



CLIFFORD OTTE

WISCONSIN STATE REPRESENTATIVE
27TH ASSEMBLY DISTRICT

November 19, 1998

TO: Members,
Assembly Committee on Consumer Affairs

FROM: Representative Clifford Otte, Chair *C.O.*
Assembly Committee on Consumer Affairs

RE: **Possible December 16th Hearing on CR 98-053**
(Continuing Education for Social Workers)

Unless efforts to have Clearinghouse Rule 98-053 recalled are successful, we will be having a hearing on the rule. If I call a hearing, I will do so on December 4th. I would plan to have the hearing on the morning of Wednesday, December 16th. If this date presents a conflict for you, please notify my office. Thank you.



CLIFFORD OTTE

WISCONSIN STATE REPRESENTATIVE
27TH ASSEMBLY DISTRICT

November 5, 1998

To: The Members
Assembly Committee on Consumer Affairs

From: Representative Clifford Otte, Chair *C.O.*

MEMO

On November 5, 1998, the following clearinghouse rule was referred to the Assembly Committee on Consumer Affairs:

Clearinghouse Rule 98-053, relating to biennial continuing education requirements for social worker certification renewal.

The deadline for committee action on these rules is December 7, 1998. A copy of the rule is herewith. If you are interested in requesting a hearing and/or submitting comments, please do so **by November 18th**.



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WISCONSIN STATE REPRESENTATIVE
27TH ASSEMBLY DISTRICT

November 19, 1998

TO: Members,
Assembly Committee on Consumer Affairs

FROM: Representative Clifford Otte, Chair *C.O.*
Assembly Committee on Consumer Affairs

RE: **Possible December 16th Hearing on CR 98-053**
(Continuing Education for Social Workers)

Unless efforts to have Clearinghouse Rule 98-053 recalled are successful, we will be having a hearing on the rule. If I call a hearing, I will do so on December 4th. I would plan to have the hearing on the morning of Wednesday, December 16th. If this date presents a conflict for you, please notify my office. Thank you.

STATE OF WISCONSIN
EXAMINING BOARD OF SOCIAL WORKERS, MARRIAGE AND FAMILY
THERAPISTS AND PROFESSIONAL COUNSELORS

IN THE MATTER OF RULE-MAKING : PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE : EXAMINING BOARD OF SOCIAL
EXAMINING BOARD OF SOCIAL : WORKERS, MARRIAGE AND FAMILY
WORKERS, MARRIAGE AND FAMILY : THERAPISTS AND PROFESSIONAL
THERAPISTS AND PROFESSIONAL : COUNSELORS ADOPTING RULES
COUNSELORS : (CLEARINGHOUSE RULE 98-053)

PROPOSED ORDER

An order of the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors to *amend* SFC 1.02 (intro.); and to *create* chapter SFC 8 relating to continuing education requirements for renewal of social worker certificates.

Analysis prepared by the Department of Regulation and Licensing.

ANALYSIS

Statutes authorizing promulgation: ss. 15.08 (5) (b), 227.11 (2), 457.03 (3) and 457.22, Stats.

Statutes interpreted: ss. 457.03 (3) and 457.22, Stats.

Sections 457.03 (3) and 457.22, Stats., authorize the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors, upon the advice of the Social Worker Section, to promulgate rules establishing requirements and procedures for social work certificate holders to complete continuing education programs or courses of study in order to qualify for renewal. Under s. 457.22, Stats., the rules may not require an individual to complete more than 30 hours of continuing education programs or courses of study in order to qualify for certification renewal. Under s. 457.22, Stats, the Social Worker Section may determine to waive all or part of the requirements established in the rules promulgated if it determines that prolonged illness, disability or other exceptional circumstances have prevented a certificate holder from completing the requirements.

In this proposed rule-making order the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors creates Chapter SFC 8 relating to continuing education requirements for renewal of social worker certificates every 2 years. Under this proposed rule, every social worker, advanced practice social worker, independent social worker and independent clinical social worker certificate holder is required to complete continuing education in order to qualify for certification renewal on July 1 of every odd-numbered year. Social worker certificate holders are required to complete in each 2-year certification period at least 30 hours of approved continuing education with at least 2 hours in social work ethics.

The proposed rule establishes qualifying subject matter and criteria for approval of continuing education programs that may count toward the continuing education renewal requirement. If the continuing education requirements are not met, certificate holders must cease and desist from using a social worker title protected under ch. 457, Stats. unless the Social Worker Section grants a postponement or waiver for prolonged illness or disability, or on other grounds constituting extreme hardship.

Certificate holders must retain documentary evidence of continuing education hours completed for a minimum period of 4 years.

A certificate holder who has been granted an exemption from the requirements of this chapter based on retirement from the active practice of social work under a certificate may not return to the active practice of social work without submitting evidence satisfactory to the section of having completed at least 30 hours of approved continuing education for each 2-year certification period during which the certificate holder was granted an exemption.

The rule provides an exemption to the continuing education renewal requirement for certificate holders who received initial social worker certification within the 2-year certification period immediately preceding their first certification renewal date. Persons who have held a similar certificate as social workers in another state and who are applying for social worker certification in Wisconsin are required to have completed 30 hours of continuing education within the 2 years immediately prior to application.

The rule also establishes requirements, criteria and procedures by which sponsors of continuing education programs may apply for and obtain section approval for continuing education credit under this chapter. Sponsors seeking continuing education program approval are required to apply for approval at least 75 days prior to the program date. Sponsors are required to submit detailed information on the program subject matter, the program sponsor, the qualifications of the program instructors and/or presenters, and are required to agree to monitor attendance, furnish each participant with a certificate of attendance and retain attendance records for a minimum period of 4 years. The rule establishes requirements and procedures by which a certificate holder may apply for continuing education approval if the program sponsor has not applied for approval. The rule also establishes requirements and procedures for continuing education approval for "self-developed programs," such as social work courses and seminars taught by a certificate holder for the first time, published books or articles authored by the certificate holder, or formal papers presented at professional meetings. The rule provides that not more than 10 hours of continuing education credit may be approved for self-developed programs in each 2-year certification period, and also specifies maximum continuing education hours that may be approved for books and articles.

The Social Worker Section intends that the rules will go into effect on July 1, 1999, the next certification renewal date.

TEXT OF RULE

SECTION 1. SFC 1.02 (intro.) is amended to read:

SFC 1.02 **Definitions.** (intro.) In chs. SFC 1 to 7 ~~8~~, 10 to 18 and 20:

SECTION 2. Chapter SFC 8 is created to read:

Chapter SFC 8

CONTINUING EDUCATION

SFC 8.01 Continuing education required for certification renewal. On or before July 1 of every odd-numbered year following issuance of certification, every social worker, advanced practice social worker, independent social worker, and independent clinical social worker certificate holder shall, upon his or her application for certificate renewal submitted under s. SFC 1.08 (1), attest to having met the continuing education requirements specified under this chapter.

SFC 8.02 Continuing education requirements for certificate holders. (1) Unless granted a postponement or waiver under sub. (7), every social worker, advanced practice social worker, independent social worker, and independent clinical social worker certificate holder shall complete at least 30 hours of section-approved continuing education, at least 2 hours of which shall be in the subject area of social work ethics, which begins on July 1 of each odd-numbered year as specified in s. 457.20 (2), Stats.

(2) Continuing education hours shall apply only to the certification period in which the hours are acquired. If a certificate has been allowed to lapse, the section may grant permission to apply continuing education hours acquired after lapse of the certificate to a previous 2-year period of certification during which required continuing education was not acquired. In no case may continuing education hours be applied to more than one 2-year period of certification.

(3) Every certificate holder shall retain original documents showing attendance at programs and completion of self-developed programs for at least 4 years from the time that credit is claimed for the continuing education program under s. SFC 8.01. At the request of the social worker section, certificate holders shall deliver their original documents to the section.

(4) Unless granted a postponement or waiver under sub. (7), a certificate holder who fails to meet the continuing education requirements by the renewal deadline shall cease and desist from using the title of social worker under the certificate.

(5) During the time between initial certification and commencement of a full 2-year certification period, a new certificate holder shall not be required to meet continuing education requirements for the first renewal of his or her certification.

(6) Applicants from other states applying under s. 457.15 (1), Stats., shall submit proof of completion of at least 30 hours of continuing education substantially meeting the requirements of this chapter within the 2-year certification period prior to application.

(7) A certificate holder may apply to the section for a postponement or waiver of the requirements of this chapter on grounds of prolonged illness or disability, or on other grounds constituting extreme hardship. The section shall consider each application individually on its merits, and the section may grant a postponement, partial waiver or total waiver as deemed appropriate in the circumstances.

(8) The section may grant an exemption from the requirements of this chapter to a certificate holder who certifies to the section that he or she has permanently retired from using the title of social worker under his or her certificate.

(9) A certificate holder who has been granted an exemption from the requirements of this chapter based on retirement from the active practice of social work under his or her certificate may not return to the active practice of social work without submitting evidence satisfactory to the section of having completed at least 30 hours of approved continuing education for each 2-year certification period during which the certificate holder was granted an exemption.

SFC 8.03 Approval of continuing education programs submitted by sponsors. (1) To apply for approval of a continuing education program, a sponsor shall submit to the section at least 75 days prior to the program date the title, a general description, a detailed outline or syllabus of the program indicating the hourly schedule for the program, the learning objectives of the program, the target participants and intended audience, a copy of the program evaluation form or a description of the evaluation plan, the dates, the location, and the name and qualifications of the instructor of the program.

Note: Applications are available on request to the board office at 1400 East Washington Avenue, P.O. Box 8935, Madison, Wisconsin 53708-8935.

(2) An application for a continuing education program approval shall be approved if all of the following criteria are met:

(a) The subject matter is in one or more of the following:

1. Social work practice, knowledge and skills.
2. A field or subject area allied with and relevant to the practice of social work as determined by the section.
3. Theories and concepts of human behavior and the social environment.

4. Social work research, social policy and program evaluation, or social work practice evaluation.

5. Social policy and program administration or management.

6. Social work ethics.

7. A subject of current importance as designated by the section.

(b) The instructors or presenters of the program are properly qualified by education, training and experience to teach or present the subject matter of the program, as determined by the section.

(c) The sponsor agrees to monitor attendance, furnish to each participant a certificate of attendance, and retain and make available for inspection by the section or its designee attendance records for a minimum period of 4 years.

(3) A separate application shall be submitted for each continuing education program approval request.

(4) Continuing education programs may include subject matter other than those specified in sub. (2) (a); however, only the parts of the program that qualify under sub. (2) (a) are eligible for approval.

(5) Decisions regarding approval shall be made within 60 days after the regularly scheduled section meeting following receipt of the request for program approval.

(6) The social worker section may approve sponsors of continuing education programs:

(a) Continuing education programs provided by approved sponsors are not required to be approved under this section.

(b) To obtain approval as a continuing education sponsor, a sponsor shall submit evidence to the social worker section showing that the sponsor has provided at least 6 continuing education programs approved under this section within the 2 years preceding application for approval as a sponsor.

(c) All continuing education programs provided by an approved sponsor shall meet the requirements in this section. The sponsor shall retain records showing compliance with the requirements of this section for at least 4 years following the date on which the continuing education program is given and shall deliver the records to the department at the request of the social worker section.

(d) An approval granted under this section shall be for a 2-year period.

SFC 8.04 Approval of continuing education programs submitted by certificate holders. To obtain approval of a continuing education program for which the sponsor has not sought approval, a certificate holder shall submit to the section information including the title, general description, a detailed outline or syllabus of the program, the learning objectives of the program, the target participants and intended audience, a copy of the program evaluation form or a description of the evaluation plan, the dates, the location, and the name and qualifications of the instructor of the program.

SFC 8.05 Approval of self-developed programs. (1) The section shall consider granting continuing education approval for self-developed programs relating to one or more of the subject areas specified in s. SFC 8.03 (2) (a), submitted by a certificate holder, including social work courses and seminars taught for the first time by a certificate holder, published books or articles published in professional journals authored by a certificate holder, or formal papers presented by a certificate holder at meetings of a professional association.

Note: Applications are available on request to the board office at 1400 East Washington Avenue, P.O. Box 8935, Madison, Wisconsin 53708-8935.

(2) An application for a self-developed continuing education program shall include the following information as applicable:

(a) A detailed description of the self-developed program, including the subject matter, detailed outline, dates and hourly schedule, participants, bibliography of readings and other resources studied or consulted, and the sponsoring organization or professional group.

(b) An explanation of the manner in which the self-developed program is relevant to the certificate holder's professional practice of social work.

(c) For courses and seminars taught, the title, a general description, a detailed outline or syllabus, the learning objectives, the intended audience or participants, a copy of the evaluation form or a description of the evaluation plan, and the initial presentation date and location of the course or seminar.

(d) For published books, a copy of the title page, table of contents and abstract.

(e) For published articles, a copy of the cover of the professional journal, table of contents, and the article.

(f) For formal papers presented at a professional meeting, a copy of the meeting schedule and the formal paper presented.

(3) The section shall grant approval for no more than 10 hours of continuing

education for each 2-year certification period for self-developed continuing education programs. The section may grant approval for no more than 10 hours of continuing education for published books authored by a certificate holder, and no more than 5 hours of continuing education for published articles authored by a certificate holder. Approval may be given only for the 2-year certification period in which the book or article was published.

SFC 8.06 Compliance. The section may conduct audits or investigations to monitor or determine compliance by certificate holders with this chapter.

(END OF TEXT OF RULE)

Effective date: This chapter first applies to the 2-year certification period commencing July 1, 1999, and the July 1, 2001 certification renewal date.

Dated _____

Agency _____

Chairperson
Examining Board of Social Workers,
Marriage and Family Therapists and
Professional Counselors

FISCAL ESTIMATE

A copy of the updated fiscal estimate is attached to the Report to the Legislature.

FINAL REGULATORY FLEXIBILITY ANALYSIS

The department's Small Business Review Advisory Committee's comments are attached to the Report as well as the response from the Social Worker Section.

g:\rules\sfc8.doc
10/28/98

FISCAL ESTIMATE

DOA-2048 (R10/94)

- ORIGINAL UPDATE
 CORRECTED SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.

Amendment No.

CR 98-053

Subject: Create rules relating to continuing education requirements for renewal of social worker certificates

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.

- | | | |
|--|---|---|
| <input type="checkbox"/> Increase Existing Appropriation | <input type="checkbox"/> Increase Existing Revenues | <input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget |
| <input type="checkbox"/> Decrease Existing Appropriation | <input type="checkbox"/> Decrease Existing Revenues | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <input type="checkbox"/> Create New Appropriation | | <input type="checkbox"/> Decrease Costs |

Local: No local government costs

- | | | |
|--|--|--|
| 1. <input checked="" type="checkbox"/> Increase Costs
<input checked="" type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 3. <input type="checkbox"/> Increase Revenue
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 5. Types of local government units affected:
<input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities |
| 2. <input type="checkbox"/> Decrease Costs
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | 3. <input type="checkbox"/> Decrease Revenue
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory | <input checked="" type="checkbox"/> Counties <input type="checkbox"/> Others _____ |
| | | <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts |

Fund Sources Affected

- GPR FED PRO PRS SEG-S

Affected Ch. 20 Appropriations

20.165 (1) (g)

Assumptions Used in Arriving at Fiscal Estimate

Implementation of this rule would have a substantial fiscal impact on the operations of the Department of Regulation and Licensing. This rule requires approval of continuing education programs submitted by certificate holders and approval of self-developed programs by the Social Worker Section of the Joint Board of Social Workers, Marriage and Family Therapists and Professional Counselors. It also allows for the section to conduct audits or investigations to determine compliance by credential holders. Board time would be increased significantly in order to preapprove all courses and programs that are not preapproved which will increase costs associated with travel and per diems. The department estimates that each monthly section meeting would increase from a one day meeting to at least a one and a half day meeting. This would translate into an increase of \$1,500 for per diems and \$8,640 for travel, lodging and meals. Approval of continuing education programs would increase staff workloads in the Office of Education as well as in the Bureau of Health Service Professions. Preapproval requirements would increase phone calls and letters and the amount of paperwork staff would need to generate. Responding to requests for information and clarification of the rules would be very time-consuming. Sponsors who are denied would follow-up with additional communication back to the department through phone calls and letters. In addition, these rules require submission of more documents, review of materials and contain more detail than most of the other professions which mandate continuing education as a condition for credential renewal.

As a result, the department would need two additional Program Assistant 2 positions. One position would respond to the phone calls, letters and e-mail; and staff the continuing education reviews at the monthly Social Worker Section meetings. The other position would co-share the duties related to continuing education, serving as the back-up at section meetings, assist with calls and letters and conduct any audits requested by the section. The department anticipates that additional staff could be required if the section delegates actual review and approval of continuing education applications to the staff. Costs associated with hiring two positions include \$43,906 for salaries, \$16,450 for fringe benefits, \$10,346 for space and supplies and services, and \$9,000 in one-time costs to pay for office furniture and computer equipment. Total annual agency costs for implementation of this rule are estimated to be \$80,842, with additional one-time costs of \$9,000. The department also estimates that there may be local costs associated with implementation of this rule related to allowing social workers employed by the counties to attend continuing education courses on work time. Additional costs could include course fees, meals, lodging and mileage.

Long-Range Fiscal Implications

Agency/Prepared by:

Department of Regulation and Licensing
Patricia C. McCormack
(608) 267-2435

Authorized Signature



Date

10/26/98

FISCAL ESTIMATE WORKSHEET

1997 Session

Detailed Estimate of Annual Fiscal Effect

ORIGINAL UPDATE
 CORRECTED SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.	Amendment No.
CR98-053	

DOA-2047 (R10/94)

Subject: Create rules relating to continuing education requirements for renewal of social worker certificates

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
 One-time costs for office furniture and computer equipment are \$9000.

II. Annualized Costs:	Annualized Fiscal impact on State funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$61,856	
(FTE Position Changes)	(2.0 FTE)	(- FTE)
State Operations - Other Costs	\$18,986	-
Local Assistance		-
Aids to Individuals or Organizations		-
TOTAL State Costs by Category	\$ 80,842	\$ -
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$	\$ -
FED		-
PRO/PRS	\$80,842	-
SEG/SEG-S		-
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)	Increased Costs	Decreased Costs
GPR Taxes	\$	\$ -
GPR Earned		
FED		-
PRO/PRS		
SEG/SEG-S		-
TOTAL State Revenues	\$ 0	\$

NET ANNUALIZED FISCAL IMPACT

STATE

LOCAL

NET CHANGE IN COSTS \$ 80,842

NET CHANGE IN REVENUES \$ 0

Agency/Prepared by:
 Department of Regulation and Licensing
 Patricia C. McCormack
 (608) 267-2435

Authorized Signature

Patricia McCormack

Date

10/26/98

The ~~State~~ Examining Board of Social Workers, Marriage & Family Therapists and Professional Counselors - Voted NOT TO



State of Wisconsin | DEPARTMENT OF REGULATION & LICENSING

ACCEPT THE ATTACHED PROPOSAL.



Tommy G. Thompson
Governor

Marlene A. Cummings
Secretary

1400 E. WASHINGTON AVENUE
P. O. BOX 8935
MADISON, WISCONSIN 53708-8935
E-Mail: dorl@mail.state.wi.us
(608) 266-2112
FAX#: (608) 267-0644

DATE: September 23, 1998

TO: Members, Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors

FROM: Marlene Cummings, Secretary

SUBJECT: Chapter SFC 8, Wis. Admin. Code

The Board is considering the adoption of rules requiring social work professionals to complete 30 hours of continuing education during each biennium. The draft rules require that the Social Worker Section individually preapprove all courses and programs unless the sponsor has been preapproved. Limited credit is given for "self-developed" programs.

If the rules are adopted with the preapproval requirements proposed they will generate a great number of telephone calls and letters, and significant paperwork for the staff. The rules will require Section members to spend an enormous amount of time reviewing requests for approval.

The "approval" requirements in the proposed rules are burdensome to the profession and require resources from the Department and the Board in the way of staff and board member time that are not available. The Section is proposing requirements that neither the Section nor the department will be able to fairly and efficiently administer.

Attached is a draft of rules, similar to that proposed by the Social Worker Section, except that the "approval" requirements are eliminated. Under this proposal the Section would rely on the professional to determine and verify that he or she has completed continuing education programs that meet the rule requirements.

If state-mandated continuing education is needed in the social work profession, I recommend this draft as a reasonable approach to accomplish the change. A transition is needed to move from the present setting, where no continuing education is required by law, to a more regulated environment.

Regulatory Boards

Accounting; Architects, Landscape Architects, Professional Engineers, Designers and Land Surveyors; Professional Geologists, Hydrologists and Soil Scientists; Auctioneer; Barbering and Cosmetology; Chiropractic; Controlled Substances; Dentistry; Dietitians; Funeral Directors; Hearing and Speech; Medical; Nursing; Nursing Home Administrator; Optometry; Pharmacy; Physical Therapists; Podiatry; Psychology; Real Estate; Real Estate Appraisers; Social Workers, Marriage and Family Therapists and Professional Counselors; and Veterinary.

Committed to Equal Opportunity in Employment and Licensing

STATE OF WISCONSIN
EXAMINING BOARD OF SOCIAL WORKERS, MARRIAGE AND FAMILY
THERAPISTS AND PROFESSIONAL COUNSELORS

IN THE MATTER OF RULE-MAKING : PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE : EXAMINING BOARD OF SOCIAL
EXAMINING BOARD OF SOCIAL : WORKERS, MARRIAGE AND FAMILY
WORKERS, MARRIAGE AND FAMILY : THERAPISTS AND PROFESSIONAL
THERAPISTS AND PROFESSIONAL : COUNSELORS ADOPTING RULES
COUNSELORS : (CLEARINGHOUSE RULE 98-053)

PROPOSED ORDER

An order of the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors to amend SFC 1.02 (intro.); and to create chapter SFC 8 relating to continuing education requirements for renewal of social worker certificates.

Analysis prepared by the Department of Regulation and Licensing.

ANALYSIS

Statutes authorizing promulgation: ss. 15.08 (5) (b), 227.11 (2), 457.03 (3) and 457.22, Stats.

Statutes interpreted: ss. 457.03 (3) and 457.22, Stats.

Wisconsin law authorizes the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors, upon the advice of the Social Worker Section, to promulgate rules establishing requirements and procedures for social work certificate holders to complete continuing education programs or courses of study in order to qualify for renewal. Under s. 457.22, Stats., the rules may not require an individual to complete more than 30 hours of continuing education programs or courses of study in order to qualify for certification renewal. Under s. 457.22, Stats, the Social Worker Section may determine to waive all or part of the requirements established in the rules promulgated if it determines that prolonged illness, disability or other exceptional circumstances have prevented a certificate holder from completing the requirements.

In this proposed rule-making order the Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors creates Chapter SFC 8 relating to continuing education requirements for renewal of social worker certificates every 2 years. Under this proposed rule, every social worker, advanced practice social worker, independent social worker and independent clinical social worker certificate holder is required to complete continuing education in order to renew his or her certificate on July 1 of every odd-numbered year.

Certificate holders are required to complete at least 30 hours of continuing education in each 2-year certification period with at least 2 hours in social work ethics and 2 hours in issues concerning professional boundaries. The Social Worker Section may also require that another 2 hours out of the minimum 30 hours required of continuing education be acquired within other specified topic areas.

The proposed rule establishes qualifying subject matter and criteria for continuing education programs that count toward the continuing education renewal requirement.

If the continuing education requirements are not met, certificate holders must cease and desist from using a social worker title protected under ch. 457, Stats. unless the Social Worker Section grants a postponement or waiver for prolonged illness or disability, or on other grounds constituting extreme hardship.

Certificate holders must retain documentary evidence of continuing education hours completed for a minimum period of 4 years.

A certificate holder who has been granted an exemption from the requirements of this chapter based on retirement from the active practice of social work under a certificate may not return to the active practice of social work without submitting evidence satisfactory to the section of having completed at least 30 hours of continuing education.

The rule provides an exemption to the continuing education renewal requirement for certificate holders who received initial social worker certification within the 2-year certification period immediately preceding their first certification renewal date. Persons who have held a similar certificate as social workers in another state and who are applying for social worker certification in Wisconsin are required to have completed 30 hours of continuing education within the 2 years immediately prior to application.

The Social Worker Section intends that the rules will go into effect on July 1, 1999, the next certification renewal date.

TEXT OF RULE

SECTION 1. SFC 1.02 (intro.) is amended to read:

SFC 1.02 DEFINITIONS. In chs. SFC 1 to 7 ~~8~~, 10 to 18 and 20:

SECTION 2. Chapter SFC 8 is created to read:

Chapter SFC 8

CONTINUING EDUCATION

SFC 8.01 CONTINUING EDUCATION REQUIRED FOR CERTIFICATION RENEWAL. On or before July 1 of every odd-numbered year every social worker, advanced practice social worker, independent social worker, and independent clinical social worker certificate holder shall, as part of his or her application for renewal, submit proof of having met the continuing education requirements specified in this chapter on forms provided by the department.

SFC 8.02 CONTINUING EDUCATION REQUIREMENTS FOR CERTIFICATE HOLDERS. (1) Unless granted a postponement or waiver under sub. (7), every social worker, advanced practice social worker, independent social worker, and independent clinical social worker certificate holder shall complete at least 30 hours of continuing education in each 2-year certification period which begins on July 1 of each odd-numbered year as specified in s. 457.20 (2), Stats.

(a) The 30 hours of continuing education shall be in courses and programs specified in this chapter.

(b) Of the 30 required hours, at least 2 hours shall be in the subject area of social work ethics and at least 2 hours shall be in issues concerning professional boundaries. The section may require that up to 2 continuing education hours in each 2-year certification period be acquired within other specified topic areas.

(2) Continuing education hours shall apply only to the certification period in which the hours are acquired. If a certificate has been allowed to lapse, the section may grant permission to apply continuing education hours acquired after lapse of the certificate to a previous 2-year period of certification during which required continuing education was not acquired. In no case may continuing education hours be applied to more than one 2-year period of certification.

(3) Every certificate holder shall retain original documents showing attendance at programs and completion of self-developed programs for at least 4 years from the time that credit is claimed for the continuing education program under s. SFC 8.01. At the request of the social worker section, certificate holders shall deliver their original documents to the section.

(4) Unless granted a postponement or waiver under sub. (7), a certificate holder who fails to meet the continuing education requirements by the renewal deadline shall cease and desist from using a social worker title protected under ch. 457, Stats.

(5) During the time between initial certification and commencement of a full 2-year certification period, a new certificate holder shall not be required to meet continuing education requirements for the first renewal of his or her certification.

(6) Applicants from other states applying under s. 457.15 (1), Stats., shall submit proof of completion of at least 30 hours of continuing education substantially meeting the requirements of this chapter within the 2-year certification period prior to application.

(7) A certificate holder may apply to the section for a postponement or waiver of the requirements of this chapter on grounds of prolonged illness or disability, or on other grounds constituting extreme hardship. The section shall consider each application individually on its merits, and the section may grant a postponement, partial waiver or total waiver as deemed appropriate in the circumstances.

(8) The section may grant an exemption from the requirements of this chapter to a certificate holder who certifies to the section that he or she has permanently retired and no longer uses a social worker title protected under ch. 457, Stats., in any professional practice.

(9) A certificate holder who has been granted an exemption from the requirements of this chapter based on retirement from the active practice of social work under his or her certificate may not return to the active practice of social work without submitting evidence satisfactory to the section of having completed at least 30 hours of continuing education for each 2-year certification period during which the certificate holder was granted an exemption.

SFC 8.03 CONTINUING EDUCATION PROGRAMS A continuing education program may be used to satisfy the requirements of this chapter if the subject matter of the continuing education program is one or more of the following:

- (1) Social work practice, knowledge and skills.
- (2) A field or subject area allied with and relevant to the practice of social work as determined by the section.
- (3) Theories and concepts of human behavior and the social environment.
- (4) Social work research, social policy and program evaluation, or social work practice evaluation.
- (5) Social policy and program administration or management.
- (6) Social work ethics.
- (7) Professional boundaries.
- (8) A subject of current importance as designated by the section.

SFC 8.04 COMPLIANCE The section may conduct audits or investigations to monitor or determine compliance by certificate holders with this chapter.

(END OF TEXT OF RULE)

Effective date: This chapter first applies to the 2-year certification period commencing July 1, 1999, and the July 1, 2001 certification renewal date.

September 19, 1998

Ms. Marlene A. Cummings, Secretary
Department of Regulation and Licensing
P.O. Box 8935
Madison, WI, 53708-8935

Dear Ms. Cummings:

I am writing to encourage your strong support for the proposed rules for mandatory continuing education for social workers, SFC 8. As a social worker, I have worked for public and private agencies over the past 23 yrs. For the past 9 yrs. I have worked for Oneida Tribal Social Services and currently hold the position of Clinical Supervisor for Counseling Services. Our unit employs 8 psychotherapists. I also maintain a private practice of 15 hrs. per week. So, I have experience in the field and some responsibility for the continuous training of other social workers as well.

In the field of Social Work, we face ethical dilemmas, confidentiality issues, cultural diversity, the ever changing legal responsibilities and of course the many various mental health issues for which people seek assistance. Child abuse reporting requirements, the duty to warn someone of potential violence, and recollection of past sexual abuse are just a few of the areas of responsibility facing today's social worker.

I believe the mandatory continuing education requirements will provide the needed impetus for certified social workers to seek the necessary training to stay abreast of the knowledge and principles to keep a sharp professional focus.

It is my understanding that forty of the fifty states currently require mandatory continuing education for social workers. I urge your support for SFC 8 in order for Wisconsin to join those states that have elevated the continuing education of social workers to a level which will ensure quality professional services to the people of Wisconsin.

Sincerely,

George J. Kamps, ACSW, CICSW

George J. Kamps, ACSW, CICSW

920-490-3713

Ms. Marlene A Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Ave.
P.O. Box 8935
Madison, WI. 53708-8935

Dear Ms. Cummings:

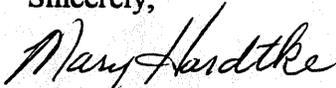
As a Social Worker, and a Vocational Services Manager of a Human Service Agency, I am writing in favor of the proposed administrative rule SFC8, requiring all certified Social Workers to obtain 30 hours of pre-approved training every two years.

Community problems are changing at a rapid pace and the methods used for intervention are constantly changing and more complex. Training is not only a way to learn new methods of intervention but equally important, it is a means of sharing current information, experience, and ideas within the social work system.

Principles, values, and ethics are essential when working with people. This is the reason Social Workers must follow their professional Code of Ethics. I only hire certified Social Workers. Then I am confident that the person will be ethically responsible to all clients, employers, and colleagues. As a Social Worker, and a manager, I want the principles and values of the Social Work Profession incorporated in the training. Most training consist of how to comply with rules and regulations of programs. There is more to training than paperwork compliance and rule SFC8 will assure this happens.

The community evaluates our programs, services, and performance on an ongoing basis. They will support and fund quality programs and services. I want qualified Social Workers working with communities and training is required to have qualified workers.

Sincerely,



Mary Hardtke
Vocational Services Manager
New View Industries

CC: Douglas V Knight

September 21, 1998

Marlene A. Cummings, Secretary
Dept of Regulation and Licensing
Madison, WI 53708-8935

Dear Ms. Cummings,

I am writing to voice strong support for mandatory continuing education for social workers, as outlined in rules currently under consideration by the Social Workers, Marriage and Family Therapists, and Professional Counselors Examining Board.

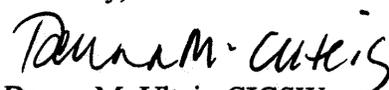
Mandatory continuing education is necessary for consumer protection, the major function of certification and licensing. Clients must be protected from ignorance, lack of information, and inadequate knowledge, all of which can dramatically impact the outcome of social work services. Besides those professionals who are clearly eligible for certification, many others have been "grandfathered in" and may not have a knowledge base that includes a solid foundation of social work theory. For those whose knowledge base was adequate at one time, today's requirements are different from those of the past---AIDS, sexual harassment, reproductive rights, racism and violence. How can any of us expect to maintain competence without continuity to learn and develop new skills?

Opponents of mandatory continuing education claim that there is inefficient evidence that continuing education actually makes a positive impact on knowledge, attitudes, and practice abilities. It is true that earlier studies failed to demonstrate a relationship between practitioner competence and continuing education. However, with later refinements in study methodology, and with identification of the components of effective training techniques, positive changes in performance following training have been repeated in such studies since 1980. These study results were summarized by the Society for Clinical Social Workers' testimony at the May 19, 1998, Social Work Section meeting.

Mandatory continuing education has been in effect for social workers in 40 of the 50 States. Continuing education is the best method we have to increase professional competence. How mandatory education is implemented can transcend objections about time-consuming program approval. I trust that the Social Work Section and Examining Board can adopt a mechanism that approves sponsors for agency-organized training experiences. Illinois and many other States have developed approval processes that respect the continuing education providers who have been doing a good job for a long time.

Please do not let objections to mandatory continuing education that are easily addressed deter you from supporting mandatory continuing education for social workers.

Sincerely,



Donna M. Ulteig, CICSW
Clinical Social Worker



September 18, 1998

Douglas Knight
2019 Hatch St.
Eau Claire, WI 54701

Dear Mr. Knight:

I am writing to support the proposal for Continuing Education for social workers--which will soon be reviewed by the Social Work Section of the Examining Board. As you know I am a member of the Commission on Accreditation (COA) for the Council on Social Work Education. The COA decides which Baccalaureate and Master's Programs will be accredited in the United States.

As a COA member, I am aware that Continuing Education requirements have been implemented rather smoothly in states throughout the United States. Most professions that are licensed have Continuing Education requirements.

In social work there are always significant changes occurring. New programs (such as W-2) are always emerging. New intervention techniques are always emerging in working with individuals, families, groups, organizations, and communities. There are always emerging issues in services--such as finding whether the CARF approach or the NCCD model is more effective and efficient in the area of child protective services. In 1996, a vastly expanded Code of Ethics was adopted by the National Association of Social Workers. Social workers need to be kept abreast of these changes.

For these reasons, I heartily support the proposal for Continuing Education for social workers.

Sincerely,

Charles Zastrow, Ph.D.
Professor
Department of Social Work

CZ/vv

cc/  Marlene Cummings
Department of Regulation & Licensing

serving men, women & children



September 14, 1998

Ms. Marlene A. Cummings
Department of Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, WI 53708-8935

PRESIDENT AND CEO

Carey Tradewell

EXEC. VICE PRESIDENT

Stormy M. Walker

MEDICAL DIRECTOR

Michael Deeken, M.D.

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Eric Vega

Cleo Walls

Paula Washow

Michele Weinschrott

RE: Rule SFC8 (CEU's For Certified Social Workers)

Dear Ms. Cummings:

We are writing to make comments on the proposed administrative rule SFC 8, which identifies the continuing education requirements for certified social workers. By way of introduction, the Milwaukee Women's Center was founded in 1980 as a private, non-profit, women and minority governed organization. The agency is committed to sustaining a multicultural, feminist organization that reflects the diversity of the community it serves. Our mission is to confront injustice and violence against women and children; to empower women to achieve their hopes and dreams; and to lead the community to solutions which enable all women, men, and children to lead full productive lives.

As an agency with a strong social work background, we have concerns about SFC 8 that need revision before we could fully support the proposed rules.

1. The proposed method of approving CE programs is not efficient. The Department of Regulation and Licensing will not have the time to preapprove all the trainings the come to Wisconsin. At MWC, we allow our clinical staff, based on their interests and career goals, to attend any CE programs. Providing the Department of Regulation with a Certificate of Attendance should be enough indication of on-going continuing education.

2. MWC supports on-going continuing education that reflects the needs of our clients. Our budget allows for continuing education for each staff member. The programs our staff have attended range from local workshops to regional conferences to National Conferences. The ability to provide a competent, well trained staff remains with the employer. Therefore, we need to be involved in any discussions regarding CE for our staff.

MILWAUKEE WOMEN'S CENTER

611 North Broadway, Suite 230, Milwaukee, WI 53202 tel: 414.272.6199 fax: 414.272.0757

MWC Refuge and 24-hour crisis line: 414.671.6140 fax: 414.671.1331 TTY: 414.671.1440
Birth to Three offices: 2001 W. Vilet, rm 216, Milw., WI 53216 tel: 414.342.4122 fax: 414.342.3864



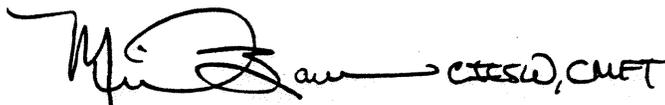
3. Any proposed rule regarding continuing education is rather insignificant when the real issue is the lack of legislation moving social workers from certified to licensed practitioners.

It is hoped that the concerns raised will be reviewed by the Social Work Board. We believe that it is important to involve all public and private social service agencies in the process of reviewing continuing education practices. There needs to be a stronger consensus on CE requirements before creating new regulations.

Sincerely,



Carey Tradewell
CEO/President



Michael T. Bauer, CICSW, CMFT
Director of Behavioral Health
Services

cc: Sen. Gary George
Rep. Shirley Krug
Mr. John Grace, WAFCA



Kim N.



September 16, 1998

Mr. Douglas Knight, Chair
Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors
2019 Hatch Street
Eau Claire, WI 54701

Dear Doug:

I am writing to urge your strong support for the proposed administrative rules for mandatory continuing education for social workers, SFC 8. NASW WI strongly supports this rule for the following reasons:

1. The "grandfathering" provisions of Wisconsin Act 160 allowed large numbers of individuals to be certified as social workers, advanced practice social workers, certified independent social workers and certified independent clinical social workers who did not have social work training. These individuals, who have not achieved a minimum agreed upon standard of competence, pose a threat to consumer protection without further education and training.
2. The problem situations that social workers encounter in their practices are changing and expanding rapidly requiring constant acquisition of new knowledge in order to maintain minimal competence. Child sexual abuse, family violence, clients with dual diagnosis, clients with HIV, poly-chemical abuse, and contacts with ethnic groups recently arrived in this country are only a few of the problems, formerly rare or unknown, that social workers must now routinely handle. Many of these cases involve critical or life-and-death situations that can lead to tragic outcomes if not handled correctly.
3. With the rapidly changing social environment, continuing education is essential for social workers to maintain high standards of professional conduct and adhere to the profession's code of ethics. The responsibility of every social worker to strive to become and remain proficient in professional practice and the performance of professional functions is clearly stated in the NASW code of ethics. In addition the rule adopted by the Examining Board related to unprofessional conduct necessitates regular continuing education for social workers.
4. Despite the efforts of graduate and undergraduate social work programs to keep up with contemporary needs, the curriculum cannot be expanded indefinitely or as fast as the problems seem to be multiplying. Some skills and training simply must be acquired after the completion of a course of accredited preservice training.

At the current time forty out of fifty states currently require mandatory continuing education for social workers. I recently spoke with Bob Pyle, the Executive Director of the Illinois Association of Family Service agencies about the Illinois system of mandatory continuing education. He was very pleased with this system and found it benefited his Association and his agencies. In the Illinois system, agencies can apply to be approved sponsors which grants them the authority to grant CEU's for any training program they provide during a two year period. The authority to approve sponsors is now part of the proposed rules for Wisconsin.

Finally you have recently received a letter from Mr. John Grace, Executive Director of the Wisconsin Association of Family and Children's Agencies(WAFCA) and a number of the WAFCA agencies raising concerns about the proposed rules. The major concern expressed in these letters is that their agencies would be handcuffed in providing training for their staff with the CEU preapproval process. The sponsorship approval mechanism, which was recently added to the proposed rules by the Social Workers Section, would address this concern. As approved sponsors the WAFCA agencies could continue planning and implementing their inservice staff training as usual and could offer CEU's for any training they provided. This is indeed the procedure followed by many of the 40 states with mandatory continuing education including Illinois where Mr. Grace's counterpart expressed satisfaction with mandatory continuing education and described the approval process as a simple process.

In conclusion, approval of the continuing education rules will fulfill the legislative intent of Wisconsin Act 160 and help protect the citizens of Wisconsin from incompetent practice.

Thank you for your consideration.

Sincerely,

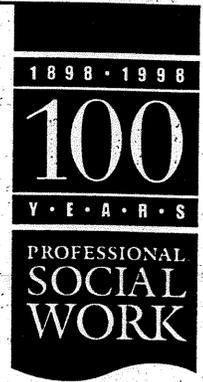


Marc Herstand, MSW CISW
Executive Director, NASW WI Chapter

cc: Marlene Cummings, Secretary, Department of Regulation & Licensing
Kimberly Nania, Director, Bureau of Health Care Professions
John Grace, Wisconsin Association of Family and Children's Agencies
Examining Board of Social Workers, Marriage and Family Therapists and Professional Counselors

REGULATION & LICENSING
RECEIVED

98 SEP 17 AM 7:44



Testimony 5/19/98

TO: Social Work Section
Department of Licensing and Regulation
State of Wisconsin

FROM: National Association of Social Workers
Wisconsin Chapter

RE: Proposed Administrative Rules Relating to
Biennial Continuing Education Requirements
for Social Worker Certification Renewal

My name is Donna Ulteig. I have been a social worker for thirty-three years. I am here today in my capacity as co-chair of NASW- Wisconsin Chapter's Continuing Education Committee since 1992.

Of the 11,000 or so certified social workers in the State of Wisconsin, I am one of the happiest today. I am pleased that the Section is seriously addressing administrative rules to implement mandatory continuing education. I am delighted to be here and to tell you that you have my personal support and that of the Wisconsin NASW Chapter for this endeavor.

In the winter of 1992-93 I, along with other social workers from County Departments of Social Services, clinical settings, academia, social workers from rural as well as urban areas, began an 18 month process of researching continuing education programs in states all over the country. We developed a draft of a proposal for mandatory continuing education for social workers that NASW then distributed to various groups around the State for comment. The draft was submitted to Marlene Cummings, to this Section, to the Wisconsin Council for Social Work education, the Wisconsin Social Services Association, and other relevant social work groups. Based on feedback we received, we modified the proposal, which we then resubmitted to you in the Fall of 1995. We have patiently waited until mandatory continuing education could become a priority for this Section, and I am here now as part of 5 ½ years of interest and support for this concept.

Assuring consumer protection, the major purpose of certification and licensing, surely means that clients must be protected from ignorance, lack of information, inadequate knowledge - all of which can dramatically impact the outcome of social work services. The section has monitored a mixed bunch of social workers. Besides professionals who are clearly eligible for certification there are others who were "grandfathered in" whose knowledge base does not

May 19, 1998

Testimony: Continuing Education

Donna Ulteig, CICSW

Page 2.

include a solid foundation of social work theory. For those whose knowledge base was adequate at one time, today's knowledge requirements are different from those of the past-- AIDS, violence, racism, sexual harassment, reproductive rights. How can any of us expect to maintain competence without continuing to learn and develop new skills?

Opponents of mandatory continuing education claim that there is insufficient evidence that continuing education actually makes a positive impact on knowledge, attitudes and practice abilities. It is true that earlier studies failed to demonstrate a relationship between practitioner competence and continuing education. However, with later refinements in study methodology, and with identification of the components of effective training techniques, positive changes in performance following training were repeated in seven studies since 1980. These study results will be addressed in more detail by another presenter. I would be pleased to provide these references if you would like.

While I congratulate the Section for considering these rules, out of concern for the amount of work the Section and the Department will be taking on, I would like to offer these thoughts and suggestions:

S.F.C. 8.02 1C. Insert "upon request"..."every certificate holder shall retain for a minimum period of 4 years, and make available to the Section or its designee upon request, the original documentary evidence of attendance and completion of self-developed programs, for each continuing education program for which he or she claims credit under this chapter."

You may want to monitor compliance by auditing all certificate holders who have had a complaint filed against them, plus a set percentage, rather than requiring every certificate holder to submit documentation. This is the system adopted by the Psychology Board.

Section 3. Approval of continuing education programs submitted by certificate holders.

I would suggest that this section be eliminated. The business of approving continuing education programs is a time intensive process. The American Association of State Social Work Boards recommends that boards approve sponsors rather than individual programs, which becomes burdensome. According to the AASSWB, the Board (Section) can provide adequate oversight of the nature and content of continuing education by approving sponsors. This is a change the Psychology Board is actively considering.

In the event that a certificate holder attends a training program where there is not an approved sponsor, it could still be possible that the program meets the CE requirement. It can be the certificate holder's responsibility to demonstrate that the program fits into one of the subject-areas outlined in the rules should an audit occur.

May 19, 1998

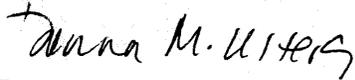
Testimony: Continuing Education

Donna Ulteig, CICSW

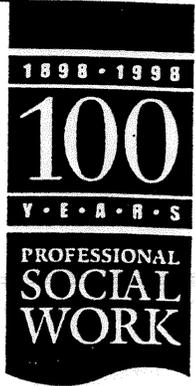
Page 3.

One final comment: while non-renewal of a certificate is implied, if certificate holders fail to comply (and do not fit into the exceptions), the rules do not specifically state the penalty for non-compliance. An additional sentence specifying this consequence could easily be added to SPC 8.02

Thank you for this opportunity to testify.



Donna M. Ulteig, CICSW
Co-chair Continuing Education Committee
NASW--Wisconsin Chapter



July 24, 1998

Kimberly M.L. Nania, Ph.D.
Director
Bureau of Health Service Professions
Department of Regulation & Licensing
State of Wisconsin
1400 East Washington Avenue
P.O. Box 8935
Madison, WI 53708-8935

Dear Kim:

I am enclosing some references regarding the utility of continuing education. These references were mentioned by the representative from the Wisconsin Society for Clinical Social Work at the public hearing on the rules for mandatory continuing education.

Sincerely,

Marc Herstand, MSW CISW
Executive Director
NASW WI Chapter

(over →)
000020

REFERENCES

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- Gregoire, Thomas. "Assessing the benefits and increasing the utility of addiction training for public child welfare workers: A pilot study". Child Welfare. 1994. Jan-Feb. Vol 73 (1) 69-81
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INCORPORATED
3801 NORTH 88TH STREET
MILWAUKEE, WISCONSIN 53222
(414) 466-9450
FAX (414) 466-0730

ACCREDITED BY THE JOINT COMMISSION ON
ACCREDITATION OF HEALTHCARE ORGANIZATIONS

CERTIFIED OUTPATIENT CLINIC
LICENSED RESIDENTIAL TREATMENT CENTER
DAY EDUCATION/TREATMENT SERVICES

July 2, 1998

Marlene A. Cummings, Secretary
DEPT OF REGULATION & LICENSING
1400 East Washington Avenue
Post Office Box 8935
Madison, WI 53708-8935

Dear Ms. Cummings:

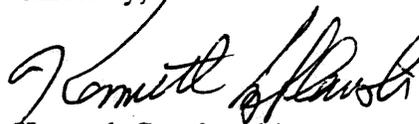
I have several comments related to proposed administrative rule SFC 8.

I do not object to requiring continuing education training for social workers. However, I do object to the Department of Regulation and Licensing pre-approving that continuing education. I do not believe that this is a workable requirement. I am concerned that this requirement may eliminate one day or half day conferences that are often announced with short notice. The pre-approval process may lead toward university or academic type courses only, which would be totally unacceptable.

Within our own agency, which is a residential treatment program for girls, much inservice training occurs under the direction of our consulting psychiatrist. This training is developed to address specific issues related to our tasks and programs. It would be an additional task and professionally unnecessary to require pre-approval for such inservice training.

Thank you for considering these concerns.

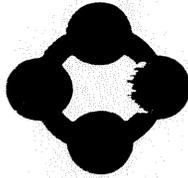
Sincerely,



Kenneth Czaplewski
President

KC:hb

FYI - Pam H.
From - Marlene



Family Service

Strength to people under stress.

David Johnson
President/CEO

June 17, 1998

Ms. Marlene A. Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Ave.
P.O. Box 8935
Madison, Wisconsin 53708-8935

Dear Ms. Cummings:

In regard to the continuing education requirements for social worker certification renewal (SFC8), I would like to voice my strong negative reaction to the new rule being proposed. Not only is the mechanism proposed for approving programs not realistic but setting a mandated level of training hours for social workers just does not seem to be based on anything but bureaucratic disposition to dictate a set number of hours. Is there any research that indicates this issue is even relevant?

Unfortunately, I could not find anything in the proposal that I personally liked or identified with and thought I should share my comments with you as a part of the process. Usually I tend to be a very positive person but this proposal left me less than inspired.

I appreciate the opportunity to share my concerns.

Sincerely,

David Johnson
President/CEO
252-1325 ex. 1127

Family Service • 128 East Olin Ave. • Madison, WI 53713-1483 • (608) 252-1325 FAX (608) 251-4665



United Way of
Dane County



Dane County
Department Of
Human Services



The National
Council on
Accreditation



Family Service
America



FAMILY SERVICE ASSOCIATION

Thomas E. Martin

President
June 15, 1998

Ms. Marlene A. Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, Wisconsin 53708-8935

Dear Ms. Cummings,

I am writing as President of Family Service Association of Brown County with comments on the proposed administrative rule SFC 8. We do not support this rule. We support the comments and position opposing the rule offered by the Wisconsin Association of Family and Children's Agencies.

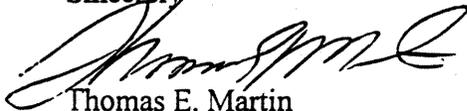
There are a number of issues that make this rule inefficient and costly. The oversight for approval should not be limited to two organizations, NASW and UW Extension. The demands for training of Social Work staff are controlled by a number of agency program factors and market influences. These two organizations are not in a position to be experts in all training areas or represent the needs of all human service agencies.

I believe that thirty hours of preapproved training every two years is excessive and expensive for agencies. The process for approval would be very cumbersome and impossible to control and monitor with the staff changes and different needs for different programs.

Social workers in our programs do not operate independently. In addition staff receive ongoing program training in order to enhance their expertise in specific areas of service delivery. To attempt to gain preapproval for all of these areas would be unrealistic. This training expectation should be viewed differently than those for licensed professionals that operate independently in their professions.

I believe that before this rule is considered for approval that additional information should be gathered from the various organizations to determine a better plan for insuring quality training for Social Workers.

Sincerely,



Thomas E. Martin

Mailing Address
P.O. Box 22308
Green Bay, WI 54305-2308
Phone 920-436-6800
FAX 920-437-3540

Downtown Office
300 Crooks Street
Green Bay, WI 54301
Phone 920-436-6800
FAX 920-432-5966

Day Treatment/Foster Care
131 South Madison Street
Green Bay, WI 54301
Foster Care 920-436-4401
Day Treatment 920-436-4403

Residential Treatment
P.O. Box 22308
Green Bay, WI 54305-2308
Phone 920-431-5684
FAX 920-431-5680

Visiting Nurses
300 Crooks Street
Green Bay, WI 54301
Phone 920-436-4364
FAX 920-436-4379

DR. M. SATHYA BABU
Executive Director

SEP 03 1998



Founded 1867

TAYLOR HOME

3131 Taylor Avenue, Racine, Wisconsin 53405
Phone 414-553-4100 • FAX 414-553-4021

September 3, 1998

Ms. Marlene A. Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, Wisconsin 53708-8935

Dear Ms. Cummings:

I am writing this to express my concern regarding the proposed administrative rules (SFC8) requiring all certified social workers to obtain 30 hours of pre-approved training every two years beginning in July, 1999.

While I agree with the concept of continuing education for social workers, the proposed rule is certainly unnecessary in view of the fact that all of us have staff training organized to respond to the constantly changing clients needs and purchaser demands. When everyone is clamoring for less bureaucracy, it is ludicrous to add another layer of the same thing which will only lessen the efficiency of our social workers by creating impediments in their efforts to be current in their knowledge of therapeutic interventions most appropriate for our families and children.

It is not only a waste of time and money for the state to set up a preapproval mechanism proposed by the administrative rules, but also we will lose training opportunities for our staff while waiting for the approval from state appointed bureaucrats, let alone wasting our financial resources. Our experience demonstrates that continuing education for social workers is effective if it is a timely response tailored to meet specific needs of our clientele.

I will be grateful to you if you will see the pragmatic side of these issues and the utter futility of the proposed rules requiring pre-approved training for social workers, and decide to eliminate them from the rules proposal. For a change, I would like to see less bureaucracy which will be conducive to more efficient and cost-effective delivery of services.

Thank You in advance for kind consideration and favorable disposal of my comments.

Sincerely,

M. Sathya Babu

M. Sathya Babu
Executive Director

cc: Senator Kimberly Plache
Rep. Bonnie Ladwig
Rep. John Lehman
Rep. Bob Turner
Mr. John Grace



Helping New Generations The Old-Fashioned Way

September 1, 1998

Ms. Marlene A. Cummings, Secretary
Department of Regulation and Licensing
PO Box 8935
Madison WI 53708-8935

RE: Proposed Administrative Rules (SFC8)

Dear Ms. Cummings:

The issue of staff training for social workers is an important one at Rawhide. We provide a great deal of money and resources to assure our certified social workers and professional counselors are highly trained and skilled.

We are concerned that SFC8 will actually make this process less effective and more costly. For example, requesting preapproval of all training would require extra staff time that could be spent with children and families placed in our care. We work hard at increasing our counseling hours, while reducing paperwork and administrative overhead costs.

Further, the most beneficial training is specific to the needs of the clients within our particular delivery system (e.g. residential treatment or foster care for serious delinquent offenders). In other words, who knows our training needs better than us? The current format of developing training programs is not broke. So, why try to fix it? We believe SFC8 is unnecessary.

Sincerely,

Gary Thompson
Administrative Director

/pk



CATHOLIC
CHARITIES

of the Archdiocese
of Milwaukee, Inc.

August 31, 1998

Ms. Marlene A Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, WI 53708-8935

FYJ. Julie Hunt
9.8.98

Re: Adm. Rules(SFC8)/Social Work Examining Board

Dear Ms. Cummings:

I am writing on behalf of the staff and Boards of **Catholic Charities** in the 10 county **Archdiocese of Milwaukee**. We are accredited by the Council on Accreditation of Services for Children and Families, licensed as a child placing agency for the State of Wisconsin, Certified Adult Day Care provider, and have 5 Certified Outpatient Mental Health Clinics.

This new rule is unnecessary because our social workers receive training within our agency context as well as receiving training in the community to respond to the ever changing needs of our customers in the community. Bureaucratic preapproval of these efforts would be costly and irrelevant. Our resources are already stretched...we don't need extra bureaucratic hoops to jump through in order to accomplish what we currently are accomplishing already.

We are just updating our training of staff dedicated to serving people with disabilities in our community support residential programs. The variety of training is significant and much of it is provided by experienced supervisors who have hands on experience and a great deal of knowledge of the needs of our consumers. Pre-approvals would waste our time and limited resources, because they are irrelevant and redundant.

None of our social workers function independently. Most Social workers are in agency settings. The restrictive pre-approval would add cost to the agencies without adding value to our services to our consumers.

I join with my peer agencies in the **Wisconsin Association of Families and Children** in asking you to stop the rule implementation process until a greater professional consensus on continuing education requirements for social workers is achieved.

Sincerely,

Tom Schneider

Tom Schneider, ACSW
Executive Director

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Member
Catholic Charities USA





Family Service Association of Beloit

7 41 letter sent
9.8.98

8/28/98

Ms Marlene A Cummings, Secretary
Department of Regulation and Licensing
1400 E. Washington Ave.
P.O. Box 8935
Madison, WI. 53708-8935

Dear Ms. Cummings:

I am encouraged to write to you when I read about the proposed administrative rule SFC 8, which requires all certified social workers to obtain 30 hours of preapproved training every two years beginning July, 1999. I am a private not for profit organization that primarily hires certified social workers. I have concerns that the proposed rule will add additional costs to our field as well as be restrictive and ineffective.

Bureaucratic pre approval of training will add governmental costs which I object to as a taxpayer and further object to as a agency executive that realizes that the real training needs are provided due to the changing needs of our environment not by some preapproved concept. This proposed rule does not help the field but rather hinders and restrict it.

I ask that you reconsider this rule and make it a user friendly rule rather than one that impedes growth and training.

In Peace,

James E. Jones, ACSW
Executive Director

May 12, 1998

Ms. Cornelia Hempe, Chair
Social Worker Section
c/o State of Wisconsin Department of
Regulation and Licensing
1400 E. Washington Avenue
P.O. Box 8935
Madison, Wisconsin 53708-8935

Dear Ms. Hempe:

I am very pleased to have the opportunity to write to you and let you know, as dean of the School of Social Welfare at the University of Wisconsin-Milwaukee, how important I believe continuing education is for both baccalaureate and Masters prepared social workers. Our profession is changing at a furious pace and, as we continue along the uncertain path of managed care, social workers must continually update and refine their practice skills.

As is true of many other health care professionals who are required to upgrade their level of practice through continuing education, social work should also be required to improve upon their practice. I unequivocally support a continuing education requirement for all social workers.

I thank you for the opportunity to speak out in favor of requiring certified social workers to receive ongoing education. If you need any additional information, please do not hesitate to call upon me.

Sincerely,



James A. Blackburn, Professor and Dean

JAB/sv

AMERICAN FOUNDATION OF COUNSELING SERVICES, INC.

Pamela Hoach

*Legal
Services*

130 EAST WALNUT STREET



GREEN BAY, WI 54301

TELEPHONE (920) 437-8256

FAX (920) 437-1188

July 5, 1998

Marlene A. Cummings, Secretary
Department of Regulations and Licensing
1400 East Washington Avenue
P.O. Box 9835
Madison, WI 53708-8935

Dear Ms. Cummings:

I am writing you regarding the continuing education requirements for Social Work Certification Renewal (SFC 8). While I support the concept of continuing education for social work professionals, I am concerned that the bureaucratic requirements of the rule may greatly diminish it's effect.

Within our own organization we require that our therapists attend a minimum of 18 hours of continuing education a year. Generally this works out to 3 one day workshops. As Director, my responsibility is to approve these workshops and determine that they are being delivered by quality training organizations. I believe this process is similar in other social service agencies that I am aware of. In order to not have the State duplicate the process that I am already going through with my staff, I would make two recommendations.

1. The State could pre-approve a number of training organizations throughout the State, such as the UW extension, the Family Therapy Training Center at Family Services Association of Milwaukee, the Brief Family Therapy Center of Milwaukee, and other such organizations. This way agency directors could continue to approve the training knowing that this training would meet the requirements of the State Certification Board.

2. Have the State develop a list of criteria for acceptable training programs. Make these standards available to all Certified Mental Health/AODA/Child Welfare programs in the State. Then as part of their recertification process, have the ongoing education of social workers be a part of the certifications requirement/standards. While this would not cover all of the social workers in the State, it certainly would cover a vast majority of them. It would institutionalize the concept of the desirability of ongoing education and yet



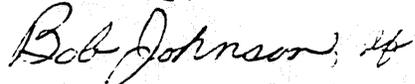
page 2.

still leave the decision making process of what training programs to go to, in the hands of the director and clinical staff of each agency.

I appreciate your efforts in trying to maintain the quality of care in our state. I believe it is critically important that our customers believe that they are working with the best trained, most ethical professionals possible. I hope these suggestions are helpful in your decision making process.

If you have any questions regarding these suggestions, please feel free to call me at 920-437-8256.

Sincerely,



Bob Johnson, MS, CICSW
Director of American Foundation
of Counseling Services, Inc

BJ/df

CONTINUING EDUCATION HEARING BEFORE SOCIAL WORKERS SECTION OF EXAMINING BOARD, WISCONSIN DEPARTMENT OF REGULATION AND LICENSING

My name is Lenore DeLoughery. I am a Certified Independent Clinical Social Worker and Chair of the Ethics Committee of the Wisconsin Society for Clinical Social Work. I am here today representing the Wisconsin Society for Clinical Social Work in support of mandatory continuing education. The Wisconsin Society for Clinical Social Work has a long history of advocating for, and expecting its membership to adhere to high standards of continuing education. Our Code of Ethics states that "clinical social workers recognize the responsibility to remain abreast of knowledge and developments in the field which may benefit their clients. Ongoing involvement in supervision, consultation, and continuing education are some of the ways in which this responsibility can be fulfilled." As a professional organization, we create opportunities for professional growth by conducting seminars and workshops at each membership meeting. We welcome requirements as another step toward recognition of and confidence in our profession. We are certainly aware of many other professions which require such ongoing training and we do not want to be held to lesser standards. We welcome continuing education requirements as another way to protect consumers.

Recently in Washington state, a consortium of mental health professionals supported mandatory continuing education. They conducted a literature search of over 1300 titles on continuing education and found approximately 60 articles that pertained to the effectiveness of continuing education. One study conducted by Thomas Gregoire, a teaching and research assistant at the University of Kansas School of Social Welfare, reviewed literature in 1994. He stated, "In a review of the empirical literature on continuing education, Roat (1988) found...eight studies on the relationship between continuing education and positive changes in performance following training." Pecora, et al. (1985) reported that training led to statistically significant positive changes in 23 of 27 key attitudes considered essential for implementation of home-based family services." Other research has consistently shown that professionals do support continuing professional education. Keith Myers, Past President of the Washington State Society for Clinical Social Work and now President Elect of the national Clinical Social Work Federation, speaking in support of mandatory continuing education, summarized the literature search with the statement that "Virtually all articles showed overwhelming support of Continuing Education by professional practitioners."

The Wisconsin Society for Clinical Social Work welcomes demonstrations of competency in this field because the knowledge base is increasing rapidly. Secondly, our ethical responsibilities must meet the highest standards to ensure consumer confidence. We must provide ongoing ethics training and then hold practitioners to these standards, especially for the majority of mental health professionals who do not belong to any professional organizations currently. Third, for those social workers who were "grandfathered" in to this profession without the formal training, it is very important that they gain gain competence in the basic skills that define social work as a profession. Fourth, we support the honor system of continuing education record keeping used by the American Board of Examiners in Clinical Social Work. Clinical social workers are responsible to respond to random spot checks and be able to produce accurate documentation of requisite hours of education. This would cut down on the cost and work required by the state. And, finally, we believe that mandatory continuing education will earn us our right to be recognized fully professionally so we can go on to work toward other goals for the people we serve as helping professionals. The Wisconsin Society for Clinical Social Work strongly supports mandatory continuing education for certification and urges the Examining Board to adopt this proposal.

My name is Keith Myers, I am President of the Washington State Society for Clinical Social Work. I am here today to testify in support of HB 2920. I would like to focus my testimony on the issue of effectiveness of continuing education.

In preparation for this testimony, Suzanne Kenyon, President of the Washington State Counselors Association, Kevin Peterson, Past-president of the Washington State Marriage and Family Therapy Association and I, conducted a literature search. We surveyed over 1300 titles on continuing education. We found approximately 60 articles that pertained to the effectiveness of continuing education. I won't go into all the articles but will summarize them.

Prior to about 1980, there were few articles on the effectiveness of CE on knowledge, attitudes and practice style. Most articles described surveys that were conducted to determine whether or not professionals supported the idea of CE and in what form. Virtually all articles showed overwhelming support of CE by professional practitioners.

Later studies began to address the issue of the ability of CE to change knowledge, attitudes and practice abilities. One study conducted by Thomas Gregoire, a teaching and research assistant at the University of Kansas School of Social Welfare included a review of the literature in 1994. He states, "In a review of the empirical literature on continuing education, Roat (1988) found...eight studies on the relationship between continuing education and staff performance. Seven of the eight studies identified did report positive changes in performance following training." He goes on to note, "Pecora et al. (1985) reported that training led to statistically significant positive changes in 23 out of 27 key attitudes considered essential for implementation of home-based family services."

He further notes other studies have found that training can lead to a change in how workers practice. (Rooney <1988>, Jones and Biesecker <1980>, Reynolds and Ried, <1985>)

We did find studies that showed little if any evidence that continuing education is related significantly to practitioner competence primarily Claiborn, (1982). However, with later refinements in methodology and studies conducted to determine the components of effective training techniques these studies dropped out of the more recent literature.

One study by Robiner et al (1993) entitled "HIV/AIDS Training and Continuing Education for Psychologists" noted that at the time, two state legislatures (Florida and Washington) "have already mandated that psychologists and other health professionals obtain training in working with HIV/AIDS." Their study noted that "Continuing education is a feasible means by which practitioners and researchers can be trained to work with HIV/AIDS. Despite its limitations, continuing education seems particularly suited to prepare psychologists to work with HIV/AIDS because it is an emerging phenomenon with a burgeoning literature." Needless to say, this state already requires all mental health practitioners to receive at least four hours of HIV/AIDS continuing education before any can be registered, certified or licensed.

I will summarize by saying that the literature on continuing education does show that it is effective in producing changes in knowledge, attitudes and practice. I would like cite a final quote by Vitulano and Copeland (1980). In their article entitled "Trends in Continuing Education and Competency Demonstration," they note the four basic reasons for health care professions to support some form of continuing competency and education. First, the knowledge base for these professions is increasing at an astonishing rate. Second, the enormous ethical responsibilities of our practice demand the highest standards. Third, lifetime education should constitute an important goal of the training and practice of the health professions. And fourth, a proactive commitment to the maintenance of competency over time would help maintain public confidence in the profession.

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John R. Grace
Executive Director

June 4, 1998

Office of Administrative Rule
Department of Regulation and Licensing
P.O. Box 8935
Madison, WI 53708

**RE: Continuing Education Requirements For Social Worker Certification Renewal
(SFC 8)**

Dear Director:

I am writing on behalf of the Wisconsin Association of Family and Children's Agencies with comments on the proposed administrative rule SFC 8. By way of introduction, our association includes 56 private agencies that employ over 2,000 social workers in hundreds of outpatient and inpatient settings throughout the state of Wisconsin. Collectively our member agencies provide social services, worth more than \$200 million each year, to families and children throughout the state. As an association, we provide government relations, training and a broad range of management support services for these member agencies.

As the largest association of private social services agencies in the state, we have several concerns about SFC 8 that would need to be resolved before we could support the proposed rule.

- 1) The proposed mechanism for approving continuing education training programs is not workable. There are over 15,000 certified social workers and professionals with very diverse academic backgrounds. The rule, as proposed, would generate tens of thousands of requests annually for preapproval of continuing education programs. If the Department of Regulation and Licensing is expected to respond to these requests in a timely manner, increased staff and related costs will certainly be required and should be reflected in the fiscal note. If the National Association of Social Workers and/or the University of Wisconsin - Extension are to be

responsible for this function, their capacity and funding for this purpose should be clearly identified.

Also, the administrative cost for private agencies to assure that the social workers they employ receive credit for 30 hours of preapproved training every two years is unjustifiable. For large agencies, with dozens of social workers, new positions would need to be created just to interface with the state bureaucracy. These resources would be much better spent on actual training or direct service.

- 2) The evidence for a mandated number of continuing education training hours for all social workers is not clear. I am not aware of any research that clearly supports a connection between a continuing education requirement and improved social work practice. Our own agencies' experience suggests that the changing demands of the marketplace -- often driven by managed care expectations -- offer a far more powerful incentive to develop training that leads to successful programmatic outcomes than would any mandate. A new, centrally-administered mandate for preapproved training would, in fact, reduce the effectiveness of existing agency training programs that attempt to respond quickly and creatively to the specific challenges of today's clientele.
- 3) Finally, requiring a base level of continuing education for certified professionals lacks a clear policy rationale. The overwhelming majority of social workers do not practice independently, as do state-licensed professionals. They are employees of governmental or private agencies that have the responsibility to maintain a productive, competent workforce. I am not aware of certified human services professionals in Wisconsin, or any other state, having to meet state-mandated, individual continuing education requirements.

Perhaps these and other concerns raised about the proposed rule at the public hearing could be resolved. However, in order to do so, I believe it would be necessary to convene the many stakeholder groups both public and private who have not yet seriously considered the implications of this rule. There needs to be a much stronger professional consensus on continuing education requirements for certified social workers, before creating a new mandate.

Sincerely,



John R. Grace

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John R. Grace
Executive Director

MAKING PUBLIC POLICY WORK FOR FAMILIES & CHILDREN

WHAT IS WAFCA?

The Wisconsin Association of Family & Children's Agencies (WAFCA) is a non-profit organization that develops and provides advocacy, training and information services for its member agencies and the people they serve.

WAFCA represents more than 50 private agencies that provide mental health, education and social services to people in need. Most of our agencies have been providing services for over a half century. Membership in WAFCA is open to private incorporated family and children's service agencies.

Our members' services include personal and family counseling, adoption, group and family foster care for emotionally disturbed children, family-based services, employee assistance programs, and family life education.

WHAT DOES WAFCA DO?

WAFCA's primary goal is to promote effective and accountable human services programs, both in Wisconsin and nationally. Our action plans - in advocacy, training and information development - are designed to enhance the basic quality of life for families and children, especially those in crisis.

Advocacy: WAFCA represents the perspective of private child and family service agencies to government and to the public. Our public policy leadership has helped to make child and family services more comprehensive by increasing programs for abused and neglected children and by enhancing community-based mental health services.

Training: WAFCA organizes training programs for its members and other professional groups. These programs, presented by nationally recognized consultants and teachers, cover such topics as family systems therapy, child welfare legal issues, and management strategies for private child and family service agency executives and boards of directors.

Information: WAFCA provides program and management information to help its members respond to both current and developing needs. Our information services include strategic planning consultation, client and program data analysis, and public policy forecasting.

Staff:

John R. Grace, Executive Director
Linda A. Hall, Senior Policy Analyst
Lynn A. Arkin, Training Coordinator