Welcome to the Advocacy Toolkit, designed to educate and empower social workers in Texas championing the implementation of the Social Work Licensure Compact.

This toolkit provides practical resources, templates, and guidance for effectively engaging with legislators, community members, and stakeholders. As a social worker in Texas, you play a crucial role in advocating for adopting the Social Work Licensure Compact. With your help, we can pave the way for a more inclusive, accessible, and resilient social work landscape in Texas, ensuring that every individual, family, and community receives the support and care they deserve.

To find your legislator, [click here](#).

What is the Social Work Licensure Compact?

The Social Work Licensure Compact allows social workers to practice in multiple states without needing separate licenses. It permits social workers holding bachelor’s, master’s, and clinical licenses to offer services to clients in participating states. The Department of Defense initiated this compact, recognizing the vital services social workers provide and addressing the challenges faced by military families during frequent relocations. Although initially tailored for military families, this compact extends its benefits to all licensed social workers within the state.

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Talking Points: Articulated arguments on the importance and benefits of the Social Work Licensure Compact for Texas.

Letter of Support: Write personalized letters in support of the compact to your legislator using this template.

Call Script: Use this script to call your legislator and urge them to support the compact.

One-Pager: A concise document outlining the purpose, benefits, and key features of the Social Work Licensure Compact, designed to inform and advocate for its adoption among stakeholders and policymakers.

Fact Sheet: Similar to the one-pager, the fact sheet is a concise, visually appealing document to share with stakeholders and policymakers. Taken from the [Social Work Compact website](#)

The most powerful advocacy comes from personal narratives and experience - don’t hesitate to change any of the documents above to add your own perspective on why the state of Texas needs to pass the Social Work Licensure Compact!
Social Work Licensure Compact Talking Points

The talking points in this toolkit are designed to resonate with diverse audiences and convey the urgency and relevance of this initiative. These talking points can be adapted and tailored to suit different advocacy contexts, whether engaging in face-to-face meetings with legislators, participating in community forums, or leveraging social media platforms. We encourage you to personalize and contextualize your advocacy message based on your unique experiences, expertise, and community needs. Your voice and lived experiences add depth and authenticity to our collective advocacy efforts.

1. Allowing licensed social workers to practice across state lines without obtaining multiple licenses reduces administrative burdens for social workers and licensing authorities\(^1\)\(^2\).
   - Eliminates the need for social workers to navigate complex and time-consuming licensure processes among states\(^1\)\(^2\).
   - Reduces financial strain by eliminating the costs of obtaining and maintaining multiple licenses.
   - Reduces the bureaucratic overhead for licensing authorities by standardizing procedures and documentation requirements across participating states\(^1\)\(^2\).
     - **Personal narrative:** Share your experiences navigating multiple states' complex and time-consuming licensure processes. Highlight the financial strain of obtaining and maintaining multiple licenses and how it affects your ability to serve your clients effectively.

2. The compact enhances the quality of care for all clients, particularly those in underserved communities.
   - Compacts have been shown to attract licensees to rural areas with a greater need for their services, enhancing access to critical social work services for individuals and families living in underserved communities\(^3\).
     - The compact will increase social work professionals' cultural competence and diversity in underserved communities, leading to more tailored and effective interventions\(^3\).
     - The compact will foster collaboration and knowledge-sharing among social workers from different regions, allowing for innovative approaches to address the unique challenges underserved populations face\(^3\).
       - **Personal narrative:** Reflect on how the compact can improve access to critical social work services for individuals and families in underserved communities. Share success stories or challenges you have faced in delivering culturally competent care to diverse populations and how the compact could address these issues.

3. Military families benefit from occupational license portability by ensuring continuity of work across duty stations\(^4\)\(^5\).
   - Enables military spouses to maintain their careers and support their families during frequent relocations\(^4\)\(^5\).
   - Alleviates the stress and financial strain of obtaining new licenses with each military move\(^5\).
     - **Personal narrative:** Share personal anecdotes or stories from colleagues about the challenges military families face in maintaining careers during frequent relocations. Highlight the importance of occupational license portability in ensuring continuity of work and stability for military spouses and their families.
4. Research shows that reducing licensing barriers through compacts addresses workforce shortages and stimulates economic growth\(^6\)\(^7\).
- Increased income for professionals participating in compacts can stimulate local economies and contribute to overall economic growth\(^6\)\(^7\).
- Streamlining licensure processes encourages skilled workers to remain in or relocate to states where their services are needed most\(^7\).

5. **Compacts maintain state-specific license requirements and do not threaten state sovereignty\(^8\).**
- Upholds state autonomy by allowing each state to maintain its own licensure requirements and scope of practice\(^8\).
- Facilitates interstate cooperation while preserving the regulatory authority of individual states\(^8\).

Recommendation: Texas must pass the Social Work Licensure Compact to address critical needs across state borders, ensure continuity of care, integrate telehealth innovations, and provide flexibility for relocating military families.

References:

Dear [Representative/Senator] [Last Name]:

My name is [Your First and Last Name], and I'm a [Social Worker/Advocate/Community Member] living in our district.

Today, 98% of Texas counties have mental health professional shortages, which is why I'm sharing my heartfelt support for the Social Work Licensure Compact. As someone who deeply values our state's well-being, I see how this compact will benefit the mental health landscape in Texas.

Research has shown that interstate compacts promote the movement of professionals into rural communities, alleviate workforce shortages, and strengthen labor markets. Moreover, the Social Work Licensure Compact will benefit licensees by easing mobility, expanding job opportunities, ensuring continuity of care, and leveraging telehealth. The compact would also benefit licensing authorities by reducing administrative burdens, providing rapid access to licensee information, and shortening application processing times. The compact will also strengthen the broader community, as increased access to mental health providers bolsters public safety. States benefit from addressing workforce shortages and expanding consumer access to qualified social workers while preserving sovereignty. Military families benefit by maintaining licensure across duty stations.

I urge you to consider supporting the Social Work Licensure Compact when it comes before the legislature. Your support of this compact will help address critical needs and provide much-needed support for social workers, military families, The Texas Behavioral Health Executive Council, and our wider community.

Thank you for your consideration.

Your Constituent,

[Your Name]
[Street Address]
[City, State, Zip Code]
Letter of Support

Date

RE: Social Work Licensure Compact

Dear [Representative/Senator] [Last Name]:

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Thank you for your consideration.

Your Constituent,

[Your Name]
[Street Address]
[City, State, Zip Code]
Call Script

Hello, my name is [Your First and Last Name], and I'm a [Social Worker/Advocate/Community Member] from [Your City/Town].

I'm contacting your office to express my strong support for the Social Work Licensure Compact. The compact has already passed in Missouri, Utah, Washington, and South Dakota, and is being considered in most states. As a constituent of our [District No.], I am sincerely concerned about the lack of mental health services available to Texans, with 79% living in areas lacking adequate support.

Reflective Question: How have you witnessed the challenges individuals and families face in accessing mental health services in your community? Share your thoughts with your legislator!

Research has shown that interstate compacts promote the movement of professionals into rural communities, alleviate workforce shortages, and strengthen labor markets. The Social Work Licensure Compact will significantly benefit our state by easing mobility for social workers, expanding job opportunities, and ensuring continuity of care, especially in underserved areas.

Reflective Question: How has the lack of mobility for social workers impacted your community, and how could the compact make a significant difference in addressing these challenges? Share your thoughts with your legislator!

I ask you to consider supporting the Social Work Licensure Compact when it comes before the legislature. Your support will be crucial in addressing critical needs and providing essential support for social workers, military families, The Texas State Board of Social Work Examiners, and our wider community.

Please let me know if you have any questions or if you'd like more information to be sent to your office. Thank you for your time and consideration.
Advancing the Social Work Licensure Compact

Why Texas should pass the Social Work Licensure Compact

Economic Benefits

- Minimizing licensing obstacles boosts the appeal of working from Texas.
- Increased mobility leads to higher wages due to elevated bargaining power.
  - For example, physicians saw a $11,238 increase in income after joining their compact.

Who Benefits?

<table>
<thead>
<tr>
<th>Social Workers</th>
<th>Texans</th>
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<tbody>
<tr>
<td>• Enhanced license mobility</td>
<td>• Addresses social work workforce shortages</td>
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<tr>
<td>• Expanded job opportunities</td>
<td>• Expanded consumer access to clinicians</td>
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<tr>
<td>• Ability to leverage telehealth across state lines</td>
<td>• Preserves state sovereignty</td>
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<td>• Ability to ensure continuity of care for clients who move</td>
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<tr>
<th>Licensing Authorities</th>
<th>State Economy</th>
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<tr>
<td>• Reduction of administrative burdens</td>
<td>• Streamline regulatory processes to reduce inefficiencies, increase cost savings and attract new workforce professionals.</td>
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<tr>
<td>• Rapid access to licensee information</td>
<td>• Enhances market access benefits for consumers and professionals.</td>
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<tr>
<td>• Shortened processing times</td>
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<tr>
<td>• Interstate cooperation</td>
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Advancing the Social Work Licensure Compact

What Is the Social Work Licensure Compact?

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Although initially tailored for military families, this compact extends its benefits to all licensed social workers within the state.

Compacts maintain state-specific license requirements and do not impact state scope of practice

Compacts often attract professionals to rural areas, improving service access for underserved communities.

Texas must pass the Social Work Licensure Compact to address critical needs across state borders, ensure continuity of care, integrate telehealth innovations, and provide flexibility for relocating military families.

For more information, please contact:
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512.474.1454 | 810 West 11th Street, Austin, TX 78701-2010 | www.naswtx.org
What is the **Social Work Licensure Compact**?

The Social Work Licensure Compact is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states. This compact will enable regulated social workers with bachelor’s, master’s and clinical licenses to serve clients in every state that joins the compact, rather than going through the licensure process in every state where they want to practice. Like the compact for a driver’s license, each Social Work Licensure Compact member state agrees to mutually recognize the licenses issued by every other member state.

How does the **Social Work Licensure Compact** work?

1. **SOCIAL WORKER**
   - A social worker in their home state wants to practice in other compact member states.

2. **APPLY FOR MULTISTATE LICENSE**
   - The social worker must hold or be eligible for an active, unencumbered license in the home state.

3. **ELIGIBILITY VERIFIED**
   - Social worker applies for a multistate license.
   - License categories include Bachelor’s, Master’s and Clinical.

4. **MULTISTATE LICENSE ISSUED**
   - Home state verifies that the social worker meets the compact’s requirements based on license category.
   - A multistate license is issued authorizing social work practice corresponding to each category of licensure regulated in the member state.
   - The social worker can now practice in any other member state.

What other professions have an interstate compact?

- Interstate Medical Licensure Compact (IMLC)
- Nurse Licensure Compact (NLC) and Advanced Practice Nurse Compact (APRN Compact)
- Emergency Medical Service Officials Licensure Compact (EMS Compact)
- Physical Therapists Licensure Compact (PT Compact)
- Psychology Interjurisdictional Compact (PSYPACT)
- Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC)
- Occupational Therapy Interstate Licensure Compact (OT Compact)
- Counseling Interstate Licensure Compact
Who can use the Social Work Licensure Compact?

To qualify for a multistate license, a social worker who lives in a compact member state must hold or be eligible for an active, unencumbered license in their home state.

Social workers must also satisfy the requirements associated with their category of license. Bachelor’s social workers, master’s social workers, and clinical social workers have access to the compact.

A social worker using the Social Work Licensure Compact to practice in another compact member state must abide by that state’s laws and regulations related to the practice of social work.

What’s Next?

The Council of State Governments (CSG) has facilitated the development of the Social Work Licensure Compact model legislation. This legislation has been finalized for introduction.

Each state must enact the model legislation to join the compact. Supporters of the compact can contact the state chapter or national office of their professional membership association and state legislature to advocate for the interstate compact.

To get involved or learn about advocating for the interstate compact, please visit [swcompact.org](http://swcompact.org).