

Data Use Agreement

Background

The Workforce Survey was part of the 2024 Social Work Census (swcensus.org), which was funded and conducted by the Social Work Workforce Coalition and the Association of Social Work Boards between March 1 and June 30, 2024. The 2024 Social Work Census targeted licensed U.S. social workers, as well as registered Canadian social workers and social service workers, featuring two national surveys: (1) the Workforce Survey that collected data on social workers' demographics, employment, and practice characteristics, and (2) the Practice Analysis Survey necessary for building the blueprints for the next round of licensing exams. Data collection occurred online, and survey participation was promoted through a comprehensive approach that utilized digital, social, and face-to-face strategies. First, a series of email campaigns was launched using the email list of past ASWB examinees and exam registrants to reach more than 514,000 social workers. Subsequently, multiple rounds of targeted outreach efforts were made via social media posts, paid advertisements, and in-person engagements at professional conferences and workshops. Finally, ASWB collaborated with state regulatory boards to increase survey participation among licensed social workers. Nearly 85,000 individuals participated in the Social Work Census, and about 52,000 completed the Workforce Survey.

As part of its commitments to inclusion and to the profession, ASWB hopes that the data will help address workforce development and inform advocacy for the profession. For these reasons, ASWB is offering to share the data with qualified individuals and entities who will use it to increase understanding of the social work workforce.

The Workforce Survey included questions about the following five topics:

- Education: Degrees, the field of study and concentration, year of graduation, and current enrollment in degree programs
- Licensure: Licensure status, practice category, jurisdictions that issued the license, whether or not they paid for supervision if it was required for licensure or registration, and satisfied they were with the supervision
- Employment: If their current or recent social work position required a social work degree and a license, number of years employed in social work, type of employer, size of employer, weekly hours and annual weeks of work, number of jobs, annual gross earnings from the primary job in 2023, employer-provided benefits offered, and future career and educational plans or goals

- Practice: Practice category, primary practice setting, function of the practice setting, client population group, primary role, and use of electronic practice
- Demographic: Year of birth, race and ethnicity, gender, state of residence, language used at home, health conditions, immigration and citizenship status, and parental status

The following two workforce reports released by ASWB offer basic descriptive statistics on all major variables included in the survey for the licensed U.S. workforce and the registered Canadian workforce. Users may refer to them to gain a basic understanding of those variables.

- Kim, J.J. (2025). *The licensed social work workforce: Analyses of the 2024 Social Work Workforce Survey*. Second Report of the 2024 Social Work Workforce Study Series. Submitted to the Association of Social Work Boards.
- Kim, J.J. (2025). *Registered social workers and social service workers in Canada: Analyses of the 2024 Social Work Workforce Survey*. Fourth Report of the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards.

A description of the data to be shared hereunder (the “Data”) is set forth on Exhibit A attached to this Agreement.

Disclaimer

To protect the individual respondent’s privacy, the data file does not contain any personal identifiers that could potentially identify individuals, even when multiple pieces of information are combined.

The data is provided in its raw and uncleaned state. It was not cleaned to address data inconsistency, potential response errors, and missing values. This provides users with the utmost flexibility in manipulating data and identifying a sample of interest. Users who wish to analyze the data should clean it before analysis to ensure data quality. Furthermore, those who plan to make their findings nationally representative of the universe of their study should create an appropriate weight variable to generate weighted statistics.

ASWB does not provide any warranties regarding the data’s accuracy, completeness, or suitability for any particular research. Users are solely responsible for cleaning, validating, weighing, and interpreting the data

This Data Use Agreement is entered into by and between the Association of Social Work Boards and the undersigned researcher(s) and their affiliated institution (“Researcher”).

1. Purpose

The Association of Social Work Boards agrees to provide the Researcher with access to the 2024 Social Work Workforce Survey dataset (“Data”) solely for research and educational purposes.

2. Conditions of Use

The Researcher agrees to the following:

A. Permitted Uses

- The Data may be used only for academic and scientific research, scholarly publications, and educational purposes. The intended research use must be described in Exhibit B, attached to this agreement.
- The Researcher may make available the Data only to those persons expressly identified as Research personnel in Exhibit B. Any other personnel may require an amendment to this Agreement or a separate data use agreement with ASWB.

B. Prohibited Uses

- The Data shall **not** be used for commercial and political purposes.
- The Researcher shall not use the Data in any way that intentionally or unintentionally harms or misrepresents ASWB or discredits the social work and social services professions represented in the Data.
- The Researcher shall **not** attempt to identify or contact any individuals who participated in the Survey that generated the Data.
- The Data shall not be shared with third parties without prior written approval from ASWB.

C. Attribution

- Any dissemination or publication of work using the Data must acknowledge ASWB as the Data provider. However, it should be stated that ASWB bears no responsibility with respect to any aspects of the work, including the findings, interpretations, or conclusions drawn from it.

3. Quality and Liability Disclaimer

- A. ASWB makes no warranties, express or implied, regarding the accuracy, completeness, reliability, or fitness for a particular purpose of the Data.
- B. ASWB and its employees, agents, and representatives shall not be held liable for any outcomes, claims, or damages arising from use of the Data.
- C. The Researcher accepts the Data “as is” and assumes full responsibility for data cleaning, statistical weighting, analysis, and drawing conclusions.

4. Submission of Draft Work

- A. Prior to submission for publication, presentation, or public dissemination, the Researcher shall provide ASWB with a draft of any manuscript, report, or presentation based on the Data.
- B. ASWB may choose to review the draft solely for accuracy in the description of the Data and to ensure that the Data is not misrepresented.
- C. ASWB's review does not constitute endorsement of findings or conclusions.

5. Term and Termination

- A. The term of this Agreement shall commence on the Effective Date and shall remain in effect.
- B. ASWB may terminate this Agreement immediately upon written notice to Researcher.
- C. Upon termination, the Researcher shall destroy all copies of the Data unless otherwise agreed in writing.

By signing below, the parties agree to the terms of this Agreement.

ASWB	RESEARCHER
By:	By:
Print name:	Print name:
Title:	Title:
Date:	Date:

Exhibit A. Data Description

The dataset comprises responses from 84,775 individuals who participated in the 2024 Social Work Workforce Survey, encompassing 245 variables. Personal identifiers have been removed to protect respondent privacy. These data are provided in two versions: an SPSS (.sav) file that preserves metadata including variable names, variable descriptions, and value labels (e.g., -9 = "Not checked"), and an Excel (.xlsx) file that contains the same data but displays only variable names (e.g., "Q11") and raw numeric responses. A codebook accompanies the dataset and provides documentation that supports interpreting the Excel version of the dataset by providing descriptions of and value labels for each variable.

Exhibit B. Proposed Research Project(s) and Personnel