through online or distance education.
Tennessee Social Work Education Programs

CSWE Accredited Baccalaureate Social Work Programs

**Austin Peay State University**
Department of Social Work
Clement Building
P. O. Box 4656
Clarksville TN 37044
http://www.apsu.edu/socialwork/

**Belmont University**
Department of Social Work
1900 Belmont Blvd.
Gordon E. Inman College of Health Sciences Bldg.
Nashville, TN 37212-3757
http://belmont.edu/socwork/index.html

**East Tennessee State University**
Department of Social Work
Lyle House
PO Box 70645
Johnson City, TN 37614
http://www.etsu.edu/socialwork/

**Freed-Hardeman University**
College of Education and Behavioral Sciences
Social Work Department
158 East Main St.
Henderson, TN 38340
http://web.fhu.edu/fhu/

**King University**
School of Behavioral and Health Sciences
Department of Social Work
1350 King College Road
Bristol, TN 37620
http://www.king.edu/
LINCOLN MEMORIAL UNIVERSITY

Department of Social Work
6965 Cumberland Gap Parkway
Harragarate, TN 37752-0901
http://www.munet.edu/

LIPSCOMB UNIVERSITY

Department of Social Work and Sociology
One University Park Drive
Nashville, TN 37204
http://socialwork.lipscomb.edu/

MIDDLE TENNESSEE STATE UNIVERSITY

Department of Social Work
MTSU Box 139
1301 East Main Street
Murfreesboro, TN 37132
http://www.mtsu.edu/socialwork/

SOUTHERN ADVENTIST UNIVERSITY

School of Social Work
5010 University Drive
Collegedale, TN 37315-0370
http://www1.southern.edu/academics/academic-sites/socialwork/basocialwork/index.html

TENNESSEE STATE UNIVERSITY

Social Work Program
Jane Elliott Hall, Suite 310
3500 John A. Merritt Blvd
Nashville, TN 37209
http://www.tnstate.edu/socialwork/

TREVECCA NAZARENE UNIVERSITY

Department of Social & Behavioral Sciences
Social Work Program
333 Murfreesboro Rd.
Nashville, TN 37210
http://www.trevecca.edu
Tennessee Social Work Snapshot

UNION UNIVERSITY

School of Social Work
1050 Union University Dr.
Jackson, TN 38305-3697
http://www.uu.edu/

UNIVERSITY OF MEMPHIS

College of Arts and Sciences
Department of Social Work
226 McCord Hall
Memphis, TN 38152
http://www.memphis.edu/socialwork/

THE UNIVERSITY OF TENNESSEE

College of Social Work
1618 Cumberland Avenue
402 Henson Hall
Knoxville, TN 37996
http://www.csw.utk.edu/

UNIVERSITY OF TENNESSEE AT CHATTANOOGA

Social Work Program
209 Hunter Hall, Dept 3133
615 McCallie Ave
Chattanooga, TN 37403
http://www.utc.edu/Academic/SocialWork/

UNIVERSITY OF TENNESSEE AT MARTIN

Social Work Program
Department of Behavioral Sciences
554 University St.
Martin, TN 38238
http://www.utm.edu/departments/cebs/saswcj/sw.php
Baccalaureate Social Work Program in Candidacy for CSWE Accreditation

**TENNESSEE WESLEYAN UNIVERSITY**
Department of Social Sciences
Social Work Program
204 E College Street
Athens, TN 37303
https://www.tnjesleyan.edu/academics/undergraduate-programs/social-sciences/social-work/

CSWE Accredited Master’s in Social Work Programs

**EAST TENNESSEE STATE UNIVERSITY**
Department of Social Work
Lyle House
PO Box 70645
Johnson City, TN 37614
http://www.etsu.edu/socialwork/

**MID-TENNESSEE COLLABORATIVE MSW PROGRAM**
http://www.mtsu.edu/socialwork/masters.php

**AUSTIN PEBAY STATE UNIVERSITY**
Department of Social Work
Clement Building
P. O. Box 4656
Clarksville TN 37044

**MIDDLE TENNESSEE STATE UNIVERSITY**
Department of Social Work
MTSU Box 139
1301 East Main Street
Murfreesboro, TN 37132

**TENNESSEE STATE UNIVERSITY**
Department of Social Work and Sociology
3500 John A. Merritt Blvd
PO Box 9525
Nashville, TN 37209

**SOUTHERN ADVENTIST UNIVERSITY**
School of Social Work
5010 University Drive
Collegedale, TN 37315-0370
http://www1.southern.edu/academics/academic-sites/socialwork/
**Union University**

School of Social Work  
1050 Union University Dr.  
Jackson, TN  38305-3697  
http://www.uu.edu/

**University of Tennessee College of Social Work**

http://www.csw.utk.edu/

**Knoxville Campus**

402 Henson Hall  
Knoxville, TN 37996

**Nashville Campus**

193 Polk Ave, Suite E  
Nashville, TN 37210

**University of Memphis**

College of Arts and Sciences  
Department of Social Work  
226 McCord Hall  
Memphis, TN 38152  
http://www.memphis.edu/socialwork/

Masters Social Work Program in Candidacy for CSWE Accreditation

**University of Tennessee at Chattanooga**

Social Work Program  
209 Hunter Hall, Dept 3133  
615 McCallie Ave  
Chattanooga, TN  37403  
http://www.utc.edu/Academic/SocialWork/

University Offering Doctoral Social Work Education

**The University of Tennessee College of Social Work**

Doctor in Philosophy in Social Work (PhD) and  
Doctor of Social Work (DSW) in Clinical Practice  
221 Henson Hall  
Knoxville, TN 37996  
http://www.csw.utk.edu/  
(Source: cswe.org)
Locations of Social Work Education Programs

CSWE Accredited Baccalaureate Programs

- Austin Peay State University - Clarksville
- Belmont University - Nashville
- East Tennessee State University - Johnson City
- Freed-Hardeman University - Henderson
- King University – Bristol
- Lincoln Memorial University - Harrogate
- Lipscomb University - Nashville
- Middle Tennessee State University - Murfreesboro
- Southern Adventist University - Collegedale
- Tennessee State University - Nashville
- Trevecca Nazarene University - Nashville
- Union University - Jackson
- University of Memphis - Memphis
- University of Tennessee College of Social Work – Knoxville
- University of Tennessee at Chattanooga
- University of Tennessee – Martin

Baccalaureate Program in Candidacy for CSWE Accreditation

- Tennessee Wesleyan University - Athens
CSWE Accredited Master’s Programs ★

East Tennessee State University - Johnson City
Mid-Tennessee Collaborative MSW Program with students attending at:
   Austin Peay State University – Clarksville; Tennessee State University – Nashville;
   and Middle Tennessee State University – Murfreesboro
Southern Adventist University – Collegedale
Union University – Jackson
University of Memphis – Memphis
University of Tennessee College of Social Work - Knoxville and Nashville

Master’s Program in Candidacy for CSWE Accreditation ★

University of Tennessee at Chattanooga

DSW in Clinical Practice and Leadership, and Social Work PhD ★

Program

University of Tennessee College of Social Work
Number of Social Work Enrollees and Graduates by Degree Level

The following information was gathered through surveys distributed by NASW-TN to social work educational institutions in the state of Tennessee during Fall 2017 of the academic calendar. Total enrollment numbers include students enrolled at satellite campuses and distance education.

**Baccalaureate Social Work Programs**

<table>
<thead>
<tr>
<th>University</th>
<th>BSW Enrollment Fall 2016</th>
<th>BSW Degrees Awarded 2016-17 Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin Peay State University</td>
<td>298</td>
<td>71</td>
</tr>
<tr>
<td>Belmont University</td>
<td>95</td>
<td>24</td>
</tr>
<tr>
<td>East Tennessee State University</td>
<td>285</td>
<td>65</td>
</tr>
<tr>
<td>Freed-Hardeman University</td>
<td>70</td>
<td>21</td>
</tr>
<tr>
<td>King University</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>Lincoln Memorial University</td>
<td>22</td>
<td>4</td>
</tr>
<tr>
<td>Lipscomb University</td>
<td>70</td>
<td>20</td>
</tr>
<tr>
<td>Middle Tennessee State University</td>
<td>391</td>
<td>149</td>
</tr>
<tr>
<td>Southern Adventist University</td>
<td>60</td>
<td>11</td>
</tr>
<tr>
<td>Tennessee State University</td>
<td>186</td>
<td>17</td>
</tr>
<tr>
<td>Tennessee Wesleyan University</td>
<td>12</td>
<td>0 –established a new program</td>
</tr>
<tr>
<td>Trevecca Nazarene University</td>
<td>54</td>
<td>11</td>
</tr>
<tr>
<td>Union University</td>
<td>128</td>
<td>33</td>
</tr>
<tr>
<td>University of Memphis</td>
<td>309</td>
<td>55</td>
</tr>
<tr>
<td>University of Tennessee Chattanooga</td>
<td>87</td>
<td>40</td>
</tr>
<tr>
<td>University of Tennessee Knoxville</td>
<td>154</td>
<td>63</td>
</tr>
<tr>
<td>University of Tennessee Martin</td>
<td>246</td>
<td>45</td>
</tr>
<tr>
<td><strong>Total BSW</strong></td>
<td><strong>2,480</strong></td>
<td><strong>635</strong></td>
</tr>
</tbody>
</table>
### Master’s of Social Work Programs

<table>
<thead>
<tr>
<th>University</th>
<th>MSW Enrollment Fall 2016</th>
<th>MSW Degrees Awarded 2016-17 Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Tennessee State University</td>
<td>100</td>
<td>40</td>
</tr>
<tr>
<td>Mid-Tennessee Collaborative MSW Program</td>
<td>136</td>
<td>90</td>
</tr>
<tr>
<td>(Includes Austin Peay State University, Middle Tennessee State University, and Tennessee State University)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southern Adventist University</td>
<td>56</td>
<td>27</td>
</tr>
<tr>
<td>Union University</td>
<td>127</td>
<td>50</td>
</tr>
<tr>
<td>University of Memphis</td>
<td>136</td>
<td>56</td>
</tr>
<tr>
<td>University of Tennessee at Chattanooga</td>
<td>25</td>
<td>0 – established new program</td>
</tr>
<tr>
<td>University of Tennessee College of Social Work</td>
<td>482</td>
<td>215</td>
</tr>
<tr>
<td>(Includes campuses in Knoxville, Nashville, and Distance Education Program)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total MSW</strong></td>
<td><strong>1,062</strong></td>
<td><strong>478</strong></td>
</tr>
</tbody>
</table>

### Doctoral Programs (DSW/PhD)

<table>
<thead>
<tr>
<th>University</th>
<th>Program</th>
<th>Enrollment Fall 2016</th>
<th>Degrees Awarded 2016-17 Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Tennessee College of Social Work</td>
<td>PhD in social work</td>
<td>16</td>
<td>3</td>
</tr>
<tr>
<td>University of Tennessee College of Social Work</td>
<td>DSW in Clinical Practice and Leadership</td>
<td>56</td>
<td>15</td>
</tr>
</tbody>
</table>
Bachelor’s Level Social Work

Bachelor’s Level Certifications

<table>
<thead>
<tr>
<th>University</th>
<th>Child Welfare Case Management</th>
<th>School Social Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin Peay State University</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Belmont University</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Freed-Hardeman University</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Middle Tennessee State University</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Tennessee State University</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Union University</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>University of Memphis</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>University of Tennessee at Chattanooga</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>University of Tennessee Knoxville</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>University of Tennessee at Martin</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

Child Welfare Case Management Certification
The Tennessee Department of Children’s Services (DCS) partners with statewide-accredited social work institutions to offer a Child Welfare Case Management Certification program for social work majors who, after graduation, intend on working with children and families who are served by DCS. The program does not provide financial assistance and does not require a contractual agreement to work for DCS upon graduation unless also enrolled in the Title IV-E BSW/BSSW Tuition Assistance Program.

Benefits
There are several benefits to participating in the Child Welfare Case Management Certification. The program provides BSW and BSSW students with professional development within a child welfare agency prior to graduating, and is an excellent way to build a professional portfolio for a child welfare career. In addition, once hired by DCS, certificate participants will be exempt from some of the DCS new-employee training requirements and will receive a higher starting salary than those social workers who do not have the certification.
Eligibility
To be eligible for the program, students must:

- Be a U.S. citizen or provide documentation of eligibility for work in the U.S. for the duration of their study and possible employment with DCS
- Possess a valid driver's license, automobile insurance, and reliable transportation
- Undergo a background check and fingerprinting
- Be admitted into an accredited Social Work Program at a participating university

Program Guidelines
In addition, to remain in good standing within the program, students must:

- Remain in good standing at their university
- Maintain an overall GPA of 2.6 in social work courses
- Successfully complete and receive a minimum grade of B- for the Child Welfare I & II courses offered by their university
- Successfully complete the university field placement requirement, including a field placement of a minimum of 370 hours in a Tennessee DCS Regional Office
- Submit all requested information and documentation to DCS

Application Deadlines
April 30—Summer semester
June 15—Fall semester
November 15—Spring semester

For additional information on the application and required forms, please visit https://www.tn.gov/dcs/about-us/contact-us/opportunities/certification-program.html.

School Social Work Certification
According to the Tennessee Department of Education’s Licensure Standards, individuals who wish to practice social work in a PreK-12th grade school setting must have a School Social Work Certification.

Candidates for licensure as a school social worker must:

- Complete a program in social work either at the bachelor's or master's level from a CSWE-accredited school
- Complete a program of study in school social work designed by the institution of higher education and approved by the State Board of Education in accordance with the Teacher Education Policy and Program Approval Procedures of the Board
- Be recommended for licensure jointly by the college/department of education and the college/department of social work

For additional information, please visit https://www.tn.gov/education/licensing/apply-for-a-license/get-a-school-personnel-license.html.
Bachelor’s Level Tuition Assistance

Title IV-E BSW/ BSSW Tuition Assistance Program

The Title IV-E BSW/ BSSW Tuition Assistance Program is offered by the Tennessee Department of Children’s Services (DCS) and provides financial support to select BSW/BSSW students who have an interest in and who have made a commitment to working with children and families with DCS for 18 to 24 months after graduation. This program is administered to better meet the challenges of child welfare by professionalizing its workforce with frontline staff trained in social work. As of January 2018, there are 16 BSW/BSSW students enrolled in the Title IV-E Tuition Assistance Program through DCS.

The program provides full-time undergraduate students with tuition and financial assistance to aid with textbook, travel, and living expenses for up to four (4) semesters. In addition, DCS pays graduates of this program a higher starting salary than those who do not participate in the program. Participants must agree to work for DCS for 18 to 24 months (depending on the amount of assistance received) immediately upon graduating with their BSW/BSSW degree. Additional information on the application procedure and required forms can be found at https://www.tn.gov/dcs/about-us/contact-us/opportunities/application.html.

Eligibility Requirements

To be eligible to apply, students must:

- Be a U.S. citizen or provide documentation of eligibility to work in the U.S. for the duration of their study and corresponding employment obligation to DCS prior to receiving Title IV-E tuition assistance.
- Possess a valid driver’s license, automobile insurance, and reliable transportation
- Undergo a background check and fingerprinting
- Have been admitted into an accredited Social Work Program at a participating university
- Have no more than 4 semesters but no less than 3 semesters remaining before graduating with an undergraduate social work degree
- Possess a strong desire and commitment to work as a front-line case manager with the Tennessee Department of Children’s Services (DCS) immediately upon graduation with a BSW/BSSW degree

Participating Universities

- Austin Peay State University
- East Tennessee State University
- Freed-Hardeman University
- Middle Tennessee State University
- Tennessee State University
- Union University
- University of Memphis
- University of Tennessee at Chattanooga
- University of Tennessee at Knoxville
- University of Tennessee at Martin

Application Deadlines

June 15 – Deadline for fall semester

Contact Information

DCS Tuition Assistance Program
c/o Brittany Buchanan – Program Specialist
USB Building, 7th Floor
315 Deadrick Street
Nashville, TN 37243
Master’s Level Social Work

Master’s Level Concentrations

East Tennessee State University

- Direct Practice/ Clinical

Mid-Tennessee Collaborative MSW Program

(Austin Peay State University, Middle Tennessee State University, Tennessee State University)

- Advanced Generalist Practice

Southern Adventist University

- Child and Family Advocacy and Treatment
- Mental Health Practice in Social Work
- Trauma and Emergency Management

Union University

- Advanced Generalist Practice

University of Memphis

- Advanced Practice with Children, Youth, and Families
- Advanced Practice with Adults and Families

University of Tennessee College of Social Work

(Knoxville, Nashville, and Distance Education)

- Evidenced-Based Interpersonal Practice (Clinical)
- Organizational Leadership

University of Tennessee at Chattanooga

- Advanced Practice with Older Adults
Master’s Level Social Work Certifications

<table>
<thead>
<tr>
<th>University</th>
<th>Nonprofit Management</th>
<th>Trauma</th>
<th>Veterinary Social Work</th>
<th>Gerontology</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tennessee State University</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Memphis</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>University of Tennessee College of Social Work</td>
<td>✓ ✓ ✓ ✓ ✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Knoxville, Nashville, and Distance Education)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Nonprofit Management Certificate**

At Tennessee State University, individuals who complete this six-course certificate will have core competencies that are in high demand in the rapidly growing nonprofit sector. Additional information concerning Tennessee State University’s Graduate Certificate in Nonprofit Management can be found at: http://www.tnstate.edu/cpsua/degrees/nonprofitcertificate.aspx

At the University of Tennessee, Organizational Leadership students receive a nonprofit management certificate through the Network for Social Work Management upon graduation of the program.

**Trauma Certificate**

The Trauma Treatment Graduate Certificate (TTGC) program will provide students with the knowledge and practical experience needed to provide trauma-specific interventions and trauma-informed programming and policy development. Additional information concerning the University of Tennessee’s Graduate Certificate in Trauma can be found at: http://www.csw.utk.edu/certificates/trauma.htm

**Veterinary Social Work**

The University of Tennessee Veterinary Social Work Certificate Program (VSW-CP) offers a comprehensive foundation in veterinary social work topics focusing on the knowledge and skills needed to integrate animals into social work practice in ethically sound ways and in keeping with the values of the social work profession. Additional information concerning the University of Tennessee’s Graduate Certificate in Veterinary Social Work can be found at: http://www.csw.utk.edu/certificates/vsw.htm

**Gerontology**

The University of Tennessee Gerontology Certificate Program focuses on the study of the aging process and individuals as they grow from midlife through later life, including the study of physical, mental and social changes. As the aging population increases, there is demand for professionals with knowledge and expertise in aging. For more information, visit http://www.csw.utk.edu/certificates/gerontology.htm

**School Social Work**

This licensure program at the University of Memphis and The University of Tennessee (Knoxville, Nashville, and Distance Education) equips students with the knowledge and skills necessary to practice in school settings throughout the state of Tennessee. Please refer to page 15 for additional information concerning School Social Work licensure.
Master’s Level Tuition Assistance

Title IV-E MSW/MSSW Tuition Assistance Program

The Title IV-E MSW/MSSW Tuition Assistance Program provides financial support to DCS staff who have made a commitment to completing a master’s-level graduate program in social work and strengthening DCS with the knowledge, skills, and abilities acquired over the course of their education. As of January 2018, there are 35 MSW/MSSW students enrolled in the Title IV-E Tuition Assistance Program through DCS.

The program provides part-time or full-time tuition and related fee payments as well as an expense allowance to assist with textbook, travel, and living expenses for up to two (2) academic years, which is defined as up to eight (8) semesters. In return, participants must work for DCS an additional 6 months per semester of aid received. Forms to participate in the program can be found at https://www.tn.gov/dcs/about-us/contact-us/opportunities/application-masters.html.

Eligibility

To be eligible to apply, DCS employees must:

- Be a full-time DCS employee. Priority consideration is given to case manager 3, team leaders (TLs), team coordinators (TCs), deputy regional administrators, and regional administrators.
- Have been employed by DCS for at least two (2) consecutive years.
- Be in good-standing with the Department:
  - Not on probation at the time of application
  - No current or pending disciplinary action
  - No history of disciplinary action within the past three (3) years with any state agency
- Have received a Performance Evaluation (PE) within the past 12 months with a score of at least ‘3.’
- Have been unconditionally accepted into an accredited or in-candidacy MSW/MSSW program.

Participating Universities

- Austin Peay State University
- East Tennessee State University
- Middle Tennessee State University
- Southern Adventist University
- Tennessee State University
- Union University
- University of Memphis
- University of Tennessee at Knoxville

Application Deadlines

April 1 – all participants, must submit approval of participation form for upcoming school year

Contact Information

DCS Tuition Assistance Program
c/o Brittany Buchanan – Program Specialist
USB Building, 7th Floor
315 Deadrick Street
Nashville, TN 37243
Doctorate Level Social Work

Doctor of Social Work (DSW) in Clinical Practice and Leadership

The post-MSW/MSSW Doctorate of Social Work (DSW) in clinical practice program is for individuals interested in advancing their clinical knowledge and becoming leaders in clinical practice. Advanced practitioners in social work are research-literate, reflective and professional leaders in their field. They are able to draw on a range of empirical, theoretical and professional sources of knowledge and take the lead on social work policy and practice innovations. The DSW differs from other social work doctorates in that it is a professional practice degree, designed to prepare students for advanced clinical practice and advanced practice leadership.

Doctor of Philosophy in Social Work (PhD)

The purpose of social work education at the doctoral level is to foster an understanding and appreciation of the scientific method, to improve and extend the knowledge base of social work, and to develop competent leadership in social work education, research, and practice. The program includes foundation courses, electives, advanced seminars, and dissertation research.

Doctoral research is directed toward developing knowledge that can be used by social work educators, practitioners, administrators, and policy makers. Students are currently conducting research in a variety of areas, including empathy, the effects of exposure to violence on mental health, chronic pain, the death penalty, juvenile violence, the rural Appalachian poor, foster care, adoptions, and service utilization by the elderly.

Tennessee Fellowship for Graduate Excellence

The University of Tennessee College of Social Work offers fellowships to 4 PhD students and applicants. This opportunity offers: mentorship in research and teaching, top-off funding to existing stipends, the prestige of a select group of fellows and recognition as a Graduate Excellence fellow.

(Source: utk.edu)
Social Work Student Loan Debt

The Annual Survey of Social Work Programs (Annual Survey) is a census of social work programs in the United States and its territories conducted by the Council on Social Work Education (CSWE). Data collected in the Annual Survey is the primary source of information on social work students, graduates, and faculty members. This information includes specific data about student loan debt across program levels. The 2012 and 2016 Annual Survey report on loan data shows the recent trends in student debt. As reported by The Economist, each new graduate in the United States carries about $40,000 in debt. According to a survey of MSW graduates from 25 states, more than a quarter of respondents owed at least $40,000 related to earning their MSW degrees. Recent trends show that student loan debt and the financial burden on graduates continues to increase in all program levels.

### 2012 Student Loan Debt

<table>
<thead>
<tr>
<th>Program Level</th>
<th>Baccalaureate</th>
<th>Master's</th>
<th>Doctoral</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of students with loan debt</td>
<td>80.6</td>
<td>78.5</td>
<td>60.8</td>
</tr>
<tr>
<td>Number of programs reporting</td>
<td>296</td>
<td>122</td>
<td>24</td>
</tr>
<tr>
<td>Average amount of loan debt</td>
<td>$26,615</td>
<td>$36,938</td>
<td>$45,869</td>
</tr>
<tr>
<td>Median amount of loan debt</td>
<td>$25,840</td>
<td>$36,337</td>
<td>$43,432</td>
</tr>
<tr>
<td>Number of programs reporting</td>
<td>262</td>
<td>110</td>
<td>20</td>
</tr>
</tbody>
</table>

### 2016 Student Loan Debt

<table>
<thead>
<tr>
<th>Program Level</th>
<th>Baccalaureate</th>
<th>Master's</th>
<th>DSW</th>
<th>PhD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of students with loan debt</td>
<td>79.6</td>
<td>80.2</td>
<td>69.6</td>
<td>64.6</td>
</tr>
<tr>
<td>Number of programs reporting</td>
<td>345</td>
<td>150</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>Average amount of loan debt</td>
<td>$28,283.65</td>
<td>$41,334.84</td>
<td>$54,494.33</td>
<td>$47,342.44</td>
</tr>
<tr>
<td>Range amount of loan debt</td>
<td>$2,115-$109,000</td>
<td>$6,918-$108,658</td>
<td>$40,000-$67,983</td>
<td>$5,000-$113,000</td>
</tr>
<tr>
<td>Number of programs reporting</td>
<td>312</td>
<td>141</td>
<td>3</td>
<td>26</td>
</tr>
</tbody>
</table>

(Source: cswe.org)
Loan Forgiveness Programs for Social Workers

Public Service Loan Forgiveness Program (PSLF)

The College Cost Reduction and Access Act of 2007 established a new public service loan forgiveness program to encourage individuals to enter and continue to work in public service jobs. Under this program, student loan borrowers may qualify for forgiveness of the remaining balance due on their eligible federal student loans after they have made 120 payments on those loans under certain repayment plans while employed full time by certain public service employers. Eligible loans for this program include Federal Direct Stafford Loans (Subsidized and Unsubsidized), Federal Direct PLUS Loans, and Federal Direct Consolidation Loans. Call the FedLoan Servicing Center at 1-855-265-4038 to see if you are eligible and visit http://studentaid.ed.gov/repay-loans/forgiveness-cancellation/charts/public-service for additional information on this program (Source: studentaid.ed.gov).

National Health Service Corps Loan Repayment Program (NHSC LPR)

This program grants up to $50,000 for student loan repayment for licensed clinical social workers and other licensed behavioral health care providers who work for two years in areas with limited access to health care. Loan repayment is available for both full-time and part-time employment at NHSC-approved sites or a high-need Health Professional Shortage Area (HPSA). For more additional information about the loan repayment program including eligibility requirements and employment opportunities in HPSAs, visit the National Health Service Corps website at http://nhsc.hrsa.gov/loanrepayment/eligibility.html. (Source: socialworkers.org)

Indian Health Service Loan Repayment Program (LRP)

The IHS Loan Repayment Program awards repayment up to $40,000 for qualified health profession education loans to licensed master social workers and other eligible health professions who commit to practice in health facilities serving American Indian and Alaska Native communities for an initial two-year commitment. Opportunities are based on Indian health program facilities with the greatest staffing needs in specific health profession disciplines. For more details and to learn more about your eligibility visit the Indian Health Service website at http://www.ihs.gov/loanrepayment. (Source: ihs.gov)

Higher Education Reauthorization and Opportunity Act and Advocacy Resources

NASW promotes loan forgiveness for social workers as part of our ongoing work to improve working conditions, salaries, and other benefits for members of the profession and to ensure that consumers have access to qualified professionals. We know action on the Higher Education Reauthorization and Opportunity Act impacts what financial aid and loan forgiveness opportunities are available at a federal level. Visit the Advocacy and Student Resources sections of the NASW website (www.socialworkers.org) to find additional loan forgiveness and financial aid resources and to receive Action Alerts when important decisions are being considered related to the Higher Education Reauthorization and Opportunity Act.
Additional Opportunities for Financial Assistance in Tennessee

Tennessee Promise Scholarship

Tennessee Promise offers two years of tuition-free community or technical college to seniors and recent graduates of Tennessee high schools. Those eligible may apply for the scholarship and use it at any of the state’s 13 community colleges, 27 colleges of applied technology, or other eligible institutions offering an associate degree program. For more information, visit www.tnpromise.gov.

State Employee and Dependent Fee Waiver and Discount Programs

There are two programs available to facilitate postsecondary educational opportunities for State employees and their dependents, as well as dependents of public school teachers: fee waiver for State employees and fee discount for children of State employees and public school teachers. For more information, visit https://www.tn.gov/content/tn/thec/bureaus/legal-and-external-affairs/redirect-legal-and-external-affairs/fee-waiver-and-fee-discount-programs.html.

Tennessee Student Assistance Award

The Tennessee Student Assistance Award (TSAA) provides non-repayable financial assistance up to $4,000 per academic year to financially-needy undergraduate students who are residents of Tennessee. Applicants must be enrolled or accepted for enrollment, at least half time, at a public or eligible non-public postsecondary institution in Tennessee. For more information, visit https://www.tn.gov/collegepays/money-for-college/grant-programs/tennessee-student-assistance-award.html.

Tennessee HOPE Scholarship

The Tennessee HOPE Scholarship for traditional students is funded from the proceeds of the state lottery and is awarded to entering freshman who are enrolled at an eligible postsecondary institution within sixteen (16) months after graduating from a TN eligible high school. For more information on the HOPE Scholarship for traditional students, visit https://www.tn.gov/collegepays/money-for-college/tn-education-lottery-programs/tennessee-hope-scholarship.html.

The Tennessee Hope Scholarship for nontraditional students is awarded to entering freshman and students who have not been enrolled in any college for at least two (2) years from the date of last enrollment in college. Students must be age twenty-five (25) or older at the time of enrollment, complete the FAFSA application, be a TN resident, and meet the minimum family adjusted gross income requirement. For more information on the HOPE Scholarship for nontraditional students, visit https://www.tn.gov/collegepays/money-for-college/tn-education-lottery-programs/tennessee-hope-scholarship---nontraditional.html.

Helping Heroes Grant

The Helping Heroes Grant is funded from proceeds of the state lottery and awarded to U.S. veterans who were honorably discharged and who are former or current members of a reserve or TN National Guard unit. For additional information, visit https://www.tn.gov/collegepays/money-for-college/tn-education-lottery-programs/helping-heroes-grant.html.

(Source: www.tn.gov)
Social Work Licensure and Voluntary Credentials

All States and the District of Columbia have licensing, certification, or registration requirements for social work practice and the use of professional titles. Although standards for licensing vary by state, a growing number of states are placing greater emphasis on communication skills, professional ethics, and sensitivity to cultural diversity issues. Most states require a minimum of two years (3,000 hours) of supervised clinical experience after graduation with a master’s degree for licensure as clinical social workers (LCSW).

Most health insurance providers across the nation require social workers to have state licensure in order to be reimbursed for services. For more information, visit: https://www.socialworkers.org/Practice/Clinical-Social-Work/Third-Party-Payers

In addition, the National Association of Social Workers (NASW) offers degreed social workers voluntary credentials, including the Academy of Certified Social Workers (ACSW), based on their level of professional experience. Please visit http://www.socialworkers.org/careers/credentials/ for additional information on NASW credentials.

Regulation of Social Workers in Tennessee

The state’s regulation of social work practice in Tennessee began in the mid 1980’s with passage of a social work licensure law that focused on certifying master’s social workers and licensing clinical social workers for independent practice.

In June 2006 state legislation was implemented that generally restricts the use of the title social worker to persons that have graduated from accredited social work programs. An analysis was conducted by NASW-TN after the passage of this legislation to determine if other changes were needed to strengthen Tennessee’s social work licensure law. NASW-TN communicated their findings with social workers across the State and in 2008 Multi-level Social Work Licensure legislation was introduced in the Tennessee General Assembly. This legislation was approved and signed by Tennessee’s Governor on May 22, 2008.

Social workers and persons seeking social work services can turn to the Board of Social Worker Licensure with the Tennessee Department of Health for details related to social work licensure in Tennessee. This Board is charged with the responsibilities of governing the practice of social work and safeguarding the health, safety, and welfare of Tennesseans by requiring that all that practice social work within this state be qualified. The Board is authorized to issue licenses to qualified candidates who have completed appropriate education and successfully completed required examinations. The Board is also responsible for the investigation of alleged violations of the (Social Work) Practice Act and rules, and is responsible for the discipline of licensees who are found guilty of such violation. For additional information about licensure, visit https://www.tn.gov/health/health-program-areas/health-professional-boards/sw-board.html. (Source: Tennessee Social Work Licensure Board)

The chart on page 25 provides a brief summary of Tennessee’s social work licensure law. Unless an individual holds a current unrevoked or unsuspended Licensed Clinical Social Worker (LCSW) license in Tennessee, he or she may not engage in the private practice of clinical social work. Some states require all practicing social workers to be licensed, but Tennessee does not have this requirement. The legal Scope of Practice for each level of licensure is on pages 26 through 28.
The chart below provides a brief overview of social work regulation in Tennessee. Additional information on Social Work Licensure in Tennessee is posted on the NASW, Tennessee Chapter website at www.naswtn.com. The licensure section on that website has direct links to the Tennessee Social Work Licensure Board where individual licensure applications can be completed online, or downloaded by clicking on the document number in the online application. All applicants and licensees should be familiar with the Rules and Regulations related to Social Work Licensure in Tennessee. These rules are posted on the Licensure Board website and a link is also on the NASW, Tennessee Chapter website.

The use of the title social worker is restricted by Tennessee law to:

- Graduates of accredited schools offering baccalaureate or master’s social work degrees,
- Persons with a doctorate or PhD in social work, or
- Persons licensed in Tennessee with a LBSW, LMSW, LAPSW or LCSW.

Neither individuals, governmental entities, public or private agencies, businesses or organizations (including the media) shall use the title social worker unless individuals meet the above definition. The only exception is that those working in licensed nursing homes may use the title social worker based upon a definition in federal regulations for long term care facilities. (Tennessee Code § 63-23-113)

<table>
<thead>
<tr>
<th>Licensed Baccalaureate Social Worker (LBSW)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements for licensure</td>
<td></td>
</tr>
<tr>
<td>Graduate from CSWE accredited baccalaureate social work program, complete appropriate forms, submit criminal background check, pay fees, pass Association for Social Work Boards (ASWB) bachelors licensing exam.</td>
<td></td>
</tr>
<tr>
<td>Practice info: Generalist social work practice within agency or organization.</td>
<td></td>
</tr>
<tr>
<td>Examples: Geriatric social worker providing case management in senior service organization, social worker assisting homeless families with basic needs that works in an agency.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Licensed Master’s Social Worker (LMSW)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements for licensure</td>
<td></td>
</tr>
<tr>
<td>Graduate from CSWE accredited social work graduate program, complete appropriate forms, submit criminal background check, pay fees, pass Association of Social Work Boards (ASWB) master’s licensing exam.</td>
<td></td>
</tr>
<tr>
<td>Practice info: Practice within agency or organization. No independent practice.</td>
<td></td>
</tr>
<tr>
<td>Example: Master’s social worker in community mental health center working under LCSW supervision, social worker employed to assist with research study.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Licensed Advanced Practice Social Worker (LAPSW)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements for licensure</td>
<td></td>
</tr>
<tr>
<td>Complete 3,000 hours of advanced generalist practice experience under supervision of a LAPSW or LCSW Supervised experience must be after receipt of LMSW and be completed in no less than two years and no more than six years. Applicant must also complete appropriate forms, submit criminal background check, pay fees and pass Association of Social Work Boards (ASWB) advanced generalist practice exam.</td>
<td></td>
</tr>
<tr>
<td>Practice info: Can practice non-clinical social work in an agency, organization, or independently. LAPSW meeting requirements for supervisors can supervise LMSW working towards LCSW or LAPSW.</td>
<td></td>
</tr>
<tr>
<td>Examples: Social worker providing consulting services, social work educator or social work administrator.</td>
<td></td>
</tr>
</tbody>
</table>
Legal Scope of Practice for Tennessee Licensure Levels

The scope of practice for each level of licensure in Tennessee is set by State law. Below are the legal definitions guiding the practice for each professional licensed by the Tennessee Social Work Licensure Board:

**Licensed Clinical Social Worker (LCSW)**

The practice of advanced master's or doctorate social work as a licensed clinical social worker is a specialty within the practice of social work that requires the application of social work theory, knowledge, methods, principles, values, ethics, and the professional use of self to restore or enhance social, psychosocial or biopsychosocial functioning of individuals, couples, families, groups or persons who are adversely affected by social or psychosocial stress or health impairment. The practice of clinical social work requires the application of specialized clinical knowledge and advanced clinical skills in the areas of assessment, diagnosis and treatment of mental, emotional and behavioral disorders, conditions and addictions, including severe mental illness in adults and serious emotional disturbances in children, case management, direct practice, information and referral, clinical and nonclinical supervision, and the development, implementation, and administration of policies, programs and activities. Treatment methods include the provision of individual, marital, couple, family, and group therapy, mediation, counseling, supportive counseling, advanced case management, direct practice and psychotherapy.

Clinical social workers are qualified to use the Diagnostic and Statistical Manual of Mental Disorders (DSM), the International Classification of Diseases (ICD), and other diagnostic classification systems in assessment, diagnosis, treatment planning and other activities. The advanced practice of clinical social work may occur outside the jurisdiction of an agency or organizational setting in which the social worker assumes responsibility and accountability for the nature and quality of the services provided to clients, pro bono or in exchange for direct payment or third-party reimbursement. Practice at this level may include the provision of supervision for licensed or temporarily licensed master's social workers seeking advanced licensure as an advanced practice social worker or as a licensed clinical social worker. Licensed clinical social workers may engage in both independent clinical and agency-based, nonclinical, macro social work practice. A social worker may not prescribe medication or interpret psychological tests. The practice of advanced master's or doctorate social work as a licensed clinical social worker may include the practice activities of a licensed baccalaureate social worker, licensed master's social worker and/or licensed advanced practice social worker.

**Licensed Advanced Practice Social Worker (LAPSW)**

The practice of advanced social work as a nonclinical social worker is the professional application of social work theory, knowledge, methods, principles, values and ethics and the professional use of self to restore or enhance social, psychosocial or biopsychosocial functioning of individuals,
couples, families, groups, organizations and communities. Advanced master’s or doctorate social work practice requires the application of specialized knowledge and advanced practice skills in the areas of education, research, advocacy, community organization, mediation, consultation, assessment, treatment planning, implementation and evaluation, case management, counseling, supportive counseling, direct practice, information and referral, supervision, and the development, implementation, and administration of policies, programs and activities.

The non-clinical advanced practice of social work may occur independently outside the jurisdiction of an agency or organizational setting in which the social worker assumes responsibility and accountability for the nature and quality of the services provided to clients, pro bono or in exchange for direct payment or third-party reimbursement. The practice of advanced social work as a nonclinical social worker may include the practice activities of a licensed baccalaureate social worker or licensed master’s social worker, or both. The practice of advanced master’s or doctorate social work may include the practice of clinical social work under the clinical supervision of a licensed clinical social worker as an avenue for licensure as a clinical social worker without the benefit of direct payments or third-party reimbursements for clinical practice. Practice at this level may include the provision of supervision for licensed or temporarily licensed master’s social workers seeking to become licensed advanced practice social workers. Licensed advanced practice social workers may not hold themselves out as a licensed clinical social worker. A social worker may not prescribe medication or interpret psychological tests.

**Licensed Master’s Social Worker (LMSW)**

The practice of licensed master’s social work is the professional application of social work theory, knowledge, methods, principles, values and ethics and the professional use of self to restore or enhance social, psychosocial or biopsychosocial functioning of individuals, couples, families, groups, organizations and communities. The practice of master's social work requires the application of specialized knowledge and advanced practice skills in the areas of assessment, treatment planning, implementation and evaluation, case management, mediation, counseling, supportive counseling, direct practice, information and referral, supervision of employees, consultation, education, research, advocacy, community organization and the development, implementation, and administration of policies, programs and activities.

The practice of master’s social work may include the practice activities of a licensed baccalaureate social worker. The practice of master’s social work may include the practice of clinical social work under the clinical supervision of a licensed clinical social worker as an avenue for licensure as a clinical social worker. A social worker at this level shall not provide services to clients in exchange for direct payment or third-party reimbursement. Licensed master's social workers shall engage only in supervised practice in or for an agency or organization and may not practice privately or independently. Licensed master’s social workers may not hold themselves out as a licensed advance practice social worker or a licensed clinical social worker. A social worker may not prescribe medication or interpret psychological tests.
Licensed Baccalaureate Social Work (LBSW)

The practice of baccalaureate social work is the professional application of social work theory, knowledge, methods, principles, values and ethics and the professional use of self to restore or enhance social, psychosocial or biopsychosocial functioning of individuals, couples, families, groups, organizations and communities. The practice of baccalaureate social work is basic generalist practice that includes interviewing, assessment, planning, intervention, evaluation, case management, mediation, supportive counseling, direct nonclinical practice, information and referral, problem solving, client education, advocacy, community organization, supervision of employees, and the development, implementation, and administration of policies, programs and activities. Baccalaureate social workers are not qualified to diagnose or treat mental illness nor provide psychotherapy services. A social worker at this level shall not provide services to clients in exchange for direct payment or third-party reimbursement. A social worker at this level shall work in or for an agency or organization and may not practice privately or independently. Licensed baccalaureate social workers shall not engage in advanced social work practice or in clinical social work practice or hold themselves out as a licensed master's social worker, a licensed advanced practice social worker or a licensed clinical social worker. A social worker may not prescribe medication or interpret psychological tests.

LICENSED SOCIAL WORKERS IN TENNESSEE

by County Data
**Licensed Social Workers in Tennessee by County Data**

As of November 2017, there were 413 LBSW social workers; 1,967 LMSW social workers; 2,151 LCSW social workers; and 232 LAPSW social workers in the state of Tennessee for a total of 4,763. “County not reported” data includes licensed social workers employed out-of-state but licensed to work with Tennessee residents (Source: NASW-TN analysis of licensed social worker lists from Tennessee Department of Health).

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>Licensed Social Workers</th>
<th>LBSW</th>
<th>LMSW</th>
<th>LCSW</th>
<th>LAPSW</th>
<th>2016 Population Estimate</th>
<th>Ratio of Licensed Social Workers to Population</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL STATEWIDE</strong></td>
<td>4,763</td>
<td>413</td>
<td>1,967</td>
<td>2,151</td>
<td>232</td>
<td>6,651,194</td>
<td>1 to 1,396</td>
</tr>
<tr>
<td>Anderson County</td>
<td>44</td>
<td>1</td>
<td>11</td>
<td>30</td>
<td>2</td>
<td>75,936</td>
<td>1 to 1,725</td>
</tr>
<tr>
<td>Bedford County</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>47,484</td>
<td>1 to 6,783</td>
</tr>
<tr>
<td>Benton County</td>
<td>6</td>
<td>0</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>16,014</td>
<td>1 to 2,669</td>
</tr>
<tr>
<td>Bledsoe County</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>14,675</td>
<td>0 to 14,675</td>
</tr>
<tr>
<td>Blount County</td>
<td>76</td>
<td>4</td>
<td>22</td>
<td>50</td>
<td>0</td>
<td>128,670</td>
<td>1 to 1,693</td>
</tr>
<tr>
<td>Bradley County</td>
<td>17</td>
<td>2</td>
<td>5</td>
<td>9</td>
<td>1</td>
<td>104,490</td>
<td>1 to 6,146</td>
</tr>
<tr>
<td>Campbell County</td>
<td>4</td>
<td>0</td>
<td>0</td>
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## DEMOGRAPHIC INFORMATION OF TENNESSEE LICENSED SOCIAL WORKERS

The following is demographic information on all licensed social workers in the state of Tennessee as of November 2017.

4,187 (87.9%) of all licensed social workers in Tennessee identify as female, 560 (11.7%) identify as male, and 16 (less than 1%) did not offer this identifying information or do not identify as male or female.

3,787 (79.1%) of all licensed social workers in Tennessee identify as White or Caucasian, 846 (17.7%) identify as Black or African-American, 73 (1.5%) did not offer this identifying information or do not identify as any race or ethnicity listed, 31 (0.6%) identified as Hispanic, 21 (0.4%) identified as Asian, 0.4 percent 20 (0.4%) identified as Other, and 5 (0.1%) identified as Native American.

(Source: NASW-TN analysis of licensed social workers lists from Tennessee Department of Health).
Data on Licensed Behavioral Health Professionals in Tennessee

The Division of Health Related Boards of the Tennessee Department of Health is charged with the licensure and regulation of health care professionals across the state of Tennessee. The below information on behavioral health professions is as of November 2017. Data on the total number of psychiatric nurses was unavailable (Source: NASW-TN analysis of Health Professional Boards data from Tennessee Department of Health).

**Alcohol and Drug Board**

Alcohol & Drug Abuse Counselor: 398 licensed

**Board of Licensed Professional Counselors, Licensed Marital and Family Therapists and Licensed Pastoral Therapists**

Clinical Pastoral Counselor: 20 licensed
Licensed Professional Counselor (LPC): 2,162 licensed
Marital and Family Therapists (MFT): 687 licensed

**Board of Examiners of Psychology**

Behavior Analyst: 249 licensed
Psychological Examiner: 371 licensed
Psychologist: 1,261 licensed

**Board of Medical Examiners**

Psychiatrists: 595 licensed

**Board of Social Workers**

Licensed Baccalaureate Social Worker (LBSW): 413 licensed
Licensed Master's Social Worker (LMSW): 1,967 licensed
Licensed Clinical Social Worker (LCSW): 2,151 licensed
Licensed Advanced Practice Social Worker (LAPSW): 232 licensed
Tennessee Social Work Employment Data

The Tennessee Department of Labor and Workforce Development (TDLWD) does not track the social work profession as a total group, nor does it verify if persons have social work degrees. The department does include social work categories in its Community and Social Services Occupations and its Education, Training, and Library Occupations grouping data. They provide the following definitions for their classifications:

- **Child, Family, and School Social Workers** provide social services and assistance to improve the social and psychological functioning of children and their families to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.

- **Healthcare Social Workers** provide individuals, families, and groups with psychosocial support needed to cope with chronic, acute or terminal illnesses. Services include advising family care givers, providing patient education and counseling, making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

- **Mental Health and Substance Abuse Social Workers** assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

- **Social Work Teachers, Postsecondary** represents those who teach courses in social work. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.

- **Social Workers, All Other** represents occupations with a wide range of characteristics which do not fit into one of the detailed occupations.

### Tennessee Social Work Employment Projections through 2019

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment 2017</th>
<th>Projected Employment 2019</th>
<th>Change</th>
<th>% Change</th>
<th>Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child, Family, School Social Workers</td>
<td>5,120</td>
<td>5,400</td>
<td>280</td>
<td>5.4</td>
<td>660</td>
</tr>
<tr>
<td>Healthcare Social Workers</td>
<td>3,170</td>
<td>3,330</td>
<td>160</td>
<td>4.9</td>
<td>400</td>
</tr>
<tr>
<td>Mental Health, Substance Abuse Social Workers</td>
<td>1,830</td>
<td>1,920</td>
<td>90</td>
<td>5.1</td>
<td>230</td>
</tr>
<tr>
<td>Social Work Teachers, Postsecondary</td>
<td>210</td>
<td>220</td>
<td>10</td>
<td>5.4</td>
<td>20</td>
</tr>
<tr>
<td>Social Workers, All Other</td>
<td>970</td>
<td>1,000</td>
<td>30</td>
<td>3.1</td>
<td>110</td>
</tr>
</tbody>
</table>

(Source: www.projectionscentral.com)
2016 Wage Data for Social Workers in Tennessee

The Bureau of Labor Statistics provided the following data in its 2017 Tennessee Occupational Employment Statistics report (May 2017). Entry wages represent the mean of the lower quarter of the wage distribution. Experienced wages represent the mean of the upper three quarters of the wage distribution.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Employed</th>
<th>Hourly Mean</th>
<th>Annual Mean</th>
<th>Hourly Entry</th>
<th>Hourly Experienced</th>
<th>Range of Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare Social Workers</td>
<td>3,030</td>
<td>$25.00</td>
<td>$51,990</td>
<td>$19.33</td>
<td>$30.02</td>
<td>$40,210</td>
</tr>
<tr>
<td>Mental Health, Substance Abuse Social Workers</td>
<td>1,790</td>
<td>$17.48</td>
<td>$36,370</td>
<td>$13.53</td>
<td>$20.60</td>
<td>$28,140</td>
</tr>
<tr>
<td>Social Work Teachers, Postsecondary</td>
<td>150</td>
<td>-</td>
<td>$64,130</td>
<td>-</td>
<td>-</td>
<td>$39,820</td>
</tr>
<tr>
<td>Social Workers, All Other</td>
<td>1,130</td>
<td>$24.79</td>
<td>$51,560</td>
<td>$16.14</td>
<td>$34.69</td>
<td>$33,570</td>
</tr>
</tbody>
</table>

Social workers typically earn salaries that are incomparable to other health professionals. In addition, social workers who earn lower salaries are more likely to work in challenging agency environments and to serve more vulnerable clients. Due to low income combined with high student loan debt, social workers often struggle financially.

The social work profession faces substantial challenges in meeting this increased demand for services. Serious safety concerns, high caseloads, difficult working conditions, significant educational debt, and comparatively insufficient salaries pose barriers to recruitment and retention of social workers. Replacing retiring social workers presents another challenge for the profession.

To address these workforce challenges, NASW launched the Social Work Reinvestment Initiative to enhance societal well-being by securing federal and state investments to support recruitment, retention, recognition, and adequate reimbursement of professional social workers. For more information on the Social Work Reinvestment Act, please visit https://www.socialworkers.org/Advocacy/Policy-Issues/Social-Work-Reinvestment-Act.

(Source: www.socialworkers.org)
National Trends in the Social Work Labor Force

According to the Bureau of Labor Statistics, overall employment of social workers is projected to grow 15 percent from 2016 to 2026, much faster than the 7 percent average for all occupations. Increased demand for healthcare and social services will drive demand for social workers, but growth will vary by specialization.

Employment of child, family, and school social workers is projected to grow 13 percent from 2016 to 2026, faster than the average for all occupations. Child and family social workers will be needed to work with families to strengthen parenting skills, prevent child abuse, and identify alternative homes for children who are unable to live with their biological families. In schools, more social workers will be needed as student enrollments rise. However, employment growth of child, family, and school social workers may be limited by federal, state, and local budget constraints.

Employment of healthcare social workers is projected to grow 19 percent from 2016 to 2026, much faster than the average for all occupations. Healthcare social workers will continue to be needed to help aging populations and their families adjust to new treatments, medications, and lifestyles.

Employment of mental health and substance abuse social workers is projected to grow 18 percent from 2016 to 2026, much faster than the average for all occupations. Employment will grow as more people seek treatment for mental illness and substance abuse. In addition, drug offenders are increasingly being sent to treatment programs, which are staffed by these social workers, rather than being sent to jail.

Employment of postsecondary social work teachers is projected to grow 10 percent from 2016 to 2026, much faster than the average for all occupations. Both part-time and full-time postsecondary teachers are included in this projection. The number of people attending postsecondary institutions is expected to grow in the next decade. Students will continue to seek higher education to gain the additional education and skills necessary to meet their career goals.

United States Social Work Employment Projections 2016-26

<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Employment, 2016</th>
<th>Projected Employment, 2026</th>
<th>Change, 2016-26</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Social workers</strong></td>
<td>682,100</td>
<td>784,200</td>
<td>15</td>
</tr>
<tr>
<td>Child, family, school social workers</td>
<td>317,600</td>
<td>359,700</td>
<td>13</td>
</tr>
<tr>
<td>Healthcare social workers</td>
<td>176,500</td>
<td>209,300</td>
<td>19</td>
</tr>
<tr>
<td>Mental health, substance abuse social workers</td>
<td>123,900</td>
<td>146,100</td>
<td>18</td>
</tr>
<tr>
<td>Social workers, all other</td>
<td>64,000</td>
<td>69,000</td>
<td>8</td>
</tr>
<tr>
<td>Social work teachers, postsecondary</td>
<td>14,900</td>
<td>16,300</td>
<td>10</td>
</tr>
</tbody>
</table>

(Source: U.S. Bureau of Labor Statistics, Employment Projections program)
The Need for Social Workers in Tennessee

Professional social workers serve a broad spectrum of populations and are found in every facet of community life—in schools, hospitals, mental health clinics, senior centers, elected office, private practices, prisons, military, corporations, and in numerous public and private agencies that serve individuals and families in need. In addition to directly serving individuals and families, many social workers also provide leadership for the organizations that provide Tennessee’s social infrastructure.

The following information provides details on some factors impacting vulnerable populations in Tennessee and the need for social workers:

- **Adverse Childhood Experiences (ACEs)**
  More than 1 in 6 Tennesseans report a score of 4 or more ACEs. According to Tennessee Health Outcomes data, a person with 4 or more ACEs is 8 times more likely to have HIV risk factors, 4 times more likely to experience depression, and more likely to binge drink and smoke cigarettes than a person with no ACEs. The future economic development and prosperity of the state depends on what we do now to prevent these and wrap services around children and families (Source: Tennessee Commission on Children and Youth).

- **Opioid Epidemic**
  Tennessee ranks 2nd in the U.S. for rate of opioid pain relievers prescribed. The number of all Tennessee Department of Mental Health and Substance Abuse Services (TDMHSAS) treatment admissions for prescription opioids jumped from 5.5% in 2000 to 30.5% in 2012. The number of Tennesseans who died from drug overdoses jumped 12% from 2015 (1,451 deaths) to 2016 (1,631 deaths). Opioids were present in 71.3% of overdose deaths in 2015 (Source: TDMHSAS, Tennessee Department of Health).

- **Race & Ethnic Disparity**
  Families of color will soon make up a majority of the U.S. population, yet clear racial disparities continue to persist. In 2016, white family wealth was seven times greater than black family wealth and five times greater than Hispanic family wealth in the United States. This disparity is as high as or higher than it was in 1963. Latinos (27.7%) and African-Americans (26.4%) are more than twice as likely to live in poverty as whites. More than 60% of people in prison are people of color. Incarceration of African-Americans is 3.5x larger than that for whites. Although African-Americans make up about 13% of the U.S. population, they make up 37% of the U.S. prison population. Hispanic men are 2.3x as likely as white men to be incarcerated. American Indians are 3x as likely as white youth to be held in a juvenile detention facility (Sources: Urban Institute, U.S. Census Bureau, Sentencing Project, Brennan Center for Justice).

- **Violence**
  In a 2016 study by the University of Alabama, the United States makes up less than 5% of the world’s population, but holds 31% of global mass shooters. As of March 2018, more than 1,800 people have been killed by guns so far this year. On average, 34 Americans are murdered with guns every day and 151 are treated for a gun assault in an emergency room. Every day on average, 59 people kill themselves with a firearm. An average of seven children and teens under the age of 20 are killed by guns every day. Firearm homicide is the second-leading cause of death for young people ages 1-19 in the U.S. (Source: Gun Violence Archives, Brady Campaign to End Gun Violence).
Women are disproportionately victims of intimate partner violence (IPV) with more than 1 in 3 women in the United States experiencing rape, physical violence, or stalking by an intimate partner in their lifetime. African American women are almost 3x as likely to experience death because of domestic violence or IPV as white women. Approximately 1 in 3 Latina women have experienced physical violence by an intimate partner in their lifetime. 40% of Tennessee women and 32.5% of Tennessee men experience intimate partner physical violence (IPV), intimate partner rape and/or intimate partner stalking in their lifetimes. In 2015, Tennessee ranked 4th in the nation for highest homicide rate among female victims killed by male offenders. 71% of female victims were shot and killed with guns (Sources: National Coalition Against Domestic Violence, Violence Policy Center, National Association of Social Workers).

- **Poverty**
  In 2016, Tennessee has an overall poverty rate of 15.8%, which is well above the national poverty rate of 12.7%. More than 1 in 5 children (22.4%) under age 18 live below the poverty line. Tennessee ranks in the bottom (#44 out of 50 states) with 36.6% of working families living with an income under 200% of the poverty line, compared to 31% nationwide. Joblessness and economic insecurity contribute to the incidence of mental illness, family violence, suicide, substance abuse, crime, and diminished capacity for healthy family and community functioning. Each day, social workers see firsthand the devastating costs and consequences of poverty and unemployment in their work with individuals, families, and communities (Sources: U.S. Census Bureau, American Community Survey 2015, Social Work Speaks).

- **Income Inequality**
  The median household income in Tennessee was $45,219 from 2011-2015, which is below the national average of $59,039 in 2016. In 2017, the ratio of women’s to men’s median weekly full-time earnings was 81.8 percent, leaving a wage gap of 18.2 percentage points in the United States. Women’s median weekly earnings for full-time work were $770 in 2017 compared with $941 for men. In 2016, women make a median of 82.3 cents for every dollar men make in Tennessee. (Sources: Institute for Women’s Policy Research, U.S. Census Bureau)

- **Education**
  Approximately 16 percent of Tennessee ninth-graders were chronically absent during the 2015-16 school year. Economically disadvantaged students are 3 times more likely to be chronically absent in elementary schools than their non-economically disadvantaged peers. The rates for African-American students who did not graduate from high school are more than twice as high as non-Hispanic white students. There are more than 50,000 English Learners enrolled in Tennessee schools. The number of ADHD/ADD diagnoses in Tennessee have increased by 167 percent from 2004-05 to 2015-16. The percentage of cyberbullying cases in Tennessee rose from 6.5% in 2013-14 to 7.8% in 2014-15. There was a 15% increase in the number of homeless children and youth enrolled in Tennessee schools from the 2014-15 school year to the 2015-16 school year (Sources: State Collaborative on Reforming Education, Tennessee Department of Education, Annie E. Casey Foundation, National Center for Homeless Education).

- **Nashville Housing Crisis**
  Skyrocketing housing costs are pushing tens of thousands of Nashville residents out of the city. Many residents are paying more than 30 percent of their income on housing costs.
alone, not including costs related to transportation or utilities. Nearly one out of four Nashville homeowners is cost-burdened, meaning they are paying more than 30 percent of their income on housing. While Nashville’s economy continues to boom, wages are not keeping up with the rent. Housing affects other services and clearly illustrates the concept of mutuality. Foster care, homeless shelters, employment, mental and physical health, and education are affected. When decent housing is available, the financial and human benefits are well-documented (Sources: Office of the Mayor Housing Report, Metro Human Relations Commission, Social Work Speaks).

- **Food Insecurity**
  Over 1 million people (15.4% of the population) in Tennessee experience food insecurity, which is defined as concern over the ability to obtain sufficient nutritional resources. This includes 27% of all children in Tennessee. In addition, Tennessee has one of the highest rates of food insecurity amongst seniors in the nation at 16.39% (Source: Feeding America, National Foundation to End Senior Hunger).

- **Health**
  The U.S. health care system is in an era of unprecedented change. The United States has witnessed increasing rates of uninsured individuals (13 percent of the U.S. population, or 42 million people, were uninsured in 2013), inadequate health care coverage, escalating health care costs, erosion of employer-based health insurance, and increasing demand for health care services. Social workers are present in settings across the health care continuum, providing services to individuals and families throughout the lifespan (Sources: socialworkers.org, 2014 U.S. Census Bureau).

  - **HIV/AIDS**
    According to the Centers for Disease Control and Prevention, more than 1.1 million people in the U.S. are living with HIV today, and 1 in 7 of them do not know it. Southern states bear the greatest burden of HIV, accounting for 50% of new infections in 2014. A Tennessean has a 1 in 103 chance of being diagnosed with HIV at some point in his or her life (Sources: hiv.gov, Centers for Disease Control and Prevention).

**Populations of Concern in Tennessee**

- **Older Adults**
  There are over 1 million adults over the age of 65 in Tennessee and that number is expected to grow by 63% by 2030. An estimated 5.3 million Americans of all ages have Alzheimer's disease. This figure includes 5.1 million people aged 65 and older and 200,000 individuals under age 65 who have younger-onset Alzheimer's. It is estimated that the prevalence of Alzheimer's in Tennessee with increase by 31-50% from 2000 to 2025. These growth trends will result in a demand for programs and services from social workers specializing in aging and gerontology to address specific challenges of the aging process by promoting independence, autonomy, and dignity in later life (Sources: Tennessee Commission on Aging and Disability, Alzheimer's Association, U.S. Census Bureau, socialworkers.org).

- **Children/Youth**
  As of July 2016, 22.6% of the population in Tennessee is under the age of 18. This mirrors the national average of 22.8% (Source: U.S. Census Bureau).
School Violence
In the 2015-16 school year, there were 7.5 incidents per 100,000 students in which a student was caught bringing a gun to school or possessing a gun. This was more than double the national average of 3.1 incidents per 100,000 students. 10.2% of Tennessee high school students in grades 9-12 also reported being threatened or injured with a weapon on school property. This was more than the national average of 6%. The percentage of Tennessee high school students who said they had skipped school because they didn’t feel safe shot up from 5% in 2011 to 9.3% by 2015. (Sources: Tennessee Department of Education, socialworkers.org).

Child Welfare
In 2015, Tennessee had 114,914 total referrals for child abuse and neglect. Of those, 74,669 were referred for investigation. In 2015, approximately 79,518 Tennessee grandparents had primary responsibility caring for their grandchildren. 519 Tennessee youth aged out of foster care at age 18 or older without being returned home, adopted, or placed with a permanent legal guardian in 2015. These vulnerable youths are at increased risk of not graduating from high school, ending up unemployed, homeless, or in the juvenile or criminal justice systems (Sources: Child Welfare League of America, Children’s Defense Fund).

As of 2013, fewer than 40% of all child welfare case workers employed in the United States are professional social workers. The Brian A. Settlement, a legal agreement following Tennessee being sued by Children’s Rights in 2000, resulted in the Department of Children’s Services (DCS) committing to a multi-year reform process to improve child welfare. Reaching compliance in 2016, Tennessee DCS has seen major improvements. One major achievement is a workforce development program that includes salary improvements, a reduction in caseload ratios, and a stipend program for social workers pursuing their degrees (Sources: Social Work Reinvestment Initiative, tn.gov).

Youth at Risk
Children born into neighborhoods of concentrated poverty, with unmet health and mental health needs, who have been victims of violence, or who have spent time in foster care are at increased risk of interacting with the juvenile justice system. Racial and ethnic disparities are rampant. Children of color represent only 16% of the overall child population but represent 34% of children arrested, 38% of children adjudicated, and 68% of children in residential placement. Tennessee was the only state not to see a decline in child arrests from 2009-10. In a report by the Tennessee Bureau of Investigation (TBI), a total of 14,852 juvenile arrests were made in 2015. Juvenile arrests made up 9.3% of all serious group A offenses in Tennessee during that year. 92 children under age 19 were killed by a firearm in Tennessee during 2015, an increase from 80 in 2013 and 68 in 2012 (Sources: Children’s Defense Fund, TBI, Child Welfare League of America).

Veterans
As of July 2016, veterans account for approximately 6.9% of Tennessee’s population. Service members who return from deployment often face a multitude of physical and mental health issues as they reintegrate back into family life. In 2014, an average of 20 veterans died by suicide each day in the United States. In that year, veterans accounted for
18% of all deaths by suicide. The veteran suicide rate in Tennessee was significantly higher than the national veteran suicide rate with veterans accounting for 36.9% of all deaths by suicide in Tennessee. The National Coalition for Homeless Veterans estimates that close to 20% of the homeless population are veterans. According to NASW, more than 18% of troops who have served in Iraq and Afghanistan have symptoms of post-traumatic stress disorder or major depression in the United States (Sources: U.S. Department of Veteran Affairs, socialworkers.org).

- **Immigrants/Refugees**
  According to the Migration Policy Institute, Tennessee’s foreign-born population rose from 2.8% in 2000 to 5% in 2015. From October 2012 to September 2013, 1,627 refugees arrived in Tennessee. As of 2015, there were 331,570 foreign-born in Tennessee, 21.1% of whom were living below the poverty line. Most immigrants in Tennessee were born in Latin America (44.7%) or Asia (30%). The top countries of origin were Mexico (27.1%), India (5.8%), Guatemala (4.5%), Egypt (3.5%), and the Philippines (3.4%) (Sources: Migration Policy Institute, American Immigration Council).

- **LGBT**
  According to the Pew Research Center, Americans are becoming more accepting in their views of people who identify as LGBT. The number of people identifying as LGBT has grown from 8.3 million (3.5% of the population) in 2012 to 10.1 million (4.1% of the population) in 2016. The U.S. is among more than 20 countries or jurisdictions that allow same-sex couples to wed. In the U.S., 10.2% of adults identifying as LGBT are now married to a same-sex spouse in 2017. This percentage is up from 7.9% in 2015. According to the Williams Institute, individuals identifying as LGBT make up 2.8% of the population in Tennessee. 32% of the LGBT community in Tennessee has an annual income of less than $24,000. LGB youth are almost 5 times as likely to have attempted suicide compared to heterosexual youth. According to the National Center for Transgender Equality, 40% of transgender adults reported having made a suicide attempt. In 2011, the FBI reported 21% of all hate crimes in the United States were attributed to sexual orientation bias, compared to 16% of all hate crimes in 2003. (Sources: Pew Research Center, Gallup News, The Williams Institute, The Trevor Project, National Center for Transgender Equality, FBI).

- **Individuals with Disabilities**
  In 2013, 995,000 of all Tennesseans reported one or more disabilities. This calculates to an overall percentage (prevalence rate) of people with a disability of all ages in TN was 15.5%. Among working-age people in TN during 2013, 17.3% of persons who were Native American, 15.3% of persons who were Black/African American, 14.4% of persons who were White and 3.6% of persons who were Asian reported a disability. 14.6% of persons who were some other race(s) reported a disability (Source: Employment and Disability Institute).
Resource Listing

Alzheimer’s Tennessee
https://www.alztennessee.org/

Annie E. Casey Foundation
http://www.aecf.org/

Association of Social Work Boards (ASWB)
http://www.aswb.org/

Brady Campaign to End Gun Violence
http://www.bradycampaign.org/

Brennan Center for Justice
https://www.brennancenter.org/

Conexión Américas
http://www.conexionamericas.org/

Council on Social Work Education (CSWE)
http://www.cswe.org/

Disability Rights Tennessee (DRT)
https://www.disabilityrightstn.org/

Federal Student Aid
https://studentaid.ed.gov/sa/
https://fafsa.ed.gov/

Group for the Advancement of Doctoral Education in Social Work
http://www.gadephd.org

Indian Health Service
https://www.ihs.gov/

Institute for Women’s Policy Research
https://iwpr.org/

Metro Human Relations Commission
http://www.nashville.gov/Human-Relations-Commission.aspx
National Association of Social Workers
http://www.socialworkers.org
- National Association of Social Workers – Tennessee Chapter
  http://www.naswtn.com/
- Social Work Reinvestment Initiative
  https://www.socialworkers.org/Advocacy/Policy-Issues/Social-Work-Reinvestment-Act
- For additional information on research and data about the social work labor force, please visit https://www.socialworkers.org/News/Research-Data/Workforce
- To learn more about the latest news in various areas of social work practice and to browse an online directory of social workers, go to http://www.helpstartshere.org

National Center for Homeless Education (NCHE)
https://nche.ed.gov/

National Center for Transgender Equality
https://transequality.org/

The Sentencing Project
https://www.sentencingproject.org/

State Collaborative on Reforming Education (SCORE)
https://tnscore.org/

The Sycamore Institute
https://www.sycamoreinstitutetn.org/

Tennessee Coalition to End Domestic & Sexual Violence
https://www.tncoalition.org/

Tennessee Commission on Aging & Disability
https://www.tn.gov/aging.html

Tennessee Commission on Children and Youth
https://www.tn.gov/content/tn/tccy.html

Tennessee Department of Children’s Services
http://www.tn.gov/dcs/
- Child Welfare Certification Program
  https://www.tn.gov/dcs/about-us/contact-us/opportunities/certification-program.html
- BSW Tuition Assistance Program
  https://www.tn.gov/dcs/about-us/contact-us/opportunities/sw-majors.html
• MSW Tuition Assistance Program
  https://www.tn.gov/dcs/about-us/contact-us/opportunities/tuition-assistance-masters.html

Tennessee Department of Education
  http://www.state.tn.us/education

• School Social Worker Licensure
  https://www.tn.gov/education/licensing/apply-for-a-license/get-a-school-personnel-license.html

Tennessee Department of Health
  http://www.tn.gov/health.html

Tennessee Department of Labor and Work Force Development
  http://www.tn.gov/labor-wfd/

Tennessee Department of Mental Health & Substance Abuse Services
  https://www.tn.gov/behavioral-health.html

Tennessee Department of Veterans Services
  https://www.tn.gov/veteran.html

Tennessee Equality Project
  https://tnep.nationbuilder.com/

Tennessee Higher Education Commission
  https://www.tn.gov/thec

Tennessee Immigrant and Refugee Rights Coalition (TIRRC)
  https://www.tnimmigrant.org/

The Trevor Project
  https://www.thetrevorproject.org/

Urban Institute
  https://www.urban.org/

U.S. Census Bureau
  https://www.census.gov/

U.S. Department of Health and Human Services
  https://www.hhs.gov/

  • HIV/AIDS Information
    https://www.hiv.gov/
U.S. Department of Labor, Bureau of Labor Statistics
http://www.bls.gov/
  - State Occupational Projections
    www.projectionscentral.com

Violence Policy Center
http://www.vpc.org/