

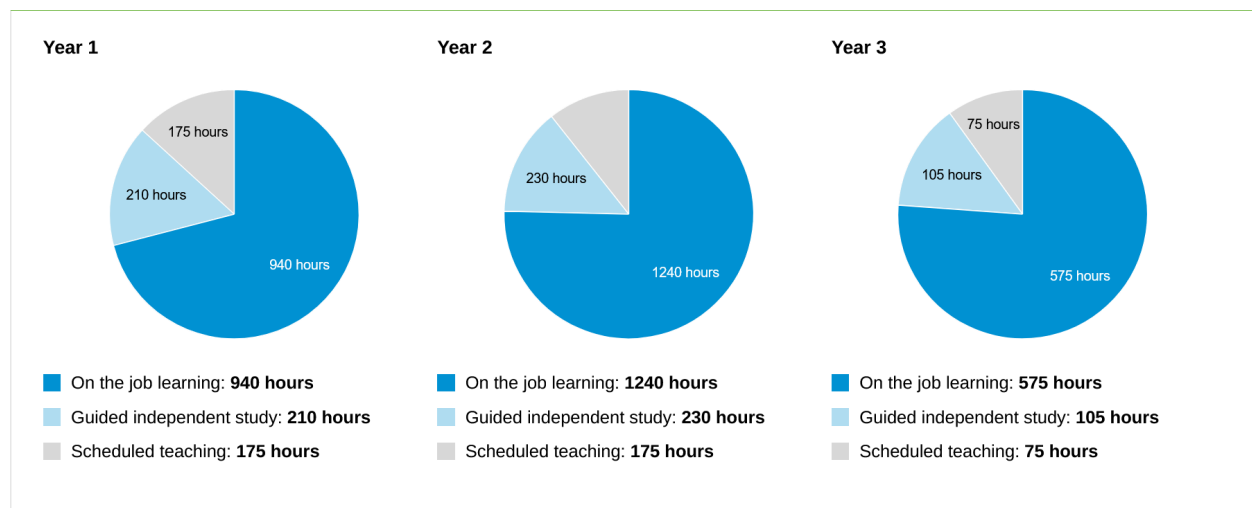
Social work apprenticeship information

The UK model:

According to the Institute of Apprenticeships and Technical Education (IATE)¹, the UK has had existing apprenticeship programs for the field of social work since late 2018. Some details regarding this apprenticeship are:

- 36-month program
- Mixture of on-the-job training and university-based study
 - o Minimum of 20% paid working hours in off-the-job training (i.e. university based education)²
- Apprentice program includes completion of an honors degree in social work
- Education component funded by the UK government (up to £23000 or ~\$31,500 US)
- Detailed “Requirements, Knowledge, and Skills” listed on the IATE website reflects many of the CSWE requirements for accredited BSW programs (needs to be examined in detail for overlap and/or missing components)
- Students are paid at least the national minimum wage for hours worked and off-the-job training.

For a specific example, Kingston University of London³ has detailed information regarding their social work apprenticeship program. The required hours for completion are detailed in the following graph:



For reference, Grand View University of Des Moines sets a standard of 12.5 hours of in class time and 25 hours of independent study per credit hour. Using this standard, the Kingston University’s scheduled classroom teaching hours would be the equivalent of 34 GUV credit hours throughout the three year program (14, 14, and 6 credits in years 1, 2, and 3 respectively). It is notable, however, that the 1:2 ratio of classroom hours vs independent study hours is not present in the Kingston model (the Kingston ratio being approx. 1:1.28). These independent study hours may be compensated by the amount of

¹ <https://www.instituteforapprenticeships.org/apprenticeship-standards/social-worker-integrated-degree-v1-0>

² <https://www.skillsforcare.org.uk/Learning-development/apprenticeships/Social-work-apprenticeship.aspx>

³ <https://www.kingston.ac.uk/degree-apprenticeships/programmes/social-work/>

on-the-job training received by students. The Grand View social work major requires 49-50 credits, in addition to 12 pre-requisite credits.

Medical apprenticeships:

While there are no social work apprenticeship programs in the US, there are apprenticeships in the medical field that may be useful as a model. UnityPoint Health of Des Moines offers several apprenticeship programs for careers in the medical field⁴. One of these apprenticeships is for Certified Medical Assistants (CMAs). Some details on this program:

- Requires 48 credits through DMACC, as well as a 192-hour practicum
- Tuition is paid by employer
- Two-year program

Given the direct care of patients that CMAs are responsible for, there is likely a fair amount of overlap in the ethical standards that apply to the social work profession and those of CMAs. Need more data on CMA and other medical field apprenticeship programs.

Concerns and questions:

1. The CSWE sets detailed requirements for the accreditation of social work programs. These requirements are met through course work related to the field.
 - a. Which of these requirements can be met through on the job training to the satisfaction of the CSWE?
 - b. Given the extremely broad scope of the social work field, how would we ensure any sort of standard between various apprenticeship positions?
2. Would the CSWE sign off on the accreditation of social work apprenticeships? How difficult would the approval process be? Would employers be willing to subject possible apprenticeship programs to a lengthy approval process?
3. What sort of wages would apprentice social workers be paid? Would the employer pay tuition costs for the students during the apprenticeship?
4. What tuition costs would state and federal funding cover?
5. Are there any BSW level jobs that an apprenticeship would not be sufficient for?
6. Would it be possible to create apprenticeship programs for specific social work roles that are currently facing a workforce shortage? This would allow greater consistency in on-the-job training, ensuring specific CSWE standards are reliably met. Possible examples could include:
 - a. An apprenticeship program for individuals with a bachelor's degree geared toward obtaining an MSW while serving a mental health organization.
 - b. A BSW apprenticeship program geared toward training child welfare workers

⁴ <https://www.unitypoint.org/desmoines/apprenticeship-programs.aspx>