



The Profile of Social Work License Examinees:

A Racially Patterned Educational and Training Journey Before the Exams

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Exam Report No. 1



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Executive Summary

Becoming a licensed professional social worker is a lifelong journey. The journey begins with obtaining a qualifying educational degree and continues with taking a necessary licensing exam. **This report is the first in the Exam Report Series, designed to provide a deeper understanding of demographically disparate exam pass rates by presenting basic statistics on the demographic, educational, and employment characteristics of social work candidates who undertook the journey.** The report is based on the analyses of U.S. candidates who took the ASWB exams at least once in 2022. It is based on the analyses of 25,088 Clinical examinees, 26,550 Masters examinees, and 3,588 Bachelors examinees in the United States. The key takeaways of the findings include the following:

- ✓ Significantly higher shares of examinees from historically marginalized groups — Black, Hispanic/Latino, and multiracial examinees — began their postsecondary education with an associate’s degree.
- ✓ Examinees from historically marginalized groups earned their educational degrees and took their first licensing exam at significantly older ages than their white counterparts.
- ✓ Examinees from historically marginalized groups had significantly more years of work experience, typically in non-direct service jobs, which may not have helped them advance their social work competence.
- ✓ These demographic, educational, and employment characteristics of examinees from historically marginalized groups — particularly Black examinees — signal that their educational and training journeys to the profession might have been affected by cumulative lifetime disadvantages.

The major characteristics of ASWB examinees are summarized below by exam category, and significant racial/ethnic differences are highlighted to understand the examinees’ diverse backgrounds.

Clinical Examinees

Table E-1 suggests that the mean age at which the Clinical examinees earned their bachelor's and Master of Social Work (MSW) degrees was 26 and 32, respectively. The mean age at which they took their first Clinical exam was around 38, six years after completing an MSW. However, half of the examinees took the exam for the first time by age 35.

Table E-1. Clinical Examinee Age at Degree and First Exam Attempt, 2022

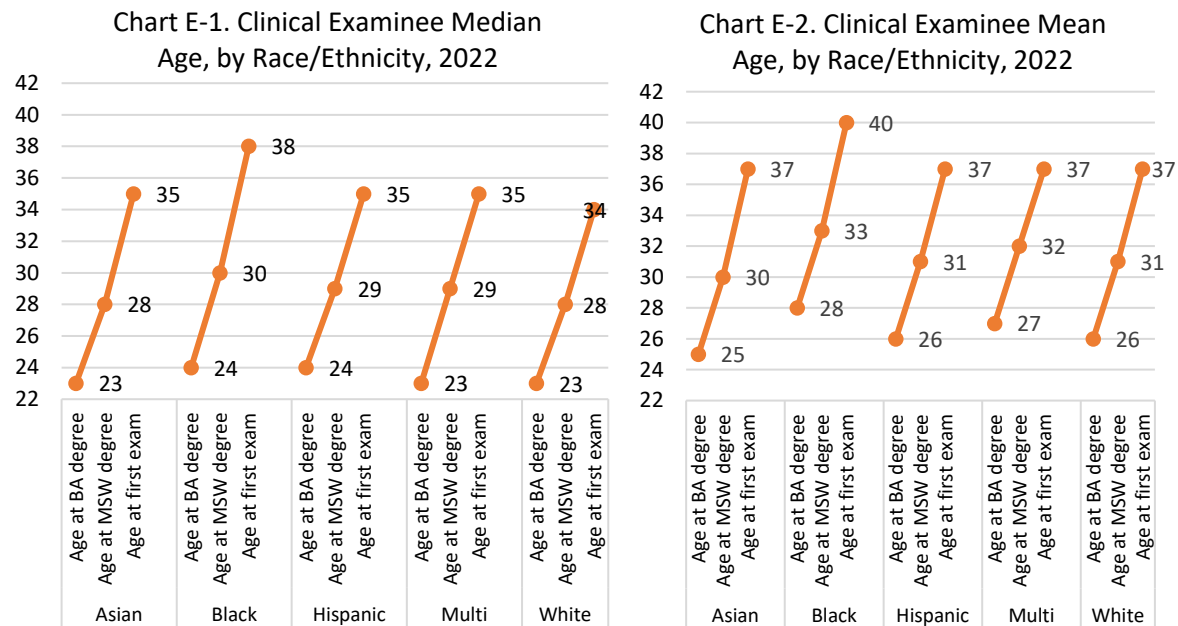
	Age at Bachelor’s Degree	Age at MSW	Age at First Exam Attempt
Median	23	29	35
Mean	26.22	31.72	37.58

About 9% of the Clinical examinees used English as a second language, and 4% took the exam with accommodations related to the Americans with Disabilities Act (ADA). More than 26% began their postsecondary education with an associate’s degree, and 38% held a BSW. They

had about five to six years of work experience at the time of the exam, and 53% held a direct service job.

Significantly higher shares of Black, Hispanic/Latino, and multiracial examinees, compared to white examinees, began their postsecondary education with an associate’s degree. Black examinees also had significantly longer work experiences than their white counterparts.

Charts E-1 and E-2 also show that **most examinees from historically marginalized groups took a delayed journey in obtaining the degrees and taking the Clinical exam for the first time.**



According to Charts E-1 and E-2, examinees from historically marginalized groups earned their educational degrees and took the Clinical exam for the first time at older ages than their white counterparts. Compared to white examinees, Hispanic/Latino and multiracial examinees were slightly older at each milestone. However, Black examinees were significantly older, especially when they took the exam for the first time (40 years old for Black examinees versus 37 years old for white, based on the mean age difference).

Masters Examinees

Table E-2 shows the mean age at which Masters examinees earned their bachelor's and MSW degrees was 26 and 32, respectively. They took their first Masters exam at around age 33. However, half of the examinees took the exam for the first time by age 30.

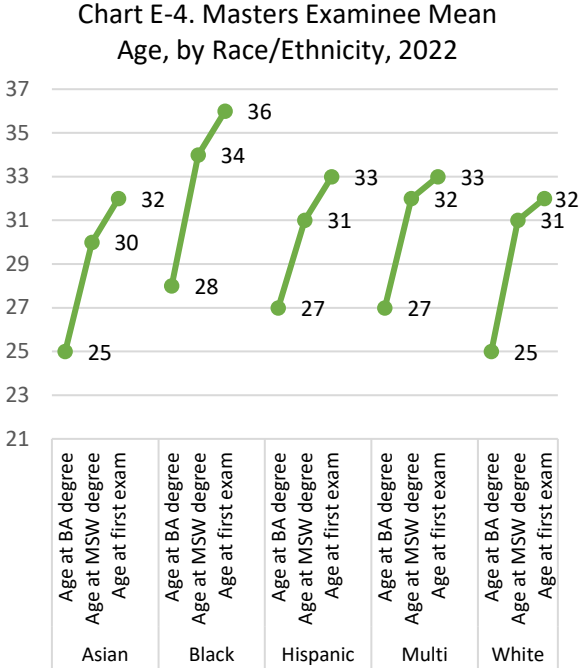
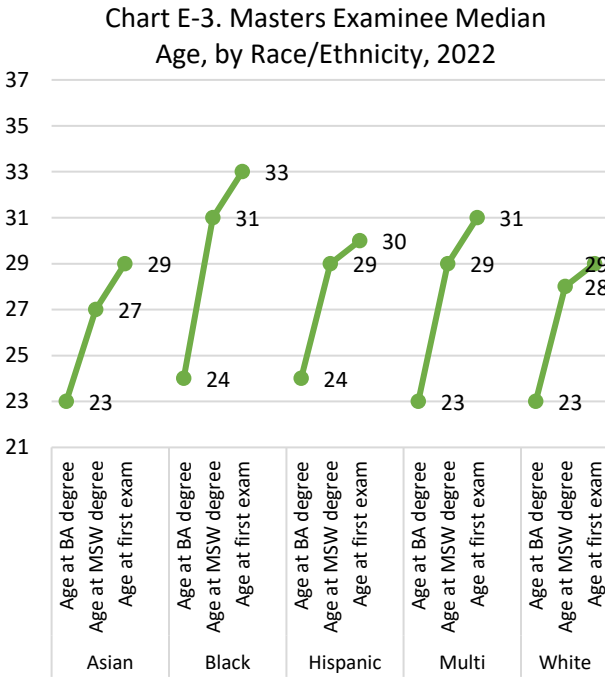
Table E-2. Masters Examinee Age at Degree and First Exam Attempt, 2022

	Age at Bachelor’s Degree	Age at MSW Degree	Age at First Exam Attempt
Median	23	29	30
Mean	26.23	31.96	33.32

About 7% of the Masters examinees used English as a second language, and 3% used ADA-related exam accommodations. Nearly 31% were located in the Middle Atlantic region. More than 26% began their postsecondary education with an associate’s degree, and 40% held a BSW. They had about one to two years of work experience, and only about 28% held a direct service job.

Significantly higher percentages of Black, Hispanic/Latino, and multiracial examinees held an associate’s degree than their white counterparts. Black examinees had significantly more years of work experience than white examinees.

Charts E-3 and E-4 also demonstrate that Hispanic/Latino and multiracial examinees attained the degrees and took the first exam at slightly older ages than white examinees. **Black examinees, however, were significantly older than white examinees at each milestone. Not only did they obtain their MSWs three years later than white examinees, but they were four years older when they took their first Masters exam.**



Bachelors Examinees

As Table E-3 shows, although half the Bachelors examinees earned their BSWs by age 24, the mean age of the degree attainment was 28, suggesting many earned their BSWs at older than the mean age. The examinees took their first exam at age 31, three years after completing their BSW.

Table E-3. Bachelors Examinee Age at Degree and First Exam, 2022

	Age at BSW	Age at First Exam Attempt
Median	24	27
Mean	28.02	31.26

Approximately 6% of the Bachelors examinees used English as a second language, and more than 2% used ADA-related exam accommodations. More than 37% of the examinees were located in the East North Central region. Slightly more than 32% began their postsecondary education with an associate’s degree, and around 95% held a BSW. On average, they had about two years of work experience, and more than 73% held a non-direct service job.

Compared to white examinees, **significantly higher percentages of Black, Hispanic/Latino, and multiracial examinees held associate’s degrees than their white counterparts. As seen in other exam categories, Black examinees had more years of work experience than white examinees.**

Charts E-5 and E-6 below also demonstrate that **Black examinees completed their BSWs at older ages than their white counterparts and took their first Bachelors exam at a significantly older age.**

Chart E-5. Bachelors Examinee Median Age, by Race/Ethnicity, 2022

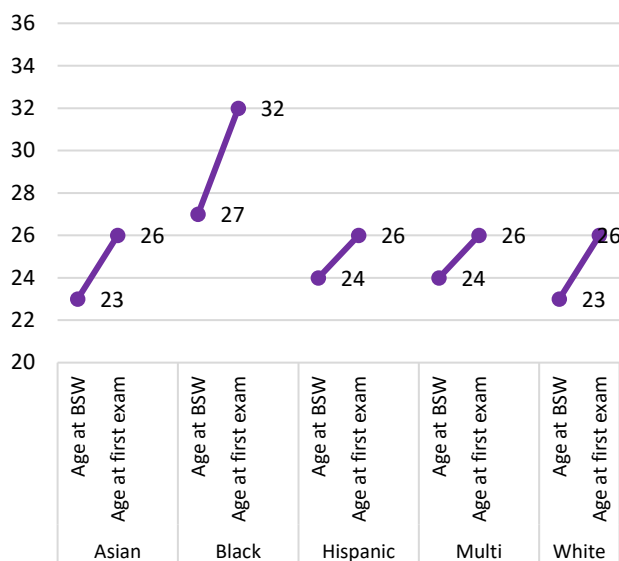
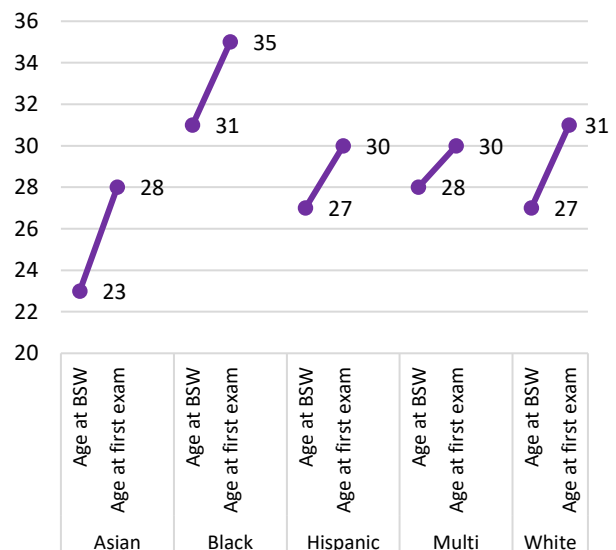


Chart E-6. Bachelors Examinee Mean Age, by Race/Ethnicity, 2022



Background and Purpose

The social work workforce is part of the behavioral healthcare workforce that provides vital mental health and substance abuse services to individuals and communities throughout the United States. As with the 76% of the U.S. healthcare workforce that is certified or licensed (U.S. Bureau of Labor Statistics, 2023), licensure is available for social work candidates who meet their jurisdictions' educational, certification, and other licensure requirements (e.g., background check). Certification is a profession-wide attestation of an individual's professional competence, typically provided through competence assessments such as an exam. It is a critical part of the licensure process that ensures social workers have minimum competence for effective, ethical, and safe practices. The Association of Social Work Boards provides the licensing exams for U.S. jurisdictions and Canadian provinces in five exam categories: Associate, Bachelors, Masters, Advanced Generalist, and Clinical. In 2022, ASWB published its *2022 ASWB Exam Pass Rate Analysis*, an analysis of exam pass rates between 2011 and 2021 (ASWB, 2022), showing substantial differences in pass rates by race/ethnicity, age group, and primary language.

Social work candidates take the licensing exams toward the end of their professional education and training journeys to enter the profession. Their journeys are affected by many community, institutional, and structural factors, and socioeconomic and racial inequalities can impact their access to quality education and training and eventually influence their exam outcomes (Espahbodi et al., 2023). While it is difficult to measure those cumulative structural inequalities, population-level subgroup differences in lifetime outcomes — such as delayed education — may indicate the prevalence and magnitude of such inequalities (Goldrick-Rab, 2006; Roksa & Velez, 2012).

With this background, **this report aims to explore subgroup differences in the population of social work licensing examinees.** By examining the examinees' demographic, educational, and employment characteristics and, more importantly, how those characteristics are patterned by race/ethnicity, we aim to detect indicators of cumulative, structural inequalities that some subgroups of social work candidates might have experienced before they took the social work licensing exams.

The analyses are based on 2022 exam data provided by U.S. examinees. The exam registration forms collect basic information about registrants, including their (1) demographic characteristics (age, gender, race/ethnicity, use of English as a second language, use of Americans with Disabilities Act accommodations, and exam authorizing states), (2) educational characteristics (years of associate's, bachelor's, and master's degrees, names of educational institutions, and undergraduate major), and (3) employment characteristics (years of employment and job type).

To provide a national profile of the examinees, the analyses included all examinees in the United States who took the exam in 2022. Repeat examinees were included in the analyses only once. Associate examinees (N=433) and Advanced Generalist examinees (N=172) were not included because their numbers were too small for detailed analyses. Throughout the report, the word "significant" is used to refer to statistical significance between racial/ethnic groups.

Statistical significance means that a finding in the data is unlikely to have happened by chance, and there is a relationship between the variables studied in the larger population.

Detailed descriptive statistics are provided in the Appendix tables A-1 through A-6 at the end of this report.

Demographic Characteristics

Gender

The overwhelming majority of examinees across all three exam categories were women. As Table 1 shows, about 86% of Clinical and Masters examinees and 90% of the Bachelors examinees were women. Approximately 1% of the examinees identified as a gender not listed or did not answer the gender question.

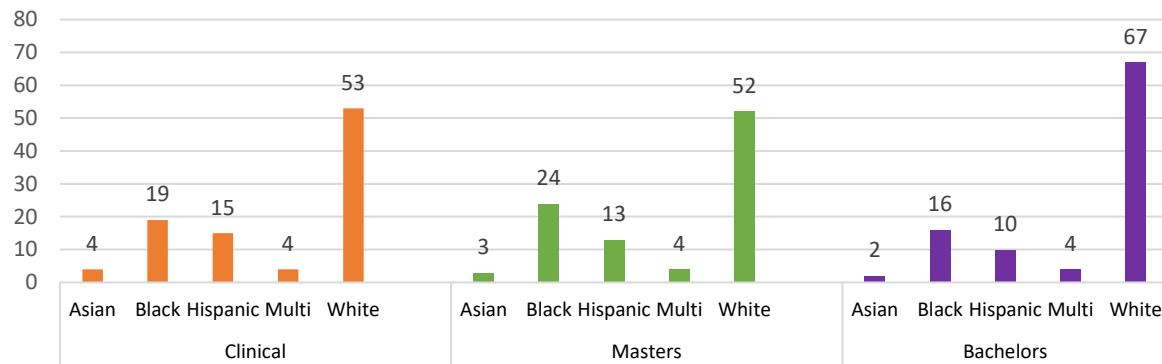
Table 1. Percentage of Women and Men, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Women	86	86	90
Men	13	13	10

Race and Ethnicity

Approximately 53% of Clinical examinees and 52% of Masters examinees were white, and nearly 67% of Bachelor's examinees were white. Black examinees comprised 19% of Clinical, 24% of Masters, and 16% of Bachelors examinees. Hispanic/Latino examinees comprised approximately 15% of Clinical, 13% of Masters, and 10% of Bachelors examinees. Examinees who identified as multiracial comprised roughly 4% of Clinical and Masters examinees. Approximately 2 to 4% of the Clinical, Masters, and Bachelors examinees identified as Asian. In addition, while examinees were given the option to select "Native American/Indigenous Peoples" when they registered for an exam, the number who chose that option is too small for analyses; data for that group was not used in this report. Note that between 2% and 4% of the examinees did not provide race/ethnicity information, as shown in the last columns of Appendix Tables A-2, A-4, and A-6.

Chart 1. Percentage of Racial/Ethnic Groups, by Exam Category, 2022



Age

Table 2 shows that half of the Clinical exam-takers were older than 36. The median age of the Masters examinees was 31, and the median age of the Bachelors examinees was 28.

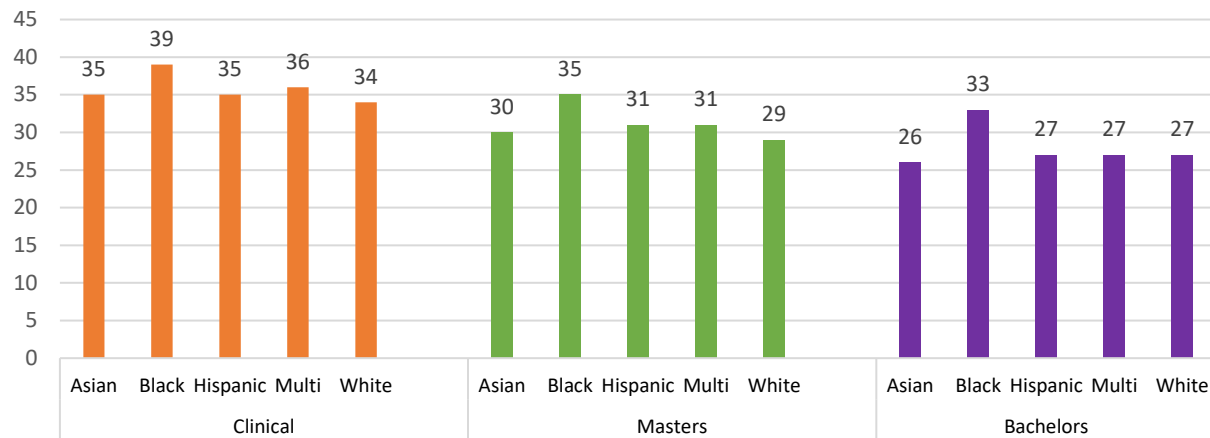
The mean ages of the examinees were two to four years older than the median ages across the exam categories. The mean age of the Clinical, Masters, and Bachelors examinees was around 38, 34, and 32, respectively.

Table 2. Examinee Age, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Median	36	31	28
Mean	38.40	34.03	31.82

There was a significant age difference by race and ethnicity. Across all exam categories, while Black examinees were the oldest group, measured either by the mean or median ages, test-takers who were white and from other racial/ethnic groups were similar in their mean and median ages at the time of the exams. Black examinees who took the Clinical exam, for example, had a median age of 39, five years older than that of their white counterparts. For the Masters exam, Black examinees' median age was 35, six years older than their white counterparts. The same was true for the Bachelors exam, as shown in Chart 2 below.

Chart 2. Median Age at Exam, by Race/Ethnicity and Exam Category, 2022



Disability-Related Accommodation

Across the exam categories, approximately 2 to 4% of the examinees used nonstandard testing accommodations associated with the ADA. More specifically, 4.21% of the Clinical examinees, 3.03% of the Masters examinees, and 2.12% of the Bachelors examinees used accommodations to take the exams.

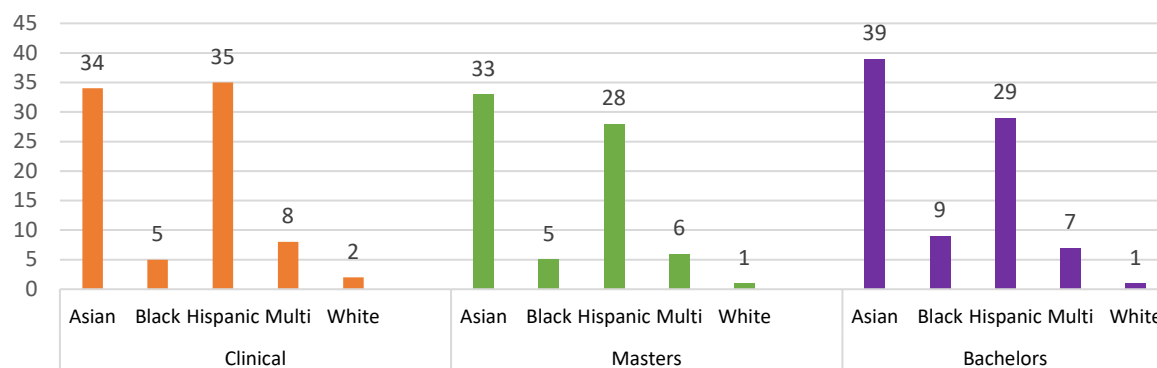
Notably, approximately 6% of Black Clinical examinees used ADA-related accommodations, nearly double their white counterparts (3%).

English as a Second Language

Approximately 9%, 7%, and 6% of the Clinical, Masters, and Bachelors examinees, respectively, used English as a second language.

As Chart 3 shows, most examinees who used English as a second language, across all exam categories, identified as Hispanic/Latino and Asian. Still, a non-negligible percentage of Black and multiracial examinees also used English as a second language.

Chart 3. Percentage of Examinees Who Used English as a Second Language, by Race/Ethnicity and Exam Category, 2022



Region of Residence

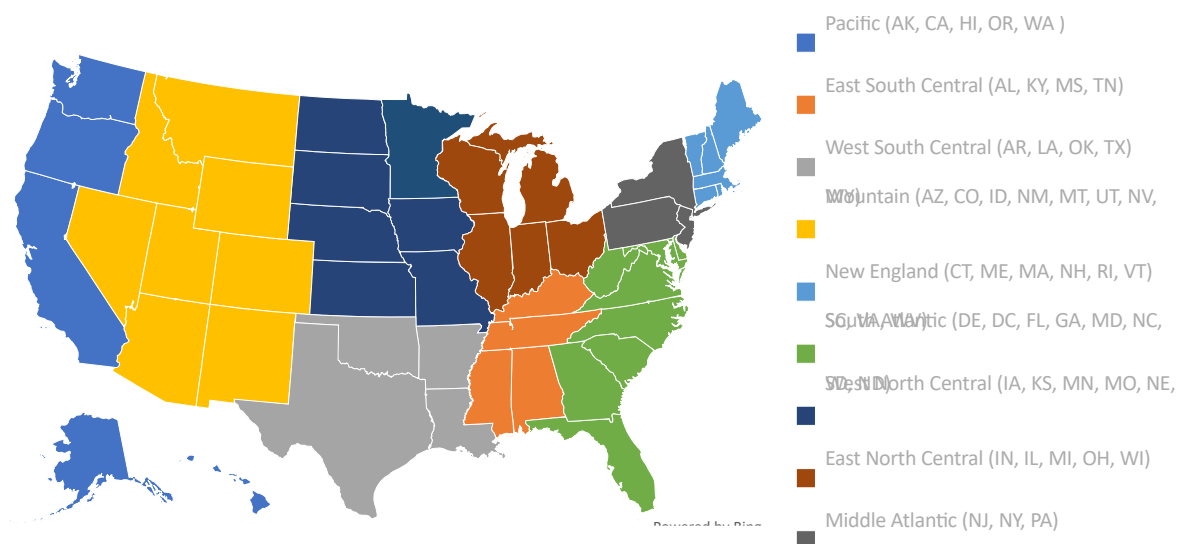
Examinees were not evenly distributed across the U.S. Census regions, partly because not all licensure categories are available in all states and population densities differ by state. Figure 1 below shows the states included in each census region.

Clinical exam: About 54% of all Clinical examinees were located in the South Atlantic (19%), East North Central (17%), and Pacific (18%) regions. Compared to white Clinical examinees, examinees from historically marginalized groups were concentrated in particular regions. More specifically, 37% of Black examinees were from the South Atlantic region, and 40% and 47% of Hispanic/Latino and Asian examinees, respectively, were from the Pacific region.

Masters exam: Nearly 60% of Masters examinees were located in the Middle Atlantic (31%), West South Central (15%), and South Atlantic (12%). The Middle Atlantic region was dense with large groups of examinees from historically marginalized groups. Black examinees were concentrated in the Middle Atlantic (29%) and South Atlantic (22%) regions. Hispanic/Latino examinees were primarily located in the Middle Atlantic (37%) and West South Central (28%) regions.

Bachelors exam: Most Bachelors examinees were found in the East North Central (38%) and West North Central (18%) regions. About 42% of white and 37% of Black Bachelor's examinees were in the East North Central region, but 44% of Hispanic/Latino examinees lived in the West South Central region. A large group (41%) of Asian examinees were from the West North Central area.

Figure 1. U.S. Census Regional Division to Understand Examinees' Density



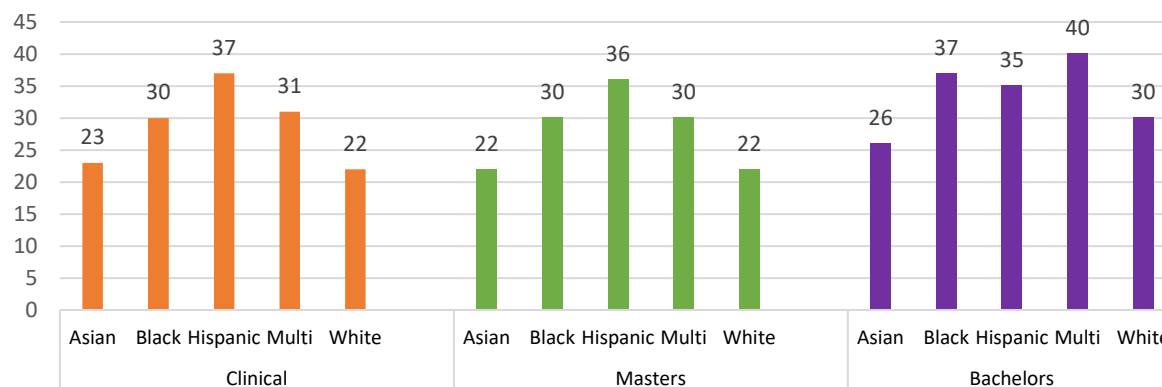
Educational Characteristics

An Associate's Degree

Approximately 26% of Clinical and Masters examinees held an associate's degree as their first postsecondary degree. Among Bachelors examinees, roughly 32% held an associate's degree.

Across the exam categories, significantly higher shares of examinees from historically marginalized groups — except for Asians — began their postsecondary education with an associate's degree, as Chart 4 below shows. For the Clinical and Masters exams, Hispanic/Latino examinees were the largest group of associate's degree holders at 37% and 36%, respectively. For the Bachelors exam, 40% of multiracial examinees and 37% of Black examinees began their postsecondary education with an associate's degree.

Chart 4. Percentage of Examinees with an Associate's Degree, by Race/Ethnicity and Exam Category, 2022



Age at Bachelor's Degrees

The median age at which the Clinical and Masters examinees obtained their bachelor's degrees was 23. However, the mean age at which they earned the degree was about three years older (26). This median–mean difference suggests that a substantial number of the examinees earned the degree at later ages. The Bachelors examinees earned their bachelor's degrees slightly later than those who took Clinical and Masters exams.

Table 3. Age at Which Examinees Earned Bachelor's Degree, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Median	23	23	24
Mean	26.22	26.23	28.02

As depicted in Charts 5 and 6 below, there was a significant racial difference in the timing of bachelor's degrees. Black examinees earned their degrees at older ages than their white counterparts across all three exam categories. This difference was considerable for the Masters and Bachelors exams. Specifically, for the Masters exams, the mean age at which Black examinees obtained bachelor's degrees was 28, three years older than their white counterparts. For the Bachelors exams, the median and mean ages of Black examinees were 27 and 31, respectively — four years older than their white counterparts.

Chart 5. Median Age at Bachelor's Degree, by Race/Ethnicity and Exam Category, 2022

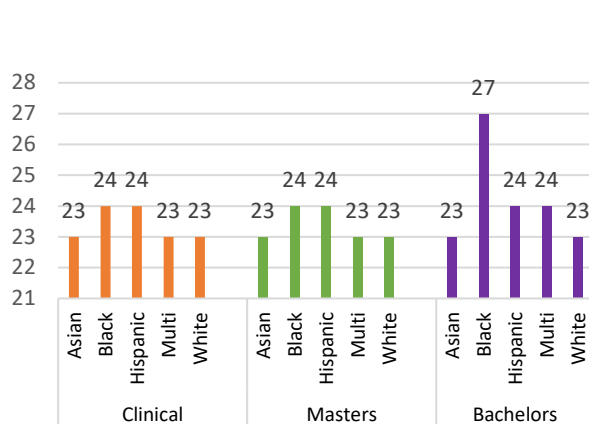
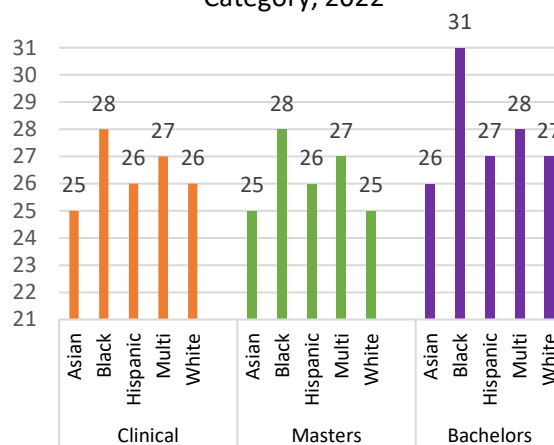


Chart 6. Mean Age at Bachelor's Degree, by Race/Ethnicity and Exam Category, 2022



Age at MSW

As Table 4 shows, half of the Clinical and Masters examinees obtained their MSW by age 29, but the mean age at which the examinees earned their MSW was nearly 32.

Table 4. Age at Which Examinees Earned MSW, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Median	29	29	n/a
Mean	31.72	31.96	n/a

As Charts 7 and 8 show, a similar pattern of racial difference discussed above appeared in the timing of MSW attainment. Hispanic/Latino and multiracial examinees earned their MSW at slightly older ages than white examinees, and Asian examinees earned the degree at a younger age than their white counterparts.

Notably, among the Clinical and Masters examinees, Black examinees earned their MSW at the oldest ages. Among the Masters examinees, Black examinees were three years older than their white counterparts when they obtained their MSWs; among the Clinical examinees, they were two years older than their white counterparts, measured in median and mean ages.

Chart 7. Median Age at MSWs, by Race/Ethnicity and Exam Category, 2022

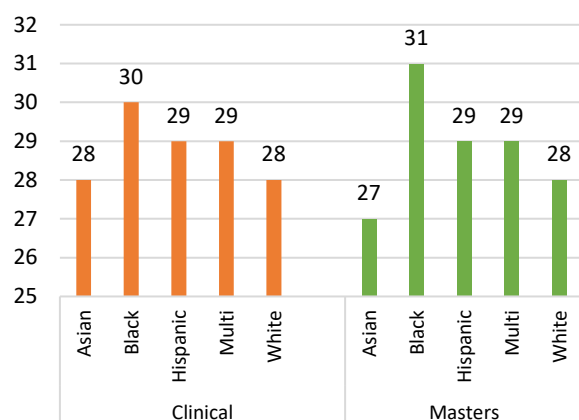
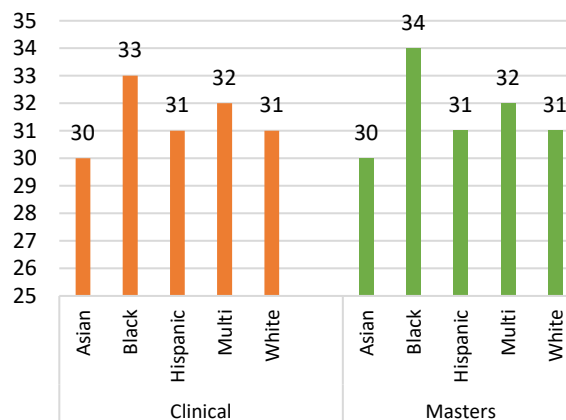


Chart 8. Mean Age at MSWs, by Race/Ethnicity and Exam Category, 2022



Employment Characteristics

Years of Employment

Table 5 demonstrates that half of the Clinical examinees had more than four years of employment. The mean number of years of employment among the Clinical examinees was about six.

Half of the Masters and Bachelors examinees had less than a year of employment. However, the Masters and Bachelors examinees had approximately two years of employment, on average.

Table 5. Years of Employment, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Median	4 years	Less than a year	Less than a year
Mean	5.56 years	1.65 years	1.99 years

A closer look at the data revealed that examinees from some racial and ethnic groups, particularly Black examinees, had more years of employment. Charts 9 and 10 below suggest that among Clinical examinees, Black examinees had two more years of employment than their white counterparts, measured either by median or mean years. Members of other racial groups also had more years of employment than white test-takers, but the differences were not as significant as those between Black and white examinees.

Chart 9. Median Years of Employment, by Race/Ethnicity and Exam Category, 2022

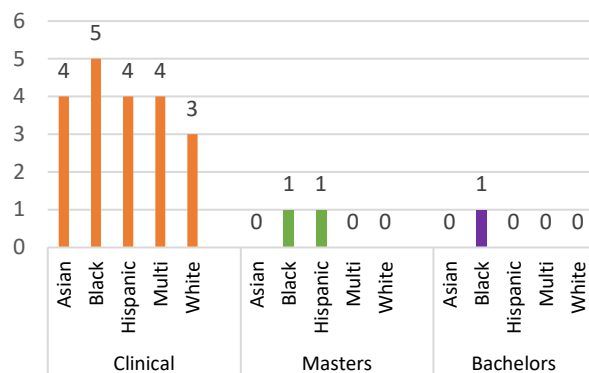
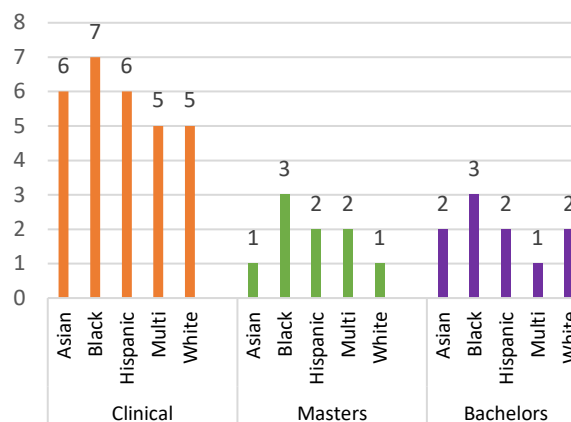


Chart 10. Mean Years of Employment, by Race/Ethnicity and Exam Category, 2022



Job Position

As Table 6 demonstrates, more than half (53%) of the Clinical examinees reported working in a direct service position. On the other hand, nearly 60% of Masters examinees worked in either a non-direct service position or an “other” position. The combined percentage of those working in a non-direct service or other position was even greater (73%) for Bachelors examinees.

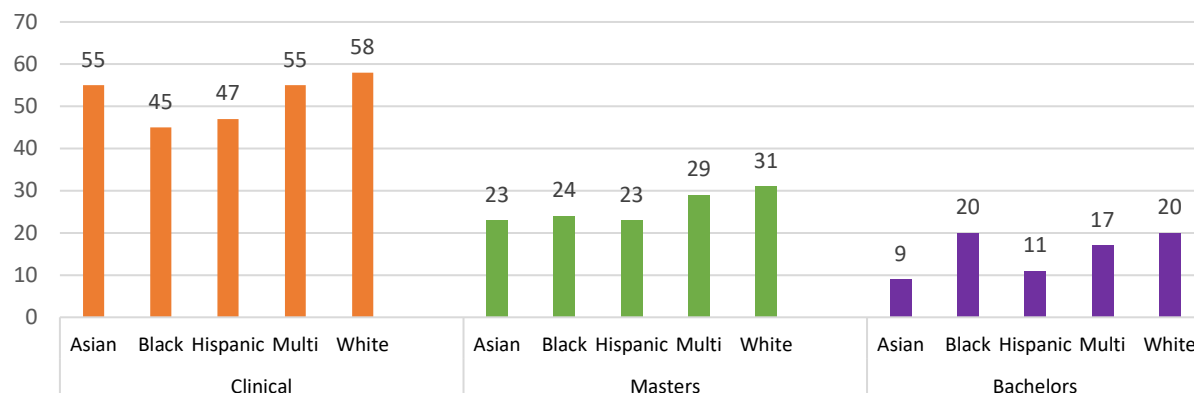
Table 6. Type of Job Position, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Direct service	53.34	27.64	18.65
Non-direct service	28.14	35.66	40.36
Other ¹	5.74	24.31	32.89
Not applicable	12.79	12.39	8.11

1. Note: No information is available about the “Other” job characteristics in the exam data.

The type of job position varied by race/ethnicity across the exam categories. Chart 11 shows that lower percentages of examinees from historically marginalized groups, compared to white examinees, held a direct service job across almost all exam types. Among the Clinical examinees, for example, 45% of Black examinees and 47% of Hispanic/Latino examinees reported working in a direct service job, and these rates were significantly lower than the rate for their white counterparts (58%).

Chart 11. Percentage of Examinees with a Direct Service Position, by Race/Ethnicity and Exam Category, 2022



Exam Decision

Age at First Exam Attempt

Table 7 below shows that half of the Clinical exam-takers took their first exam by age 35. The median age for the first exam was 31 among Masters examinees and 28 among Bachelors examinees.

The mean ages of the examinees were approximately three to four years older than the median ages across the exam categories. The median–mean difference suggests that many examinees took their first exam at older ages. The mean age at which the Clinical examinees took the exam for the first time was about 38; for Masters, it was 34; and for Bachelors, it was approximately 32.

Table 7. Age at First Exam Attempt, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
Median	35	31	28
Mean	37.58	34.03	31.82

There was a significant racial/ethnic difference in the timing of the first exam attempt. As Charts 12 and 13 show, across the exam categories, Black examinees took their first exams at the oldest ages of all racial/ethnic groups. Half of all Black examinees took their first Clinical exam by age 38 — four years later than their white counterparts. Similarly, half of all Black examinees took their first Masters exam by age 33, four years later than their white

counterparts. For the Bachelors exam, the median age of the first exam attempt for Black examinees was 32, six years later than their white counterparts.

Chart 12. Median Age at First Exam Attempt, by Race/Ethnicity and Exam Category, 2022

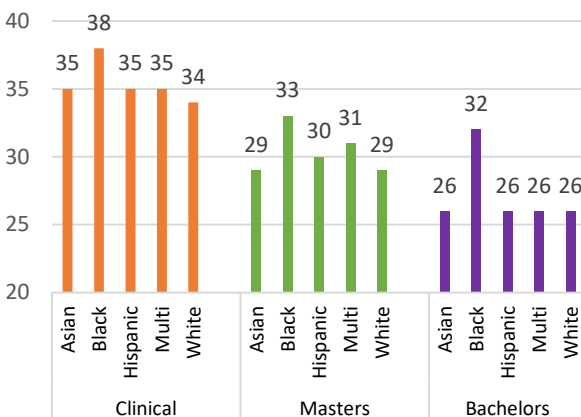
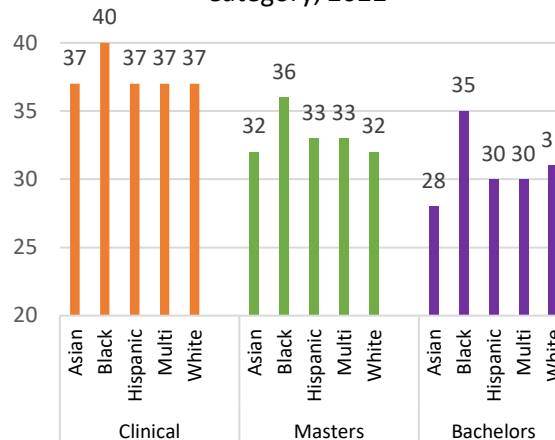


Chart 13. Mean Age at First Exam Attempt, by Race/Ethnicity and Exam Category, 2022



Number of Exam Attempts

In 2022, approximately 74% of all Clinical examinees took the exam for the first time, 11% for the second time, and 15% for the third or additional time.

Table 8 shows that a slightly lower percentage of Masters examinees were repeat examinees as compared to the Clinical examinees. The Bachelors exam had the smallest percentage of repeat examinees who attempted the exam at least three times.

Table 8. Percentage with Nth Exam Attempts, by Exam Category, 2022

	Clinical Exam	Masters Exam	Bachelors Exam
First attempt	73.54	77.40	82.02
Second attempt	11.42	10.71	11.71
Third or higher-order attempt	15.04	11.89	6.27

Charts 14 and 15 show the percentages of examinees who took the exam two or more times by race/ethnicity and exam category. The charts suggest that higher percentages of examinees from historically marginalized groups were repeat examinees. Black examinees represented the highest share of repeat examinees across all three exam categories, followed by Hispanic/Latino, Asian, and multiracial examinees.

Chart 14. Percentage Attempting the Exam the Second Time, by Race/Ethnicity and Exam Category, 2022

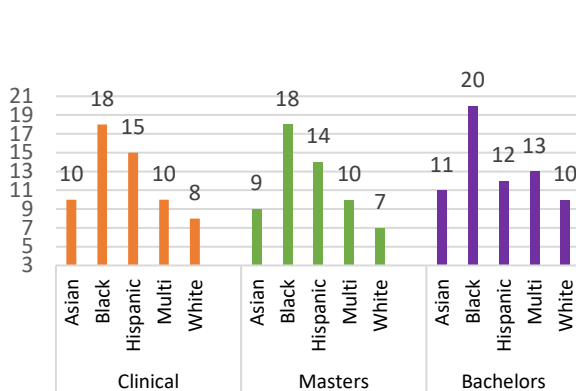
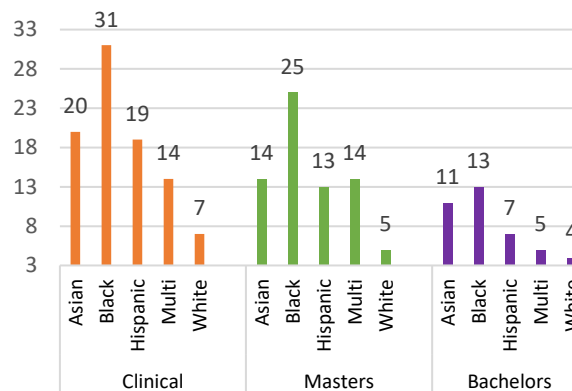


Chart 15. Percentage Attempting the Exam At Least The Third Time, by Race/Ethnicity and Exam Category, 2022



Conclusion

This report provides a national profile of U.S. social work candidates using 2022 ASWB exam data. The overall findings suggest that compared to white examinees, higher percentages of examinees from historically marginalized groups — particularly Black examinees — began their postsecondary education with an associate’s degree and took longer to earn their qualifying educational degrees for the social work licensing exams. More importantly, they took significantly longer to take the exams for the first time. They also had more years of employment in non-direct service positions that may not have helped them advance their social work competence. The demographic, educational, and employment characteristics indicate that some social work candidates’ journeys to the profession might have been far more disrupted and delayed than others, even before they attempted the licensing exams for the first time.

The exam data does not provide any additional variables beyond those analyzed here to offer more insight into why such significant racial/ethnic patterns in social work candidates’ journey to the exams were observed. Nonetheless, these patterns may indicate the prevalence and magnitude of structural inequalities in our educational and labor market institutions that could have also affected the exam outcomes. The findings call for further and longer-term research into potential causes and solutions.

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Appendix Tables for Detailed Descriptive Statistics by Exam Category and Race/Ethnicity

- ✚ Table A-1. Clinical Examinee Median and Mean Ages, by Race/Ethnicity
- ✚ Table A-2. Clinical Examinee Characteristics, by Race/Ethnicity (Percentage Distribution)
- ✚ Table A-3. Masters Examinee Median and Mean Ages, by Race/Ethnicity
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- ✚ Table A-5. Bachelors Examinee Median and Mean Ages, by Race/Ethnicity
- ✚ Table A-6. Bachelors Examinee Characteristics, by Race/Ethnicity (Percentage Distribution)

Table A-1. Clinical Examinee Median and Mean Ages, by Race/Ethnicity

	All		Asian		Black		Hispanic		Multiracial		White		No response	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Age at bachelor's degree ¹	23	26.22	23	24.83	24	27.75	24	26.36	23	26.58	23	25.61	24	27.38
Age at MSW ²	29	31.72	28	30.31	30	33.18	29	31.25	29	31.88	28	31.30	31	33.13
Age at first exam attempt ³	35	37.58	35	36.85	38	39.86	35	36.89	35	37.37	34	36.87	37	39.39
Age at 2022 exam	36	38.40	35	37.77	39	41.61	35	37.85	36	38.14	34	37.28	38	40.60
Years of employment ⁴	4	5.56	4	5.95	5	6.93	4	5.67	4	5.20	3	5.00	4	5.94

Note:

1. All racial means are significantly different from the mean of white examinees.
2. All racial means, except for Hispanics/Latinos', are significantly different from the mean of white examinees.
3. The means of Black and no-response groups are significantly different from the mean of white examinees.
4. All racial means, except for the multiracial group, are significantly different from the mean of white examinees.

Table A-2. Clinical Examinee Characteristics, by Race/Ethnicity (Percentage Distribution)

	All	Asian	Black	Hispanic	Multiracial	White	No response
<i>N</i>	25088	998	4862	3680	1117	13370	1061
%	100	3.98	19.38	14.67	4.45	53.29	4.23
1. Demographic background							
Gender							
Women	85.91	83.67	87.06	85.30	87.02	86.50	76.25
Men	12.90	15.63	12.71	14.24	11.28	12.48	13.57
Gender not listed or did not answer	1.19	0.70	0.23	0.46	1.70	1.02	10.18
Age							
18-29	18.76	17.33	10.47	15.35	18.44	23.64	8.86
30-39	44.36	47.80	39.90	50.41	45.03	43.87	45.99
40-49	20.78	23.45	25.17	21.22	22.02	18.47	24.41
50 +	16.10	11.42	24.45	13.02	14.5	14.02	20.74
Use of English as a second language	9.11	34.07	5.33	34.57	8.33	1.74	8.39
ESL¹ accommodation	1.47	4.11	1.97	4.67	1.79	0.18	1.51
ADA² accommodation	4.21	3.51	6.07	4.70	4.92	3.19	6.79
Region of residence							
New England	7.90	4.91	4.28	5.35	5.46	10.42	7.07
Middle Atlantic	13.92	14.73	11.02	12.55	11.46	15.29	16.40
East North Central	17.35	9.02	17.19	8.45	14.59	20.85	15.55
West North Central	5.22	4.11	2.12	1.68	5.19	7.61	2.64
South Atlantic	19.01	9.52	36.96	14.76	15.58	14.22	24.32
East South Central	3.81	0.40	5.61	0.46	1.52	4.59	2.83
West South Central	7.55	5.21	9.79	8.59	7.52	6.70	6.69
Mountain	7.36	5.11	2.16	8.59	10.56	8.96	5.56
Pacific	17.89	46.99	10.86	39.57	28.11	11.36	18.94
2. Educational background							
Educational degree history							
Began PSE ³ with an associate's degree	26.48	22.95	30.15	36.79	30.98	21.75	32.14
BSW	37.93	32.26	44.59	36.60	33.12	36.93	34.97
Have a PhD	1.37	1.2	3.15	1.06	1.25	0.79	1.79
3. Employment background							
Years of employment							
0-1	10.88	10.92	12.46	10.71	9.85	10.43	11.03

2-3	34.34	30.36	20.07	29.78	36.08	41.42	28.18
4-5	23.17	24.75	21.68	25.87	24.17	22.75	23.28
6-9	16.37	16.43	21.31	18.45	17.1	13.64	20.17
10 or more	15.24	17.54	24.48	15.19	12.8	11.77	17.34
Job position							
Direct service	53.34	55.41	44.73	47.28	54.88	58.48	45.33
Non-direct service	28.14	29.36	31.47	35.52	27.93	24.31	34.68
Other	5.74	3.71	5.64	5.60	5.37	5.75	8.77
Not applicable	12.79	11.52	18.16	11.60	11.82	11.46	11.22
4. Exam decision							
Number of attempts							
First	73.54	69.64	51.58	66.60	75.29	84.61	60.60
Second	11.42	10.42	17.63	14.70	10.47	8.21	13.95
Third or higher	15.04	19.94	30.79	18.70	14.23	7.18	25.45

Note:

1. ESL: English as a second language
2. ADA: Americans with Disability Act
3. PSE: Post-secondary education

Table A-3. Masters Examinee Median and Mean Ages, by Race/Ethnicity

	All		Asian		Black		Hispanic		Multiracial		White		No response	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Age at bachelor's degree ¹	23	26.23	23	24.72	24	28.17	24	26.52	23	26.59	23	25.23	24	27.71
Age at MSW ²	29	31.96	27	30.24	31	33.98	29	31.33	29	32.03	28	31.13	32	34.37
Age at first exam attempt ³	30	33.32	29	31.93	33	35.81	30	32.54	31	33.49	29	32.28	34	35.73
Age at 2022 exam	31	34.03	30	32.65	35	37.33	31	33.29	31	34.11	29	32.57	35	36.98
Years of employment ⁴	0	1.65	0	1.48	1	2.73	1	1.66	0	1.70	0	1.12	1	2.06

Note:

1. All means are significantly different from the mean of white examinees.
2. The means of Black, Asian, multiracial, and no-response groups are significantly different from the mean of white examinees.
3. The means of Black, multiracial, and no-response groups are significantly different from the mean of white examinees.
4. All means are significantly different from the mean of white examinees.

Table A-4. Masters Examinee Characteristics, by Race/Ethnicity (Percentage Distribution)

	All	Asian	Black	Hispanic	Multiracial	White	No response
<i>N</i>	26550	905	6359	3477	1157	13731	921
<i>%</i>	100	3.41	23.95	13.1	4.36	51.72	3.47
1. Demographic background							
Gender							
Women	86.19	82.43	87.92	86.89	84.44	86.33	75.46
Men	12.51	16.02	11.78	12.45	12.79	12.50	14.12
Gender not listed or did not answer	1.30	1.55	0.30	0.66	2.77	1.17	10.42
Age							
18-29	43.03	48.4	28.2	43.37	41.75	50.64	27.04
30-39	32.19	30.83	35.63	35.29	33.88	29.45	36.81
40-49	15.54	14.81	20.85	14.64	15.82	12.79	23.56
50 +	9.24	5.97	15.32	6.7	8.56	7.12	12.6
Use of English as a second language	7.28	32.71	4.99	28.19	6.22	1.30	9.55
ESL¹ accommodation	0.99	3.31	1.02	3.77	1.21	0.09	1.3
ADA² accommodation	3.03	3.65	3.52	3.05	3.54	2.62	4.45
Region of residence							
New England	8.86	7.30	4.97	7.48	8.21	11.14	9.34
Middle Atlantic	30.70	40.15	29.05	36.93	29.65	28.77	39.52
East North Central	8.64	6.75	6.13	3.45	6.48	11.67	4.89
West North Central	8.18	7.52	3.16	3.91	9.68	11.75	4.45
South Atlantic	11.72	7.63	22.27	4.43	8.30	9.15	12.92
East South Central	7.68	1.88	12.02	1.64	4.49	7.89	7.06
West South Central	15.37	14.38	19.27	27.55	18.84	10.36	13.79
Mountain	8.11	7.63	2.85	13.86	12.36	8.85	6.84
Pacific	0.74	6.75	0.28	0.75	1.99	0.42	1.19
2. Educational background							
Educational degree history							
Began PSE ³ with an associate's degree	26.50	21.99	30.10	35.98	29.90	21.97	33.66
BSW	40.14	29.17	44.5	44.06	37.08	38.31	36.92
Have a PhD	0.79	2.10	1.27	0.37	0.52	0.61	0.87
3. Employment background							
Years of employment							

0-1	75.66	77.68	61.52	73.22	77.61	82.94	69.49
2-3	10.52	10.39	14.48	12.45	9.16	8.21	12.05
4-5	4.94	4.75	7.72	6.04	4.24	3.34	6.41
6-9	4.45	3.09	8.05	4.23	3.37	2.88	6.51
10 or longer	4.44	4.09	8.22	4.06	5.62	2.64	5.54
Job position							
Direct service	27.64	23.43	23.57	22.72	28.69	31.20	24.00
Non-direct service	35.66	36.02	40.67	41.67	34.31	31.72	38.55
Other	24.31	29.61	17.72	22.26	23.68	27.59	24.10
Not applicable	12.39	10.94	18.04	13.34	13.31	9.49	13.36
4. Exam decision							
Number of attempts							
First	77.40	77.24	57.05	72.88	80.64	88.66	63.30
Second	10.71	8.95	17.96	13.72	10.20	6.50	14.33
Third or higher	11.89	13.81	24.99	13.40	9.16	4.84	22.37

Note:

1. ESL: English as a second language
2. ADA: Americans with Disability Act
3. PSE: Post-secondary education

Table A-5. Bachelors Examinee Median and Mean Ages, by Race/Ethnicity

	All		Asian		Black		Hispanic		Multiracial		White		No Response	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Age at bachelor's degrees ¹	24	28.02	23	26.45	27	31.21	24	27.22	24	27.53	23	27.35	29.5	31.59
Age at first exam attempt ²	27	31.26	26	28.17	32	35.12	26	29.97	26	30.00	26	30.57	33.5	35.39
Age at 2022 exam	28	31.82	26	28.62	33	36.38	27	30.50	27	30.55	27	30.96	35	36.31
Years of employment ³	0	1.99	0	1.55	1	3.05	0	1.73	0	1.46	0	1.81	1	2.06

Note:

1. The means of Black and no-response groups are significantly different from the mean of white examinees.
2. The means of Black and no-response groups are significantly different from the mean of white examinees.
3. The mean of Black examinees is significantly different from that of white examinees.

Table A-6. Bachelors Examinee Characteristics, by Race/Ethnicity (Percentage Distribution)

	All	Asian	Black	Hispanic	Multiracial	White	No response
<i>N</i>	3588	66	573	361	128	2394	64
%	100	1.84	15.98	10.07	3.57	66.72	1.78
1. Demographic background							
Gender							
Women	89.91	90.91	87.26	88.37	88.37	91.06	81.54
Men	9.50	9.09	12.57	11.63	11.63	8.31	10.77
Gender not listed or did not answer	0.59	0	0.17	0	0	0.63	7.69
Age							
18-29	56.58	65.15	35.60	61.22	60.47	61.24	27.69
30-39	21.79	25.76	29.49	21.88	23.26	19.17	43.08
40-49	11.96	7.58	16.40	10.80	10.08	11.15	16.92
50 +	9.67	1.52	18.50	6.09	6.20	8.44	12.31
Use of English as a second language	6.02	39.39	9.42	28.53	6.98	0.84	6.15
ESL¹ accommodation	1.00	4.55	2.27	4.16	0	0.21	0
ADA² accommodation	2.12	1.52	1.75	1.66	3.1	2.13	6.15
Region of residence							
New England	7.36	4.55	6.64	4.99	5.43	8.02	9.23
Middle Atlantic	0.53	1.52	0.35	0.00	1.55	0.58	0.00
East North Central	37.52	18.18	36.71	14.13	41.09	41.60	36.92
West North Central	17.54	40.91	9.62	10.25	22.48	19.88	7.69
South Atlantic	5.66	3.03	8.39	2.22	3.10	5.64	9.23
East South Central	8.14	4.55	18.18	0.83	6.20	6.93	12.31
West South Central	12.21	7.58	16.08	44.04	13.18	6.56	12.31
Mountain	10.90	18.18	4.02	23.55	6.98	10.65	10.77
Pacific	0.14	1.52	0.00	0.00	0.00	0.13	1.54
2. Educational background							
Educational degree history							
Began PSE ³ with an associate's degree	32.13	25.76	37.17	34.9	39.53	30.24	33.85
BSW	94.93	1.52	1.75	3.32	4.65	6.18	7.69
3. Employment background							
Years of employment							
0-1	73.38	77.27	64.57	78.95	73.64	74.73	66.15
2-3	9.67	7.58	10.3	6.93	12.4	9.86	9.23

4-5	5.96	4.55	8.2	5.54	5.43	5.43	10.77
6-9	5.07	4.55	7.16	2.77	3.88	4.93	7.69
10 or longer	5.91	6.06	9.77	5.82	4.65	5.05	6.15
Job position							
Direct service	18.65	9.09	19.55	10.53	17.05	19.97	20.00
Non-direct service	40.36	53.03	43.28	46.81	31.78	38.76	41.54
Other	32.89	27.27	25.13	32.41	41.86	34.50	32.31
Not applicable	8.11	10.61	12.04	10.25	9.30	6.77	6.15
4. Exam Decision							
Number of attempts							
First	82.02	78.79	67.54	81.72	81.40	85.84	75.38
Second	11.71	10.61	19.55	11.63	13.18	9.86	9.23
Third or higher	6.27	10.61	12.91	6.65	5.43	4.30	15.38

Note:

1. ESL: English as a second language
2. ADA: Americans with Disability Act
3. PSE: Post-secondary education