

**Destination Deferred:
Report to the Minnesota Board of Social Work
On the Exemption from Mandatory Licensing
For Social Workers in Minnesota County Social Services**

EXECUTIVE SUMMARY

November 2007

*“Licensure for social workers in all jurisdictions has been a difficult journey
which has yet to be completed.”
(Barber & Branson, 2000, p. 193)*

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This executive summary presents results thus far from an exploratory descriptive study conducted by Tony Bibus and colleagues. The study seeks to identify the number of employees in county public social service agencies in Minnesota who have social work positions and the proportion of those county practitioners who are licensed as social workers. Noting that this information has not been available in the past, Prof. Bibus proposed conducting this study *pro bono* for the Minnesota Board of Social Work as part of his fall 2007 sabbatical from duties at the Augsburg College Social Work Department, where he serves as professor and chair. He is also currently a member of the Board of Social Work, completing his second four-year term.

Board members have indicated that studying the quality of service from unlicensed social workers is a top priority. Specifically, it will be helpful to the Board’s mission if studies could be designed that would address the experience of clients who use social work services provided by county practitioners who are not licensed as well as by licensees. Identifying county employees who are currently in social work positions and who among them are licensed as social workers sets the stage for such studies.

Social work licensure was established in Minnesota in 1987. However, due to compromises necessary for passage of the 1987 Board of Social Work Practice Act, social workers employed by county social service agencies were exempted from being required to obtain or maintain a license to practice social work. This exemption is still in place, though as we will see, a substantial number of county social workers have voluntarily maintained their licenses. The full report, which will be available to Board members, staff and the public at the Board meeting on November 16, 2007, presents a review of the literature and historical background regarding social work licensure and exemptions. This executive summary focuses on the study’s findings, implications, and recommendations, upon which the full report elaborates.

Findings

With the assistance of staff from the Minnesota Merit System, which provides civil service testing and other personnel services for 73 of Minnesota's 87 counties and also then with the assistance of personnel staff from those 14 counties who have their own civil service systems, we were able to obtain a list of 3,422 practitioners employed in social work positions in Minnesota counties and to ascertain the licensing status of most of them as of July and August, 2007. As explained in the full report, this list is likely to be incomplete because some counties may not have listed social work staff who hold positions with other titles besides "social worker," some social service supervisors (not included in the list) carry caseloads or are licensed as social workers, and some counties may have listed staff who do not actually have social work positions or who have since left employment. However, this study provides a snapshot of the workforce of county social workers in Minnesota and the first fairly reliable approximation of the proportion of practitioners in county social work positions who are licensed.

According to our list, then, 1,252 of the 3,422 total practitioners or 37% are licensed (see Table 1: Proportion of Social Workers per County, Alphabetical; and Table 2: Proportion of Social Workers per County, Ranked.) Adding the 34 practitioners who have applied for licensure and presumably will be successful in attaining their licenses, a reasonable estimate of the proportion of currently licensed social workers within the total of practitioners in county social work positions in Minnesota is 38%.

The average number of active current licensees per county is 14.9, but there is a vast range (from no licensees in four county agencies to 229 at the Hennepin Human Services and Public Health Department). Moreover, the distribution of licensees across the state varies widely. The percentage of licensed county social workers ranges from 71% (at Todd County Social Services) to none (at Koochiching, Mahnomen, Pennington, and Red Lake county social service agencies). The median and mode percentage point is 38%. In 46 of the county agencies more than 37% of their county social workers are licensed (spread out fairly evenly from 38% to 71%), and in the other 38 agencies less than 37% of the county social workers are licensed, spread down to zero.

A total of 1,756 county practitioners in social work positions have never had a social work license (51%); in addition, 357 formerly licensed social workers in county social work positions have allowed their licenses to expire, another 50 have voluntarily terminated their license, 7 social workers' licenses are inactive or on leave status, and one license has been revoked (see Table 5 attached). Thus, about 62% of county practitioners in social work positions are not licensed to practice social work. If the exemption from licensure for county social workers were to be repealed, these 2,136 county employees could be directly affected.

Because the list of county social work practitioners identifies the total number of practitioners in county social work positions and the proportion of that total who are licensed as social workers for each county, we can see now the distribution of licensed county social workers across the state (Map 1: Percentage of Licensed Social Workers).

Discussion

Although caution is sensible due to the wide range and variability in the numbers of staff in each county social service agency (from Hennepin County's 776 positions, by far the largest, to the 17 counties that have less than 10 social work positions), some interesting observations and further questions emerge. For example, what might be critical factors that lead most social workers in some counties to maintain their licenses while in adjacent counties of similar size and population most colleagues are not licensed. (Tables 3 and 4 in the full report show the proportion of licensees relative to the county population.)

One of the implications of this study is the importance of encouraging the substantial number of county social workers who have voluntarily maintained their social work license to continue to do so. Perhaps the Board could consider communicating directly with each licensee in support of their decision to be licensed. Surveying those former licensees whose license has expired, become inactive, or terminated could reveal potential incentives for county social workers to reinstate their licenses as appropriate.

Given the dramatic variation in the number and proportion of licensed and unlicensed social workers, the degree of effect in the event of a change in the exemptions would also vary. An informative research task could be to determine how many of the 62% of county workers who are not licensed as social workers but who are in positions that can be described as providing social work services are licensable. For example, how many have accredited social work degrees? Earlier studies have found that up to 67% might be a rough guess, but further study may be able to refine that estimate. Perhaps some other form of regulation (such as registration) for county practitioners who are not social workers would offer some of licensure's benefits by establishing standards and a recourse for public protection independent of the social service system itself.

County social workers provide vital services to people in dire need, in danger themselves, or threatening the safety of others. Their work maintains the infrastructure of social supports, health care, case management, treatment, income maintenance, job training, housing stability, community resources, neighborhood viability, service development and coordination, child welfare, family services, court services and corrections, legal aid, and other human rights advocacy for those in vulnerable circumstances. Fortunately, most Minnesota county social workers practice with integrity and respect, devoted to serving others for whom county social services are often the last resort for help. Many of their clients are involuntary, which sets up adversarial dynamics. To transcend these potentially harmful interactions requires patient, persistent, careful, informed and sophisticated social work competencies. If county social workers practice ethically, renewed hope, effective help, and success in achieving goals are likely outcomes. In the rare circumstances when a social worker's practice does not meet minimum standards, clients deserve an opportunity for redress that may not be available within the county or state social service system. For licensed county social workers, the standards and procedures established by the Board of Social Work can play a role in sustaining and nurturing as well as regulating their good practice.

Recommendations

Based on findings and implications suggested by this study, I recommend that the Minnesota Board of Social Work:

1. Identify and carry out strategies to encourage licensed county social workers to maintain their licenses and to persuade those who have dropped their licenses or have expired or inactive licenses to reactivate their licenses.
2. Consider replicating this study with county social service supervisors.
3. Seek proposals for studies to examine from clients' perspective their experience with county social workers who are and are not licensed.
4. Continue analyses of the findings from this study looking into variables of geographic location, socioeconomic or political or cultural dynamics, administrative leaders' support (or opposition), strength of a unionized workforce, or other demographic factors that may correlate with support for social work licensure in county agencies.
5. As earlier studies on the exemption for county social workers have recommended (Cloutier, 1997; Holcomb, 2003; and Overson, 2005), continue to communicate with county social workers, county social service supervisors, directors, and the public; highlight the value of licensing in potentially improving client services, enhancing social work supervision, raising practitioners' credibility as members of a licensed profession, promoting continuing education, and providing oversight for public accountability and a recourse to redress harm caused by substandard practice.
6. Strengthen the Board's practice act so that the use of the title "social worker" is strictly limited to social work licensees.
7. Explore alternative regulation for those county social service practitioners who are not eligible to be licensed as social workers.
8. Confer and consult with consumer and advocacy groups; continue strong partnerships with the schools of social work, the National Association of Social Workers and other professional associations through the Coalition of Licensed Social Workers; and reach out to the Department of Human Services, county agencies and staff in negotiating a modification of the exemption that meets mutual values and objectives.
9. Dialogue with constituents on the proposal possibly emerging from the Legislative Task Force that would modify the exemption for county social workers by requiring that county practitioners with accredited social work degrees must be licensed.

Respectfully Submitted:

Anthony A. Bibus III, PhD, LISW

TABLE 1. Proportion of Social Workers Licensed per County, Alphabetical

AGENCY NAME	LICENSE STATUS		SOCIAL WORKERS
	Currently Licensed	County Total	Percentage
AITKIN COUNTY FAMILY SERVICE AGENCY	4	14	29%
ANOKA COUNTY	67	146	46%
BECKER COUNTY HUMAN SERVICES	12	26	46%
BELTRAMI COUNTY HUMAN SERVICES	6	28	21%
BENTON COUNTY SOCIAL SERVICES	15	24	63%
BIG STONE COUNTY FAMILY SERVICES	3	10	30%
BLUE EARTH COUNTY HUMAN SERVICES	9	52	17%
BROWN COUNTY FAMILY SERVICES	10	26	38%
CARLTON COUNTY HUMAN SERVICE CENTER	16	34	47%
CARVER COUNTY COMMUNITY SOCIAL SERVICES	26	81	32%
CASS COUNTY HEALTH AND HUMAN SERVICES	7	22	32%
CHIPPEWA COUNTY FAMILY SERVICES	3	15	20%
CHISAGO COUNTY HEALTH & HUMAN SERVICES	13	38	34%
CLAY COUNTY SOCIAL SERVICE CENTER	22	37	59%
CLEARWATER COUNTY DEPT OF HUMAN SERVICES	1	6	17%
COOK COUNTY SOCIAL SERVICES	2	5	40%
COTTONWOOD COUNTY FAMILY SERVICE AGENCY	4	14	29%
CROW WING COUNTY SOCIAL SERVICE CENTER	20	53	38%
DAKOTA COUNTY COMMUNITY SERVICES ADMINISTRATION	75	181	41%
DODGE COUNTY HUMAN SERVICES	3	11	27%
DOUGLAS COUNTY SOCIAL SERVICES	16	27	59%
FILLMORE COUNTY SOCIAL SERVICES	2	8	25%
FREEBORN COUNTY DEPT OF HUMAN SERVICES	17	31	55%
GOODHUE COUNTY SOCIAL SERVICE CENTER	5	22	23%
GRANT COUNTY SOCIAL SERVICE DEPT	1	5	20%
HENNEPIN COUNTY	229	776	30%
HOUSTON COUNTY DEPT OF HUMAN SERVICES	7	12	58%
HUBBARD COUNTY SOCIAL SERVICE CENTER	6	13	46%
HUMAN SERVICES OF FARIBAULT & MARTIN COUNTIES	11	28	39%
ISANTI COUNTY FAMILY SERVICES	12	23	52%
ITASCA COUNTY HEALTH AND HUMAN SERVICES	8	20	40%
JACKSON COUNTY HUMAN SERVICES	8	12	67%
KANABEC COUNTY FAMILY SERVICE DEPT	3	13	23%
KANDIYOHI COUNTY FAMILY SERVICE DEPT	21	37	57%
KITSON COUNTY SOCIAL SERVICES	2	4	50%
KOOCHICHING COUNTY COMMUNITY SERVICES	0	10	0%
LAC QUI PARLE COUNTY FAMILY SERVICE CENTER	2	6	33%
LAKE COUNTY SOCIAL SERVICE DEPT	2	10	20%
LAKE OF THE WOODS SOCIAL SERVICE DEPT	2	5	40%
LESUEUR COUNTY DEPT OF HUMAN SERVICES	1	17	6%
LINCOLN, LYON AND MURRAY HUMAN SERVICES	17	36	47%
MAHNOMEN COUNTY HUMAN SERVICES	0	4	0%
MARSHALL COUNTY SOCIAL SERVICES	6	10	60%
MCLEOD COUNTY SOCIAL SERVICE CENTER	17	33	52%
MEEKER COUNTY SOCIAL SERVICES	5	17	29%
MILLE LACS COUNTY FAMILY SERVICE & WELFARE DEPT	15	24	63%
MORRISON COUNTY SOCIAL SERVICES	15	24	63%
MOWER COUNTY HUMAN SERVICES	8	18	44%
NICOLLET COUNTY SOCIAL SERVICES	11	20	55%
NOBLES COUNTY FAMILY SERVICE AGENCY	2	15	13%
NORMAN COUNTY SOCIAL SERVICE CENTER	4	7	57%
OLMSTED COUNTY COMMUNITY SERVICES	68	160	43%
OTTER TAIL COUNTY DEPT OF SOCIAL SERVICES	21	32	66%
PENNINGTON COUNTY DEPT OF WELFARE & HUMAN SERVICE	0	11	0%
PINE COUNTY DEPT OF HUMAN SERVICES	4	15	27%
PIPESTONE COUNTY FAMILY SERVICE AGENCY	3	8	38%
POLK COUNTY SOCIAL SERVICE CENTER	10	32	31%
POPE COUNTY FAMILY SERVICE DEPT	2	9	22%
RAMSEY COUNTY HUMAN SERVICE DEPT	82	297	28%
RED LAKE COUNTY SOCIAL SERVICE CENTER	0	2	0%
REDWOOD COUNTY HUMAN SERVICES	3	13	23%
RENVILLE COUNTY HUMAN SERVICES	10	18	56%
RICE COUNTY SOCIAL SERVICES	18	42	43%
ROCK COUNTY FAMILY SERVICE AGENCY	3	7	43%
ROSEAU COUNTY SOCIAL SERVICE CENTER	6	11	55%
SCOTT COUNTY HUMAN SERVICES	16	47	34%
SHERBURNE COUNTY SOCIAL SERVICES	23	40	58%
SIBLEY COUNTY HUMAN SERVICES	5	13	38%
ST LOUIS COUNTY SOCIAL SERVICE DEPT	47	189	25%
STEARNS COUNTY SOCIAL SERVICE	33	66	50%
STEELE COUNTY HUMAN SERVICES	9	18	50%
STEVENS COUNTY HUMAN SERVICES DEPT	3	8	38%
SWIFT COUNTY HUMAN SERVICES	4	13	31%
TODD COUNTY COUNTY SOCIAL SERVICES	12	17	71%
TRAVERSE COUNTY SOCIAL SERVICES DEPT	1	3	33%
WABASHA COUNTY DEPT OF SOCIAL SERVICES	8	12	67%
WADENA COUNTY SOCIAL SERVICE DEPT	5	19	26%
WASECA COUNTY DEPT OF HUMAN SERVICES	5	8	63%
WASHINGTON COUNTY COMMUNITY SERVICES	35	89	39%
WATONWAN COUNTY HUMAN SERVICES	3	16	19%
WILKIN COUNTY FAMILY SERVICE AGENCY	1	6	17%
WINONA COUNTY DEPT OF HUMAN SERVICES	7	17	41%
WRIGHT COUNTY HUMAN SERVICES	29	62	47%
YELLOW MEDICINE COUNTY FAMILY SERVICE CENTER	3	12	25%
Grand Total	1252	3422	37%

TABLE 2. Proportion of Social Workers Licensed per County, Ranked

AGENCY NAME	LICENSE STATUS	SOCIAL WORKERS	
	Currently Licensed	County Total	Percentage
TODD COUNTY COUNTY SOCIAL SERVICES	12	17	71%
JACKSON COUNTY HUMAN SERVICES	8	12	67%
WABASHA COUNTY DEPT OF SOCIAL SERVICES	8	12	67%
OTTER TAIL COUNTY DEPT OF SOCIAL SERVICES	21	32	66%
BENTON COUNTY SOCIAL SERVICES	15	24	63%
MILLE LACS COUNTY FAMILY SERVICE & WELFARE DEPT	15	24	63%
MORRISON COUNTY SOCIAL SERVICES	15	24	63%
WASECA COUNTY DEPT OF HUMAN SERVICES	5	8	63%
MARSHALL COUNTY SOCIAL SERVICES	6	10	60%
CLAY COUNTY SOCIAL SERVICE CENTER	22	37	59%
DOUGLAS COUNTY SOCIAL SERVICES	16	27	59%
HOUSTON COUNTY DEPT OF HUMAN SERVICES	7	12	58%
SHERBURNE COUNTY SOCIAL SERVICES	23	40	58%
NORMAN COUNTY SOCIAL SERVICE CENTER	4	7	57%
KANDIYOHI COUNTY FAMILY SERVICE DEPT	21	37	57%
RENVILLE COUNTY HUMAN SERVICES	10	18	56%
NICOLLET COUNTY SOCIAL SERVICES	11	20	55%
FREEBORN COUNTY DEPT OF HUMAN SERVICES	17	31	55%
ROSEAU COUNTY SOCIAL SERVICE CENTER	6	11	55%
ISANTI COUNTY FAMILY SERVICES	12	23	52%
MCLEOD COUNTY SOCIAL SERVICE CENTER	17	33	52%
KITSON COUNTY SOCIAL SERVICES	2	4	50%
STEARNS COUNTY SOCIAL SERVICE	33	66	50%
STEELE COUNTY HUMAN SERVICES	9	18	50%
LINCOLN, LYON AND MURRAY HUMAN SERVICES	17	36	47%
CARLTON COUNTY HUMAN SERVICE CENTER	16	34	47%
WRIGHT COUNTY HUMAN SERVICES	29	62	47%
BECKER COUNTY HUMAN SERVICES	12	26	46%
HUBBARD COUNTY SOCIAL SERVICE CENTER	6	13	46%
ANOKA COUNTY	67	146	46%
MOWER COUNTY HUMAN SERVICES	8	18	44%
RICE COUNTY SOCIAL SERVICES	18	42	43%
ROCK COUNTY FAMILY SERVICE AGENCY	3	7	43%
OLMSTED COUNTY COMMUNITY SERVICES	68	160	43%
DAKOTA COUNTY COMMUNITY SERVICES ADMINISTRATION	75	181	41%
WINONA COUNTY DEPT. OF HUMAN SERVICES	7	17	41%
COOK COUNTY SOCIAL SERVICES	2	5	40%
ITASCA COUNTY HEALTH AND HUMAN SERVICES	8	20	40%
LAKE OF THE WOODS SOCIAL SERVICE DEPT	2	5	40%
WASHINGTON COUNTY COMMUNITY SERVICES	35	89	39%
HUMAN SERVICES OF FARIBAUT & MARTIN COUNTIES	11	28	39%
BROWN COUNTY FAMILY SERVICES	10	26	38%
SIBLEY COUNTY HUMAN SERVICES	5	13	38%
CROW WING COUNTY SOCIAL SERVICE CENTER	20	53	38%
PIPESTONE COUNTY FAMILY SERVICE AGENCY	3	8	38%
STEVENS COUNTY HUMAN SERVICES DEPT	3	8	38%
CHISAGO COUNTY HEALTH & HUMAN SERVICES	13	38	34%
SCOTT COUNTY HUMAN SERVICES	16	47	34%
LAC QUI PARLE COUNTY FAMILY SERVICE CENTER	2	6	33%
TRAVERSE COUNTY SOCIAL SERVICES DEPT	1	3	33%
CARVER COUNTY COMMUNITY SOCIAL SERVICES	26	81	32%
CASS COUNTY HEALTH AND HUMAN SERVICES	7	22	32%
POLK COUNTY SOCIAL SERVICE CENTER	10	32	31%
SWIFT COUNTY HUMAN SERVICES	4	13	31%
BIG STONE COUNTY FAMILY SERVICES	3	10	30%
HENNEPIN COUNTY	229	776	30%
MEEKER COUNTY SOCIAL SERVICES	5	17	29%
AITKIN COUNTY FAMILY SERVICE AGENCY	4	14	29%
COTTONWOOD COUNTY FAMILY SERVICE AGENCY	4	14	29%
RAMSEY COUNTY HUMAN SERVICE DEPT	82	297	28%
DODGE COUNTY HUMAN SERVICES	3	11	27%
PINE COUNTY DEPT OF HUMAN SERVICES	4	15	27%
WADENA COUNTY SOCIAL SERVICE DEPT	5	19	26%
FILLMORE COUNTY SOCIAL SERVICES	2	8	25%
YELLOW MEDICINE COUNTY FAMILY SERVICE CENTER	3	12	25%
ST LOUIS COUNTY SOCIAL SERVICE DEPT	47	189	25%
KANABEC COUNTY FAMILY SERVICE DEPT	3	13	23%
REDWOOD COUNTY HUMAN SERVICES	3	13	23%
GOODHUE COUNTY SOCIAL SERVICE CENTER	5	22	23%
POPE COUNTY FAMILY SERVICE DEPT	2	9	22%
BELTRAMI COUNTY HUMAN SERVICES	6	28	21%
CHIPPEWA COUNTY FAMILY SERVICES	3	15	20%
GRANT COUNTY SOCIAL SERVICE DEPT	1	5	20%
LAKE COUNTY SOCIAL SERVICE DEPT	2	10	20%
WATONWAN COUNTY HUMAN SERVICES	3	16	19%
BLUE EARTH COUNTY HUMAN SERVICES	9	52	17%
CLEARWATER COUNTY DEPT OF HUMAN SERVICES	1	6	17%
WILKIN COUNTY FAMILY SERVICE AGENCY	1	6	17%
NOBLES COUNTY FAMILY SERVICE AGENCY	2	15	13%
LESUEUR COUNTY DEPT OF HUMAN SERVICES	1	17	6%
KOOCHICHING COUNTY COMMUNITY SERVICES	0	10	0%
MAHNOMEN COUNTY HUMAN SERVICES	0	4	0%
PENNINGTON COUNTY DEPT OF WELFARE & HUMAN SERV.	0	11	0%
RED LAKE COUNTY SOCIAL SERVICE CENTER	0	2	0%
Grand Total	1252	3422	37%

TABLE 3. Licensed Social Workers Per County, Alphabetical

COUNTY	Population In 2005	Social Workers Licenced	TOTAL Social Workers	Licensed per Population
Aitkin	17032	4	14	2.3%
Anoka	327532	67	146	2.0%
Becker	32245	12	26	3.7%
Beltrami	42783	6	28	1.4%
Benton	38619	15	24	3.9%
Big Stone	5591	3	10	5.4%
Blue Earth	59703	9	52	1.5%
Brown	26973	10	26	3.7%
Carlton	34174	16	34	4.7%
Carver	85782	26	81	3.0%
Cass	30329	7	22	2.3%
Chippewa	12966	3	15	2.3%
Chisago	49961	13	38	2.6%
Clay	53569	22	37	4.1%
Clearwater	8351	1	6	1.2%
Cook	5478	2	5	3.7%
Cottonwood	11786	4	14	3.4%
Crow Wing	63280	20	53	3.2%
Dakota	392401	75	181	1.9%
Dodge	20041	3	11	1.5%
Douglas	36543	16	27	4.4%
Faribault	15580	5	14	3.2%
Fillmore	21885	2	8	0.9%
Freeborn	32256	17	31	5.3%
Goodhue	46573	5	22	1.1%
Grant	6204	1	5	1.6%
Hennepin	1161381	229	776	2.0%
Houston	20061	7	12	3.5%
Hubbard	19538	6	13	3.1%
Isanti	37669	12	23	3.2%
Itasca	45558	8	20	1.8%
Jackson	11100	8	12	7.2%
Kanabec	16229	3	13	1.8%
Kandiyohi	42232	21	37	5.0%
Kittson	4994	2	4	4.0%
Koochiching	14195	0	10	0.0%
Lac qui Parle	7971	2	6	2.5%
Lake	11472	2	10	1.7%
Lake of the Woods	4489	2	5	4.5%
Le Sueur	27297	1	17	0.4%
Lincoln	6132	5	12	8.2%
Lyon	25745	6	12	2.3%
Mahnomen	5155	0	4	0.0%
Marshall	9905	6	10	6.1%
Martin	21194	6	14	2.8%
McLeod	37157	17	33	4.6%
Meecker	24035	5	17	2.1%
Mille Lacs	25202	15	24	6.0%
Morrison	34027	15	24	4.4%
Mower	39476	8	18	2.0%
Murray	8936	6	12	6.7%
Nicollet	31523	11	20	3.5%
Nobles	20556	2	15	1.0%
Norman	7137	4	7	5.6%
Olmsted	140058	68	160	4.9%
Otter Tail	59892	21	32	3.5%
Pennington	13798	0	11	0.0%
Pine	28391	4	15	1.4%
Pipestone	9499	3	8	3.2%
Polk	31404	10	32	3.2%
Pope	11572	2	9	1.7%
Ramsey	516019	82	297	1.6%
Red Lake	4266	0	2	0.0%
Redwood	16364	3	13	1.8%
Renville	16912	10	18	5.9%
Rice	62093	18	42	2.9%
Rock	9421	3	7	3.2%
Roseau	16781	6	11	3.6%
Scott	118308	16	47	1.4%
Sherburne	81205	23	40	2.8%
Sibley	15625	5	13	3.2%
St. Louis	200541	47	189	2.3%
Stearns	144250	33	66	2.3%
Steele	35825	9	18	2.5%
Stevens	10084	3	8	3.0%
Swift	11831	4	13	3.4%
Todd	25128	12	17	4.8%
Traverse	3955	1	3	2.5%
Wabasha	22974	8	12	3.5%
Wadena	13976	5	19	3.6%
Waseca	19839	5	8	2.5%
Washington	226766	35	89	1.5%
Watsonwan	11557	3	16	2.6%
Wilkin	7058	1	6	1.4%
Winona	50834	7	17	1.4%
Wright	112538	29	62	2.6%
Yellow Medicine	10729	3	12	2.8%

TABLE 4. Licensed Social Workers Per County, Ranked from Highest to Lowest

COUNTY	Population In 2005	Social Workers Licensed	TOTAL Social Workers	Licensed Percent of Population
Lincoln	6132	5	12	8.2%
Jackson	11100	8	12	7.2%
Murray	8936	6	12	6.7%
Marshall	9905	6	10	6.1%
Mille Lacs	25202	15	24	6.0%
Renville	16912	10	18	5.9%
Norman	7137	4	7	5.6%
Big Stone	5591	3	10	5.4%
Freeborn	32256	17	31	5.3%
Kandiyohi	42232	21	37	5.0%
Olmsted	140058	68	160	4.9%
Todd	25128	12	17	4.8%
Carlton	34174	16	34	4.7%
McLeod	37157	17	33	4.6%
Lake of the Woods	4489	2	5	4.5%
Morrison	34027	15	24	4.4%
Douglas	36543	16	27	4.4%
Clay	53569	22	37	4.1%
Kitson	4994	2	4	4.0%
Benton	38619	15	24	3.9%
Becker	32245	12	26	3.7%
Brown	26973	10	26	3.7%
Cook	5478	2	5	3.7%
Wadena	13976	5	19	3.6%
Roseau	16781	6	11	3.6%
Otter Tail	59892	21	32	3.5%
Nicollet	31523	11	20	3.5%
Houston	20061	7	12	3.5%
Wabasha	22974	8	12	3.5%
Cottonwood	11786	4	14	3.4%
Swift	11831	4	13	3.4%
Faribault	15580	5	14	3.2%
Sibley	15625	5	13	3.2%
Isanti	37669	12	23	3.2%
Rock	9421	3	7	3.2%
Polk	31404	10	32	3.2%
Crow Wing	63280	20	53	3.2%
Pipestone	9499	3	8	3.2%
Hubbard	19538	6	13	3.1%
Carver	85782	26	81	3.0%
Stevens	10084	3	8	3.0%
Rice	62093	18	42	2.9%
Sherburne	81205	23	40	2.8%
Martin	21194	6	14	2.8%
Yellow Medicine	10729	3	12	2.8%
Chisago	49961	13	38	2.6%
Watonwan	11557	3	16	2.6%
Wright	112538	29	62	2.6%
Traverse	3955	1	3	2.5%
Waseca	19839	5	8	2.5%
Steele	35825	9	18	2.5%
Lac qui Parle	7971	2	6	2.5%
Aitkin	17032	4	14	2.3%
St. Louis	200541	47	189	2.3%
Lyon	25745	6	12	2.3%
Chippewa	12966	3	15	2.3%
Cass	30329	7	22	2.3%
Stearns	144250	33	66	2.3%
Meecker	24035	5	17	2.1%
Anoka	327532	67	146	2.0%
Mower	39476	8	18	2.0%
Hennepin	1161381	229	776	2.0%
Dakota	392401	75	181	1.9%
Kanabec	16229	3	13	1.8%
Redwood	16364	3	13	1.8%
Itasca	45558	8	20	1.8%
Lake	11472	2	10	1.7%
Pope	11572	2	9	1.7%
Grant	6204	1	5	1.6%
Ramsey	516019	82	297	1.6%
Washington	226766	35	89	1.5%
Blue Earth	59703	9	52	1.5%
Dodge	20041	3	11	1.5%
Wilkin	7058	1	6	1.4%
Pine	28391	4	15	1.4%
Beltrami	42783	6	28	1.4%
Winona	50834	7	17	1.4%
Scott	118308	16	47	1.4%
Clearwater	8351	1	6	1.2%
Goodhue	46573	5	22	1.1%
Nobles	20556	2	15	1.0%
Fillmore	21885	2	8	0.9%
Le Sueur	27297	1	17	0.4%
Koochiching	14195	0	10	0.0%
Mahnomen	5155	0	4	0.0%
Pennington	13798	0	11	0.0%
Red Lake	4266	0	2	0.0%

TABLE 5. License Status of Social Workers: Count per County

AGENCY NAME:	LICENSE STATUS:							Total
	CURRENT	EXPIRED	INACTIVE	REVOKED	TEMP. LEAVE	VOL. TERM.	NEVER	
AITKIN COUNTY FAMILY SERVICE AGENCY	4	2					8	14
ANOKA COUNTY	67	6					73	146
BECKER COUNTY HUMAN SERVICES	12	4				2	8	26
BELTRAMI COUNTY HUMAN SERVICES	6	4					18	28
BENTON COUNTY SOCIAL SERVICES	15	1					8	24
BIG STONE COUNTY FAMILY SERVICES	3						7	10
BLUE EARTH COUNTY HUMAN SERVICES	9	4					39	52
BROWN COUNTY FAMILY SERVICES	10	4				1	11	26
CARLTON COUNTY HUMAN SERVICE CENTER	16	5					13	34
CARVER COUNTY COMMUNITY SOCIAL SERVICES	26	9	1			2	43	81
CASS COUNTY HEALTH AND HUMAN SERVICES	7	4					11	22
CHIPPEWA COUNTY FAMILY SERVICES	3		1			2	9	15
CHISAGO COUNTY HEALTH & HUMAN SERVICES	13	1					24	38
CLAY COUNTY SOCIAL SERVICE CENTER	22	1					14	37
CLEARWATER COUNTY DEPT OF HUMAN SERVICES	1	1					4	6
COOK COUNTY SOCIAL SERVICES	2						3	5
COTTONWOOD COUNTY FAMILY SERVICE AGENCY	4						10	14
CROW WING COUNTY SOCIAL SERVICE CENTER	20	9					24	53
DAKOTA COUNTY COMMUNITY SERVICES ADMINISTRATION	75	32				1	73	181
DODGE COUNTY HUMAN SERVICES	3	2					6	11
DOUGLAS COUNTY SOCIAL SERVICES	16						11	27
FILLMORE COUNTY SOCIAL SERVICES	2	2				1	3	8
FREEBORN COUNTY DEPT OF HUMAN SERVICES	17	1					13	31
GOODHUE COUNTY SOCIAL SERVICE CENTER	5	7	1				9	22
GRANT COUNTY SOCIAL SERVICE DEPT	1	1					3	5
HENNEPIN COUNTY	229	104	1			14	428	776
HOUSTON COUNTY DEPT OF HUMAN SERVICES	7						5	12
HUBBARD COUNTY SOCIAL SERVICE CENTER	6	1				1	5	13
HUMAN SERVICES OF FARIBAUT & MARTIN COUNTIES	11						17	28
ISANTI COUNTY FAMILY SERVICES	12						11	23
ITASCA COUNTY HEALTH AND HUMAN SERVICES	8	1					11	20
JACKSON COUNTY HUMAN SERVICES	8						4	12
KANABEC COUNTY FAMILY SERVICE DEPT	3						10	13
KANDIYOHI COUNTY FAMILY SERVICE DEPT	21						16	37
KITTSOON COUNTY SOCIAL SERVICES	2	1					1	4
KOOCHICHING COUNTY COMMUNITY SERVICES		3					7	10
LAC QUI PARLE COUNTY FAMILY SERVICE CENTER	2						4	6
LAKE COUNTY SOCIAL SERVICE DEPT	2	1				1	6	10
LAKE OF THE WOODS SOCIAL SERVICE DEPT	2						3	5
LESUEUR COUNTY DEPT OF HUMAN SERVICES	1	1				1	14	17
LINCOLN, LYON AND MURRAY HUMAN SERVICES	17	2					17	36
MAHNOMEN COUNTY HUMAN SERVICES							4	4
MARSHALL COUNTY SOCIAL SERVICES	6					1	3	10
MCLEOD COUNTY SOCIAL SERVICE CENTER	17						16	33
MEEKER COUNTY SOCIAL SERVICES	5						12	17
MILLE LACS COUNTY FAMILY SERVICE & WELFARE DEPT	15						9	24
MORRISON COUNTY SOCIAL SERVICES	15	2					7	24
MOWER COUNTY HUMAN SERVICES	8						10	18
NICOLLET COUNTY SOCIAL SERVICES	11	1					8	20
NOBLES COUNTY FAMILY SERVICE AGENCY	2						13	15
NORMAN COUNTY SOCIAL SERVICE CENTER	4						3	7
OLMSTED COUNTY COMMUNITY SERVICES	68	10		1		1	80	160
OTTER TAIL COUNTY DEPT OF SOCIAL SERVICES	21	1					10	32
PENNINGTON COUNTY DEPT OF WELFARE & HUMAN SERVICE		2	1				8	11
PINE COUNTY DEPT OF HUMAN SERVICES	4	4					7	15
PIPESTONE COUNTY FAMILY SERVICE AGENCY	3						5	8
POLK COUNTY SOCIAL SERVICE CENTER	10	3					19	32
POPE COUNTY FAMILY SERVICE DEPT	2	1					6	9
RAMSEY COUNTY HUMAN SERVICE DEPT	82	29			1	5	180	297
RED LAKE COUNTY SOCIAL SERVICE CENTER						1	1	2
REDWOOD COUNTY HUMAN SERVICES	3	2					8	13
RENVILLE COUNTY HUMAN SERVICES	10	2					6	18
RICE COUNTY SOCIAL SERVICES	18	6					18	42
ROCK COUNTY FAMILY SERVICE AGENCY	3	1					3	7
ROSEAU COUNTY SOCIAL SERVICE CENTER	6						5	11
SCOTT COUNTY HUMAN SERVICES	16	5	1				25	47
SHERBURNE COUNTY SOCIAL SERVICES	23						17	40
SIBLEY COUNTY HUMAN SERVICES	5	1					7	13
ST LOUIS COUNTY SOCIAL SERVICE DEPT	47	41				12	89	189
STEARNS COUNTY SOCIAL SERVICE	33	5				1	27	66
STEELE COUNTY HUMAN SERVICES	9	1					8	18
STEVENS COUNTY HUMAN SERVICES DEPT	3	1					4	8
SWIFT COUNTY HUMAN SERVICES	4	2				1	6	13
TODD COUNTY COUNTY SOCIAL SERVICES	12						5	17
TRAVERSE COUNTY SOCIAL SERVICES DEPT	1						2	3
WABASHA COUNTY DEPT OF SOCIAL SERVICES	8						4	12
WADENA COUNTY SOCIAL SERVICE DEPT	5	2					12	19
WASECA COUNTY DEPT OF HUMAN SERVICES	5						3	8
WASHINGTON COUNTY COMMUNITY SERVICES	35	13				1	40	89
WATONWAN COUNTY HUMAN SERVICES	3	3					10	16
WILKIN COUNTY FAMILY SERVICE AGENCY	1						5	6
WINONA COUNTY DEPT OF HUMAN SERVICES	7	2					8	17
WRIGHT COUNTY HUMAN SERVICES	29	2					31	62
YELLOW MEDICINE COUNTY FAMILY SERVICE CENTER	3	1					8	12
Grand Total	1252	357	6	1	1	49	1756	3422

