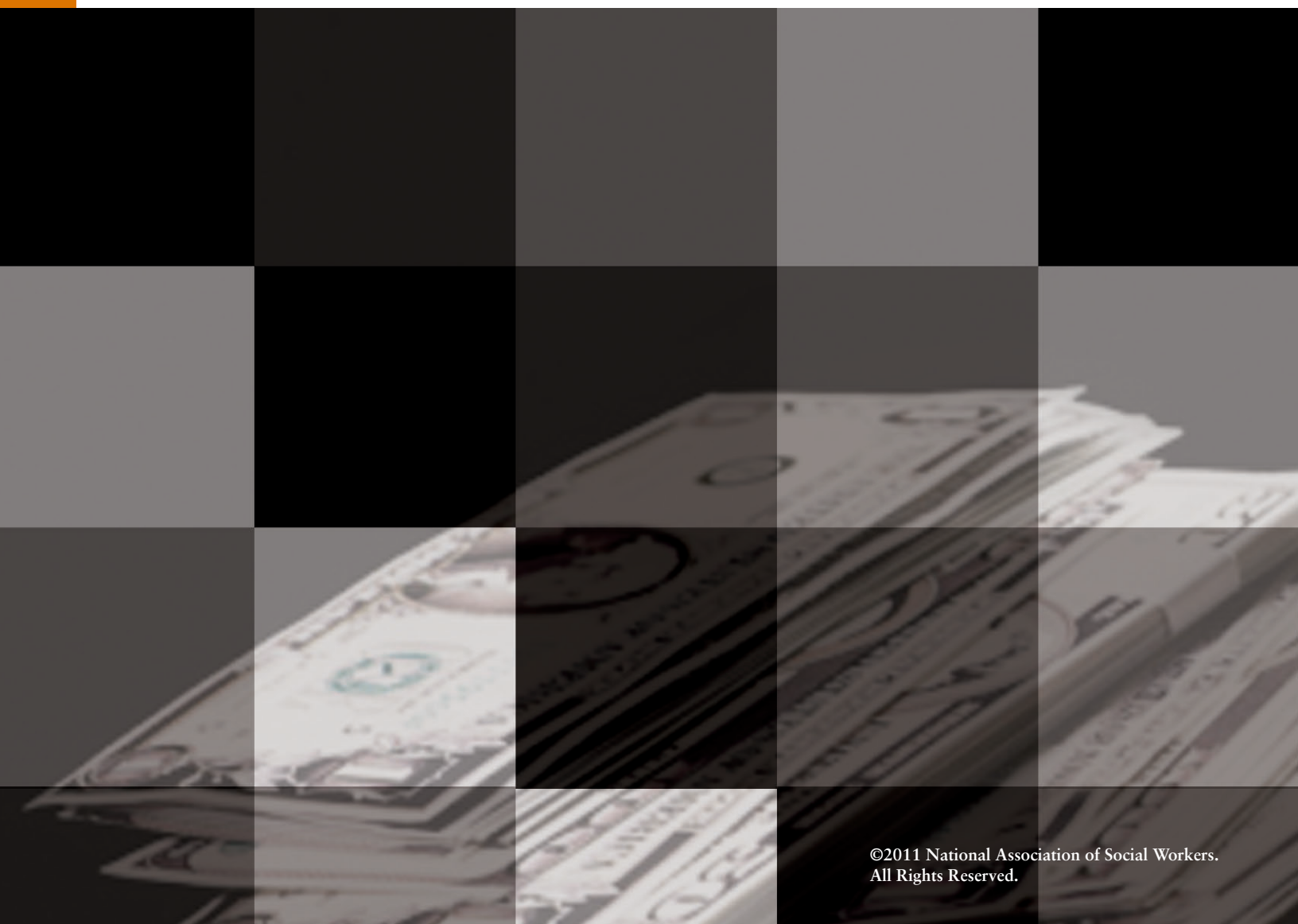


Social Work Salaries by Race & Ethnicity

occupational profile



Overview

The population of the United States is increasing and by the year 2050, it is expected to have grown to 394 million people—of which 54 percent will be comprised of minorities (U.S. Census Bureau, 2008). More significant to this increase in the nation's population are the demographic changes that indicate that the U.S. foreign-born population will continue to grow and comprise a larger segment of the overall population. As a result of this demographic shift, the populace will reflect increasingly significant ethnic and racial diversity.

The American population is experiencing major changes that will affect the social work workforce, their clients, agencies, communities and service delivery systems. For instance, data show an increase in persons who reported they speak a language other than English at home and who have difficulty speaking English (Webb, 2010). The issues of cultural competence and limited English proficiency (LEP) contribute to efforts to address racial and ethnic disparities in health, mental health, and education status and the disproportionate confinement in restrictive settings in the child welfare, juvenile justice and criminal justice systems (*Social Work Speaks*, 2009).

In order to respond to the current and projected demographic changes in the United States, the social work workforce can be instrumental in addressing issues of racial and ethnic diversity across the life span. Although the majority of social workers are White/Caucasian, the demographics of the client population with whom social workers work fall within the broad category of disenfranchised populations including a disproportionate number of people of color (Gilberman, 2005; Whitaker, Clark & Weismiller, 2006). The discrepancy between the composition of the social work labor force and the demographic profile of many client groups, led the profession to identify and emphasize the need for social workers to develop competence in culturally and ethnic competence practice (Gilberman, 2005). In addition to promoting cultural competency practice, the federal government is supporting the health and mental health workforce to increase diversity where there is a short supply. For instance, African Americans, Hispanics and Native Americans are significantly underrepresented in the health and mental health workforce (Health Resource and Service Administration, 2007).

According to the Bureau of Labor Statistics, employment for social workers is expected to grow at a significant rate (BLS, 2010-2011). It is likely that with the projected racial and ethnic demographic shift across the life span and the continual need for diversity within the workforce, the social work profession will offer great employment opportunities. In addition, because of the underrepresentation of social workers of color within the profession there is the increased likelihood that practitioners who are prepared to provide services to and motivated to work with diverse populations will find employment opportunities.

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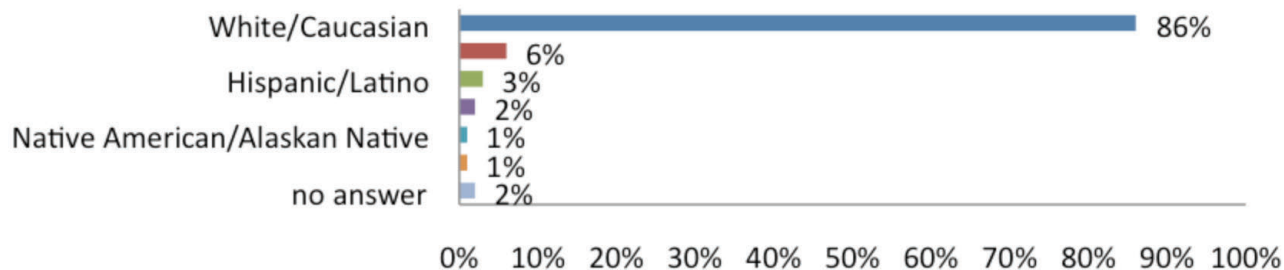
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Data referenced in this profile are based upon results from the 2009 NASW Salary & Compensation Study (see Notes).

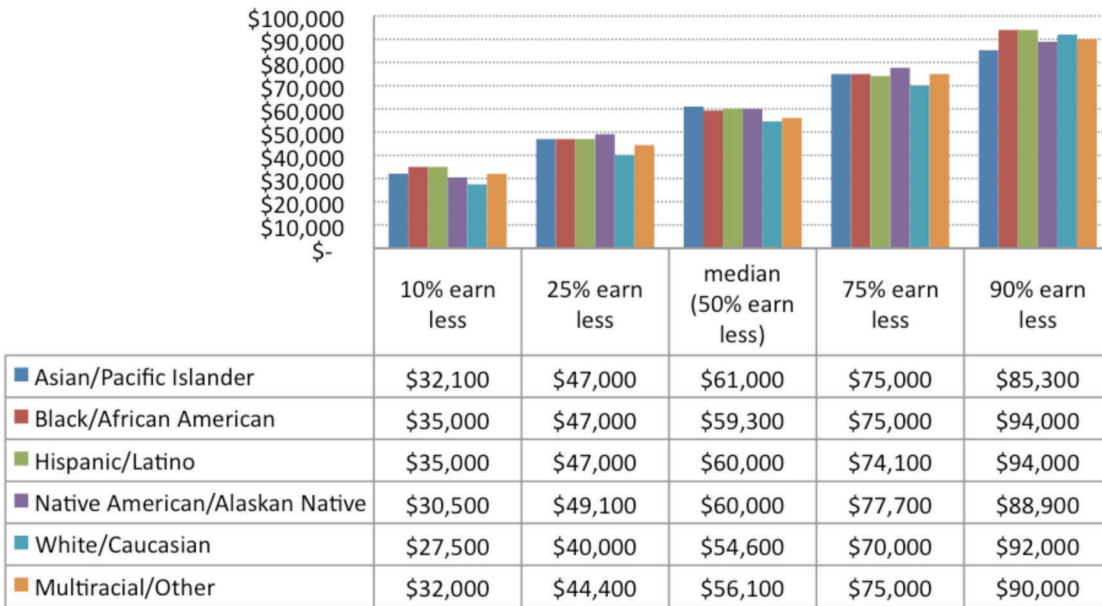
Annual Salary Breakdown

SUMMARY OF PARTICIPANTS¹

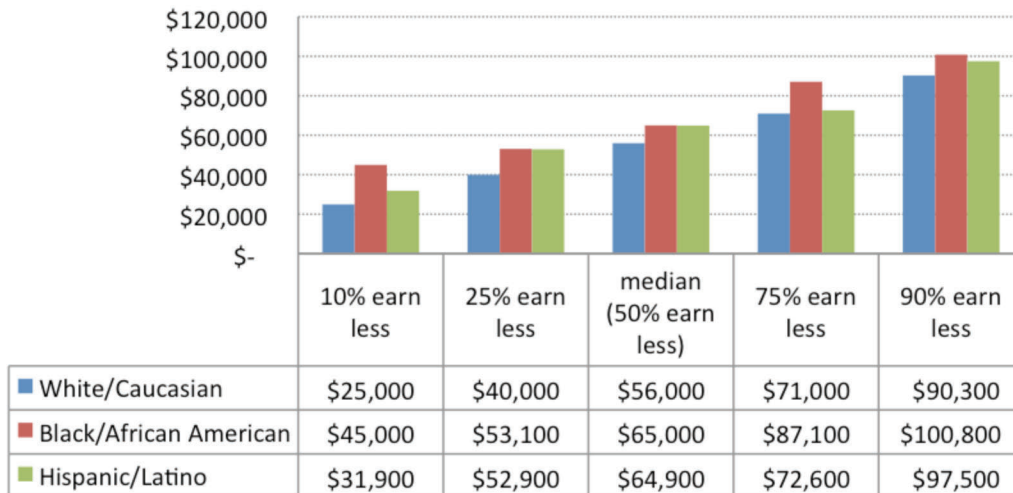


¹ The small number of participants in the Asian/Pacific Islander, Native American/Alaskan Native and Multiracial categories prohibited further analysis of these participants.

SALARY BREAKDOWN ANNUAL SALARY BY RACE²



Annual Salary by Census Region³ and Race/Ethnicity NORTHEAST ANNUAL SALARY/NEW ENGLAND

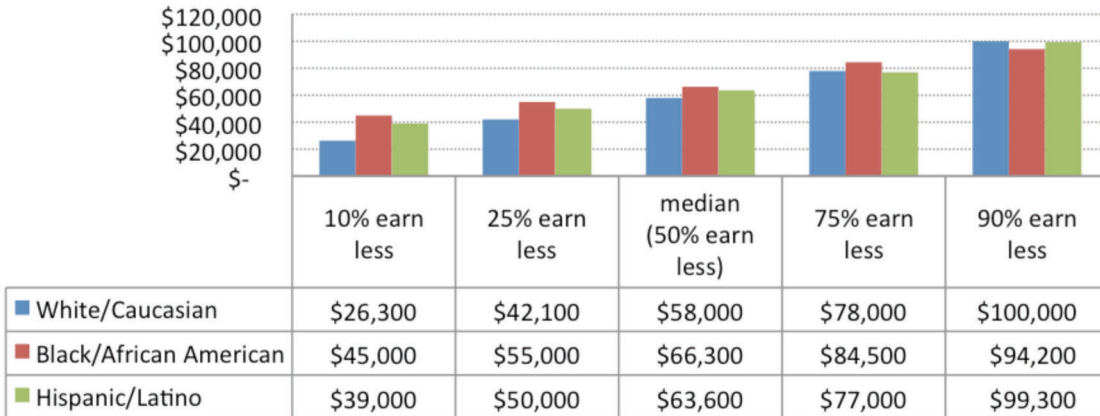


² Which one of the following categories best describes your race or ethnicity? Please check only one option.

³ On October 1, 2009, what was the city, state, and ZIP code of your primary work location?

The Census Bureau Regions are: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont); Middle Atlantic (New Jersey, New York, Pennsylvania); East North Central (Indiana, Illinois, Michigan, Ohio, Wisconsin); West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota); South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia); East South Central (Alabama, Kentucky, Mississippi, Tennessee); West South Central (Arkansas, Louisiana, Oklahoma, Texas); Mountain (Arizona, Colorado, Idaho, New Mexico, Montana, Utah, Nevada, Wyoming); and Pacific (Alaska, California, Hawaii, Oregon, Washington).

ANNUAL SALARY/MIDDLE ATLANTIC



MIDWEST

ANNUAL SALARY/EAST NORTH CENTRAL

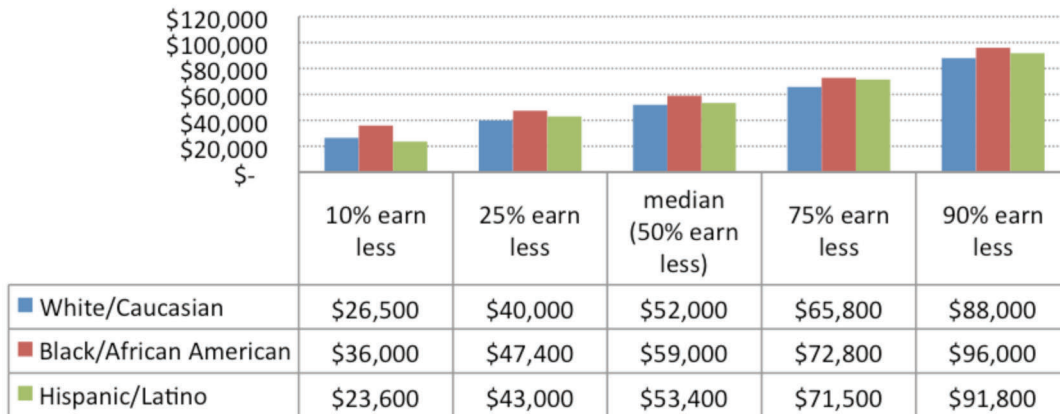


ANNUAL SALARY/WEST NORTH CENTRAL



SOUTH

ANNUAL SALARY/SOUTH ATLANTIC



ANNUAL SALARY/EAST SOUTH CENTRAL



ANNUAL SALARY/WEST SOUTH CENTRAL



WEST

ANNUAL SALARY/MOUNTAIN



ANNUAL SALARY/PACIFIC



ANNUAL SALARY BY PRACTICE AREA

PRIVATE PRACTICE: SOLO



PRIVATE PRACTICE: GROUP



MENTAL HEALTH CLINIC/OUTPATIENT FACILITY



HOSPITAL/MEDICAL CENTER



SCHOOL (K-12)



SOCIAL SERVICE AGENCY



HOSPICE/PALLIATIVE CARE



COLLEGE/UNIVERSITY



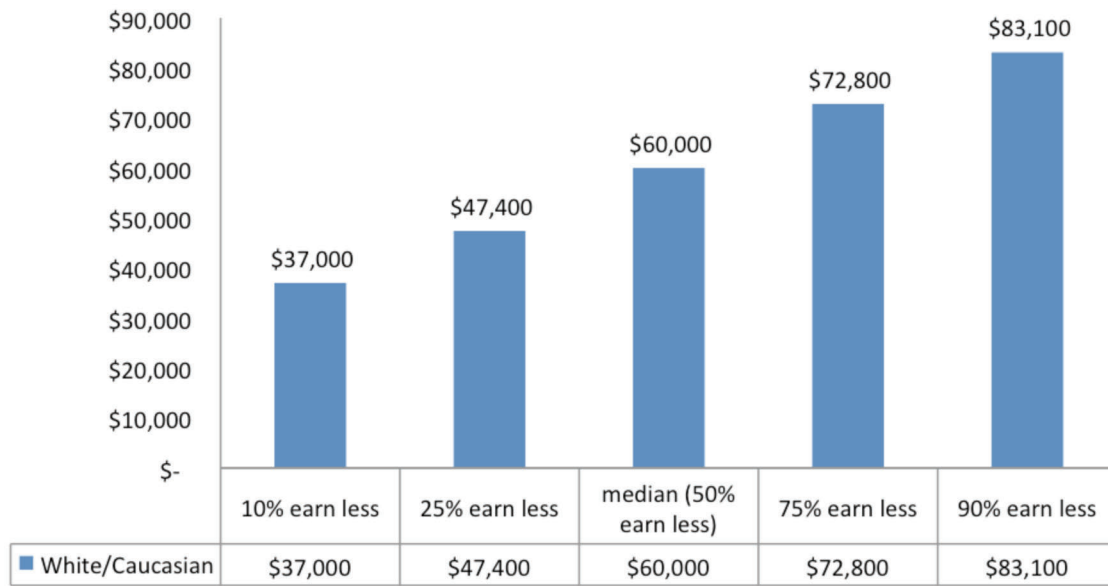
HEALTH CLINIC/OUTPATIENT FACILITY



GOVERNMENT AGENCY



PSYCHIATRIC HOSPITAL



Survey Methodology

This survey was sponsored and developed by NASW. Data was collected and tabulated by Readex Research, an independent research company. To broaden representation of the profession, NASW partnered with a number of other social work membership organizations to create an expanded list of U.S. professional social workers for sampling purposes. These partner organizations were:

- Association for Oncology Social Work (AOSW)
- National Hospice & Palliative Care Organization (NHPCO)
- National Network for Social Worker Managers (NNSWM)
- The Rural Social Work Caucus
- Society for Social Work Leadership in Health Care (SSWLHC)

The total number of unduplicated individuals among these five lists and the NASW domestic membership was 101,995. The overall sample size of 78,777 consisted of the 73,777 with a valid email address on file and a systematic sample of 5,000 (among the 28,218) who could not be reached via email.

Data collection utilized a mixed mode approach. For those with a valid email address, invitations were sent via email to access a web-based survey. Those without an email address were sent invitations via regular mail, with the option to fill out a provided paper survey or to access the survey online via a provided web site address.

Data was collected between October 1 and November 24, 2009. A total of 23,889 unduplicated usable responses were received, for a 30% response rate. Among these, 22,000 responses were randomly chosen for inclusion in the final tabulation. The data has been weighted to account for disproportional response between the email and regular mail samples. Percentages based on all 22,000 responses are subject to a margin of error of $\pm 0.6\%$.

RESPONDENT STATUS

The compensation analysis focuses on the subset of “valid answering practitioners” – that is, U.S.-based respondents confirming paid employment or self-employment on October 1, 2009 in a social work-related position (that is, any position that requires or makes use of one’s education, training, or experience in social work), and reporting regular salary or wages. Percentages based on these 17,851 “valid answering practitioners” are subject to a margin of error of $\pm 0.6\%$.

Removed are those who did not answer at all, those who provided a report considered to be an outlier (top 1% and bottom 1% of all responses), and those who did not answer in a coherent manner. The tabulated base of the “answering practitioners” is 17,911. The results are not shown if there are fewer than 30 valid values in a category.



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