



**STATE OF NORTH CAROLINA
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MEMORANDUM

TO: Directors, Local Departments of Social Services

FROM: Patrick McCoy
Local Government HR Services

DATE: November 30, 2004

SUBJECT: Revised Social Worker Educational and Experience Requirements

As you may be aware, we have been in the process of revising the educational and experience requirements for the Social Worker classification series in order to better align them with related human services classifications. Presently, the Social Worker educational and experience requirements contain a greater experience requirement than several other closely related human services classifications that are currently in use. This situation puts local social services departments at a disadvantage in the recruitment of applicants from the same applicant pool locally, regionally or statewide. Working with the support of the Division of Social Services and the NC Association of County Directors of Social Services, the attached document contains the revised educational and experience requirements for the Social Worker classification series. Essentially, the revised requirements eliminate an extra year of directly related experience at the Social Worker III level and aligns it with human services classifications at Salary Grade 68 that require a human services degree and two years of directly related experience. This is the standard that is recognized by the North Carolina State Personnel Commission. The corresponding adjustments were made to the Social Worker I and II classifications. The new Social Worker-Investigative/Assessment and Treatment minimum education and experience requirements remain unchanged. These changes were necessary to allow local departments of social services to have an equal footing in the recruitment of social workers with human services degrees. In addition, these changes recognize the added value of degrees in social work including Child Welfare Collaborative Scholars.

These revised minimum educational and experience requirements are effective January 1, 2005, for all new hires. However, recognizing that re-evaluating current employees in work-against situations may have an impact on the local county budget, these adjustments may be deferred until the beginning of the next fiscal year. In any event, all employees are to be moved into the appropriate work-against arrangement by July 1, 2005. In addition, OSP would not object if an agency made the effort to go retroactive to the beginning of this fiscal year for work-against changes. However, that is a local pay decision. If you have any questions or need assistance, please do not hesitate to contact your assigned OSP HR Consultant.

pjm

attachment

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