

Adverse impact notification sent to Joint Commission on Administrative Rules, House Committee on Appropriations, and Senate Committee on Finance (COV § 2.2-4007.04.C): Yes  Not Needed

If/when this economic impact analysis (EIA) is published in the *Virginia Register of Regulations*, notification will be sent to each member of the General Assembly (COV § 2.2-4007.04.B).



## Virginia Department of Planning and Budget Economic Impact Analysis

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**22 VAC 40-670 Degree Requirements for Social Work/Social Work Supervision  
Classification Series  
Department of Social Services  
Town Hall Action/Stage: 4593 / 7609  
September 28, 2016**

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### Summary of the Proposed Amendments to Regulation

The State Board of Social Services (Board) proposes to permit individuals in their last semester of a degree program to be evaluated for positions in the Family Services Occupational Group at local departments of social services. Additionally, the Board proposes to correct a date for consistency with the Code of Virginia and revise language for clarity.

### Result of Analysis

The benefits likely exceed the costs for all proposed changes.

### Estimated Economic Impact

Code of Virginia § 63.2-219 states that "... the Department and its local boards or local departments shall not employ any person in any family-services specialist position that provides direct client services unless that person holds at least a baccalaureate degree." The current regulation requires that in order to be **evaluated** for vacancies in the Family Services Occupational Group, applicants must possess a baccalaureate degree.<sup>1</sup> This prevents individuals who are near completion of their degree from being considered for positions. The Board's

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<sup>1</sup> The degree must either be in 1) counseling, gerontology, guidance and counseling, family and child development, psychology, sociology, or another related degree, 2) or be accompanied by a minimum of two years appropriate and related experience in a human services related area.

proposed language permits individuals in their last semester of a qualifying baccalaureate degree program to be evaluated for Family Services Occupational Group employment, but still requires the individual to have earned the degree prior to the start of employment. This is beneficial for employing local departments of social services in that their pool of candidates to consider for open positions can be greater without lowering the degree requirement; it is beneficial for individuals in their last semester in that if they can be considered for employment before graduation, they are more likely to be employed soon after graduation.

### **Businesses and Entities Affected**

The proposed amendments affect the 120 local departments of social services in the Commonwealth.

### **Localities Particularly Affected**

The proposed amendments do not disproportionately affect specific localities.

### **Projected Impact on Employment**

The proposed amendments are unlikely to affect total employment, but may permit graduating seniors to gain employment sooner.

### **Effects on the Use and Value of Private Property**

The proposed amendments do not significantly affect the use and value of private property.

### **Real Estate Development Costs**

The proposed amendments do not affect real estate development costs.

### **Small Businesses:**

#### **Definition**

Pursuant to § 2.2-4007.04 of the Code of Virginia, small business is defined as “a business entity, including its affiliates, that (i) is independently owned and operated and (ii) employs fewer than 500 full-time employees or has gross annual sales of less than \$6 million.”

#### **Costs and Other Effects**

The proposed amendments do not affect costs for small businesses.

### **Alternative Method that Minimizes Adverse Impact**

The proposed amendments do not adversely affect small businesses.

#### **Adverse Impacts:**

##### **Businesses:**

The proposed amendments do not adversely affect businesses.

##### **Localities:**

The proposed amendments do not adversely affect localities.

##### **Other Entities:**

The proposed amendments do not adversely affect other entities.

#### **Legal Mandates**

**General:** The Department of Planning and Budget has analyzed the economic impact of this proposed regulation in accordance with § 2.2-4007.04 of the Code of Virginia (Code) and Executive Order Number 17 (2014). Code § 2.2-4007.04 requires that such economic impact analyses determine the public benefits and costs of the proposed amendments. Further the report should include but not be limited to: (1) the projected number of businesses or other entities to whom the proposed regulatory action would apply, (2) the identity of any localities and types of businesses or other entities particularly affected, (3) the projected number of persons and employment positions to be affected, (4) the projected costs to affected businesses or entities to implement or comply with the regulation, and (5) the impact on the use and value of private property.

**Adverse impacts:** Pursuant to Code § 2.2-4007.04(C): In the event this economic impact analysis reveals that the proposed regulation would have an adverse economic impact on businesses or would impose a significant adverse economic impact on a locality, business, or entity particularly affected, the Department of Planning and Budget shall advise the Joint Commission on Administrative Rules, the House Committee on Appropriations, and the Senate Committee on Finance within the 45-day period.

If the proposed regulatory action may have an adverse effect on small businesses, Code § 2.2-4007.04 requires that such economic impact analyses include: (1) an identification and estimate of the number of small businesses subject to the proposed regulation, (2) the projected reporting, recordkeeping, and other administrative costs required for small businesses to comply with the proposed regulation, including the type of professional skills necessary for preparing required reports and other documents, (3) a statement of the probable effect of the proposed regulation on affected small businesses, and (4) a description of any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation. Additionally, pursuant to Code § 2.2-4007.1, if there is a finding that a proposed regulation may have an adverse impact on small business, the Joint Commission on Administrative Rules shall be notified.

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