

FINAL Meeting Summary
Social Worker/Human Service Professional Series Meeting Series
Wednesday October 12, 2005, 2:00 – 4:30 p.m.
Supreme Court Conference Room

Present: Ann Alvarez, Rachel Guay, Jackie Graessle, Sherri Higa, Wayne Iha, Jan Kemp, Clayton Kitamori, Beverly Koito, Alvin Kutaka, Bonnie Lee, Jeanette Mastumoto, Kevin Mulligan, Wendell Murakawa, Suzanne Sasaki, Debbie Shimizu, Carleton Taketa, Clayton Takemoto, Alton Tamashiro, Amy Tsark, Lori Yasutake, and Dawn Young

Facilitation Team: Jen Graf and Elizabeth Kent

Welcome and Introductions

Jen Graf welcomed attendees to the meeting, and thanked them for their attendance. The draft agenda was reviewed and accepted. The September 29, 2005 Meeting Summary was finalized (Attachment A).

Report to Legislature

Dawn Young passed out the latest copies of the outline of the report and it was reviewed. (Attachment B). The deadline to get the report to the HRD Director is now November 25, 2005.

Draft of Desire to Pursue Social Work Degree Survey

The purpose of the survey is to help schools and agencies be proactive with helping those who may want to work on their degree in social work. The report sent to the legislature will reference the survey but not include the results, as they will not be gathered yet. When submitting the survey results to DHRD, departments should note the number in the survey pool as well as the response rate.

Licensure

The stakeholders agreed that while it is desirable to hire licensed social workers, it would be counterproductive to require everyone to possess a social work license at this time because most of the State's current employees do not possess a social work license, and it would be difficult to find sufficient numbers of persons with a social work license to fill the State's jobs; therefore, the group decided that further discussion regarding licensure may be outside of this meeting process.

Jan Kemp sent a request to DCCA for clarification as to whether the State's social workers and human services professionals are exempt from the licensure. She will share DCCA's response with the group via email and if necessary, it will be discussed in the next meeting.

Avoiding Discord Between SW and HSP Series/Two Tier System/Supervision of Each Group

It was acknowledged that social workers might have problems being supervised by human service professionals. A desirable goal would be to have all supervisors be social workers. This

may not be feasible in some offices and on the neighbor islands and will need to be based on operational need. It may be a question of supply and demand.

Those without social work degrees are already supervising social workers in some situations. It would not be fair if they were demoted.

It was suggested that a preference in hiring for supervisory positions be given to social workers but how to apply this preference would be a difficult issue. Also, for supervisory positions, supervisory skills may be more pertinent than social work skills. The group agreed there is no easy answer.

Retention/Upward Mobility

There was a suggestion to look at the possibility of a social worker retention bonus ~~pay~~. If it could be done in the context of contract negotiations, funding could be considered a collective bargaining cost. (Currently, we pay shortage differentials; however, this is to address recruitment, not retention difficulty, and the departments must secure funds to pay for shortage differentials.)

If one department wanted to do this, there would be a need to look at all departments and possible effectiveness would need to be determined.

Other suggestions for retention included state departments helping social workers go to school, lessening the workload, having better working conditions and providing incentives for social workers.

It was noted these suggestions may be difficult to implement to the extent that HSPs and SWs do the same work.

Next Steps

- **Jackie** will send a copy of the updated survey to all by the end of this week.
- **All** will respond to Dawn if they have comments on the outline of the report to the legislature by October 14, 2005.
- **DHRD** will develop and send out an excel spreadsheet for survey results by October 21, 2005.
- **Jan** will share the information regarding the exemption of the state from the licensure law within 2 weeks.
- **DHRD** will send out a draft of the report in the first or second week of November.
- **All** will have one week from receiving the draft report to the legislature from DHRD to make comments.
- **Departments** will have until January 20, 2006, to compile and submit their survey results to DHRD.
- **DHRD** will send the results to the legislature and stakeholders, after the survey is completed.
- **A separate group** may need to be formed to address education and other issues after January 20, 2005.

Next Meeting

The next meeting is **November 17, 2005, from 2:00 to 4:30 p.m.** in the Supreme Court Conference Room, Aliiolani Hale, 417 S. King.

The meeting scheduled on October 27th has been canceled.